

# "Improving the quality of life for Aurora"

## AURORA CITY COUNCIL SPECIAL SESSION AGENDA

City Council Chambers

2 W Pleasant

Wednesday, August 20, 2014, at 6:30 p.m.

I. **CALL TO ORDER:** Mayor Marks called the meeting to order at 6:30 p.m.

II. **ROLL CALL:**

Mayor David L. Marks  
Chairman Pro Tem Linda Barton  
Councilwoman Lisa Rentfro  
Councilwoman Rosemary Henderson  
Councilman Steve Ramirez

All council members were noted present except Chairman Pro Tem Barton who was absent.

III. **AGENDA**

A. Discussion of employment contract for Mr. Mike Randall, City Manager

Mayor Marks opened the meeting by stating that the Aurora Advertiser had printed erroneous material. He did not have veto power in our present form of government and hadn't learned that until after the information had been submitted to the media.

He stated the audience already knew how Councilman Ramirez and he felt about the renewal of the city manager's contract. The purpose of the meeting was to gain public input on the matter. A five minute limit was allowed to those who signed up to speak.

Paul Ward – 2 E Plumb

On last week's agenda nowhere did it state that the council would be discussing the city manager's contract. It only stated the section of the sunshine law by which the meeting would be closed under. He had come across Marionville's minutes. They come out of closed session and then voted. Is that normal? Bill Petrus, City Attorney stated the sunshine law allows for a vote in closed session. For personnel matters it has to be disclosed within 72 hours. He felt the city manager's merit could be discussed in closed session but the vote should have been taken in open session.

He had never seen a 11.38% rate increase without a promotion unless someone was leaving a job for more pay and the employer was trying to retain that person. Felt the vote was inappropriate without letting the public have input.

Under Section C of his contract it allows the city manager another across the board increase when all the other city employees get a raise. That clause should be taken out of the contract. He does not deserve two raises in a year when city employees have worked for the past five or six years for a 5% increase in pay.

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### Regina Payne

Council did not have a problem paying David Price \$8,500 for a 3 month period. Do the math it totals \$73,673.60. Other city managers have made this amount and you have never had a problem with it. Why now? Shouldn't the city manager make more than his employees? You should be working with him and not against him. You are pulling this city apart. You won't achieve success unless everyone works together.

### Heidi Ryan – 1406 Mary Lane

Isn't it the job on the Mayor to unite the community? Its pathetic two council members are not in favor of continuing the contract. He is a contractual employee. The extent of hostility he has had to endure is horrible.

Make sure you know the facts before you make your decision. She stated she had been banned from city hall by Mayor Marks and Councilman Ramirez. She has not been able to communicate with city officials. She serves on P&Z and has a right to discuss matters with staff.

Within days of coming into office he got Aurora to come together to get the overpass. He didn't spend any city money to do that. Mayor you've been here about 12 weeks what have you accomplished in order to be able to judge him?

Both of you have basically made employees work against one another. There is fighting, rumors and lies and then you. There are more qualified people in the audience that should be on the podium than you.

You need to stop the back biting. The city manager does not fall under a normal employee category. He falls under counterparts in other towns. Your only trying to get David Price back in the position.

### Doris Colwell – 1110 E. Church

She was one of the three on city council that hired Mike for the City Manager. Others were interviewed including Councilman Ramirez. Some were well qualified however they wanted more money than the city could afford. She stated Councilman Ramirez was not qualified and there were things she knew he didn't want revealed. Council could have impeached him but she had voted not to. Instead his title was taken away.

Employees need to remember who gave them their raise last year. The women did. I agree the city manager should not get two raises a year. Larry, do your own thing. Don't listen to others. Do it fairly and don't let other lead you astray.

### Eddie Breeding – 1502 S. Jefferson

He had served on the first city manager search committee. He had had no prior interaction with the city manager when he was here before. If you hired him you must have felt he was qualified for the position. If his contract is up in October

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you should have talked with him sooner so he would know if he needed to look for another position. I support Mike. I think he is doing a good job.

### Mayor Marks

I have no problem with Mike Randall. I can work with him and have worked with him. I am against that large a raise and his contract. He quoted amounts previous city managers had made in the last ten years. Mike has been here almost a year. Should he get a raise? Yes he should. Can we give one to our employees? We need to look at the budget before making this kind of decision. The motion was made and seconded and the vote taken before much discussion.

Other cities previously stated pay their managers more. Do we know their budgets? No we don't. We just bought a leaf grinder that was not needed. We can't keep spending this way. I just don't see giving a raise at this time. Other employees have only received 7% in the last five to six years. It's just not right to give the city manager a large raise. I don't have a problem with him. I can work with him. Employees need a raise. I say he should get what the employees get.

### Judy Dingman – Editor of the Aurora Advertiser

City Council had canceled a meeting scheduled for Monday evening that had been posted on Saturday. She stated that the sunshine law requires notification to be exclusive of weekends and holidays. She wondered the purpose of that meeting. Who had called the meeting and when was it posted. She asked City Attorney Petrus if all votes for personnel could fall under closed session. He replied it could however the law required a public notification of any vote taken within 72 hours after a decision was made.

Credit for the city manager in regards to the overpass is undue. That project has been in the work for a long time.

### Jim Doty – Owner of Doty Trash Service

Jim stated he had no problems with anyone on council or in the room. He asked for everyone to just listen to what he had to say. He had been born and raised in Aurora. For years he has seen nothing but negativity in the community. Speaking for the business owners in this town he said it was time to quit this. It has not gained us a thing. I have sat through hundreds of council meetings. Some meetings were good and others not so good. Votes were taken with an outcome of 3-2 or 4-1 whatever the vote it was done and final after the vote. Decisions have been made in open and closed session and when it was over it was over. End of story. Negativity is all you read in the media. It high time that whomever we entrust to do the job that we put our big girl/big boy pants on and do something for this city.

### Don Evans

Stated concern about the 11% raise. The other employees only received a 1.5% raise. I have tried to reach the city manager and got the run around. I never see

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him out and about. He should be mingling with business owners trying to get input on how to entice new industry to this area. The Street Department used to have 14-15 employees. They only have 7 now. Work is being hired out because there are not enough employees to do the street work. Employees need a raise. They are short people in every other department. Take care of our people before we lose any more.

### Paul Ward – 2 E. Plumb

You mentioned other towns. I am very familiar with Sullivan. They have 17 restaurants down I-44 as well as two large industries. I'm sure they have a higher budget than we do.

When I had 18 employees under me and they asked for more money they were told that when evaluation time comes around we will discuss it. The salary you are paying the city manager is more than my wife and I make together.

### Councilman Ramirez

I don't have anything against Mike personally. Being a successful business owner of several trucking companies when I hire someone to do a job I expect them to do the job. I don't think the city manager has fulfilled the job requirements. Why were reviews done 2 months early? Protocol in his contract was not followed. Things were done incorrectly. The decision should have been discussed further before it was made.

The city manager should be hired at will like all the other employees. You can put some stipulations in his job description to help but I just don't feel they are presently being met.

He was previously hired here 15 to 16 years ago. Did anyone research his personnel file to see why he was put on leave? Were any other issues found in his file? How do other employees feel about this 11% raise?

All employees previously have been working together. I feel a division now. Employees have been told to either do their jobs or find another one. No other city managers that have worked for us have had a contract. Why is it necessary now?

A vote was taken in closed session to renew the contract which is in council's prevue to do. I was assured by three council members no vote would be taken. Three members did their evaluations and two did not. There was no written review done after reviewing all the evaluations. .Once that review was done Mike was supposed to be able to respond to it. It was just not done appropriately.

What has he done to merit an 11% raise. He should not be given credit on the overpass or the hospital improvement. Those things were already in the works before he came. He just happened to be here when the grant was approved.

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Every year we put money away. We are spending money recklessly. Examples are unbudgeted expenditures like the leaf collector that we cannot afford.

I too have tried to call him. When I reached the phone tree there is no extension for him. An employee told me that he doesn't take calls. She needed to take a message and wanted to know the nature of the call. She stated if we patch you through we will be let go. I did not get a call back for three hours that day.

We are doing nothing to entice economic development to this area. No attempts are being made to look for new businesses. This is something that needs to be actively worked on. Mike needs to do the job he was hired for.

### Cheryl Weinrich – 38 W St. Louis

The 11% raise was meant to bring him up to standard with what other cities are paying their city managers. Her husband was a factory worker and made \$67,000 a year. The city manager is considered a professional. They do not work at will. They deserve a contract. The man has the brains to carry Aurora into the next century kicking and screaming. He deserves a chance. He has never been given that opportunity since he walked into office.

### Myra Goodson

Has owned a business in town before and had problems with council over it. She stated Mayor Marks and Councilman Ramirez were not being positive. They singled out the city manager and washed his dirty laundry in public. Your comments have been vicious and are nothing but a public humiliation of this man. Don't bring your dirty laundry into the public. Normally you air it out in private. Your comments are vindictive and almost catty. I am tired of this kind of behavior. Mike deserves better than that. I have been to his office and was well received. If that's not an open door policy I don't know what is. You should be pulling for him and working together.

Questions were asked if the vote went the other way would we be here tonight. Councilman Ramirez answered yes we probably would be.

Heidi Ryan asked Bill Petrus about the validity of the contract in regards to the Mayor not signing it after an appropriate vote had been taken. He replied that he would have to research the matter more.

Doris Colwell stated that if one woman changed her vote the process could start over and be done appropriately.

After more all discussion was over Mayor Marks called for a vote.

Councilman Ramirez moved to rescind the last vote proposing a contract offer and to give him a raise when all other employees received one. Mayor Marks seconded the motion. Motion failed.

AYES: Ramirez, Marks

NAYES: Henderson, Rentfro

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Councilman Ramirez moved to adjourn the meeting at 7:55 p.m. Councilwoman Henderson seconded the motion. Motion passed with all members voting aye.

### **APPROVED:**

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David L. Marks, Mayor

### **ATTEST:**

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Kathie Needham, City Clerk, MMC/MPCC

### **IV. ADJOURNMENT**

*Posted August 15, 2014 by Kathie Needham, City Clerk*