

**TOWN OF LONG VIEW
BOARD OF ALDERMEN MEETING MINUTES
SEPTEMBER 9, 2019**

The Town of Long View Board of Aldermen met in the Council Chambers of Long View Town Hall on Monday, September 9, 2019 at 7:30 p.m.

BOARD MEMBERS PRESENT: The following members of the Board were present: Mayor Marla Thompson, Mayor Pro Tem / Alderman Randall Mays, Alderman David Elder, Alderman Gary Lingerfelt, Alderman Dallas Tester, and Alderman Thurman VanHorn.

STAFF MEMBERS PRESENT: The following members of staff were present: Town Administrator David Draughn, Town Clerk Stephanie Watson, Town Attorney Jimmy Summerlin, Jr., Finance Director James Cozart, Town Planner Charles Mullis, Public Works Director Chris Eckard, Fire Chief James Brinkley, Police Major Justin Roberts, Deputy Fire Chief Garrett Huffman

OTHERS PRESENT: Anthony Starr of the WPCOG, Billy Rice,

MEETING CALLED TO ORDER: Mayor Marla Thompson called the meeting to order and Alderman Gary Lingerfelt gave the invocation.

APPROVAL OF MINUTES: Motion was made by Alderman Thurman VanHorn, seconded by Alderman David Elder to approve the August 12, 2019 Regular Meeting Minutes and August 12, 2019 Closed Session Minutes. The vote to approve was unanimous.

AYES: Mayor Pro Tem / Alderman Randall Mays
Alderman David Elder
Alderman Gary Lingerfelt
Alderman Dallas Tester
Alderman Thurman VanHorn

NOES: None

DISCUSSION OF AMENDMENT TO TOWN OF LONG VIEW PERSONNEL POLICY - TOWN ADMINISTRATOR DAVID DRAUGHN

Town Administrator David Draughn stated that there was a situation that recently came up. The Town did some research and came across the Town of Maiden's personnel policy. Their policy is basically the same model as the Town's. Maiden's policy has an extra line that the Town felt was appropriate to take care of the situation in the future. The Town has added Article 5, Section 5, about relationships, for the Board's consideration.

Alderman Randall Mays suggested that while the Board is updating the policy and in an effort to keep up with modern times,, the Town should include "domestic partner" in the definition of "immediate family". Most of the newer type insurance companies have a provision to allow employees to add their domestic partner onto their insurance.

Motion was made by Alderman Thurman VanHorn, seconded by Alderman David Elder to adopt the amendment to the Town of Long View Personnel Policy with Alderman Mays' requested provision to

include “domestic partner” to the definition of “immediate family”. The vote to approve was unanimous.

AYES: Mayor Pro Tem / Alderman Randall Mays
Alderman David Elder
Alderman Gary Lingerfelt
Alderman Dallas Tester
Alderman Thurman VanHorn

NOES: None

Amendment to Article V, Section 5 of the Town of Long View Personnel Policy Entitled Conditions of Employment: Employment of Relatives

WHEREAS, Article V, Section 5 of the Town of Long View's current Personnel Policy states:

Article V, Section 5. Employment of Relatives

The Town prohibits the hiring and employment of immediate family in the permanent or temporary positions within the same unit. "Immediate Family" in this context is defined as spouse, parent, child, sibling, grandparent, or step and in-law relations of these.

The Town also prohibits the employment of any person into a permanent or temporary position who is an immediate family member of individuals holding the following positions: Mayor, Board of Aldermen Member, Town Administrator, Town Attorney, or Town Department Head. Otherwise, the Town may consider employing family members or related persons in the service of the Town, provided that such employment does not:

- 1) Result in a relative supervising relatives, or Board Members providing oversight to departments where relatives work;*
- 2) Result in a relative auditing the work of a relative;*
- 3) Create a conflict of interest with either relative and the Town; or*
- 4) Create the potential or perception of favoritism.*

This provision shall not apply retroactively to anyone employed when the provision is adopted by the Town.

WHEREAS, the Town of Long View Board of Aldermen have recognized a need to amend the current Personnel Policy in reference to Article V, Section 5; and

WHEREAS, the amendment to Article V, Section 5 of the Personnel Policy will go into effect upon adoption; and

NOW THEREFORE, Article V, Section 5 of the Town of Long View's Personnel Policy shall read as follows:

Article V, Section 5. Employment of Relatives

*The Town prohibits the hiring and employment of immediate family in the permanent or temporary positions within the same unit. "Immediate Family" in this context is defined as spouse, **domestic partner**, parent, child, sibling, grandparent, or step and in-law relations of these.*

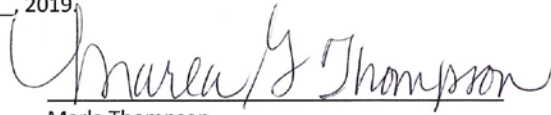
The Town also prohibits the employment of any person into a permanent or temporary position who is an immediate family member of individuals holding the following positions: Mayor, Board of Aldermen Member, Town Administrator, Town Attorney, or Town Department Head. Otherwise, the Town may consider employing family members or related persons in the service of the Town, provided that such employment does not:

- 1) Result in a relative supervising relatives, or Board Members providing oversight to departments where relatives work;*
- 2) Result in a relative auditing the work of a relative;*

- 3) Create a conflict of interest with either relative and the Town; or
- 4) Create the potential or perception of favoritism.
- 5) Romantic relationships between any employee and a direct or indirect supervisor or subordinate of that employee are prohibited.

This provision shall not apply retroactively to anyone employed when the provision is adopted by the Town.

Adopted this the 9th day of September, 2019.



Marla Thompson
Mayor

ATTESTED:



Stephanie C. Watson
Town Clerk, CMC

ADMINISTRATOR’S REPORT - TOWN ADMINISTRATOR DAVID DRAUGHN

Town Audit

Town Administrator David Draughn informed the Board that the FY 2018-2019 audit began today and is going well.

Recreation Center Windows Project

Town Administrator David Draughn informed the Board that the Recreation Center window project is finally completed.

Employee Appreciation Lunch

Town Administrator David Draughn reminded the Board about the September 18th Employee Appreciation Lunch that is sponsored by Alderman Randall Mays.

Altitude valve project

Town Administrator David Draughn stated that the redesign has been done. Public Works Director Chris Eckard and Engineer Mike Patton are still not happy with some of the bids the Town received, so they are reaching out further. Hopefully, the Town will have something to bring before the Board by the next meeting.

OTHER BUSINESS

Resident Request

Long View resident Harold Duckworth requested that the Board consider a speed limit change from 35mph to 25mph at 19th Street SW from 5th Ave SW to Hwy 70.

Motion was made by Alderman David Elder, seconded by Alderman Thurman VanHorn to have a public hearing during the October 14, 2019 Board of Aldermen Meeting to discuss an amendment to the speed limit policy. The vote to approve was unanimous.

- AYES:** Mayor Pro Tem / Alderman Randall Mays
Alderman David Elder
Alderman Gary Lingerfelt
Alderman Dallas Tester
Alderman Thurman VanHorn
- NOES:** None

CLOSED SESSION

Motion was made by Alderman Randall Mays, seconded by Alderman Gary Lingerfelt to go into a closed session at 7:36 p.m. to discuss a personnel matter. The vote to approve was unanimous.

- AYES:** Mayor Pro Tem / Alderman Randall Mays
Alderman David Elder
Alderman Gary Lingerfelt
Alderman Dallas Tester
Alderman Thurman VanHorn
- NOES:** None

The Board invited Anthony Starr to join them in closed session.

Motion was made by Alderman Thurman VanHorn, seconded by Alderman David Elder to adjourn the closed session and return to the regular meeting at 8:04 p.m. The vote to approve was unanimous.

AYES: Mayor Pro Tem / Alderman Randall Mays
Alderman David Elder
Alderman Gary Lingerfelt
Alderman Dallas Tester
Alderman Thurman VanHorn

NOES: None

ADJOURNMENT

Comments by Alderman David Elder

Alderman Elder asked everyone to pray for the people in the Bahamas.

Comments by Alderman Randall Mays

Alderman Mays stated that he looked forward to seeing everyone next week at the Employee Appreciation Lunch.

Comments by Alderman Dallas Tester

Alderman Dallas Tester thanked the lord for his salvation and the honor to serve his citizens.

Comments by Mayor Marla Thompson

Mayor Thompson thanked Town Clerk Stephanie Watson for her work with the agenda iPads.

Motion was made by Alderman Thurman VanHorn, seconded by Alderman Dallas Tester to adjourn the meeting at 8:06 p.m. The vote to approve was unanimous.

AYES: Mayor Pro Tem / Alderman Randall Mays
Alderman David Elder
Alderman Gary Lingerfelt
Alderman Dallas Tester
Alderman Thurman VanHorn

NOES: None

Stephanie C. Watson
Town Clerk, CMC, NCCMC

Marla G. Thompson
Mayor