

**Town of Triana Special Call Meeting**  
**Friday, December 16, 2022**  
**6:30PM**

Mayor called the meeting to order. She apologized to the council for the room being in disarray. She stated she will address the issue on tomorrow.

Council member Hopkins called the roll, Council member Ayers, Council member Whitman, Council member Garstka, Council member Ragland, Mayor Caudle and Council member Hopkins.

Mayor Caudle stated all members are present, she thanked Council members for attending the special call meeting.

Mayor Caudle stated the purpose of the call meeting to discuss/approve a finale one-time increase for the staff. She stated they did have a work session and they discussed several things. One of the main things to come out is whatever is done on today will be the last time it will be done. All increases will be done through the regular increase. That increase would be done at the fiscal year. It will be determined then as to what when and how much. This would include in COLA, any merit, any performance and any annual. This will be determined when they do the budget and salary. It will determine based on their job performance.

Motion by Council member Ayers to visit the one-time increase for the employees this last time, this will happen no more. From this point forward have a fiscal year budgeted annual performance, a merit or COLA one of the three or all three. It will all be done with the budget for the salaries in that allocation for each fiscal year to follow. Council member Ragland second the motion. Roll call, Council member Ayers, Council member Whitman-yes, Mayor Caudle-yes, Council member Garstka-yes, Council member Ragland and Council member Hopkins-yes. Motion carried.

Mayor stated they also discussed how they would do this last one-time pay increase. Everyone decided on what would be fair and what would work in the budget. She added she was told today that one of our officers, Officer Mayfield has accepted a job with the City of Madison and that he would be turning in his resignation tomorrow. She has not received that notice. He just came back. She asked council if they were in agreement to giving him \$500.00 or drop him down to \$100.00. Council member Ragland state he's a serviceman, spent time in the service and has been here a whole year. Council member Hopkins stated she agrees with Councilman Ayers.

Discussion on giving employees \$100.00 for employees here for less than 1 year.

Council member Ayers stated since there are 5 members of council the mayor as supervisor should abstained from voting.

Mayor stated in addition to this when she gives whatever is voted on and decided tonight to the Staff, she will be telling them that this is in no way based on performance. Trying to balance out the year ending budget wise.

Council member Ayers stated it's not balancing out because they received 6.5% at one time to her what they're being given is a one-time increase and this is not based on anything.

Mayor stated she will let the staff know that it will be the last time. It has nothing to do with merit or performance.

Council member Hopkins asked how was it communicated to the staff previously. Mayor stated she just informed them that this was from the council that they had decided this year to give them a one-time increase.

Mayor stated in the very beginning she and Council member Ragland were on the council and even before she became on the council because the town was not in a position to give annual raises and if they could it would be 1% or 2% something very minimum. They did not have the funds to support added on salaries.

Motion by Council member Ragland to give the employees a one-time final bonus for 2022. Council member Hopkins seconds the motion. 10 years plus service \$1,000.00, number of employees 3. 4-5 Years of service \$800.00, number of employees 2. 1-3 Years of service \$500.00, number of employees 7. Less than 1 year of service \$100.00, number of employees 2. Total amount of funds \$8,300.00.

Motion by Hopkins to approve the one-time increase for employees based on years of service. Council member Ragland seconds the motion. Roll call, Ayers-yes, Whitman-yes, Caudle-abstain because she is supervisor to all employees, Garstka-yes, Ragland-yes, and Hopkins-yes.

Moved and properly seconded to adjourned.

Date Approved Dec. 27, 2022

Sharron Humphrey  
Sharron Humphrey, Town Clerk-Treasurer

May Caudle  
Mayor or Chair Pro Tempore