

**TOWN OF SOUTH BETHANY  
TOWN COUNCIL MEETING MINUTES  
DECEMBER 15, 2017**

**MEETING CALLED TO ORDER**

Mayor Voveris called the December 15, 2017, Town Council Meeting to order at 2:30 p.m.

**ATTENDANCE**

PRESENT: Councilmembers Sue Callaway, Tim Saxton, Tim Shaw, Carol Stevenson, Frank Weisgerber, and Mayor Pat Voveris; Town Manager Maureen Hartman; Chief Troy Crowson; and Administrative Assistant Pam Smith

PRESENT BY REMOTE ACCESS: Councilmember Don Boteler

**ADOPTION OF MINUTES – DECEMBER 8, 2017, TOWN COUNCIL REGULAR MEETING**

A motion was made by Councilmember Shaw, seconded by Councilmember Saxton, to accept the December 8, 2017, Town Council Regular Meeting Minutes as amended as follows: In the first line of Page 10 change LED to Solar.

Mayor Voveris called for a roll call. The voting was as follows:

FOR THE MOTION: Mayor Voveris and Councilmembers Shaw, Boteler, Saxton, Callaway, Stevenson, and Weisgerber

AGAINST THE MOTION: None

The motion carried with a 7-0 vote.

**MOTION TO GO INTO EXECUTIVE SESSION FOR THE PURPOSE OF DISCUSSING A PERSONNEL MATTER IN WHICH THE NAMES, COMPETENCY, AND ABILITIES OF INDIVIDUAL EMPLOYEES WILL BE DISCUSSED. 29 DEL. C. SEC. 10004(b)(9).**

A motion was made by Councilmember Saxton, seconded by Councilmember Shaw, to go into Executive Session for the purpose of discussing a personnel matter in which the names, competency, and abilities of individual employees will be discussed. 29 Del. C. sec. 10004(b)(9).

Mayor Voveris called for a roll call. The voting was as follows:

FOR THE MOTION: Mayor Voveris and Councilmembers Shaw, Boteler, Saxton, Callaway, Stevenson, and Weisgerber

AGAINST THE MOTION: None

The motion carried with a 7-0 vote.

**EXECUTIVE SESSION FOR THE PURPOSE OF DISCUSSING A PERSONNEL MATTER IN WHICH THE NAMES, COMPETENCY, AND ABILITIES OF INDIVIDUAL EMPLOYEES WILL BE DISCUSSED. 29 DEL. C. SEC. 10004(b)(9).**

Council went into Executive Session at 2:40 p.m. for the purpose of discussing a personnel matter in which the names, competency, and abilities of individual employees will be discussed. 29 Del. C. sec. 10004(b)(9).

**MOTION TO RECONVENE THE TOWN COUNCIL MEETING**

At 5:30 p.m. a motion was made by Councilmember Shaw, seconded by Councilmember Saxton, to reconvene the Town Council Meeting.

Mayor Voveris called for a roll call. The voting was as follows:

FOR THE MOTION: Mayor Voveris and Councilmembers Shaw, Boteler, Saxton, Callaway, Stevenson, and Weisgerber

AGAINST THE MOTION: None

The motion carried with a 7-0 vote.

**DISCUSSION AND POSSIBLE VOTE ON MATTER DISCUSSED IN EXECUTIVE SESSION**

A motion was made by Councilmember Callaway, seconded by Councilmember Stevenson, to approve the rank structure proposal presented by Chief Crowson as amended during the discussion to include the five ranks that Chief Crowson proposed.

Mayor Voveris called for a roll call. The voting was as follows:

FOR THE MOTION: Councilmembers Callaway and Stevenson

AGAINST THE MOTION: Mayor Voveris and Councilmembers Shaw, Boteler, Saxton, and Weisgerber

The voting result was 2 in favor and 5 against. The motion was defeated.

A motion was made by Councilmember Saxton, seconded by Councilmember Shaw, to approve salary increases for all non-contract employees effective January 1, 2018, with calculations still to be finalized because of the removal of step charts.

Mayor Voveris called for a roll call. The voting was as follows:

FOR THE MOTION: Mayor Voveris and Councilmembers Shaw, Boteler, Saxton, Callaway, Stevenson, and Weisgerber

AGAINST THE MOTION: None

The motion carried with a 7-0 vote.

**DISCUSSION AND POSSIBLE VOTE TO APPROVE REIMBURSEMENT FOR ADVANCED COURSE STUDIES FOR AN EMPLOYEE**

**Motion:** A motion was made by Councilmember Shaw, seconded by Councilmember Saxton, to approve reimbursement for advanced course studies for an employee.

**Discussion:** Councilmember Shaw asked Chief Crowson if there was money in the Police Department budget to cover the cost of the courses. Chief Crowson replied that there were limited funds in the budget possibly in gasoline (due to the cost of gas coming down) and training. Chief Crowson added that available funding from the gasoline line item would depend on how much the officers drive.

Councilmember Shaw stated that the Town has input from HR legal counsel on the applicability of the three courses to the duties of the officer requesting reimbursement, and the HR legal counsel

recommendation is that the courses are more applicable to a higher-level officer versus the duties and responsibilities of the officer requesting reimbursement. Chief Crowson stated that a better educated officer is always beneficial to the Town and noted that the courses were credits toward a law enforcement degree. Councilmember Shaw described the three courses and stated that none of them seemed to be very applicable to the Town. Chief Crowson said he wouldn't say all of it would be applicable, but he believes courses regarding mental health would be applicable. Councilmember Shaw said NAMI (National Alliance on Mental Illness) is something that is available at no cost to the Town. Chief Crowson said the South Bethany Police Department is the first agency to have all of its officers certified in NAMI with crisis intervention training. He added that it was a benefit that was afforded by the Town and is offered from the department. In the end Chief Crowson stated that he believes the courses for which reimbursement is being requested are applicable because they are in law enforcement. Councilmember Shaw said the challenge Council has is that they must be consistent on whether something is or isn't applicable. Councilmember Shaw stated that the educational policy clearly says that the course must be something of direct benefit to the Town in improving the officer's or person's ability to perform their duties.

**Vote:** Mayor Voveris called for a roll call. The voting was as follows:

FOR THE MOTION:       None

AGAINST THE MOTION: Mayor Voveris and Councilmembers Shaw, Boteler, Saxton, Callaway, Stevenson, and Weisgerber

The voting result was 0 in favor and 7 against. The motion was defeated.

#### **PUBLIC COMMENT PERIOD**

There were no attendees in the audience and therefore no comments from the public.

#### **ADJOURNMENT**

A motion was made by Councilmember Weisgerber, seconded by Councilmember Shaw, to adjourn the December 15, 2017, Town Council Meeting at 6:00 p.m.

Mayor Voveris called for a roll call. The voting was as follows:

FOR THE MOTION:       Mayor Voveris and Councilmembers Shaw, Boteler, Saxton, Callaway, Stevenson, and Weisgerber

AGAINST THE MOTION: None

The motion carried with a 7-0 vote.