

Troy City Special Meeting No.1
Council Chambers
May 23, 2011
7:30 pm

The meeting came to order at 7:55 pm. Present: Mayor Banning, Council: Phil Fisher, Gary Rose, John Clogston, City and City Clerk Sandra Johnson. Fran McCully was absent.

GUESTS: Linda Rose, Janine Price, John Brown, Joe Arts, Dennis Dupuis, Robert McLeod, Heather McDougall, Herb Gregory, Clint Taylor, Susie Taylor, Tracy Rebo, Ron Rebo, and Sandi Sullivan

APPOINTMENT TO APPROVE TRACY REBO TO CITY CLERK/TREASURER: Mayor Banning announced his appointment of Tracy Rebo to the City Clerk/Treasurer and asked if there was a Motion. Gary Rose made the **Motion** to approve and Phil Fisher seconded. Discussion: Phil Fisher stated; I have heard comments from the public that the decision was made without consideration of being open to the public. I feel the citizens should have the right to apply for the job and the most qualified should get the job. The city clerk advised that the personnel policy states that when there is an opening within a department, it goes to the city departments first. Letters of interest are received and if there was a person that had the best qualifications for the job, that person would get first consideration to fill the vacancy. Tracy's letter was received and in my view, she is the one to appoint and promote because it brings continuity to Troy, especially this time of year as we start the budget process and annual report. It would be very difficult for someone to come in flat-footed and not understand the workings of the city government. Tracy knows the process and procedures and is very knowledgeable. I would encourage you to do this in order for the City to move forward. Tracy knows the job. If she was not the best one for the job, and no others interested from the City, it would have went out to the public, but this is the process. Phil Fisher stated; I know what the personnel policy says. Fran McCully added; we sent a memo months ago requesting then, to start this process then, rather than later, so we would not be caught in another catch-up position. Gary Rose stated; I came in to talk to the mayor about this and I was informed that it was already taken care of and there wasn't anything that we could do. Mayor Banning replied; that is the way it has been set up in Troy for years. We have a deputy clerk because she has been trained as the clerk and all the functions as city clerk/treasurer, and has gone to training over the years. Mayor Banning asked Rebo how many years she has been with Troy. She replied; ten. Banning asked her how many times she has been to State Institute for training and she replied; six. Banning added; and she is certified. That is the automatic step-up according to our personnel policy. Gary Rose stated; yes, and she is also a department head and in our Charter it states that all department heads will be approved by the Council. Mayor Banning replied; that is what we are here for now. Mayor Banning called for the question. Roll called for the votes: Gary Rose – No, Phil Fisher – Abstained, John Clogston – Abstained, Fran McCully – No. Charles Evans stated; I heard no favorable vote, so as a result, she has not been appointed. **Motion failed.**

PUBLIC COMMENT:

Denis Dupuis stated; I am the low man on the totem pole, and my objective is to advance. If you guys are going to let someone work for ten years and not give them the opportunity to advance, what is my incentive to my best work for the city if I'm not going to move up?

Sandi Sullivan stated; you said that you had tried to get this done earlier to have time to hire. That to me shows that you had planned to not vote yes anyway, that you knew it would come to this point. Discussion followed. Mayor Banning stated; we had plenty of time, but now we don't because you see fit not to promote an employee that has been working for this promotion for years.

Clint Taylor stated; I've worked with Tracy for years, she does a lot of computer stuff for me and is a certified clerk. I'm disappointed in the vote. I'm here to say, I think Tracy would have been the one for the job.

Sandra Johnson stated; if what is happening right now by not approving her; you are forcing it to go out to the public. The public will have that opportunity then, but Tracy still has that opportunity too. If she is found to be the most qualified, then the end result would be the same. Phil Fisher stated; exactly what I said. Sandra Johnson asked; what is the purpose of this then, to see her qualifications? I don't understand what the purpose of this is then, if she is going to be the most qualified. Phil Fisher answered; we don't know if she is ultimately going to be or not. So what you're telling us is that you want this to go out to the public, and you want other people to have that opportunity for this job. It was a council's consensus, yes?; How are we going to get this done before I leave. Phil Fisher stated; it needs to be advertised right away. Tracy Rebo asked; and who is going to take care of her stuff after she is gone. Phil Fisher asked; who takes care of business when she is gone now. Rebo answered; I do. Mayor Banning added; we need to change signature cards and many other financial documents. It just won't get done. Fran McCully stated; this is why we respectfully requested, in a memo, that we start this process sooner rather than later so we wouldn't be at the last minute. *Sandi Sullivan* stated; I just wanted reiterated the whole reason for the memo was because you planned on voting no tonight; otherwise, what purpose would you have had for the memo. Fran McCully stated; that is just your opinion. Mayor Banning stated; we have a personnel policy on how to do it, and if you knew that policy, we didn't need to start it 6 months ago, only when the clerk gave her official resignation. Then we start the process because there is an official opening.

ADJOURNMENT: meeting adjourned at 8:10 p.m.

Donald C. Banning, Mayor

ATTEST:

Sandra Johnson, City Clerk/Treasurer