

OFFICIAL PROCEEDINGS
ST. JOHN THE BAPTIST PARISH COUNCIL
TUESDAY, MAY 27, 2008
CHAIR JACLYN HOTARD
VICE CHAIR RONNIE SMITH

The Council of the Parish of St. John the Baptist, State of Louisiana, met in Regular Session in the Joel McTopy Chambers, LaPlace, Louisiana on Tuesday, May 13, 2008, at 6:30 PM.

CALL TO ORDER:

PRESENT AT ROLL CALL: Danny Millet, Councilman District II, Charles Julien, Councilman District III, Darnel Usry, Councilwoman District V, Ronnie Smith, Councilman District VI, Cheryl Millet, Councilwoman District VII, Steve Lee, Councilman-at-Large, Div. B, Haston Lewis, Councilman District I, Dale Wolfe, Councilman-at-Large, Div. A, Jaclyn Hotard, Councilwoman District IV

ABSENT: None

Councilman Smith led the prayer. Councilman Millet led the Pledge of Allegiance.

Bill Hubbard, Parish President was present. Pat McTopy, Chief Administrative Assistant was present.

Legal Counsels Jeff Perilloux and Kerry Brown were present.

LWCC - Award Presentation

V. J. Rollo, First American Insurance Agency, stated, *"This is a little different tonight. Usually as a rule when I come in front of you I have a problem with insurance or I am looking for money. Tonight is just the opposite. We have no problem with insurance, at least the part I handle, and we are going to give you some money. In order to do that I am going to ask Mr. John Lyles and Susan Plaisance to come up. They are both with LWCC. They are going to explain the check that we are going to give you and the award that we are going to give you."*

Susan Plaisance, Client Relations Representative for LWCC for your company, stated, *"LWCC is very pleased this year to be returning 45.5 million dollars to our policy holders. LWCC is a private mutual A rated insurance company so you are our owner as a policy holder. In the past five years we have given back 114 million dollars. What we are doing is sharing 30% of our net income back to our policy holders. So this is based totally on LWCC's rolling five year calendar period. We take our net income and your written premium and come up with a factor and that is the percentage of the 45 million that you will receive. This year we are very pleased to give you a check for \$78,259.00. We have been giving this out for five years. The council has received one every year but this is the largest one to date. We would like to thank your agent*

for his continued support. This is based not on your lost ratio. It is just totally your loyalty to LWCC. That is why we want to give back to you guys. So congratulations."

John Lyles, Lost Prevention specialist, stated, "This year LWCC has again gone through the process of identifying our outstanding policy holders and we are awarding safety awards this year. I have a letter from the director of LWCC safety and lost prevention, Mike Page stating 'LWCC is pleased to recognize St. John the Baptist Parish Council with the 2007 LWCC safest seventy award. This award presented to only seventy or our approximately twenty-two thousand policy holders acknowledges exemplarily dedication and commitment to workplace safety. Companies are recognized on the effectiveness of their safety efforts in preventing injuries, controlling lost and eliminating personnel suffering. Through your achievements in lost prevention, you not only accomplish much for your company but also for your employees, other policy holders, your industry and LWCC. We are deeply appreciative of the integrity and efforts by St. John Parish Council in achieving these goals. Your agency, First American Insurance Agency, and LWCC are proud of your work and will continue to recognize similar company efforts in the future.' Thank you."

Bill Hubbard - Proclamation - Ricky Brock - Recognizing achievements in Drag Racing by winning an Ironman at the IHRA Race at the State Capital Dragway

Bill Hubbard, Parish President, presented Ricky Brock with a Proclamation recognizing his achievements in Drag Racing by winning an Ironman at the IHRA Race at the State Capital Dragway. President Hubbard proclaimed **WHEREAS**, Ricky Brock has achieved success in the sport of Drag Racing and has shown supreme driving skill and speed and track knowledge; and **WHEREAS**, winning the Ironmans at the IHRA Race at the State Capital Dragway in May 2008 was a crowning achievement that few men are able to claim; and **WHEREAS**, success in this sport is not achieved easily and only comes after careful practice, tremendous honing of skills, and superior knowledge of his equipment. Mr. Brock is known to maintain his equipment in pristine condition to compete in the sport of drag racing; and **WHEREAS**, Ricky Brock is a successful local businessman who has a family business in Reserve, Louisiana **NOW, THEREFORE, I, BILL HUBBARD, St. John the Baptist Parish President** do hereby extend best wishes for continued success in the sport of Drag Racing.

Ronnie Smith - Proclamation - Garyville Magnet School - First SACS School K-8 accredited in St. John the Baptist Parish

Councilman Smith presented the Principal of Garyville Magnet School, Mrs. Joseph, with a proclamation recognizing them as the first SACS School K-8 accredited in St. John the Baptist Parish. Councilman Smith proclaimed **WHEREAS**, special recognition is given to the Garyville/Mount Airy Math and Science School opened in August of 1995 and becoming the first public elementary school accredited in St. John the Baptist Parish; and **WHEREAS**, Magnet Schools provides leadership for innovative instructional programs that promote equity, diversity, and academic excellence for all students in public school choice programs; and **WHEREAS**, the Garyville/Mount Airy Math and Science School encourage community and parental involvement in the education of our children;

and **WHEREAS**, we are pleased to publicly commend the Garyville/Mount Airy Math and Science School administrators, principal, teachers, staff and parents for making this possible through their hard work and dedication; **NOW, THEREFORE, I, Ronnie Smith for BILL HUBBARD, Parish President** in conjunction with St. John the Baptist Parish Council Members do hereby encourage all St. John the Baptist Parish citizens to recognize the positive impact of Magnet Schools on education in St. John the Baptist Parish. Mrs. Joseph thanked the Parish President and the Council for this recognition and briefly introduced her staff. Dr. Courtney Millet also thanked the Council and the Parish President and expressed how proud she is of the principal and staff at Garvyille Magnet School.

Consent Agenda

Items: Approval of Minutes May 13, 2008, Regular Meeting

MOTION: Councilman Smith moved and Councilwoman Usry seconded the motion to approve the consent agenda consisting of Approval of Minutes May 13, 2008, Regular Meeting. The motion passed unanimously.

PUBLIC HEARING ON ORDINANCES:

08-19 (Public Hearing Held) (Tabled 5-13-08) An ordinance enacting the following changes to the pay plan as per the recommendation of the Civil Service Board on March 26, 2008: Create Water Plant Operator Trainee Title in Grade 3; Upgrade Water Plant Operator I position from Grade 3 to Grade 4; Upgrade Water Plant Operator II position from Grade 5 to Grade 6; Upgrade Water Plant Operator III position from Grade 6 to Grade 7; Upgrade Water Plant Operator IV position from Grade 8 to Grade 9; Award credit for direct job-related experience as opposed to starting all new hires at entrance step; Create Grade 11 for Professional/Administrator Classification; Create Title of "Professional Administrator" Position in Grade 11 (P. McTopy)

MOTION: Councilman Lee moved and Councilman Wolfe seconded the motion to remove ordinance 08-19 from the table. The motion passed unanimously.

Councilman Lee stated, *"If I can just maybe quickly clear this up. This was the ordinance that we tabled last meeting. Councilman Smith made a new ordinance and I believe it is that simple. Our intention was to substitute the other.."*

Councilwoman Hotard stated, *"Administration can make the request to remove the ordinance from the agenda, but as it was given to me the ordinance is still on there. On the administrative report it shows that they recommend approval."*

Councilman Smith stated, *"Here is my question. We are trying to remove this entire item from the agenda? Is that what we want to do?"*

Councilwoman Hotard stated, *"Yes."*

Councilman Smith stated, *"I just wanted to make sure."*

Councilwoman Hotard stated, *"Because we re-introduced the.."*

Councilman Smith stated, *"Yes, but my point is that I only re-introduced half of this item."*

Councilwoman Hotard stated, *"Administration has on the introduction of"*

ordinances the other half of that."

Councilman Smith stated, "Okay I am fine with it then."

Bill Hubbard stated, "It is not our recommendation to have this removed from the table. Now if you want to remove it from the table and vote yes or no, that is okay. As far as deleting the ordinance.."

Councilwoman Hotard stated, "So administration's position is that you still want to recommend approval of this ordinance?"

Bill Hubbard stated, "Yes, sure we do."

Councilman Lee stated, "It has been removed from the table already. We can either re-table it or we can take action on the ordinance as is. That is the two options that I see."

Bill Hubbard stated, "It is a good ordinance. I recommend that you approve it as is. That is our recommendation. It hasn't changed from the last meeting."

Councilwoman Millet stated, "The problem is that you have two.."

Councilman Smith stated, "No. If this passes, I will remove my ordinance. If this fails I will leave mine on and we will vote on mine."

Councilwoman Hotard stated, "The reason I am asking and maybe Pat you can clear this up is because we have another ordinance on the agenda that has basically some of the same language as in this ordinance. So is it okay to do that? The ordinance that Ronnie introduced has some of the same information in this ordinance. So can we approve both of them or approve one and deny one?"

Councilman Lee stated, "If we approve this motion, the other motion is moot."

MOTION: Councilman Lee moved and Councilman Smith seconded the motion to approve Ordinance 08-19.

Councilman Wolfe stated, "This is so confusing. Can you explain what is going on? I want the audience to hear everything that is going on."

Councilwoman Hotard stated, "Right now Ordinance 08-19 has been removed from the table. I have a motion and a second to approve Ordinance 08-19. That is where we are right now. At this point we have discussion from the council."

Councilman Wolfe asked, "That is for the regular Ordinance 08-19?"

Councilwoman Hotard stated, "Yes sir."

MOTION: Councilman Lee moved and Councilman Smith seconded the motion to approve Ordinance 08-19. The motion failed with 5 neas (Wolfe, Lewis, Julien, Cheryl Millet & Danny Millet) and 4 yeas (Lee, Hotard, Smith, Usry).

08-22 An ordinance stating that section 2:5 of sub-chapter A, "In General" of Chapter 2 of the St. John the Baptist Parish Code of Ordinances is hereby amended so as to provide for a change in polling places for precinct 1-3. The polling place for above mentioned precinct in St. John the Baptist Parish is hereby changed as follows: from St. John the Baptist Parish Courthouse, Edgard to St. John Westside Volunteer Fire Department, Station 92, 5733 Highway 18, Wallace, Louisiana 70090. (H. Lewis)

Councilman Lewis stated, "I would like to carry that ordinance (08-22) over to the next agenda. The Clerk of Court's office across the river is having some problems with it that I need to clarify with them."

08-23 An ordinance to amend ordinance 92-33 to change the consumer price index used to calculate the annual consumer price index adjustment from "The National Consumer Price Index published by the United States Bureau of Labor Statistics which shows a rise or decrease in the cost of living index for New Orleans, LA over the level of such cost of living in the previous year, to the U.S. city average 12-month percentage change in the Water and Sewer and Trash Collection Service Group of the Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W) compiled by the Bureau of Labor Statistics. (P. McTopy)

MOTION: Councilman Lee moved and Councilwoman Usry seconded the motion to remove ordinance 08-23 from the agenda. The motion passed unanimously.

08-24 (Public Hearing Held) An ordinance for a request for a re-subdivision of a portion of ground located in Section 20, Township 12 South, Range 18, into Lots T-1, T-2, & T-3 East at Wallace, St. John the Baptist Parish, Louisiana. (Shirley Trench, PZS-08-004) (M. Henderson)

MOTION: Councilman Lewis moved and Councilman Julien seconded the motion to approve ordinance 08-24. The motion passed unanimously.

08-25 (Public Hearing Held) An ordinance authorizing Parish President, William J. Hubbard, to sign all documents necessary to purchase Lot #13 - Block M, Lot #1 - Block L, and Lot #1 - Block M on N. W. 2nd Street (formerly Bootsie Ave.) as per exhibit Platt of Riverlands Drafting Service dated July 13, 2005 attached hereto. Said purchase subject to clear title exam and approval by parish legal counsel and such other terms and conditions deemed appropriate by the Parish President. (W. Hubbard)

Pat McTopy, Chief Administrative Officer, stated, "We would like to include the purchase price which is the average of the two appraisals. We would like to include the purchase price of the two averages taken. The average being \$37,000.00. So we propose that we add one sentence to the ordinance to read as follows: purchase price to be \$37,000.00. Mrs. Landeche has a copy of the proposed amended ordinance."

MOTION: Councilwoman Usry moved and Councilman Julien seconded the motion to approve amended ordinance 08-25. The motion passed unanimously.

08-26 (Public Hearing Held) An ordinance enacting the following changes to the pay plan as per the recommendation of the Civil Service Board on March 26, 2008: Create Water Plant Operator Trainee Title in Grade 3; Upgrade Water Plant Operator I position from Grade 3 to Grade 4; Upgrade Water Plant Operator II position from Grade 5 to Grade 6; Upgrade Water Plant Operator III position from Grade 6 to Grade 7; Upgrade Water Plant Operator IV position from Grade 8 to Grade 9 (R. Smith)

MOTION: Councilman Lee moved and Councilman Smith seconded the motion to approve ordinance 08-26. The motion passed unanimously.

Councilman Smith stated, "I just wanted to advise everyone that this is the first portion of the ordinance that we discussed earlier. The reason I am supporting this ordinance is because we were having a hard time recruiting class IV operators. Hopefully with the pay increase this will benefit the parish and get us into compliance that we need to get by hiring more class IV operators."

Councilman Julien asked, "Will this take care of both sides of the water plant? The drinking water aspect of it and the treatment part of it?"

Councilwoman Hotard stated, "This is only going to increase the pay of the water plant operators by one step. That is the only thing that this ordinance is going to do. It may in turn help us with attracting more candidates to fulfill our requirement of having so many class IV operators that is part of the goal of this, but it is not going to have a direct effect on the drinking water. This ordinance here only directly affects the pay of the water plant operators."

Councilman Julien asked, "All water plant operators?"

Councilwoman Hotard stated, "All water plant operators I, II, III & IV."

Councilman Lewis stated, "I would like to see the sewerage plant operators get the same treatment because we have trouble recruiting them. A lot of those guys are in those plants but they are not qualified with the right license as is. It is just a matter of time before they come down on us for some of those waste water plant operators. So I think they need to be included too, since they are all in the utilities department."

INTRODUCTION OF ORDINANCES:

08-27 An ordinance enacting the following changes to the pay plan as per the recommendation of the Civil Service Board on March 26, 2008: Award credit for direct job-related experience. (B. Hubbard)

08-28 An ordinance enacting the following changes to the pay plan as per the recommendation of the Civil Service Board on March 26, 2008: Create Grade 11 for Professional/Administrator Classification; Create Title of "Professional Administrator" Position in Grade 11. (B. Hubbard)

08-29 An ordinance for a re-subdivision of a portion of Terre Haute Plantation into a lot herein designated as lot TH-2 of Terre Haute Plantation, situated in Sections 30, 32 & 60, T-11-S, R-6-E, Reserve, St. John the Baptist Parish, Louisiana. Ten-G, LLC - PZS-08-010 (M. Henderson)

08-30 An ordinance for re-subdivision of the Estate of Louise E. Cambre property and the George Lasseigne property into Lot A, Tract B, Tract C, Tract D, situated in Sections 26 & 65, T-11-S, R-7-E, LaPlace, St. John the Baptist Parish, Louisiana. ACLM Caroline, LLC - PZS-08-012 (M. Henderson)

08-31 An ordinance for Preliminary Not for Construction of a RV Park located on the Celestin Jacob Tract, Section 41 & 89, T-11-S, R-7-E, Reserve, St. John the Baptist Parish, Louisiana. CNO RV Park - PZS-08-009 (M. Henderson)

08-32 An ordinance relative to the local sales and use tax to provide a local sales tax holiday abating the parish sales and use tax on consumer purchases of tangible personal property from certain selling dealers with restrictions on the types and cost of purchases that are eligible for abatement for the period August 1 through August 2, 2008 ("the period" hereafter) (B. Hubbard)

COMMITTEE REPORTS:

Councilman Smith stated, "I would like to ask that the council accept the recommendation of the Finance Committee."

MOTION: Councilman Smith moved and Councilwoman Millet seconded the motion to accept the recommendation of the finance committee. The committee approved to take the bid from DRC Services Inc. for Emergency Response, Management and Recovery under advisement, accepted the bid from BGS for \$57,450.00 for bunker gear for the paid firemen, authorized administration to sign the contract for the Fireworks Celebration, and authorized administration to seek proposals for the purchase of a new vehicle for tree limb pick up. The motion passed unanimously.

DEPARTMENT/ENGINEER REPORTS:

Dale Wolfe - Personnel Matters

There were no personnel matters at this time.

Jaclyn Hotard - Update NANO filtration

Councilwoman Millet stated, "I know this is your item Ms. Hotard, but I really think in light of the fact that we just got these letters last week that we should let the residents know the progress of this filtration system. We are aware of this, but I want the public to be aware of it."

Chuck Savoie, Parish Engineer, stated, "Well you know the expression so close you can taste it? Well we are that close. We are at the point of right now trying to get the chlorination, which is a sterilization of the system, and getting the last programming than you have to flush the system out because you have to flush the chlorine out. We are at that point. We found out that we needed a waste line, a valve, added to the system. We gave approval for this just the other day and they are now we have ordered the valve. The valve should be in this week. Hopefully installed by next week and then we can go through the sterilization of the system, flushing it out and then they will do their final programming. Then we will be online. Now saying all of that, you are saying how long are we talking about? You know that is always a guess. We come up here and we keep making deadlines that we cannot always meet because we are kind of tied by GE waiting for everything to be completed. To them this is not a big deal because they do take this long in completing such systems. For them taking six to eight months is not a big deal. So that being said I would guess it is going to be sometime in the middle towards the latter part of June before it is actually on something because we are coming up on June 1st now. So I would say it is going to take at least three more weeks or so to complete the system. That is the best I can give you."

Councilwoman Millet stated, "See you back in three weeks."

Danny Millet - Ronnie Delauneville - Discussion relative to abandoned vehicle ordinance

Jeff Perilloux, Parish Attorney, stated, "I had a chance to speak and discuss this issue with Mr. Millet as well as Mr. Delauneville. We have resolved it at least for tonight."

Councilman Julien asked, "I would like to ask the administration if they could look into trying to resolve the execution of work orders in the speed at which they are not executed."

Bill Hubbard stated, "You would like us to address the work orders a little more in a timely manner is what you are looking for? I am so glad you brought that up because that ordinance that was voted on tonight would have helped us with mid-management level for our directors and we need that so much. I just sent Mrs. Millet an email today about how I have to personally go out and look at every work order because the two directors that are taxed with work orders are public utilities and public works. Until we get some mid-management type level people here there is going to continue to be a problem. We are going to do the best we can. You have my word on that. I know it is not going to be to what you are expecting, but thank you anyways. Good question."

Councilman Julien stated, "Well when I call normally you try to do whatever it is I am asking you to do. You try to get it done. So I am just asking that maybe you look into another way, even though you couldn't get that particular ordinance passed. I am hoping that you will look into it and maybe resolve it in another way because the people in District III are frustrated. I am frustrated because they are calling me so much because they are not getting things done. It is not a lot of major stuff, but I think it is stuff that we can probably handle if we put one or two more people on it and not just District III. I think in all the districts if we can have an emergency crew or a group of people that can come and resolve some of the smaller issues like drainage that we all might have in our districts."

Bill Hubbard stated, "We do have a program that we are getting ready to put into place. We are going to have basically one crew to do nothing but quick work order or a quick response type team thing. So it is going to get better. Look we are all public servants here. Whenever you are not happy I am not happy. I represent all the districts and all the people. I do the best I can with what I have."

Councilman Julien stated, "Well Bill I know you are working hard for us."

Bill Hubbard stated, "You know that."

OLD BUSINESS:

Charles Julien - (Carry over 5-13-08) Override Planning and Zoning - Trailer Placement - 529 N.W. 2nd Street - Reserve - Yvonne Peal

Councilman Julien stated, "I have spoken to the constituents in that area. They had no problem with this. I am asking that the board support me in overriding planning and zoning."

Councilwoman Millet stated, "Mr. Julien, I understand exactly where you

are coming from with this and wanting to put the trailer in this area even though planning and zoning has not approved it. My problem is that we have these ordinances on the books for planning and zoning. The people that are serving at our pleasure are getting very frustrated when they say no to something and we come back and reverse it so why should we even have them. So in that respect, not any disrespect to you or your constituents, I have to vote against it."

Councilman Julien stated, "I understand."

Councilman Smith stated, "Mr. Henderson, I would like to set up an appointment with you so that we can go over this particular ordinance that we are constantly bringing up. The reason these trailer placements are being turned down is for compatibility reasons. I would like to set up a meeting with you and whoever else on this council would like to get together so that we can find a way to re-write that ordinance. Because if you look at it you can have six trailers down the street, but because the street that is next to it doesn't have any trailers, they won't let a trailer go on that street because of the radius that it is."

Mike Henderson, Planning & Zoning, stated, "In all due respect Mr. Smith, I think it is important for us in planning and zoning to try to the best of our ability to enforce the ordinance that you guys have passed."

Councilman Smith stated, "I agree with you sir and I respect what you are doing. It is just that there are constituents out there, not in my district, but there are constituents out there that are requesting to have these trailers placed there because they need a place to live. It is hard for me to sit there and tell a person you can't place a trailer here when three doors down you have a trailer sitting. So let's you and I get together and anyone else that would like to and see if we can find a way to re-write this ordinance."

Mike Henderson stated, "What I am trying to say is I am not disagreeing with what you are saying. I think you are absolutely right. You are correct in this situation. I think the answer is like you pointed out is to maybe try and do something with the ordinance and make it easier to work with."

Councilman Lewis stated, "I would like to be at that meeting when you have it Mr. Smith."

Councilman Wolfe stated, "Well I don't know what we can do with the ordinance but I just think that some people are fortunate enough to live in houses and to own houses. Some folks aren't. I believe that everyone should have a place to live. I think the good Lord put us on this earth to help each other. If the people in the community are not complaining, then I am not complaining. If a person needs a place to live and it is a trailer than so be it, I don't know what we can do with it, but I guess we have to come up with a miracle. The way it is now, the ordinance allows the council member to override planning and zoning. There are some folks on planning and zoning that have no feelings when it comes to people. They live in big houses so they don't feel the pain of a poor person. I am a poor person. I feel the pain. I have been there, still there and I am going to be on the side of the

people that need to live in a trailer. So whatever we do the last say is going to be the council. I don't know what you are coming up with, what you can come up with, but it better be good, because I am for the people."

MOTION: Councilman Julien moved and Councilman Wolfe seconded the motion to Override Planning and Zoning - Trailer Placement - 529 N.W. 2nd Street - Reserve - Yvonne Peal. The motion passed 8 yeas and 1 against (Cheryl Millet).

Councilman Lee excused himself from the meeting.

NEW BUSINESS:

Jaclyn Hotard - Appointment of L'Observateur as the Official Journal for the year July 1, 2008 to June 30, 2009.

MOTION: Councilwoman Millet moved and Councilwoman Usry seconded the motion to appoint the L'Observateur as the Official Journal for the year July 1, 2008 to June 30, 2009. The motion passed with Councilman Lee absent.

Dale Wolfe - Clarification of Ordinance 08-19

Councilman Wolfe stated, "I need to clarify some things. I am going to try and maintain my cool. If I don't, forgive me. At our last meeting, we voted on ordinance 08-19. The next day some of the employees were told that the ordinance was tabled. There were some council members that were against the raise. I was not against the raise. I was against the ordinance. You see ordinance 08-19 was put in place with many things other than the pay raise for the operators. When you are talking about pay raise, we have been talking about pay raise since January. We even had a study done, supposedly. I asked before I got sick how long will it take to finalize that study? I was told it would take another month. That was three months ago. But be that as it may I am going to always protect my character. I am getting very upset, but anyways, when it comes to the employees, I am one of the first to walk out and support the employees. Now if there are some employees that believe that I was against them, shame on them. The record will show my stand, my position. I really don't appreciate, and folks say what they want to say, but tell the truth when you tell it. I was never against the pay raise. The employees need to ask to questions when will all the employees get a pay raise. We are splitting folks up in sections and not dealing with the real pay raise and fairness in terms of our employees. Our employees are some of the lowest paid employees throughout the state of Louisiana and especially the tri-parish. So again whoever tried to plant that seed, it is not going to grow when it comes to saying that Dale Wolfe was against the employees. I would like to ask at this time, Mr. President, I will ask the question again. When will the findings of the study become a reality? You told me last time, three months ago, that it would take a month so I would like you to bring me up to date on it."

Bill Hubbard asked, "Can you ask the question again Mr. Wolfe, specifically what you are looking for?"

Councilman Wolfe stated, "I just want to know, the study that..."

Bill Hubbard stated, "We have the study. We do."

Councilman Wolfe asked, "So what is the next step?"

Bill Hubbard stated, "The next step is that we review it, which we have been with Stacey. I think at the last meeting we said by the end of this month we would be prepared to have some recommendations. I think we are still on schedule. That is my response, any other questions?"

Councilman Wolfe stated, "I will say it again. It has been two months that the council has waited on a recommendation from administration in terms of pay raises. I thought we were going to see a pay raise for all of the employees, not some of the employees. The employees are waiting. I am waiting."

Bill Hubbard stated, "Mr. Wolfe just like we said at the last meeting, we are scheduled to have it ready for proposal to the council at the end of this month. I am pretty sure that we are still on schedule. Mr. Wolfe you know when you talk about all the employees, I don't think that you are going to find that this study recommends a raise for all the employees. They look at specific jobs and what the specific jobs rate of pay is throughout the different parts of the area. As a matter of fact it has been in the council office for I guess about two months we have had that."

Councilman Wolfe asked, "What has been in there?"

Bill Hubbard stated, "The study for council review."

Councilman Wolfe asked, "Was the council put on notice that the study was in the office for review?"

Bill Hubbard stated, "I don't know that we put you on notice. I don't go down to the council office every day."

Councilman Wolfe stated, "Seemingly to me, to make sure that all the council members knew that the study was there administration could have sent a notice to all the council members that the study was in."

Bill Hubbard stated, "I am pretty sure it was submitted to the council office about two months ago. But be that as it may we still have to come up with some recommendations. We are prepared to do that as soon as we can. It is not something that is very simple. We have a lot of things to consider in this study. Is that fair enough?"

Councilman Wolfe stated, "I hear you. Would it be fair to say at our next council meeting that administration will come with a recommendation?"

Bill Hubbard stated, "We can say that. We will try to. I am not going to commit to that."

Councilman Wolfe asked, "Well if you are telling me that the study is in and you are going to have it ready by the end of the month, I am following what you are saying. The study is complete. By the end of this month you all are going to try to get it to us. So two weeks from

then I would like to put it on the agenda for our next agenda meeting to ask administration to come with a recommendation."

Bill Hubbard stated, "That is fair enough. We are okay with that."

Councilwoman Hotard asked, "I would also like to ask Buddy if maybe you can get a copy of that to the council office tomorrow and make copies for everybody. I saw a copy of it, but what I saw and I called Pat, it wasn't really a study. It didn't give any recommendations. It just showed how much our employees make. How much the employees in St. Charles and St. James make and then how much the school board employees make. There were no recommendations for anything. It was just data basically."

Bill Hubbard stated, "There were some recommendations, but we have to put our own proposals together."

Councilman Julien asked, "What criteria is being used to determine who gets the raises?"

Bill Hubbard stated, "Mr. Julien when you get the study you will see that different operators in different parishes make different salaries. That is pretty much what you are going to see. Who determines what? We are going to make a recommendation and then you can either vote yes or no."

Councilman Julien asked, "Is that going to be a recommendation, let's say for a percentage, because I am trying to understand it? Is that going to be a percentage? Are we going to give everybody the same percentage and because some operators are making a little bit more in certain parishes theirs might be more? Is that what we are doing?"

Bill Hubbard stated, "Different types of operators deserve different types of pay yes. We are just trying to bring our employees up. This was the intent from long ago Dale; bring our employees up to what the outside market is. We have a lot of plants up and down the river. We are trying to attract new employees, good employees and pay them a fair wage. That is our intention. I think that is yours too Dale. We are saying the same thing. We are just saying it differently."

Councilwoman Hotard stated, "Bill, in the study, I thought I saw something also about looking at the package as a whole, like what the employee receives and also benefits and calculating all those things because the pay is different. But the benefits, was there something in the study about that?"

Bill Hubbard stated, "I haven't seen it in over two months."

Stacey Cador, Director of Human Resources, stated, "We did provide that information to them and then they return how competitive our total package is."

CORRESPONDENCE/COUNCIL BRIEFS

Councilman Wolfe stated, "I just want to say to the council, administration and the general public, maybe you all think that Bill and I are at odds. We are not. I say what I have to say. He says what

he has to say and hopefully we end up on the same page. There have been some disturbing things that I have heard but be that as it may I am not going to even mention that. I would just like to say to the general public, I know some of my friends and some of the religious folks that pray for me and tell me not to get excited at the meeting, but it is going to be worse if I don't say anything. I would sure enough get sick then. But whatever I have to say I will say it. Hopefully people will take it in the right context. Sometimes I say things and people think it is harsh. But that is the way I am. Either accept me or go your own little merry way. I have always said that I will shake people's hands but I won't kiss them. So in other words what I am saying is that if we have some problems we are going to talk about it but I am not going to kiss anybody to get along with them. This is serious business. We have some employees that are in dire need of a raise. Bill, hopefully you and your staff can come at the next meeting with a recommendation whereby we can give our employees a new look on life and a new attitude about their job here in the parish. I am quite sure they are looking forward to that. I understand that you and your staff need some time to put it together. Hopefully you can by the next meeting so that we can put this matter behind us. I think as long as we treat our employees right they are going to treat us right. If you pay someone a decent salary to do a job, he or she will do the job. But if you don't then you are going to get what you pay for. If you pay nothing you are going to get nothing. But hopefully we all can come together Bill and try and do something positive for our employees. Our employees are the back bone of this organization. We need to do the things that we need to do for the people who put us in office."

PRESIDENT'S REMARKS

Bill Hubbard stated, "I appreciate the vote that you gave us tonight for the water plant operators. This gives all the water plant operators, our employees a bump up in their grade of pay. It is our intention and we believe that this will improve on our overtime. We know every year it has been nine hundred thousand to a million dollars. We are projecting to save between two and three hundred thousand dollars this year. Hopefully with this vote tonight that you placed that we can save just a little bit more so we do appreciate that. Also I wanted to let the public and the council know that tomorrow we are going to start a phone poll and also an online poll for recycling. This is something that we are researching before we implement it. We are going to see how the public feels about doing some curb side recycling. So if the general public does get a phone call just press 1 for whatever, just listen to it and try to participate because we want to get a good feel about how the public feels about recycling. Also Mr. Wolfe and I know Mr. Haston and probably Mr. Lee also served with Mr. Ned Duhe, he passed away this past Saturday. I want to extend my deepest sympathies to the family. He was a good guy. I really liked him a lot. He was real. What you saw was what you got. If he gave you his word it was good. Also I had the pleasure of going to see one of our employees that I think is a true hero. He got shot while being burglarized a few weeks ago, Mr. Harold Loupe. I heard his story, saw the bullet holes and I just want to let everybody know that we have a true hero working for our parish. He is on disability with his cast and what not. He did get shot himself. But I just would like to say thank you for doing what you did. You saved your grandson. You saved yourself and your wife. So Mr. Loupe is a true hero in our community. Also on

the next council agenda we are bringing up the other portions of the ordinance. I am just letting the council know ahead of time if you have any questions; I think it is pretty self explanatory. We are trying to move forward. We need middle management. That grade 11 will give us the opportunity to hopefully hire some middle management type of people. That is one thing that we are trying to do. We are also trying to give credit to existing employees. I see one sitting in the audience right now, that has twenty to thirty years experience in other types of fields that he can transfer over to us. We just want to give those people and the current employees that have started, like this man sitting back here, at the bottom of the pay scale, but he has this much experience. This is the last time we are going to introduce this. They are separated to make it easier for the council members to say yes or no on each one of those ordinances. An approval of these ordinances shows that you are being progressive. This doesn't hurt the employees at all. This is a help. I truly believe this in my heart and that is why we are doing this. It is your decision, not my decision. Mr. Wolfe, I think the same religious people that are talking to you to stay cool and calm, they are calling me too man, but look I am glad we can shake hands because I don't want to kiss you Dale."

Councilman Wolfe stated, "That is why I don't kiss."

Bill Hubbard stated, "That is about all I have. Does anyone have any questions for me?"

Councilman Lewis stated, "Mr. Hubbard I am listening to what you are saying about some of the employees. We have an employee that has been working for the parish for about thirty plus years. He went to the doctor a while back and the doctor told him it looks like he is doing pretty good, but he needed to get some rest. He told the doctor he is over worked but he is also under paid. So I wish you would look at that fellow because I am going to give you his name off of the record."

Bill Hubbard stated, "Don't say his name out loud. Let's do a little shoo-shoo like Dale says."

Councilman Wolfe asked, "Mr. Hubbard can the three of us get together, you, me and the gentleman that is sitting out here?"

Bill Hubbard stated, "I would be glad to."

MOTION: Councilwoman Millet moved and Councilwoman Usry seconded the motion to go into executive session. The motion passed with Councilman Lee absent.

EXECUTIVE SESSION:

Employee Back Pay

Jaclyn Hotard - Discussion relative to house on Quail Street

Dale Wolfe - Personnel Matters

Jaclyn Hotard - Personnel Policy for Administrative Officers and Department Directors

Property/Casualty Insurance Agent - 1) Claims, any/all property, casualty, and Workman comp claims 2) Claims, procedures and disposition 3) Coverage's, any/all material changes

Any and all pending legal matters.

MOTION: Councilwoman Millet moved and Councilman Millet seconded the motion to go back into regular session. The motion passed with Councilman Lee absent.

There was no action as a result of the Executive Session.

ADJOURNMENT:

At 8:08 PM, Councilman Smith moved and Councilwoman Usry seconded the motion to adjourn. The motion passed with Councilman Lee absent.

/s/Jaclyn Hotard
COUNCIL CHAIR

/s/Jackie Landeche
Council Secretary