

**Minutes
Public Special Meeting
Town of Iowa
115 N. Thomson
June 19, 2019
Iowa, La
5:30 p.m.**

Mayor and Town Council met in special session this date in compliance with all requirements as to notice.

Present: Paul Hesse, Mayor; Council Members: Vernessa Guillory, Daniel Hennigan, Joe Becnel, and Julie Fontenot; Absent was Gerald Guidry[quorum present]; Chief of Police H. Keith Vincent; Fire Chief Lewis; Town Attorney Eugene Bouquet; Town Clerk Cynthia Mallett

Invocation by Council Member Joe Becnel; followed by Pledge.

Mayor Hesse called the meeting to order at 5:30 pm.

It was **moved by**, Julie Fontenot **seconded by**, Joe Becnel to adopt agenda. The motion passed unanimously.

It was **moved by** Julie Fontenot, **seconded by** Joe Becnel, to approve June 10, 2019 Regular Meeting Minutes as written not read. The motion passed unanimously.

OLD BUSINESS:

Mayor Hesse said that the Fire Board representatives were not able to attend this meeting. This discussion will be held at the next regular meeting, July 8, 2019.

Mayor explained some of the changes in the policy and asked if anyone had questions or comments. There were questions from some employees asking for clarification on some changes of the personnel policy. Mayor Hesse explained in detail his position on the changes being made in the policy. There was discussion from Council Members about an additional

It was moved by Daniel Hennigan, seconded by Julie Fontenot to approve Resolution replacing the previous Town of Iowa Employee Personnel Policy with a proposed personnel policy as presented. The motion passed unanimously.

RESOLUTION

A RESOLUTION REGARDING PERSONNEL POLICIES AND BENEFITS
FOR TOWN OF IOWA EMPLOYEES AND SUPERSEDES ANY AND ALL
OTHER POLICY EDITION, MEMORANDA, OR OTHER TOWN OF
IOWA POLICIES WHETHER WRITTEN OR ORAL

WHEREAS, the Town of Iowa has a need to revise the present Personnel Policies
and Procedures adopted October 10, 2016 updating it as it pertains to
local, state, and federal regulations; and

WHEREAS, the revised Personnel Policy will help prevent misunderstanding and

problems, and to ensure that all employees know what is expected of them; and

WHEREAS, the Personnel Policy has been prepared as a guide and reference for employees. Nothing in this Policy creates an express or implied contract or promise concerning the Town of Iowa's policies or practices, including policies or practices it will implement in the future.

The Town of Iowa retains the right to establish, change, and abolish these policies, practices, rules and regulations at will and as it sees fit; and

WHEREAS, nothing in the Personnel Policy is intended to violate the law. Any provision violating the law shall be deemed automatically reformed to

be consistent with applicable law. Also, should any provision in this Policy be found to be unenforceable, invalid, or violate of law, such finding does not invalidate the entire Town of Iowa Personnel Policy, but only that particular provision.

NOW, THEREFORE, IT IS HEREBY RESOLVED by the Iowa Town Council, Iowa, Louisiana as follows:

The Mayor and Town Clerk are hereby authorized and directed to execute said personnel policies, a copy of which is attached hereto and by this reference made part hereof.

PASSED AND APPROVED this 20th day of June 2019.

Paul Hesse, Mayor

ATTEST:

Cynthia Mallett, MMC

It was moved by Daniel Hennigan, seconded by Vernessa Guillory to amend the newly adopted Employee Personnel Policy, Conversion of sick time in Appendix #1 adding 16 hours to each level of service years. 1-4 years would be converted to 48 hours, 5-9 years would be converted to 56 hours, 10+ years would be converted to 64 hours or actual is less than 48 hours then conversion would be the actual remaining. The motion passed unanimously.

It was moved by Daniel Hennigan, seconded by Julie Fontenot to change the wording of the last sentence of page 13 of the newly adopted Employee Personnel Policy, to read, Salaried supervisor personnel comp

time will be recorded at a rate of 1 to 1 with the same limits as other employees. The motion passed unanimously.

It was moved by Daniel Hennigan, seconded by Julie Fontenot to adopt the Employee Personnel Policy as amended. The motion passed unanimously.

It was moved by Joe Becnel, seconded by Vernessa Guillory to adjourn meeting. The motion passed unanimously. Meeting adjourned at 6:50 pm,

ATTEST:

Paul Hesse, Mayor

Cynthia Mallett, MMC