

**PROCEEDINGS OF THE CITY COUNCIL
OF THE CITY OF NATCHITOCHEs, STATE OF LOUISIANA,
REGULAR MEETING HELD ON
MONDAY, APRIL 22, 2019 AT 5:30 P.M.**

The City Council of the City of Natchitoches met in legal and regular session at the Natchitoches Arts Center, 716 Second Street, Natchitoches, Louisiana on Monday, April 22, 2019 at 5:30 p.m.

There were present:

Mayor Lee Posey
Councilman At Large Don Mims, Jr.
Councilman Dale Nielsen
Councilwoman Sylvia Morrow
Councilman Lawrence Batiste

Guests: None

Absent:

Mayor Lee Posey called the meeting to order and welcomed everyone for coming. Mayor Posey lead the invocation and Councilman Eddie Harrington led the Pledge of Allegiance.

Mayor Posey then called for the reading and approval of the minutes for the April 8, 2019 meeting. Mr. Mims moved that we dispense with the reading of the minutes and approval of same. Seconded by Ms. Morrow, a roll call vote was as follows:

Ayes:	Batiste, Nielsen, Mims, Harrington, Morrow
Nays:	None
Absent:	None
Abstain:	None

Our community has had several losses after the Easter holiday. Dewitt Booty and Kim Hall passed away so we need to keep their families in our thoughts and prayers during this time.

Mayor Posey stated in each council members folder is a sample smoking ordinance to be tobacco free in this community. The Mayor's Health and Fitness Council along with the recommendation of the Rapides Foundation is asking us to consider adopting this ordinance in the City of Natchitoches. Mayor Posey asked the members to please review for further discussion at a later date.

The following Resolution was introduced by Mr. Nielsen and Seconded by Ms. Morrow as follows, to –wit:

RESOLUTION NO. 023 OF 2019

**PROCLAMATION DECLARING APRIL 25, 2019 “END THE EPIDEMIC DAY”
IN THE CITY OF NATCHITOCHEs**

WHEREAS, the United States and the State of Louisiana are currently facing an opioid epidemic; and

WHEREAS, opioid addiction is driving the opioid epidemic with usage of prescription and non-prescription opioid usage and overdoses; and

WHEREAS, drug overdose is the leading cause of accidental death in the United States with an estimated 64,000 people dying each year from overdoses; and

WHEREAS, approximately 400 Louisiana residents died opioid related deaths in 2017, which is an increase of over 150% from 2012; and

WHEREAS, the amount of prescription opioids sold in the United States nearly quadrupling since 1999; and

WHEREAS, Louisiana has the fifth highest opioid prescription rate in the nation; and

WHEREAS, nearly 75% of prescription drug overdoses are caused by opioid pain relievers; and

WHEREAS, a majority of new heroin users started out misusing prescription painkillers, and as a consequence, the rate of heroin overdose has dramatically increased since 2000; and

WHEREAS, the Drug Abuse Warning Network estimated that more than four hundred twenty thousand emergency department visits were related to the misuse or abuse of narcotic pain relievers; and

WHEREAS, though prescription opioids are generally safe when used as prescribed, and opioid drugs are essential for end of life, chronic, and palliative care pain relief, the overuse and abuse of prescription opioids can lead to long-term detrimental health complications, dysfunction, addiction, and death; and

WHEREAS, in addition, individuals that are addicted to opioids are shifting to heroin, as prescription opioids become less available and are more expensive; and

WHEREAS, prescription opioid abuse and heroin abuse has also led to an increased burden on law enforcement, higher incarceration rates, greater court costs, and elevated healthcare costs from drug-related emergency department visits and treatment admissions; and

WHEREAS, opioid abuse and addiction are public health priorities that affect families, communities, public safety, and the economy;

THEREFORE, BE IT RESOLVED the City of Natchitoches will continue to fight for all available resources to combat the opioid crisis.

BE IT FURTHER RESOLVED Lee Posey, Mayor and the Natchitoches City Council calls upon the citizens of Natchitoches to engage in education programs and activities to promote opioid abuse prevention efforts within the City of Natchitoches.

BE IT FURTHER RESOLVED the City of Natchitoches will collaborate and work with state and local partners, including nonprofit agencies and medical providers in identifying opportunities for leadership at home and across the state, enhancing state and community information sharing, increasing public education and awareness, and ensuring the effective coordination of resources between federal, state, and local agencies.

BE IT FURTHER RESOLVED, the City of Natchitoches will evaluate policies and procedures and implement changes surrounding the usage of opioids.

This Resolution was then presented for a vote, and the vote was recorded as follows:

AYES:	Batiste, Nielsen, Mims, Harrington, Morrow
NAYS:	None
ABSENT:	None
ABSTAIN:	None

THEREUPON, Mayor Lee Posey declared the Resolution passed by a vote of 5 Ayes to 0 Nays on this 22nd day of April, 2019.

LEE POSEY, MAYOR

The following Resolution was introduced by Mr. Mims and Seconded by Mr. Nielsen as follows, to –wit:

RESOLUTION NO. 024 OF 2019

PROCLAMATION DECLARING THE WEEK OF APRIL 22-26, 2019 AS NATIONAL COMMUNITY DEVELOPMENT WEEK IN THE CITY OF NATCHITOCHES

WHEREAS, the Community Development Block Grant Program has operated since 1974 to provide local governments with the resources required to primarily meet the needs of low and moderate income persons; and

WHEREAS, the Community Development Block Grant Program is among the few remaining federal programs available to address the needs of low and moderate income persons and small cities; and

WHEREAS, the Community Development Block Grant Program has provided the state of Louisiana with important and flexible assistance to meet the needs of low and moderate income residents of small cities by funding sewer, water, and street improvements projects, economic development projects, and other public improvement projects; and

WHEREAS, Congress and the nation acknowledge the critical value of the Community Development Block Grant Program and the significant projects that rely on its funds for support; and

WHEREAS, the week of April 22-26, 2019 has been reserved for recognition and appreciation of the Community Development Block Grant Program

NOW, THEREFORE, I, Lee Posey, Mayor, and the Natchitoches City Council, do hereby proclaim April 22-26, 2019 as:

NATIONAL COMMUNITY DEVELOPMENT WEEK

in the City of Natchitoches

This Resolution was then presented for a vote, and the vote was recorded as follows:

AYES:	Batiste, Nielsen, Mims, Harrington, Morrow
NAYS:	None
ABSENT:	None
ABSTAIN:	None

THEREUPON, Mayor Lee Posey declared the Resolution passed by a vote of 5 Ayes to 0 Nays on this 22nd day of April, 2019.

LEE POSEY, MAYOR

The following Ordinance was Introduced by Ms. Morrow and Seconded by Mr. Harrington as follows, to-wit:

ORDINANCE NO. 010 OF 2019

AN ORDINANCE AMENDING ORDINANCE NO. 64 OF 2001 BY CHANGING ZONING CLASSIFICATION OF PROPERTY DESCRIBED AS FOLLOWS:

TO REZONE THE FOLLOWING Lot Northeast Corner Boyd Street and College Avenue and Tract "1" On Plat by Glen L. Cannon, P.L.S. In Conveyance Book 549, Page 146, Less Tract "2" To Wesley Foundation and Lot 74 Feet Front North Side College Avenue by Depth of 150 Feet, Bound North and West by Coca Cola Bottling Company, And East by Methodist Church Property

(536 University Parkway)

WHEREAS, the Planning Commission of the City of Natchitoches, State of Louisiana, has recommended at their meeting of **April 21, 2019** that the application of John Abraham d/b/a Magee's Patio Café to rezone the property described above from B-2 Neighborhood Business District to B-3 Community & Central Business District to extend the hours of operation to 6 a.m., be **APPROVED**.

THIS ORDINANCE was introduced on April 8, 2019 and published in the *Natchitoches Times* on April 11, 2019.

The above Ordinance having been duly advertised in accordance with law and public hearing had on same, was put to a vote by the Mayor and the vote was recorded as follows:

AYES: Batiste, Nielsen, Mims, Harrington, Morrow
NAYS: None
ABSENT: None
ABSTAIN: None

THEREUPON, Mayor Lee Posey declared the Ordinance passed by a vote of 5 Ayes to 0 Nays this 22nd day of April, 2019.

LEE POSEY, MAYOR

DON MIMS, MAYOR PRO TEMPORE

Delivered to the Mayor on the 23rd day of April, 2019 at 10:00 A.M.

Mr. Harrington made a motion to vote on the following Ordinance and Seconded by Mr. Mims as follows, to-wit:

ORDINANCE NO. 009 OF 2019

AN ORDINANCE AUTHORIZING THE MAYOR OF THE CITY OF NATCHITOCHES, LEE POSEY, TO EXECUTE A LEASE IN FAVOR OF HAROLD FOSTER AND LAURIE BERRY, OF LOT 3 AS SHOWN ON THE AIRPORT LAYOUT PLAN OF APRIL 12, 1994, AND FURTHER PROVIDING FOR ADVERTISING OF THE LEASE AND AN EFFECTIVE DATE.

WHEREAS, the City of Natchitoches is the owner of those lots shown on the Airport Layout Plan of April 12, 1994, and more particularly is the owner of Lot 3 as shown and depicted on the Layout Plan; and

WHEREAS FURTHER, Lot 3 of the Natchitoches Regional Airport was leased by the City of Natchitoches to William S. Kingrey, III, by lease dated March 4, 2009, and as assigned by William S. Kingrey, III to Marc J. Millican and Kevin McGregor by instrument dated April 13, 2009 (sometimes hereinafter “Kingrey Lease”); and

WHEREAS FURTHER, all of the rights of Kevin McGregor in and to the Kingrey Lease, and in and to the hanger located on Lot 3 of the Natchitoches Regional Airport were assigned and donated to the City by instrument recorded at Conveyance Book 1081, page 751 of the records of Natchitoches Parish, Louisiana; and

WHEREAS FURTHER, by Resolution No. 103 of 2017, the City approved the transfer of the interest of Marc J. Millican in and to the Kingrey Lease to Harold Foster and Laurie Berry; and

WHEREAS FURTHER, the Kingrey Lease had a ten year term and said term has expired; and

WHEREAS FURTHER, Harold Foster and Laurie Berry have requested that the City of Natchitoches enter into a new lease, leasing that property shown and depicted as Lot 3 on the Layout Plan to Harold Foster and Laurie Berry; and

WHEREAS FURTHER, the terms of the proposed are for a five (5) year period, with consideration for the 21785.76 square foot lot at ten cents per square foot coming to annual rental of Two Thousand One Hundred Seventy-Eight and 57/100(\$2,178.57) Dollars per year, all as set forth in the attached Lease Agreement by and between the City of Natchitoches, and Harold Foster; and

WHEREAS FURTHER, the City desires to lease that property shown and depicted as Lot 3 on the Layout Plan, under the terms set forth above and more particularly set forth in the lease attached hereto.

NOW THEREFORE, BE IT ORDAINED by the City Council in legal session convened as follows:

(1) That after due proceedings and advertisement, the said City does lease that property more fully shown and depicted as Lot 3 on the Airport Layout Plan of April 12, 1994, to Harold Foster and Laurie Berry, for the term of five (5) years, with the annual consideration of Two Thousand One Hundred Seventy-Eight and 57/100(\$2,178.57) Dollars.

(2) That notice of this proposed ordinance be published three (3) times in fifteen (15) days, one (1) week apart, in the Natchitoches Times, the legal journal for the City, and that ordinance be posted in the City Hall.

(3) That any opposition to this ordinance shall be made in writing, filed with the Clerk for the City of Natchitoches within fifteen (15) days after the first publication of this ordinance, and that a public hearing be held after the advertisements have been completed.

(4) That the Mayor, Lee Posey, be and he is hereby authorized, after due proceedings had, and after the legal delays have run, to execute a lease in favor of Harold Foster and Laurie Foster, leasing that property more fully shown and depicted as Lot 3 on the Airport Layout Plan of April 12, 1994, for the term of five (5) years, with the annual consideration of Two Thousand One Hundred Seventy-Eight and 57/100(\$2,178.57) Dollars.

(5) That the City Clerk be authorized to advertise this proposed lease in accordance with law, i.e., three times in fifteen days, one week apart and to report to the City Council if any opposition is made in writing prior to the time of final adoption.

(6) That the City takes cognizance of the fact that the property described above is not needed for public purposes by the City.

THIS ORDINANCE was introduced on this the 25th day of March, 2019 and published in the *Natchitoches Times* on March 28, April 4 and April 11, 2019.

The above Ordinance having been duly advertised in accordance with law and public hearing had on same, was put to a vote by the Mayor and the vote was recorded as follows:

AYES: **Batiste**
NAYS: **Nielsen, Mims, Harrington, Morrow**
ABSENT: **None**
ABSTAIN: **None**

THEREUPON, Mayor Lee Posey declared the Ordinance **failed** by a vote of 1 Ayes to 4 Nays this 22nd day of April, 2019.

LEE POSEY, MAYOR

DON MIMS, MAYOR PRO TEMPORE

Delivered to the Mayor on the 23rd day of April, 2019 at 10:00 A.M.

The following Ordinance was Introduced by Mr. Batiste and Seconded by Mr. Nielsen as follows, to-wit:

ORDINANCE NO. 013 OF 2019

**AN ORDINANCE AUTHORIZING THE MAYOR OF THE CITY
OF NATCHITOCHES TO AWARD
THE BID FOR THE ELECTRIC DISTRIBUTION REHABILITATION FOR THE
QUIDA AND JACKSON STREET PROJECT**

(BID NO. 0617)

WHEREAS, Resolution No.008 of 2019 was passed by the Natchitoches City Council on February 25, 2019 authorizing the Mayor to advertise for bids for the Electric Distribution Rehabilitation for the Quida and Jackson Street Project (Bid No. 0617); and

WHEREAS, this bid was advertised in the *Natchitoches Times* on, February 28, March 7, and March 14, 2019 in accordance with law; and

WHEREAS, three bid proposals were received and opened as follows:

- (1) Sunstream Inc.,
Natchitoches, LA\$76,398.70
- (2) CDG Energy, LLC
Alexandria, LA\$80,053.56
- (3) Preferred Electric Inc.,
New Iberia, LA\$128,565.00

WHEREAS, on April 2, 2019 the appointed committee of Edd Lee, Director of Purchasing; Charles Brossette, Utility Director, Debbie Miley, Finance Director and Eddie Harrington, Councilman, reviewed the bid proposals for the Electric Distribution Rehabilitation for Quida and Jackson Street Project (Bid No. 0617); and

WHEREAS, the above appointed committee members unanimously recommend the City award the bid to the lowest bidder **Sunstream, Inc.**, in the amount of **\$76,398.70**.

NOW, THEREFORE, BE IT ORDAINED, that the Honorable Lee Posey, Mayor, is hereby authorized, empowered and directed to sign any and all documents necessary for acceptance of this bid.

THIS ORDINANCE was introduced on April 8, 2019 and published in the *Natchitoches Times* on April 11, 2019.

The above Ordinance having been duly advertised in accordance with law and public hearing had on same, was put to a vote by the Mayor and the vote was recorded as follows:

AYES: **Batiste, Nielsen, Mims, Harrington, Morrow**
NAYS: **None**
ABSENT: **None**
ABSTAIN: **None**

THEREUPON, Mayor Lee Posey declared the Ordinance passed by a vote of 5 Ayes to 0 Nays this 22nd day of April, 2019.

LEE POSEY, MAYOR

DON MIMS, MAYOR PRO TEMPORE

Delivered to the Mayor on the 23rd day of April, 2019 at 10:00 A.M.

The following Ordinance was Introduced by Mr. Nielsen and Seconded by Mr. Batiste as follows, to-wit:

ORDINANCE NUMBER 015 OF 2019

AN ORDINANCE RESTATING THE POLICY OF THE CITY OF NATCHITOCHEs REGARDING HARASSMENT AND TO AMEND AND REENACT THE PERSONNEL POLICIES MANUAL OF THE CITY OF NATCHITOCHEs TO AMEND THE SECTION ENTITLED “HARASSMENT”, PROVIDING FOR ADVERTISING, FURTHER PROVIDING FOR SEVERABILITY, AND FURTHER PROVIDING FOR A REPEALER AND EFFECTIVE DATE OF ORDINANCE.

WHEREAS pursuant to Sections 1.05 and 1.06 of the Charter of the City of Natchitoches the City may exercise such power and authority not inconsistent with the City Charter or general law; and

WHEREAS FURTHER, the City has the right, power and authority to promote, protect and preserve the general welfare, safety, health, peace and good order of the City; and

WHEREAS, the City of Natchitoches has adopted a “Personnel Policies Manual” the latest version dated June 1, 2018, revised September 1, 2006, revised June 1, 2010, revised June 1, 2013 and revised August 1, 2015; and

WHEREAS FURTHER, the City Council of the City of Natchitoches desires to amend the Personnel Policies Manual to amend that section dealing with benefits to amend and replace that subsection which is entitled “Harassment”; and

WHEREAS FURTHER, the City Council of the City of Natchitoches desires to amend the Personnel Policies Manual to amend the Section which is entitled “Harassment” which said section shall henceforth read as follows:

HARASSMENT

It is the policy of the City to promote and support the individual human dignity of all of its employees, as well as to provide a work environment free from all verbal, physical, and visual forms of harassment. All employees are expected to be sensitive to and respectful of their co-workers and others with whom they come into contact while representing the City, including, but not limited to, outside vendors or contractors.

The City prohibits all forms of harassment, regardless of whether due to race, religion, color, national origin, sex, marital status, age, the presence of a physical, mental, or sensory impairment, or any

other protected status or characteristic. Harassment of any employee by another employee, supervisor, contractor, or customer is a serious violation of the City's policy and will not be tolerated or permitted.

Harassment, particularly sexual harassment, can be difficult to define. Misconceptions abound. Harassment can take many forms and can include but are not limited to, the following: slurs, comments, jokes, innuendos, unwelcome compliments, pictures, cartoons, pranks or other verbal or physical conduct, which is based on a person's protected status or characteristic; i.e., race, religion, color, national origin, sex, marital status, age of the presence of a mental or physical impairment.

Harassment based upon a person's protected status is prohibited by federal and state anti-discrimination laws and statutes and violates the City's policy, where the harassment:

Has the purpose or effect of creating an intimidating, hostile, or offensive working environment;
Has the purpose or effect of unreasonably interfering with an individual's work performance; or
Otherwise unreasonably affects an individual's employment opportunity.

1. Sexual Harassment

Sexual harassment is a type of harassment, which occurs when the verbal and/or physical conduct described above is sexual in nature and/or is gender-based; that is, directed at a person because of the person's gender. Sexual harassment does not refer to casual, polite, welcome conversation or compliments of a socially-acceptable nature.

Sexual harassment exists in the workplace, when:

Submission to the conduct is either explicitly or implicitly a term or condition of employment;
Submission or rejection of the conduct is used as a basis for an employment decision affecting an individual; or
The conduct unreasonably interferes with the individual's job performance or creates a work environment, which is intimidating, hostile, or offensive.

Sexual harassment includes, but is not limited to, the following:

Unwelcome verbal behavior, such as comments, suggestions, jokes, or derogatory remarks based on sex or gender;
Physical behavior, such as touching, patting, squeezing, repeatedly brushing against another's body, or impeding or blocking normal work or movement;
Posting of sexually suggestive or derogatory pictures, cartoons, or drawings, even at one's workstation; and
Unwanted sexual advances, pressure for sexual favors and/or basing employment decisions upon the employee's consent to sexually harassing behavior in the workplace, such as an employee's performance evaluation, work assignments, or promotion).

A. Unwelcome Behavior

Unwelcome behavior includes, but is not limited to, inappropriate or offensive conduct, which is unwelcome, unsolicited, and disrespectful of the individual, is prohibited by the City. Examples of workplace, unwelcome misconduct could be touching, joking, teasing, spreading rumors, gossip, yelling, cursing, or threatening.

B. Sexual Harassment Complaint Procedure

The City desires to prevent any type of sexual harassment and will take necessary disciplinary action, if warranted. Importantly, if an employee experiences any job-related harassment or sexual harassment or believes he/she has been treated in an unlawful, discriminatory manner, the employee **must promptly** report the incident to their Supervisor or Department Head, who will inform the Human Resource Director of the allegation. The Human Resources Director will begin an investigation into the allegations of sexual harassment, immediately and take appropriate remedial action, if necessary. If, an employee believes, it would be inappropriate to discuss the matter with the employee's department head, or, if the department head is the alleged harasser, the employee may bypass the department head and report the incident to the Director of Human Resources. Each complaint will be kept confidential to the maximum extent possible.

Any supervisor or manager, who personally witnesses or otherwise becomes aware of possible sexual harassment or any other type of unlawful harassment shall immediately inform the Human Resources Director.

Any person, who has been found to engage in sexual harassment or other unlawful harassment will be subject to disciplinary action, up to, and including, discharge from employment.

2. Preventing Sexual Harassment: Mandatory Training

In compliance with La. Rev. Stat. 42:343, each public servant shall receive a minimum of one (1) hour of education and training on preventing sexual harassment during each full calendar year of his/her public employment or term of office, as the case may be.

A written request shall be made to the Director of Human Resources by the affected employee's Department Head for approval. Approved requests will be forwarded to the Payroll Department for proper adjustment to the sick leave accruals to both of the affected employees."

NOW THEREFORE BE IT ORDAINED by the City Council of the City of Natchitoches, Louisiana, as follows:

SECTION 1. The Personnel Policies Manual of the City of Natchitoches shall be amended and reenacted to amend the section that is entitled "Harassment", which said section shall read as follows:

"HARASSMENT

It is the policy of the City to promote and support the individual human dignity of all of its employees, as well as to provide a work environment free from all verbal, physical, and visual forms of harassment. All employees are expected to be sensitive to and respectful of their co-workers and others with whom they come into contact while representing the City, including, but not limited to, outside vendors or contractors.

The City prohibits all forms of harassment, regardless of whether due to race, religion, color, national origin, sex, marital status, age, the presence of a physical, mental, or sensory impairment, or any other protected status or characteristic. Harassment of any employee by another employee, supervisor, contractor, or customer is a serious violation of the City's policy and will not be tolerated or permitted.

Harassment, particularly sexual harassment, can be difficult to define. Misconceptions abound. Harassment can take many forms and can include but are not limited to, the following: slurs, comments, jokes, innuendos, unwelcome compliments, pictures, cartoons, pranks or other verbal or physical conduct, which is based on a person's protected status or characteristic; i.e., race, religion, color, national origin, sex, marital status, age of the presence of a mental or physical impairment.

Harassment based upon a person's protected status is prohibited by federal and state anti-discrimination laws and statutes and violates the City's policy, where the harassment:

Has the purpose or effect of creating an intimidating, hostile, or offensive working environment;
Has the purpose or effect of unreasonably interfering with an individual's work performance; or
Otherwise unreasonably affects an individual's employment opportunity.

1. Sexual Harassment

Sexual harassment is a type of harassment, which occurs when the verbal and/or physical conduct described above is sexual in nature and/or is gender-based; that is, directed at a person because of the person's gender. Sexual harassment does not refer to casual, polite, welcome conversation or compliments of a socially-acceptable nature.

Sexual harassment exists in the workplace, when:

Submission to the conduct is either explicitly or implicitly a term or condition of employment;
Submission or rejection of the conduct is used as a basis for an employment decision affecting an individual; or
The conduct unreasonably interferes with the individual's job performance or creates a work environment, which is intimidating, hostile, or offensive.

Sexual harassment includes, but is not limited to, the following:

Unwelcome verbal behavior, such as comments, suggestions, jokes, or derogatory remarks based on sex or gender;
Physical behavior, such as touching, patting, squeezing, repeatedly brushing against another's body, or impeding or blocking normal work or movement;
Posting of sexually suggestive or derogatory pictures, cartoons, or drawings, even at one's workstation; and
Unwanted sexual advances, pressure for sexual favors and/or basing employment decisions upon the employee's consent to sexually harassing behavior in the workplace, such as an employee's performance evaluation, work assignments, or promotion).

A. Unwelcome Behavior

Unwelcome behavior includes, but is not limited to, inappropriate or offensive conduct, which is unwelcome, unsolicited, and disrespectful of the individual, is prohibited by the City. Examples of workplace, unwelcome misconduct could be touching, joking, teasing, spreading rumors, gossip, yelling, cursing, or threatening.

B. Sexual Harassment Complaint Procedure

The City desires to prevent any type of sexual harassment and will take necessary disciplinary action, if warranted. Importantly, if an employee experiences any job-related harassment or sexual harassment or believes he/she has been treated in an unlawful, discriminatory manner, the employee **must promptly** report the incident to their Supervisor or Department Head, who will inform the Human Resource Director of the allegation. The Human Resources Director will begin an investigation into the allegations of sexual harassment, immediately and take appropriate remedial action, if necessary. If, an employee believes, it would be inappropriate to discuss the matter with the employee's department head, or, if the department head is the alleged harasser, the employee may bypass the department head and report the incident to the Director of Human Resources. Each complaint will be kept confidential to the maximum extent possible.

Any supervisor or manager, who personally witnesses or otherwise becomes aware of possible sexual harassment or any other type of unlawful harassment shall immediately inform the Human Resources Director.

Any person, who has been found to engage in sexual harassment or other unlawful harassment will be subject to disciplinary action, up to, and including, discharge from employment.

2. Preventing Sexual Harassment: Mandatory Training

In compliance with La. Rev. Stat. 42:343, each public servant shall receive a minimum of one (1) hour of education and training on preventing sexual harassment during each full calendar year of his/her public employment or term of office, as the case may be."

SECTION 2. All Ordinances or parts of Ordinances in conflict herewith are hereby repealed.

SECTION 3. If any portion of this Ordinance is declared to be invalid or unconstitutional in any manner, the invalidity shall be limited to that particular section or provision, and shall not affect the remaining portions of the ordinance, which shall remain valid and enforceable, it being the intention of the City Council that each separate provision shall be deemed independent of all other provisions herein.

SECTION 4. This Ordinance shall go into effect upon publication and in accordance with law.

THIS ORDINANCE was introduced on April 8, 2019 and published in the *Natchitoches Times* on January April 11, 2019.

The above Ordinance having been duly advertised in accordance with law and public hearing had on same, was put to a vote by the Mayor and the vote was recorded as follows:

AYES: Batiste, Nielsen, Mims, Harrington, Morrow
NAYS: None
ABSENT: None
ABSTAIN: None

THEREUPON, Mayor Lee Posey declared the Ordinance passed by a vote of 5 Ayes to 0 Nays this 22nd day of April, 2019.

LEE POSEY, MAYOR

DON MIMS, MAYOR PRO TEMPORE

Delivered to the Mayor on the 23rd day of April, 2019 at 10:00 A.M.

The following Ordinance was Introduced by Mr. Harrington and Seconded by Mr. Mims as follows, to-wit:

ORDINANCE NO. 016 OF 2019

AN ORDINANCE AUTHORIZING THE MAYOR OF THE CITY OF NATCHITOCHE, LOUISIANA, TO ENTER INTO A MEMORANDUM OF UNDERSTANDING WITH THE NORTH LOUISIANA ECONOMIC PARTNERSHIP WHICH SAID MEMORANDUM PROVIDES FOR THE CERTIFICATION OF SITES OWNED BY THE CITY OF NATCHITOCHE LOCATED IN THE INDUSTRIAL PARK SITUATED IN SECTIONS 72, 73 AND 74, TOWNSHIP 9 NORTH, RANGE 7 WEST, PROVIDING FOR ADVERTISING, FURTHER PROVIDING FOR SEVERABILITY, AND FURTHER PROVIDING FOR A REPEALER AND EFFECTIVE DATE OF ORDINANCE.

WHEREAS, the City of Natchitoches (sometimes hereinafter referred to as the “City”) is a Municipality located in the State of Louisiana, Parish of Natchitoches governed under a Home Rule Charter and a Code of Ordinances adopted by Ordinance No. 5 of 1977; and

WHEREAS FURTHER, the City of Natchitoches is specifically authorized under Section 1.06 of the Charter of the City of Natchitoches to provide for the general welfare, safety, health, peace and good order of the City, and further authorized under Section 1.07 of the Charter of the City of Natchitoches to enter into Joint Service Agreements or Cooperative Efforts with other governmental agencies; and

WHEREAS FURTHER, the City is the owner of a certain tract of land being 18.51 acres, more or less, situated in Sections 72, 73 and 74 of Township 9 North, Range 7 West, in the City and Parish of Natchitoches Louisiana (sometimes hereinafter “Subject Property”); and

WHEREAS FURTHER, the Subject Property fronts on Industrial Drive and Public Safety Boulevard and is located in the Natchitoches Industrial Park; and

WHEREAS FURTHER, in an effort to assist the City to attract a purchaser or purchasers for the Subject Property who will develop the Subject Property, the North Louisiana Economic Partnership (sometimes hereinafter “NLEP”) has proposed to assist the City in pursuing a certification from the Louisiana Economic Development; and

WHEREAS FURTHER, the City acknowledges that having the Subject Property accepted as a Certified Site will help attract a purchaser who will develop and use the site for purposes that will encourage economic development; and

WHEREAS FURTHER, the Agreement is for a two year period with no monetary obligation from the City; and

WHEREAS FURTHER, under the general law and the Home Rule Charter of the City of Natchitoches, the City has the right, power, and authority to promote, protect, and preserve the general welfare, safety, health, peace and good order of the City; and

WHEREAS FURTHER, the City Council of the City of Natchitoches has reviewed the proposed Memorandum of Understanding, LED Certified Sites Program, attached hereto, and is of the opinion that the Memorandum of Understanding, LED Certified Sites Program with the

North Louisiana Economic Partnership will promote the health, safety and welfare of the citizens of the City and Parish of Natchitoches, Louisiana and the City Council desires to authorize the Mayor of the City of Natchitoches to execute same; and

WHEREAS FURTHER, the City Council of the City of Natchitoches desires to enter into the Memorandum of Understanding, LED Certified Sites Program to help encourage and promote economic development in the City and Parish of Natchitoches; and

NOW THEREFORE BE IT ORDAINED by the City Council of the City of Natchitoches, Louisiana, that the Mayor of the City of Natchitoches, Lee Posey is hereby authorized to execute the attached Memorandum of Understanding, LED Certified Sites Program, between City of Natchitoches and the North Louisiana Economic Partnership.

BE IT FURTHER ORDAINED that the terms of the Memorandum of Understanding, LED Certified Sites Program Between City of Natchitoches and the North Louisiana Economic Partnership, attached hereto, are approved and accepted by the City Council of the City of Natchitoches, Louisiana.

THIS ORDINANCE was introduced on April 8, 2019 and published in the *Natchitoches Times* on January April 11, 2019.

The above Ordinance having been duly advertised in accordance with law and public hearing had on same, was put to a vote by the Mayor and the vote was recorded as follows:

AYES:	Batiste, Nielsen, Mims, Harrington, Morrow
NAYS:	None
ABSENT:	None
ABSTAIN:	None

THEREUPON, Mayor Lee Posey declared the Ordinance passed by a vote of 5 Ayes to 0 Nays this 22nd day of April, 2019.

LEE POSEY, MAYOR

DON MIMS, MAYOR PRO TEMPORE

Delivered to the Mayor on the 23rd day of April, 2019 at 10:00 A.M.

The following Ordinance was introduced by Mr. Mims at the Natchitoches City Council meeting held on April 22, 2019 as follows:

ORDINANCE NO. 018 OF 2019

**AN ORDINANCE ADOPTING THE
MILLAGE RATE FOR THE TAX YEAR 2019**

BE IT ORDAINED, that the following millage(s) are hereby levied on the 2019 tax roll on all property subject to taxation by the City of Natchitoches:

MILLAGE

Public Safety Tax	10.000 mills
General Alimony Tax	<u>7.030</u> mills
TOTAL MILLAGE	17.030 mills

BE IT FURTHER RESOLVED that the proper administrative officials of the Parish of Natchitoches, State of Louisiana, be and they are hereby empowered, authorized, and directed to spread said taxes, as hereinabove set forth, upon the assessment roll of said Parish for the year 2019, and to make the collection of the taxes imposed for and on behalf of the taxing authority, according to law, and that the taxes herein levied shall become a permanent lien and privilege on all property subject to taxation as herein set forth, and collection thereof shall be enforceable in the manner provided by law.

The following Ordinance was introduced by Ms. Morrow at the Natchitoches City Council meeting held on April 22, 2019 as follows:

ORDINANCE NO. 019 OF 2019

**AN ORDINANCE AUTHORIZING THE MAYOR OF THE CITY
OF NATCHITOCHEs TO AWARD
THE BID FOR THE CITY COUNCIL CHAMBERS RENOVATION PROJECT**

(BID NO. 0611)

WHEREAS, Resolution No.099 of 2018 was passed by the Natchitoches City Council on October 8, 2018 authorizing the Mayor to advertise for bids for the City Council Chambers Renovation Project (Bid No. 0611); and

WHEREAS, this bid was advertised in the *Natchitoches Times* on, October 11, October 18, and October 25, 2018 in accordance with law; and

WHEREAS, one bid proposal was received and opened as follows:

(1) Prothro Construction, LLC
Cypress, LA\$495,716.00

WHEREAS, on April 17, 2019 the appointed committee of Edd Lee, Director of Purchasing; Deborah Miley, Finance Director; Randy LaCaze, Director of Community Development and Lawrence Batiste, Councilman, reviewed the bid proposals for the City Council Chambers Renovation Project (Bid No. 0611);

WHEREAS, the above appointed committee members unanimously recommend the City award the bid to the only bidder **Prothro Construction, LLC** in the amount of **\$495,716.00**.

NOW, THEREFORE, BE IT ORDAINED, that the Honorable Lee Posey, Mayor, is hereby authorized, empowered and directed to sign any and all documents necessary for acceptance of this bid.

The following Resolution was introduced by Mr. Nielsen and Seconded by Mr. Batiste as follows, to –wit:

RESOLUTION NO. 025 OF 2019

**RESOLUTION AUTHORIZING MAYOR LEE POSEY
TO ADOPT A CITIZEN PARTICIPATION PLAN/CITIZEN COMPLAINT
PROCEDURE AND APPOINT A CITIZEN COMPLAINT OFFICER FOR
COMPLIANCE WITH THE LCDBG PROGRAM**

WHEREAS, the City of Natchitoches is desirous of submitting an application to the State of Louisiana, Division of Administration, for funding under the **FY 2020 – FY 2021** LCDBG Program; and

WHEREAS, in connection with the LCDBG Program, a Citizen Participation Plan/Citizen Complaint Procedure shall be adopted and Stacy M. McQueary be appointed as Citizen Complaint Officer for compliance with the LCDBG Program.

NOW, THEREFORE, BE IT RESOLVED that the Citizen Participation Plan/Citizen Complaint Procedure be adopted and Stacy M. McQueary be appointed as Citizen Complaint Officer.

This Resolution was then presented for a vote, and the vote was recorded as follows:

AYES: Batiste, Nielsen, Mims, Harrington, Morrow
NAYS: None
ABSENT: None
ABSTAIN: None

THEREUPON, Mayor Lee Posey declared the Resolution passed by a vote of 5 Ayes to 0 Nays on this 22nd day of April, 2019.

LEE POSEY, MAYOR

The following Resolution was introduced by Mr. Batiste and Seconded by Mr. Nielsen as follows, to –wit:

RESOLUTION NO. 026 OF 2019

RESOLUTION TO ADOPT THE LOUISIANA COMMUNITY DEVELOPMENT BLOCK GRANT (LCDBG) PROCUREMENT POLICY FOR THE FY 2020- FY 2021

WHEREAS, the procedures outlined in the Procurement Policy serve as guidelines for the procurement of supplies, equipment, construction services and professional services for the LCDBG Program; and

NOW, THEREFORE, BE IT RESOLVED that a Procurement Policy (attached) be adopted for the FY 2020 - FY 2021 Louisiana Community Development Block Grant (LCDBG) program.

This Resolution was then presented for a vote, and the vote was recorded as follows:

AYES: Batiste, Nielsen, Mims, Harrington, Morrow
NAYS: None
ABSENT: None
ABSTAIN: None

THEREUPON, Mayor Lee Posey declared the Resolution passed by a vote of 5 Ayes to 0 Nays on this 22nd day of April, 2019.

LEE POSEY, MAYOR

The following Resolution was introduced by Ms. Morrow and Seconded by Mr. Mims as follows, to –wit:

RESOLUTION NO. 027 OF 2019

**RESOLUTION AUTHORIZING MAYOR LEE POSEY TO
PROCEED WITH THE PROCUREMENT AND SELECTION OF
PROFESSIONAL SERVICES FOR THE PURPOSE OF ASSISTING IN THE
DEVELOPMENT OF THE LCDBG PROPOSAL AND IMPLEMENTATION OF THE
PROJECT, IF FUNDED**

WHEREAS, the City of Natchitoches is desirous of submitting a proposal to the State of Louisiana, Division of Administration, for funding under the **FY 2020 - FY 2021** LCDBG Program; and

WHEREAS, it is a necessity to authorize the Chief Elected Official to proceed with the procurement and selection of professional services for the purpose of assisting in the development of the LCDBG proposal and implementation of the project, if funded.

NOW, THEREFORE, BE IT RESOLVED, that the City of Natchitoches wishes to authorize Mayor Lee Posey to proceed with the procurement and selection of professional services for the purpose of assisting in the development of the LCDBG proposal and implementation of the project, if funded.

This Resolution was then presented for a vote, and the vote was recorded as follows:

AYES: Batiste, Nielsen, Mims, Harrington, Morrow
NAYS: None
ABSENT: None
ABSTAIN: None

THEREUPON, Mayor Lee Posey declared the Resolution passed by a vote of 5 Ayes to 0 Nays on this 22nd day of April, 2019.

LEE POSEY, MAYOR

The following Resolution was introduced by Mr. Harrington and Seconded by Mr. Nielsen as follows, to –wit:

RESOLUTION NO. 028 OF 2019

RESOLUTION AUTHORIZING MAYOR LEE POSEY TO PROCEED WITH THE DEVELOPMENT OF THE LCDBG PROPOSAL TAKING INTO CONSIDERATION CITIZEN PARTICIPATION REQUIREMENTS AND VIEWS OF THE GOVERNING BODY

WHEREAS, the City of Natchitoches is desirous of submitting a proposal to the State of Louisiana, Division of Administration, for funding under the **FY 2020 – FY 2021** LCDBG Program; and

WHEREAS, the proposal will be submitted for one of the following activities:

<u>Activity</u>	<u>Ceiling Amount</u>	<u>Project Severity Due</u>
Sewer Treatment	\$ 2,000,000.00	June 7, 2019
New Sewer Collection	\$ 2,000,000.00	June 7, 2019
Existing Sewer Collection Rehab	\$ 2,000,000.00	June 7, 2019
Potable Water	\$ 2,000,000.00	June 7, 2019
Streets	\$ 1,600,000.00	June 7, 2019

NOW, THEREFORE, BE IT RESOLVED, that the City of Natchitoches wishes to authorize Mayor Lee Posey to proceed with the development of the FY 2020 – FY 2021 LCDBG Program.

This Resolution was then presented for a vote, and the vote was recorded as follows:

AYES: Batiste, Nielsen, Mims, Harrington, Morrow
NAYS: None
ABSENT: None
ABSTAIN: None

THEREUPON, Mayor Lee Posey declared the Resolution passed by a vote of 5 Ayes to 0 Nays on this 22nd day of April, 2019.

LEE POSEY, MAYOR

