



**MINUTES
WATAUGA CITY COUNCIL
WORKSHOP MEETING
CITY HALL COUNCIL CHAMBER,
7105 WHITLEY ROAD,
FEBRUARY 12, 2024
5:30 PM**

CALL TO ORDER

Mayor Arthur Miner called the meeting to order at 5:32 p.m.

ROLL CALL

The meeting convened with the following members present:

Arthur L. Miner
Jan Hill
Pat Shelbourne
Tom Snyder
Lovie Downey
Andrew Neal
Malissa Minucci
Mark Taylor

Mayor
Mayor Pro Tem/Council Member Place 7
Council Member Place 1
Council Member Place 2
Council Member Place 3
Council Member Place 4
Council Member Place 5 (absent w/notice)
Council Member Place 6

and

Joshua Jones
Linda Proskey
David Berman
Sandra Gibson
Timothy Hamilton
Robert Parker
Juliet Rodriguez

City Manager
City Secretary
City Attorney
Director of Finance
Director of Parks and Community Services
Chief of Police
Human Resource Director

ANNOUNCEMENTS

No announcements were made.

PRESENTATIONS

1. Discuss amending 10.09 Drug and Alcohol-Free Workplace Policy of the Personnel, Administration, and Financial Policies and Procedures Manual.

Julie Rodriguez, Director of Human Resources, presented the item. She updated the Council on the policy that went to the Council in December of 2023 but did not pass, and the Council requested a workshop. Revisions included verbiage regarding over-the-counter vaping products, such as THC, CBD, cannabis, cannabinoids, and synthetic stimulants. Also, she wanted to amend Section M, clarifying verbiage that if an employee's performance contributed to an accident or injury, they will be drug tested. Currently, the policy states that they may be tested. They also wanted to change the order for testing from reasonable suspicion, then accident or injuries, to accident or injuries, then reasonable suspicion. After the council meeting in December, she was approached by directors to address other herbal stimulants, like Kratom, and prescription drugs, such as medical marijuana. The city won't prohibit anybody using prescription drugs from working. But if it prohibits them from being able to do their job or impairs their judgment. The employee is instructed to notify their supervisor, and they should be bringing that to the human resources department so that we can investigate the matter. They are also verifying that the policy matches the D.O.T. regulations. She also stated that they can look into onsite testing.

ADJOURNMENT

Mayor Miner adjourned the meeting at 5:51pm

Approved: this 11 day of March, 2024

Signed: this 11 day of March, 2024

ATTEST:

Linda Proskey /s/

Linda Proskey, City Secretary

APPROVED:

Arthur L. Miner /s/

Mayor