

CORRECTED
SPECIAL MEETING OF THE CARO CITY COUNCIL
NOVEMBER 28, 2022 - 5:45 P.M.

Mayor Karen Snider called the special meeting of the City Council to order on November 28, 2022, at 5:45 p.m. in the Council Chambers.

Present: Mayor Karen Snider, City Council: Bob Eschenbacher, Emily Campbell, Don Hall, Pamela Iseler, Charlotte Kish, and Jill White

Absent: None

Others: Jana Brown – Deputy City Clerk, Michele Perry – Treasurer, Lauren Amellel – Interim City Manager/Director of Development and Strategic Initiatives and other guests

PUBLIC COMMENTS/VISITORS

Lauren Amellel presented a get-well card to council if they would like to sign for the City Clerk who is off on medical leave.

Don Hall requested to sign the card presented at the last meeting for a City employee.

Tanya Batschke notified council she found money on the floor outside of the council room and spoke highly of Council's second choice for city council.

Steven Campbell spoke in favor of Council's second choice as well.

SPECIAL AGENDA:

1. City Manager Vacancy

Mayor Snider presented Council with options for a new candidate: 1) Re-evaluate Scott Czasak; 2) Consider a search committee with the following possibilities: Frank Walsh, Amy Cell Talent and MML; 3) Form committee using community members; or 4) Attempt on our own.

Each council member was offered the opportunity to give their opinion of which option they preferred.

Decision to allow Mayor Snider and Council Member Kish to call prior candidate Scott Czasak.

Recess at 6:01 p.m.

Reconvened at 6:05 p.m.

Call made to Scott Czasak by Mayor Snider and Council Member Kish to allow both new council members the opportunity to ask questions.

22-M-261

Motion by Eschenbacher, seconded by Campbell to offer the City Manager position to Scott Czasak.

Roll call vote: Campbell – yes, Eschenbacher – yes, Hall – yes, Iseler – yes, Kish – yes, White – yes, Mayor Snider – yes.

Motion Carried

Discussion followed regarding the salary range for the manager position.

22-M-262

Motion by Eschenbacher, seconded by Campbell to start the city manager's salary at \$75,000.00.

Discussion continued regarding the remaining terms of the contract. Waive 90 day wait for health insurance, provide 20 days vacation, \$300.00 vehicle allowance per month to be paid in arrears, Pension 10% city contribution, employee 4%, 4 months severance if terminated without cause and without 30 days notice, 2-year contract. All other language as standard in contract offered originally

22-M-263

Motion by Iseler, seconded by Eschenbacher to offer a 2-year contract.

Motion carried.

22-M-264

Motion by Hall, seconded by Iseler to review in 6 months with raise of \$2500.00.

Motion carried.

22-M-265

Motion by White, seconded by Hall to review after one year with \$2500.00 salary increase.

Motion carried.

Discussion of contract terms continued. Relocation reimbursement of \$5000.00 to be added to contract. Second year of the contract will include a 3% salary increase on the second anniversary date of hire.

22-M-266

Motion by Eschenbacher, seconded by Kish to send Scott Czasak a contract with everything discussed during tonight's meeting.

Motion carried

Discussion continued regarding background check and physical.

22-M- 267

Motion by Eschenbacher, seconded by Kish to hire Scott Czasak prior to background check and physical with the stipulation that if he does not pass either he will be terminated. Motion carried.

MAYOR COMMENTS – None

ADDITIONAL PUBLIC COMMENT

Herb Sheardy spoke ~~regarding prior council's treatment of the City Manager.~~ making the following comment – “Herb Sheardy-the council over the past several years has tried to micro manager the City Manager. I hope that with you starting with the new City Manager that you will set your priorities and let the City Manager manage and not try to micro manage”.*

Jill White commented on the historical home tour this Sunday.

22-M-268

Motion by Eschenbacher seconded by White to adjourn the meeting at 6:58 p.m. Motion carried.

Jana Brown
Deputy City Clerk

*as corrected at the December 5, 2022 regular meeting