

# MINUTES

## Special

### WORK SHOP OF THE LAKE CITY COUNCIL

November 20, 2014

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#### **9:30AM**

**Participants: Mayor and Members of the City Council, City Manager, Director of Community Services, Police Chief, City Treasurer**

#### **Old Business:**

The meeting was called by the Mayor to resolve what he deemed to be an open issue as it pertains to employees being entitled to 5 weeks vacation. The Mayor took the position that employees should have no more than 3 weeks vacation versus the current 5 weeks standard after 15 years of service.

Councilman Williams took a leadership role in declaring the following positions:

- a) There is no need to tamper with the existing benefit structure as it has served the City properly for a number of years.
- b) Five weeks should remain the standard and not be the subject of any further discussion now or in the future.
- c) Five weeks is a wonderful recruiting tool and should be left alone as is.
- d) There is no need to grandfather this matter for new employees and this matter should be recorded as the very last time this council should be bothered with the subject of employee benefits as previously documented and passed by official city resolution embracing the city's personnel manual.

The entire City Council expressed their will in the same manner as did Councilman Williams and the matter was settled without any further discussion with the understanding that this matter not be brought up again in the future.

The City Manager's memo is attached hereto which contained talking points in favor of not reducing the current vacation policy.

#### **New Business:**

The City Council approved the Day after Christmas 2014 as an official holiday for this year.

Adjournment