

February 9, 2017

Councilmember Price made a motion to adjourn into a Closed Session - Pursuant to Section 3- 305(b)(1, 7) of the General Provisions Article of the Maryland Annotated Code for the purposes of discussing the appointment, employment, assignment, promotion, discipline, demotion, compensation, removal, resignation, or performance evaluation of an appointee, employee, or official over whom it has jurisdiction and a personnel matter affecting one or more specific individuals and to consult with counsel to obtain legal advice on a legal matter. Councilmember Nesspor seconded. All in favor, motion carried.

The regular Mayor and Council Meeting was recessed at 9:24 p.m. to move into a closed session in Council Chambers.

The Mayor, Councilmembers Kuechler, Price, Nesspor, and Jester, the Town Manager, and the Town Attorney, Chip MacLeod, were present during the closed session. The Town Manager stated that the purpose of the meeting was to follow up on the January 12th closed session regarding the Town Manager's and Town Attorney's concerns with the Town's Personnel Manual. The Town Manager provided an update regarding specific employees' retirement plans as well as their vacation leave accruals. There was also a discussion regarding the discrepancies between how sick leave and vacation leave are accrued under the Personnel Manual. The Town Manager provided his findings from other jurisdictions' leave policies. The Town Manager and Mr. MacLeod described a proposed revision the Town Attorney drafted in the form of a Resolution addressing the vacation leave accrual issues. Mr. MacLeod explained the proposed changes and how these issues are typically addressed from a legal perspective. Mr. MacLeod also explained how a potential claim under the Personnel Manual might work and how to implement the proposed changes in the Personnel Manual if adopted by the Council. Mr. MacLeod also gave a brief overview of his new law firm, MacLeod Law Group, LLC, which started on February 6th.

Councilmember Nesspor asked Mr. MacLeod for legal advice regarding discipline of a specific employee. The Mayor and Council took no action during the Closed Session.

The Mayor recessed the closed session and reconvened the open session at approximately 9:51 p.m. Councilmember Price made a motion to adopt Resolution No. 2017-04 (Amendment to Personnel Policy) Councilmember Jester seconded. All in favor, motion carried. Resolution No. 2017-04 (Amendment to Personnel Policy) was adopted on February 9, 2017. The Town Manager read a brief summary of Resolution No. 2017-04 into record.

With there being no further business, Councilmember Nesspor made a motion to adjourn the meeting at 9:58p.m.; Councilmember Price seconded. All in favor; motion carried.