

Employee Advisory Committee

February 5, 2026, at 2:00 p.m.

MEETING MINUTES

IT/Finance Training Room - West

212 SW 9th St Lawton, OK 73501

The meeting was called to order by Chairperson, Kaitlin Golden at 2:00 pm

1. Roll Call

Members Present: Kobe Humble – EAC # 1
Tanya Organ – EAC # 2
Kristen Fitzpatrick – EAC # 6
Kaitlin Golden – At Large # 1
Ashton Bailey – At Large # 2
Peter Mortensen – At Large # 3

Members Absent: Ashlynn Foy – EAC # 7

* Excused

** Not Excused

Vacancies:

EAC # 3

EAC # 4

EAC # 5

EAC # 8

Others Present: Ashley Nauri, Human Resources

2. Consider approval of the minutes of the Employee Advisory Committee (EAC) Special meeting of December 16, 2025.

Motion made by Kobe with a second by Ashton to approve special meeting 12/16/25 minutes

AYES: Humble, Organ, Fitzpatrick, Nunley, Wall, Mortensen

No's: None

ABSTAIN:

Motion passed 6-0-0.

3. OLD BUSINESS:

4. NEW BUSINESS:

A. Consider and discuss a vote for employee nominated for Spotlight Award – Take action as needed.

Chairperson Nunley, we didn't have one this month, I do have a couple of names that I want to nominate, and we can look at the last 6 months to nominate. I know Ashlynn knows who volunteers, Kella helped to volunteer and she isn't a part of the committee. I know Megan and Melissa helped when the ants got into the food also.

B. Discuss budget – Take action as needed.

Chairperson Nunley, I haven't talked to Craig about this yet, but we got \$10,000 this fiscal year and I wanted to shoot the same amount again for next fiscal year, I'll just send Craig an email.

C. Discuss bi-annual recommendation letter to the city manager– take action as needed.

Chairperson Nunley, I didn't change a lot I kept what we requested the cola information, longevity I kept the same plan, and data, we are technically late since we were supposed to have a meeting and I didn't want to turn it in without some feedback from everyone. I didn't add it to the letter about hazard pay, when they were out for hazard pay non-essentials employees, essential was here working and I'm not sure how this works.

Peter, it was just a regular day

Chairperson Nunley, they didn't give you any additional pay

Peter, no there is no additional pay, I don't know if there is supposed to be and none of the supervisors know about it, I was going to look into that.

Some employees did take issue, they aren't against the non-essential employees taking pay when they are out, they did take issue with it being called hazard pay they would rather call it something else.

Chairperson Nunley, I had a few people who were upset because we got to go home and get our regular pay, they worked during that inclement weather and got same pay, they felt like they should have gotten time and half for that. I would rather put this one for July instead of January so that way we can have all the data we need to present this.

Motion made by Ashton with a second by Kristen to approve the bi-annual recommendation letter to the City Manager.

AYES: Humble, Organ, Fitzpatrick, Nunley, Bailey, Mortensen

No's: None

ABSTAIN:

Motion passed 6-0-0.

D. Discuss budget spend for the goodie bags for Christmas

Chairperson Nunley, I didn't put this on the agenda

Kobe, I did because I thought you said in the past that you would go over what we spent.

Chairperson Nunley, as we usually do, I do know we handed out 250.

Kobe, it was 300

Kristen, I did ask and Anke said that nobody brought anything to their building.

Chairperson Nunley, we still have a lot in the budget, I've talked to one of the food trucks that we planned on using and we can pay them a flat rate, and they will go set up in the yard or we can do goodie bags again.

5. COMMENT/CONCERN:

ADJOURNMENT:

Motion to adjourn by Kobe second by Kristen.

Adjournment 2:34 pm

Next meeting scheduled for March 5, 2026, at 2:00 p.m.