

City of Hillsdale

City Council Operations and Government Committee Minutes

April 24, 2018

Members present: Councilman Matt Bell, Councilman Timothy Dixon, Councilman Will Morrissey.

Others present: City Manager David Mackie, Human Resources Director Kay Freese, Police and Fire Chief Scott Hephner, Councilman Bruce Sharp, Barry Hill, Ted Jansen, Jack McLain, Penny Swann, Dennis Wainscott.

The meeting was called to order at 5:32 p.m.

Minutes of the April 5, 2018 meeting were moved by Councilman Bell, seconded by Councilman Dixon, and passed unanimously.

In public comments, TIFA Chair Barry Hill reiterated his support for an equitable contract for City Manager Mackie, whom he described as “the face of economic development in the City.”

Mr. Ted Jansen remarked that if the severance clause of the contract were to be exercised, the City Manager would not enjoy several of the benefits stipulated in the contract, including workman’s compensation.

City Manager Mackie mentioned that several communications have been received concerning the contract. These have been included in the O & G meeting packet on-line, and will also be placed in the City Council packet.

Under Old Business, Councilman Bell stated that he concurred with all those who have said that City Manager Mackie has been doing a good job.

Councilman Dixon restated his preference for a six-month severance package.

Councilman Morrissey provided an analysis of the list of municipalities whose City Managers also supervise the municipal utility provider, as City Manager Mackie does. These statistics are helpful for comparative purposes. He also discussed additional information requested from Human Resources Director Freese concerning the tax revenues and taxable property values. He then noted the comparatively low level of both tax revenues and taxable property values per capita of Hillsdale, as compared to the other municipalities, observing that this constrained Hillsdale’s financial options in all areas of the budget.

Councilman Morrissey proposed a contract offer (attached), including an item-by-item comparison with both the existing contract and the contract proposal made by City Manager Mackie.

Discussion of the contract centered on the severance clause, which calls for a four-month severance for the first two years, five months for the second two years, six months for the fifth year going forward.

There was also discussion of a general release agreement or 'hold-harmless' clause with respect to the severance clause, and it was explained that is not normally part of a municipal manager's contract, but would be signed at the time of severance by the City Manager and the Mayor.

Councilman Dixon moved that the contract proposal be adopted, with the amendment of making the severance clause six months throughout the life of the contract. The motion failed for lack of a second.

Councilman Bell moved that the contract proposal be adopted, with the amendment of making the severance clause four months throughout the life of the contract. The motion failed for lack of a second.

Councilman Morrissey moved that the contract proposal be adopted, without amendment. Councilman Bell seconded. The motion passed unanimously. The contract proposal will be placed on the agenda for City Council consideration at its next meeting.

In New Business, Council members agreed to put the public prayer issue on the agenda of the next meeting of the Committee.

In public comments, Councilman Sharp discussed previous City Manager severance packages. He supports the six-month term.

Mr. Barry Hill thanked the Committee for its work.

Penny Swann also thanked the Committee and agreed with the terms of the contract.

Mr. Dennis Wainscott observed that one possible approach to prayer at Council meetings is to observe a moment of silence for personal reflection.

There being no other business before the Committee, the meeting was adjourned at 5:55 p.m.