

City of Shoreacres



NOTICE OF MEETING

Notice is hereby given that a Regular Meeting of the
City Council
of the City of Shoreacres, Texas, will be held on
Monday, November 25, 2013 at 7:00 p.m.
in the City Council Chambers on the first floor at City Hall, 601 Shore Acres Blvd.,
Shoreacres, Texas, at which time the following subjects will be discussed, to wit:

1.0 CALL TO ORDER / ROLL CALL: Members Present and Absent

2.0 PLEDGES OF ALLEGIANCE

Texas Pledge:

Honor the Texas flag; I pledge allegiance to thee, Texas, one state under God, one and indivisible.

3.0 SPECIAL PRESENTATIONS

4.0 APPROVAL OF MINUTES

4.1 Regular Council Meeting: November 11, 2013.

5.0 COUNCIL REPORTS & REQUESTS

5.1 Mayor Webber – Report on meetings attended.

5.2 Rick Moses – Report on the process and progress towards filling the vacant Chief of Police position.

5.3 Bo Bunker – Report on a request made that the Chief of Police review traffic speed concerns on South Country Club Drive and make a recommendation as to appropriate action that council may consider to address those concerns.

6.0 PUBLIC HEARINGS & PUBLIC COMMENTS

6.1 Citizen's Comments

This is the opportunity for citizens to comment on items which do not appear on the agenda. Time is limited to five minutes per speaker. Members of Council are prohibited by law from participating in the discussion or deliberation of items that are not specifically identified on this agenda.

7.0 ADMINISTRATIVE REPORTS

7.1 City Administrator – General activity report.

7.1.2 Street and drainage project updates.

7.1.3 Water and Sewer project updates.

7.2 Monthly Financial report. ^{Stall}

8.0 BUSINESS

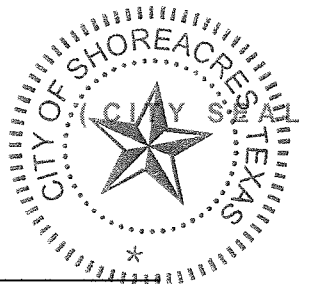
8.1 Consideration and approval of invoices. ^{Stall}

8.2 Consideration and action to adopt Ordinance No. 2013-151 amending the City Code requirement for substance abuse testing. ^{Schnell}

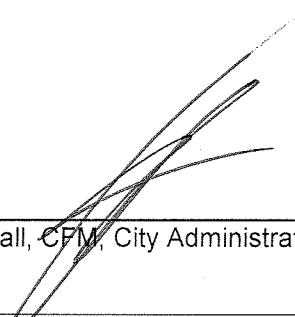
9.0 ADJOURNMENT

I, the undersigned authority, do hereby certify that the above Notice of Meeting of the governing body of the City of Shoreacres, Texas is a true and correct copy of said Notice and that I posted a copy of said Notice on the bulletin board at City Hall on November 21, 2013 at or before 10:00 p.m., at a place convenient and readily accessible to the general public at all times; to remain so posted continuously for at least 72 hours preceding the scheduled time of said Meeting.

DATED THIS 21ST DAY OF NOVEMBER 2013.



SHOREACRES, TEXAS

BY: 
David K. Stall, CFM, City Administrator / City Secretary

The City Council of the City of Shoreacres reserves the right to adjourn into executive session at any time during the course of this meeting to discuss any of the matters listed above, as authorized by Texas Government Code Sections 551.071 (Consultation with Attorney), 551.072 (Deliberations about Real Property), 551.073 (Deliberations about Gifts and Donations), 551.074 (Personnel Matters), 551.076 (Deliberations about Security Devices) and 551.086 (Economic Development).

The City Council Chamber is wheelchair accessible and accessible parking spaces are available.

Requests for accommodations or interpretive services must be made at least two (2) working days prior to the meeting. Please contact City Office at 281.471.2244 or fax 281.471.8955 for additional information.

I, the undersigned, do hereby certify that this Notice of Meeting was removed from the City Hall bulletin board at _____ AM/PM on _____, 2013.

BY: _____

City of Shoreacres



MEETING MINUTES

The City Council of the City of Shoreacres, Texas, met in Regular Session on **Monday, November 11, 2013 at 7:00 p.m.** in the City Council Chambers of City Hall, 601 Shore Acres Blvd., Shoreacres, Texas with the following present constituting a quorum:

Mayor	Matt Webber
Mayor pro tem	Rick Moses
Alderman	Steven Jones
Alderwoman	Nancy J. Schnell
Alderman	Bo Bunker
Alderman	Mike Wheeler

City Administrator / City Secretary David K. Stall

1.0 CALL TO ORDER / ROLL CALL:

The meeting was called to order by Mayor Webber at 7:00 p.m.

2.0 PLEDGE OF ALLEGIANCE

3.0 SPECIAL PRESENTATION

3.1 Life Saving Award: Officer Steve Ford

Mayor Webber presented Officer Ford with an award for saving the life of a citizen on November 4, 2013. Thank-you Officer Ford for a job well done.

4.0 APPROVAL OF MINUTES

4.1 Regular Council Meeting October 28, 2013. Rick Moses moved to approve the October 28, 2013 Regular Council Meeting minutes; seconded by Bo Bunker. Motion carried with Steven Jones abstaining.

5.0 COUNCIL REPORTS & REQUESTS

5.1 Mayor Webber – Report on meetings attended.

There were no items to report.

6.0 PUBLIC HEARINGS & PUBLIC COMMENTS

6.1 Scott Tuma: Curve at West Country Club and South Country Club

Mr. Tuma addresses his concerns regarding the dangerous curve at West & South Country Club. He would like to have a “Dangerous Curve Ahead” sign posted and lower the speed limit to 10 mph at the turn.

6.2 Christina Tuma: Speed limit on South Country Club

Ms. Tuma requested for additional 20mph speed limit signs to be installed starting at Centre. She also asked for Ordinance 2012-124 to be revised to

include South Country Club as a 20 mph street, so that our officers can issue citations to violators.

6.3 Citizen's Comments:

Mr. Michael Schnell – 618 Baywood: Mr. Schnell would like to clarify and confirmed that his family does not have any vendetta or conspiracy against Officer Newman or retired Chief Randall French.

Ms. Dana Woodruff – 3534 Miramar: Ms. Woodruff stated that she's concerns about some "trending" over the past few months, referencing Item 8.6. She also spoke directly to Alderwoman Nancy Schnell, asking her to find something constructive in the community to occupy her time. Ms. Woodruff's objected to certain directives of the City Administrator to create reports because of a personal vendetta. Mr. Stall is an added value to the community; he has brought tremendous improvements to our city after IKE. Let's cut-out the vendetta and just let him do his job.

Mr. Mike Clark – 413 Baywood: Mr. Clark asked Councils "Where does the buck stops with the City?" He mentioned issues with the last two police Chiefs; problems with Public Works, water meters not being read, etc. He stated that at his job, if employees weren't consistently performing their duties, someone would be responsible for that. The city needs to have a clear vision to work toward and we need to stop with all of the factionalism.

Ms. Vicki Ellis – 414 Baywood: Ms. Ellis addressed her comments to Mr. Stall, stating that she has enjoyed working with him through the years. She's opposed to the act of putting people on the agenda, critiquing their work ethics and humiliating them until they get mad and quit or resign. Ms. Ellis is in total agreement that these actions needs to stop and for us to move forward.

Mr. Gerry Victor – 3346 Miramar: Mr. Victor raised his concerns about the city's water system in case of a catastrophic event. He also, asked about the water interconnect with the City of La Porte.

Mr. Neil Moyer – 1118 N. Country Club: Mr. Moyer proposed the installation of ropes as a temporary speed humps. These can be put down and pull up with ease. And the costs are very low. Secondly, he's opposed to wasting (his own or others) tax dollars requiring the City Administrator to put together reports that Council members can do on their own.

Ms. Charlotte Wells – 3342 Miramar: Ms. Wells applauded Council on the work that they did trying to reduce the budget. She also said that for years, the city were run without a City Administrator, it just takes a lot of commitments from the Mayor and Council members. We need to stay within our means on the budget. She appreciated questions raised in Item 8.6 and that it wasn't a "he said, she said" or an "us against them," we are one City; she then thanked Council for actively attending meetings.

7.0 ADMINISTRATIVE REPORTS

7.1 City Administrator Report: The Byway waterline project is well under way. This will be a great improvement in the water distribution and fire hydrants. The annual field audit is scheduled for February. As of this afternoon, we've received 22 applications for the Police Chief position. The City's Annual Pot Luck dinner is being proposed for December 5th.

7.1.2 Street and drainage grant project updates - Round 2.2 street projects are at completion, the recent rains pointed out a couple of drains that will need to be lowered.

7.1.3 Water and Sewer grant project updates - No new progress to report.

7.1.4 Emergency dispatch service update. Emergency dispatch service with the City of La Porte is on their agenda for approval tonight. Provided service termination noticed to Lakeview effective on December 30th. The City will send out notices to citizens of the new dispatch phone number so they can give it to their alarm companies.

7.2 Monthly Police Department report.

Chief Massey commended Officer Ford for his quick action and professionalism in the manner and extent in which he stepped forward and performed CPR, and as a result, saved the life of a member of our community on November 4, 2013. We are very fortunate to have Officer Ford as a member of our force and would like to thank him for a job well done! He also noted that Officer Ford is a reserve officer making minimum wage.

7.3 Monthly Public Works Department report.

Mr. Sutton's reported that water purchase dropped this month to 6.5 million gallons compared to September purchase of 8.1 million gallons. There were only 4 water leaks for the month. We will be sending staff to classes in the month of November and December, to keep current with licensing requirements by TCEQ.

8.0 BUSINESS

8.1 Consideration and approval of invoices

Rick Moses moved to pay our bills; seconded by Nancy Schnell. Motion carried unanimously.

8.2 Consideration and action to adopt Ordinance No. 2013-148 awarding a contract for the reconstruction of two city streets and associated drainage identified as street segments 33 (East Forest) and 36 (Oakdale) as set out on the city's street maintenance map.

The contract was awarded to Mar-Con Services. Mike Wheeler moved to adopt Ordinance No. 2013-148; seconded by Rick Moses. Motion carried unanimously.

8.3 Discussion, consideration and possible action to create a hiring committee for upper management positions.

Rick Moses led the discussion of forming a committee to select a police chief candidate to be presented to council for approval. He clarified that it was intent to discuss a committee only for the selection of a police chief, not other management positions. The Committee he proposed would consist of the Mayor, City Administrator, one alderman and interim Chief Massey. Ms. Diane Victor suggested that a citizen be added to the committee. Mr. Neil Moyer recommended having the City Administrator whittle the number of applicants down instead of allowing the committee to go through dozens of applicants. The committee could do the final vetting of the candidates. No action was taken.

City of Shoreacres – Meeting Minutes

- 8.4 Consideration and action to adopt Ordinance No. 2013-151 amending the City Code requirement for substance abuse testing.

Nancy Schnell requested for Item 8.4 to be tabled; Rick Moses seconded. Motion carried unanimously.

- 8.5 Consideration and action to adopt Ordinance No. 2013-152 amending the City Code to specify the physical placement of the recorder used to record city council meetings.

Nancy Schnell moved to adopt Ordinance No. 2013-152. Nancy Schnell and Bo Bunker for; Steven Jones, Rick Moses and Mike Wheeler opposed. Motion failed.

- 8.6 Consideration and action to direct the City Administrator to respond, in writing, to a list of questions relating to: his compensation; his past compensation; previous employment with other cities and the tax revenues of those cities; past terminations and/or resignations; salaries of other area city managers and city administrators and the tax revenues of their cities; survey the number of city administrators and managers with renewable contracts; average salary for a city administrator or manager in a city the size of Shoreacres, in Texas and nationally; employment contract; and professional relationship with the City Attorney Dick Gregg, Jr.

Bo Bunker moved to postpone Item 8.6 indefinitely; Steven Jones seconded. Motion carried with Nancy Schnell opposed.

- 8.7 Discussion, consideration and action to cancel the regular fourth Monday city council meeting in December to have been held on December 23, 2013.

Mike Wheeler moved to cancel the regular fourth Monday city council meeting in December to have been held on December 23, 2013; Seconded by Rick Moses. Motion carried unanimously.

9.0 ADJOURNMENT.

Rick Moses moved to adjourn the meeting at 8:24 p.m.; seconded by Mike Wheeler. Motion carried unanimously.

PASSED AND APPROVED ON THIS 25TH DAY OF NOVEMBER, 2013.

(CITY SEAL)

Matt Webber, Mayor

ATTEST:

David K. Stall, CFM
City Administrator / City Secretary

	General Fund			Utility Fund			Service Deposits		
	Credits	Debits	Balance	Credits	Debits	Balance	Credits	Debits	Balance
			\$ 104,964.83			\$ 46,802.98			\$ 53,454.82
OCT	\$ 192,129.47	\$ (224,158.48)	\$ 72,935.82	\$ 66,783.61	\$ (23,677.25)	\$ 89,909.34	\$ 900.00	\$ (57.30)	\$ 54,297.52
	Gain/(Loss)	\$ (32,029.01)		Gain/(Loss)	\$ 43,106.36		Gain/(Loss)	\$ 842.70	
NOV			\$ 72,935.82			\$ 89,909.34			\$ 54,297.52
	Gain/(Loss)	\$ -		Gain/(Loss)	\$ -		Gain/(Loss)	\$ -	
DEC			\$ 72,935.82			\$ 89,909.34			\$ 54,297.52
	Gain/(Loss)	\$ -		Gain/(Loss)	\$ -		Gain/(Loss)	\$ -	
JAN			\$ 72,935.82			\$ 89,909.34			\$ 54,297.52
	Gain/(Loss)	\$ -		Gain/(Loss)	\$ -		Gain/(Loss)	\$ -	
FEB			\$ 72,935.82			\$ 89,909.34			\$ 54,297.52
	Gain/(Loss)	\$ -		Gain/(Loss)	\$ -		Gain/(Loss)	\$ -	
MAR			\$ 72,935.82			\$ 89,909.34			\$ 54,297.52
	Gain/(Loss)	\$ -		Gain/(Loss)	\$ -		Gain/(Loss)	\$ -	
APR			\$ 72,935.82			\$ 89,909.34			\$ 54,297.52
	Gain/(Loss)	\$ -		Gain/(Loss)	\$ -		Gain/(Loss)	\$ -	
MAY			\$ 72,935.82			\$ 89,909.34			\$ 54,297.52
	Gain/(Loss)	\$ -		Gain/(Loss)	\$ -		Gain/(Loss)	\$ -	
JUN			\$ 72,935.82			\$ 89,909.34			\$ 54,297.52
	Gain/(Loss)	\$ -		Gain/(Loss)	\$ -		Gain/(Loss)	\$ -	
JUL			\$ 72,935.82			\$ 89,909.34			\$ 54,297.52
	Gain/(Loss)	\$ -		Gain/(Loss)	\$ -		Gain/(Loss)	\$ -	
AUG			\$ 72,935.82			\$ 89,909.34			\$ 54,297.52
	Gain/(Loss)	\$ -		Gain/(Loss)	\$ -		Gain/(Loss)	\$ -	
SEP			\$ 72,935.82			\$ 89,909.34			\$ 54,297.52
	Gain/(Loss)	\$ -		Gain/(Loss)	\$ -		Gain/(Loss)	\$ -	
	\$ 192,129.47	\$ (224,158.48)		\$ 66,783.61	\$ (23,677.25)		\$ 900.00	\$ (57.30)	
	Gain/(Loss)	\$ (32,029.01)		Gain/(Loss)	\$ 43,106.36		Gain/(Loss)	\$ 842.70	

FY-2013/2014

TxCDBG Fund

	Credits	Debits	Balance
			\$ 1,639.97
OCT	\$ 0.03	\$ (32.26)	\$ 1,607.74
	Gain/(Loss)	\$ (32.23)	
NOV			\$ 1,607.74
	Gain/(Loss)	\$ -	
DEC			\$ 1,607.74
	Gain/(Loss)	\$ -	
JAN			\$ 1,607.74
	Gain/(Loss)	\$ -	
FEB			\$ 1,607.74
	Gain/(Loss)	\$ -	
MAR			\$ 1,607.74
	Gain/(Loss)	\$ -	
APR			\$ 1,607.74
	Gain/(Loss)	\$ -	
MAY			\$ 1,607.74
	Gain/(Loss)	\$ -	
JUN			\$ 1,607.74
	Gain/(Loss)	\$ -	
JUL			\$ 1,607.74
	Gain/(Loss)	\$ -	
AUG			\$ 1,607.74
	Gain/(Loss)	\$ -	
SEP			\$ 1,607.74
	Gain/(Loss)	\$ -	
	\$ 0.03	\$ (32.26)	
	Gain/(Loss)	\$ (32.23)	

TexPool				
	Deposits	Interest	Withdrawals	Balance
				\$ 954,702.90
OCT	\$ -	\$ 38.44	\$ (100,000.00)	\$ 854,741.34
			Gain/(Loss)	\$ (99,961.56)
NOV				\$ 854,741.34
			Gain/(Loss)	\$ -
DEC			\$ -	\$ 854,741.34
			Gain/(Loss)	\$ -
JAN			\$ -	\$ 854,741.34
			Gain/(Loss)	\$ -
FEB			\$ -	\$ 854,741.34
			Gain/(Loss)	\$ -
MAR			\$ -	\$ 854,741.34
			Gain/(Loss)	\$ -
APR			\$ -	\$ 854,741.34
			Gain/(Loss)	\$ -
MAY			\$ -	\$ 854,741.34
			Gain/(Loss)	\$ -
JUN			\$ -	\$ 854,741.34
			Gain/(Loss)	\$ -
JUL			\$ -	\$ 854,741.34
			Gain/(Loss)	\$ -
AUG			\$ -	\$ 854,741.34
			Gain/(Loss)	\$ -
SEP			\$ -	\$ 854,741.34
			Gain/(Loss)	\$ -
<hr/>				
	\$ -	\$ 38.44	\$ (100,000.00)	
<hr/>				
	Gain/(Loss)			\$ (99,961.56)

Certificate	Issue Date	Interest Paid	Value	Interest Rate	Maturity Date	
42716758	7/19/2012		\$ 60,161.20	0.0500%	7/19/2013	\$ 30.08
42716757	7/19/2012		\$ 60,161.20	0.0500%	7/19/2013	\$ 30.08
42713649	12/19/2011		\$ 64,709.55	0.8500%	2/19/2014	\$ 550.03
42713648	12/19/2011		\$ 64,709.55	0.8500%	2/19/2014	\$ 550.03
			\$ 249,741.50			\$ 1,160.22

FY 2013/2014 PROPERTY TAX COLLECTION

2013 Taxable Value: \$ 79,384,559.00

Budgeted Tax Revenue:

Delinquent Taxes: \$ 37,447.46

	Tax Roll		2012 Taxes		Delinquent Taxes			Disbursed Totals	
	Correction (+/-)	Adjusted Value	Current Levy	Collections	Correction	Current Levy	Collections	Month	YTD
OCT	\$ 2,992,466.00	\$ 82,377,025.00	\$ 695,576.19	\$ 6,895.33	\$ -	\$ 37,447.46	\$ 904.99	\$ 7,990.28	\$ 7,990.28
NOV									
DEC									
JAN									
FEB									
MAR									
APR									
MAY									
JUN									
JUL									
AUG									
SEP									

\$ 2,992,466.00 Correction	Collection \$ 6,895.33 1%	\$ - Collection \$ 904.99 3%	\$ 7,990.28 Disbursed 1%
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General Sales Tax (4030)

FY-2012	FY-2013	+ / -
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Road Maintenance Sales Tax (4035)

FY-2012	FY-2013	+ / -
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OCT	\$ 5,314.10	\$ 9,483.17	\$ 4,169.07	78%	OCT	\$ 1,328.52	\$ 2,370.79	\$ 1,042.27	78%
NOV	\$ 5,740.59		\$(5,740.59)	####	NOV	\$ 1,435.15		\$(1,435.15)	####
DEC	\$ 5,091.71		\$(5,091.71)	####	DEC	\$ 1,272.93		\$(1,272.93)	####
JAN	\$ 4,254.22		\$(4,254.22)	####	JAN	\$ 1,063.55		\$(1,063.55)	####
FEB	\$ 5,352.90		\$(5,352.90)	####	FEB	\$ 1,338.22		\$(1,338.22)	####
MAR	\$ 4,775.10		\$(4,775.10)	####	MAR	\$ 1,193.78		\$(1,193.78)	####
APR	\$ 5,071.94		\$(5,071.94)	####	APR	\$ 1,267.98		\$(1,267.98)	####
MAY	\$ 4,605.09		\$(4,605.09)	####	MAY	\$ 1,151.27		\$(1,151.27)	####
JUN	\$ 5,292.29		\$(5,292.29)	####	JUN	\$ 1,323.07		\$(1,323.07)	####
JUL	\$ 5,398.82		\$(5,398.82)	####	JUL	\$ 1,349.70		\$(1,349.70)	####
AUG	\$ 5,212.73		\$(5,212.73)	####	AUG	\$ 1,303.18		\$(1,303.18)	####
SEP	\$ 8,980.06		\$(8,980.06)	####	SEP	\$ 2,245.02		\$(2,245.02)	####
TOTAL	\$ 65,089.55	\$ 9,483.17	\$(55,606.38)	-85%	TOTAL	\$ 16,272.37	\$ 2,370.79	\$(13,901.58)	-85%
BUDGET	\$ 50,000.00	\$ 52,000.00			BUDGET	\$ 12,500.00	\$ 13,000.00		
+ / -	\$ 15,089.55	\$ (42,516.83)			+ / -	\$ 3,772.37	\$ (10,629.21)		
	130%	18%				130%	18%		

**ORDINANCE No. 2013-151
CITY OF SHOREACRES, TEXAS**

AN ORDINANCE AMENDING THE CODE OF THE CITY OF SHOREACRES TO DEFINE WORK-RELATED INJURIES THAT REQUIRE SUBSTANCE ABUSE TESTING; CONTAINING A SEVERABILITY CLAUSE; MAKING VARIOUS FINDINGS AND PROVISIONS RELATING TO THE SUBJECT; FINDING COMPLIANCE WITH THE OPEN MEETINGS LAW; AND PROVIDING AN EFFECTIVE DATE HEREOF.

* * * *

NOW, THEREFORE, BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF SHOREACRES:

That, the facts and matters set forth in the preamble of this Ordinance are hereby found to be true and correct; and,

That if any section, clause, sentence, or phrase of this Ordinance is held to be invalid or unconstitutional by any court of competent jurisdiction, then said holding shall in no way affect the validity of the remaining portions of this Ordinance; and,

That the City Council officially finds, determines, recites, and declares that a sufficient written notice of the date, hour, place and subject of this meeting of the City Council was posted at a place convenient to the public at the City Hall of the City for the time required by law preceding this meeting, as required by the Open Meetings Law, Chapter 551, Texas Government Code; and that this meeting has been open to the public as required by law at all times during which this ordinance and the subject matter thereof has been discussed, considered and formally acted upon. The City Council further ratifies, approves and confirms such written notice and the contents and posting thereof.

That section 2-109 of the Shoreacres City Code is hereby amended to read as follows:

Sec. 2-109. Substance abuse.

As a public employer, the city is entrusted with protecting the health and safety of [the] citizens and employees. In keeping this obligation, all employees of the city will be required to pass a substance abuse test prior to employment, and are required to submit to a substance abuse test after any recordable work-related injury. [or accident, or if the] A department head, the city administrator, or mayor may require an employee to submit to a substance abuse test following an employee involved accident, property damage, or whenever there is [has] reasonable and probable cause. An employee may not report to work under the influence of alcohol or illegal drugs.

- (a) *Reasonable suspicion.* In establishing a basis for reasonable suspicion, the department head will interview the employee about possible causes for the observed behavior and will describe the incident in writing.
- (b) *Consent form.* Employees required to submit to a substance abuse test will be required to sign a consent form. Refusal to sign the consent form shall be considered a refusal to take the test and subject to discipline, including dismissal.
- (c) *Testing facility.* All substance abuse tests will be conducted under the supervision of the city's designated physician or testing facility. Testing will be conducted in accordance with relevant Mandatory Guidelines for Federal Work Place Drug Testing Programs (also known as the "NIDA" rules).
- (d) *Prescription medicine.* In the event that a positive finding may have been caused by prescribed medication, the tested person will be given the opportunity to confer with the supervising physician and to present a current prescription for the medication that caused the positive test result. If the physician finds the prescribed medication to be legitimate cause of the test results, the overall results will be reported as "negative", and the person shall not be subject to any adverse action.
- (e) *Retesting.* An employee or applicant who tests positive may request a retest at that person's own expense. A request for a retest must be made in writing to the department head within three working days of receipt of the test results.
- (f) *Security of data.* Test results will be held in strictest confidence. The personal identification of the person failing to pass the test will not be communicated to anyone other than the person tested, the city secretary, the department head in which the employee or applicant works or applied, the mayor, and the city attorney.
- (g) *Self-declaration as a substance abuser.* Any employee may identify himself/herself at any time as an abuser of drugs or alcohol and voluntarily seek counseling and rehabilitation. Although the city's group health plan may provide benefits for substance abuse, the cost of treatment, counseling, or rehabilitation will be the responsibility of the employee. In these instances, an employee will be permitted to use available leave subject to leave provisions set forth herein. Employees undergoing treatment will be required to authorize disclosure of their progress to the city secretary or mayor. Employees who fail to actively participate in and comply with the rules of the rehabilitation program will be subject to immediate revocation of their leave and dismissal of employment. This section is not intended to provide a means for an employee to avoid any required substance abuse test. Once the process of establishing reasonable suspicion has been initiated or an accident or injury has occurred, an employee may not seek treatment in an effort to avoid testing and possible disciplinary action.
- (h) *Recordable work-related injury.* A work-related injury or illness that results in any of the following: death, days away from work, restricted work or transfer to another job, medical treatment beyond first aid, or loss of consciousness. Also includes any significant work-related injury or illness diagnosed by a physician or

other licensed health care professional, even if it does not result in death, days away from work, restricted work or job transfer, medical treatment beyond first aid, or loss of consciousness.

This Ordinance shall be effective immediately after its passage and approval.

PASSED AND APPROVED this the 25th day of November 2013.

(CITY SEAL)

Matt Webber, Mayor

ATTEST:

David K. Stall, CFM
City Secretary

M/2		Yea	Nay	N/V	Absent
<input type="checkbox"/>	M. Webber	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	B. Bunker	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	S. Jones	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	R. Moses	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	N. Schnell	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	M. Wheeler	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Passed / Failed _____
David Stall, City Secretary - Date