

Session 20-23 a Special Meeting of the Homer City Council was called to order on July 14, 2020 by Mayor Ken Castner at 5:00 p.m. at the City Hall Cowles Council Chambers located at 491 E. Pioneer Avenue, Homer, Alaska, and opened with the Pledge of Allegiance.

PRESENT: COUNCILMEMBERS: ADERHOLD, HANSEN-CAVASOS, LORD, SMITH,
VENUTI

ABSENT: EVENSEN (excused)

STAFF: ACTING CITY MANAGER ABBOUD
CITY CLERK JACOBSEN
PERSONNEL DIRECTOR BROWNING
FINANCE DIRECTOR WALTON

AGENDA APPROVAL (Only those matters on the noticed agenda may be considered, pursuant to City Council's Operating Manual, pg. 6)

LORD/ADERHOLD MOVED TO APPROVE THE AGENDA.

There was no discussion.

VOTE: NON OBJECTION: UNANIMOUS CONSENT

Motion carried.

PUBLIC COMMENT ON MATTERS ALREADY ON THE AGENDA (3 minute time limit)

Larry Slone, city resident, commented he thought the City Manager hiring process went well. He supports the \$5000 bonus to the Acting City Manager and questioned the \$15,000 recruitment bonus and the \$50,000 severance pay proposed for the new City Manager.

PENDING BUSINESS

NEW BUSINESS

- a. Ordinance 20-41, An Emergency Ordinance of the City Council of Homer, Alaska, Reallocating a Portion of the \$90,000 Allocated in Ordinance 20-25(S) for the Purpose of Hiring a CARES Act Program Coordinator. City Manager.

Memorandum 20-099 from Acting City Manager as backup.

LORD/ADERHOLD MOVED TO ADOPT ORDINANCE 20-41 BY READING OF TITLE ONLY.

Councilmember Lord shared her support for the ordinance and her understanding that we have additional capacity to help move forward all the CARES Act programming.

Councilmember Aderhold agreed and added the work she and Councilmember Lord have been working on to prepare a package for the remaining CARES Act Funds. Having someone on staff to work with us would have been amazing, so approving this will be good.

Councilmember Venuti also agreed and thinks it's a good decision with the new City Manager coming on board who will already have a steep learning curve it will help us stay organized.

Mayor Castner added that there are many shades of grey with this and it will be good to explore what other areas have done around the state and get some assistance in going on with the program.

VOTE: NON OBJECTION: UNANIMOUS CONSENT

Motion carried.

- a. Resolution 20-063, A Resolution of the City Council of Homer, Alaska Approving the City Manager Contract with Robert J. Dumouchel II and a Memorandum of Understanding for the the Purpose of a Recruitment Bonus, and Authorizing the Mayor to Execute the Appropriate Documents. Mayor and Council.

LORD/VENUTI MOVED TO ADOPT RESOLUTION 20-063 BY READING OF TITLE ONLY.

Mayor Caster provided an overview of the negotiation process with Mr. Dumouchel including items he included in his original proposal that were negotiated into what's included in the contract in the packet.

ADERHOLD/LORD MOVED TO AMEND LINES 10 AND 23 TO ADD AFTER MAYOR "PERSONNEL DIRECTOR".

Councilmember Aderhold noted the Personnel Director listed as the signer of the MOU.

VOTE (amendment): UNANIMOUS CONSENT

Motion carried.

Councilmember Smith commented regarding the contract and suggested adding to section 4(A) after evaluation the verbiage, "if an increase in compensation is awarded it will be up to but not to exceed 2% in a given year." He prefers not to leave open and have a definitive cap on what the raise can be in a given year. They've gone round and round in previous talks and he wants to avoid it for them and any future Council.

Mayor Castner briefly explained Mr. Dumouchel had asked to be included in the COLA but was advised as Manager he would be negotiating it and it would be a conflict of interest. He and Personnel Director Browning felt having nothing there and later in the contract saying any raise will only be given following review. It didn't promise anything and he thinks by mentioning a percentage it further raises the expectation away from "if any". He added he's hesitant to tinker with the contract since it's been negotiated and agreed to by Mr. Dumouchel.

Councilmember Lord agrees leaving out any set percentage it removes any expectation to it being up to a certain amount. It's a decision Council will have to make at the review.

VOTE (main motion as amended) : NON OBJECTION: UNANIMOUS CONSENT

Motion carried.

- c. Resolution 20-064, A Resolution of the City Council of Homer, Alaska Confirming the Appointment of Rick Abboud as Interim City Manager and Authorizing a One-Time Bonus in addition to his Acting City Manager Pay. Mayor.

Memorandum 20-100 from Personnel Director as backup

LORD/VENUTI MOVED TO ADOPT RESOLUTION 20-064 BY READING OF TITLE ONLY.

Mayor Castner recognized Acting City Manager Abboud's effort in taking on the responsibilities after Mr. Yoder's departure. He's been key in bringing some cohesion back to staff. He appreciates that and hope they pass this as it's eminently fair and the right thing to do.

Councilmember Lord supports the resolution and thanked Acting City Manager Abboud for stepping up and taking this job on when he already has another job. She thanked staff for working through the challenges of the last several months.

Councilmember Aderhold also supports the resolution and shared her appreciation for the way he's stepped up and helped us out. There was a void before, and much less of one now.

Councilmember Venuti concurred and hopes he'll be available to help Mr. Dumouchel when he comes on board.

VOTE: NON OBJECTION: UNANIMOUS CONSENT

Motion carried.

COMMENTS OF THE AUDIENCE

Larry Slone, city resident, appreciated the explanation of negotiations with Mr. Dumouchel, it was informative and enlightening.

ADJOURN

There being no further business to come before the Council Mayor Castner adjourned the meeting at 5:30 p.m. The next Regular Meeting is Monday, July 27, 2020 at 6:00 p.m. A Worksession will be held at 4:00 p.m. and Committee of the Whole at 5:00 p.m. All meetings scheduled to be held in the City Hall Cowles Council Chambers located at 491 E. Pioneer Avenue, Homer, Alaska.

Melissa Jacobsen, MMC, City Clerk

Approved: _____