

**VILLAGE OF SOUTH LEBANON
REGULAR MEETING MINUTES
MARCH 5, 2015
6:30 P.M.**

1. Mayor Lawhorn opened the meeting at 6:30 p.m. with the Pledge.
2. Linda Allen - Present Sue Johnson - Present
Randall Atkins – Present Steve Riley – Present
Jim Boerio – Present James Smith – Absent
3. Mayor Lawhorn opened the floor to the public: No one approached council
4. Mayor Lawhorn asked council to review the bill list. A motion to pay the invoices was made by Boerio, seconded by Atkins, all yeas.
5. Mayor Lawhorn presented a resolution for the second reading concerning a contract with Rozzi Fireworks.
6. Mayor Lawhorn presented a resolution for the second reading for a MOU with the Wolfpack and other teams for use of baseball fields.
7. Sgt. Boylan said the stats were presented to council in January. He stated it has been a little slow. Sgt. Boylan said deputy Ritchey made an arrest over the weekend from an intoxicated woman call at White Castle. He said she had a lot of prescription drugs in the car and her child was with her. Sgt. Boylan stated that dispatch moved and he got some desks for their department. Mayor Lawhorn told Deputy Ritchey he did a good job.
8. Council member Atkins stated he wanted to bring up the deal with Rob Wilson's tardiness. He stated that council punished him and he went back through his time sheets. He said council was told he was repeatedly, a bad tardy problem. Atkins said he was tardy twice in 2014 and one was comp time, approved time off in advance. Atkins said he was tardy one time this year. Atkins said we talked about the suspension he served and that was 4/13/2012. He said he had one verbal on 10/23/13 and a verbal on 2/6/15 for tardiness. Atkins stated he does not think they were given enough information in the meeting when we made that decision to demote him the way we did and saying he would be fired with one more tardy. He said if you look back in 2014, he was late one time, seven minutes. Atkins said he was late one time this year. He said he had some tardiness in 2013 and 2012 and served a one day suspension on 4/13/2012 and got a verbal on 10/23/13 and 2/6/15. Atkins said he does not think the tardiness was as bad as we were lead to believe it was. He said with that he makes a motion that Rob be put back to his normal position, back to his pay and if he lost

any compensation he gets it back. Mayor Lawhorn stated there is a motion on the table and asked if there is a second. Atkins said he went through the timesheets and it was there. Allen said then that information should have been brought to the council and asked for a special meeting. Atkins said he does not think so, Allen said he should have brought it to a special meeting and shared that information. Atkins stated he has it with him if she wants to look at it. Mayor Lawhorn asked again if there was a second to the motion. Mayor Lawhorn stated there is no second so the motion dies. Atkins stated he disagrees with that. He said he has a question about a pager issue, the pager supposedly went off and Rob supposedly didn't answer the pager. He has been investigated for it and it happened to two other employees that did not get investigated. Atkins said for the record, Rob did not come to him, he went to talk to Rob. Gary Vidmar said that was not during his time here. Atkins said he also found out he has tried to meet with Gary for four weeks and couldn't get a meeting. Vidmar stated Mr. Wilson has never requested a meeting with him and that is a fact. Atkins said the pager has been since Vidmar has been here. Vidmar said he is not aware of any pager, Tony may have handled that without his knowledge. He said he guarantee he is not aware of any pager issue. Riley said he does not know what Randall has there. Atkins said he got his timecards. Riley said, so the stuff that we were shown in executive session, pretty much laid it out, that he had been tardy numerous times, disciplined, and they went the path. Atkins stated he does not believe correctly because he had his day off in 2012. Atkins said he was lead to believe that he had just served that day off. Riley said he was under the impression that they had a trail on him and went the path they needed to do for the discipline. Atkins asked why he was not disciplined in 2013 when he was late. Riley said he had an employee evaluation that said he was tardy. Atkins said there was no discipline. Allen and Riley agreed it should have been. Riley said now it has been brought to our attention and Atkins asked should we go back and punish him for three years ago. Atkins said he looked at the same stuff you did and got to thinking about it and pulled his timesheets and looked. Atkins stated he went and talked to Rob, he did not come to me. Mayor Lawhorn said all he can say is, the State of Ohio, he worked for them for years, from the time you start working for them until you leave, if you are late five times you are fired. He said he knows there are other cities that do the same thing and Mason is one of them. Mayor Lawhorn said it is a continuous practice, if he got penalized each time, it doesn't matter but there is a continuous thing here and there should have been something done back when he was late 29 times. Atkins asked why do we come back and punish him three years later. Mayor Lawhorn said we are saying he was late as a continuous practice. Atkins said one time in 2014 and one late this year. Mayor Lawhorn said something should have been done then and Atkins said but it should be done according to the hand book. Mayor Lawhorn said 29 times in three months, taken off probation and given a \$3.00 raise because he was doing a good job, whoever did that did Rob wrong and did the village

village wrong. Atkins said he thinks we just did Rob wrong again, we should have went by the hand book. Mayor Lawhorn said he doesn't think so, he thinks council took the proper steps. Atkins stated he is man enough to say he made a mistake in his vote, he doesn't think they were given all the information. Allen said we were given that information and you had an hour and we all talked about it. She said we all said we do not want this man to lose his job, he has a family. She said we have to make good employees. Allen said if she was late three times in a year, she would be terminated and you know that is fair. She said Atkins can say he is man enough to man up to that decision, you should man up to what you did the first time. Atkins said he feels like we went back and punished him for something he did three years ago. Atkins said he is not saying he hasn't been late, but when you look at his record in 2014 it is one time. Allen asked how you correct your child for bad behavior. Atkins stated he doesn't go three years back. Allen said yes you correct it at the time and Tony didn't. She said he should have come to council sooner. Allen said when the people that work under you come to you and other employees are saying it is not fair to let one employee get away with this what do you do? Atkins said he was given the impression he was late more than he has been. Allen said we are responsible for village money and we have to make good employees and if this is what we have to do to make someone realize this is their job then this is what we have to do. Allen said can we come back later and say man your behavior has been great and this is what we should do, yes. She said but they have to prove themselves to her. Atkins said he did that in 2014 he was late one time. Allen said we are here because it is a problem for Tony, he came to this council and asked for help and our job is support him and these employees. Allen said to be honest, he should have been fired when he was late all those times. Riley said he had no support back then when he brought to attention and Atkins asked who and Allen said whoever he talked to. Allen said it is not about three years ago, you keep supporting documents and it showed a pattern and those documents are what we were given. Allen said if it straightens up, she does not have a problem coming back, show me, if you abuse things what are we to do, do I like it, no. Atkins said he proved himself in 2014, he was late one time. Allen said then why was it brought to us, Atkins said he does not know why it was brought to us, three years old. Mayor Lawhorn stated we are moving off this.

9. Mayor Lawhorn thanked the crew for snow removal last night and today, they took good care of us.
10. A motion to adjourn the meeting was made at 6:47 p.m. by Allen, seconded by Riley, all yeas.

Sharon Louallen, Fiscal Officer

Lionel Lawhorn, Mayor