

City Hall
Fayette, Alabama
September 10, 2013

A regular meeting of the City Council of the City of Fayette met at 5:00 o'clock, p.m. on September 10, 2013, in the Council Chambers of the City Hall.

Upon roll call the following were found to be present: Mayor Pro Tempore Cedric Wilson and Council members Linda McCraw, Mike Hardin, Jason Cowart and David Brand. Also present were City Clerk Dawn Clapp, City Attorney Dale Lawrence, Police Chief Danny Jenkins, Fire Chief Tony Ellis and City Engineer Dewayne Roby. Mayor Ray Nelson was absent.

The opening prayer was given by Dewayne Roby.

Mayor Pro Tempore Wilson announced that a quorum was present and that the meeting was open for the transaction of business.

APPROVAL OF MINUTES

Councilmember Cowart moved that the minutes of regular meeting held on August 27, 2013, be approved. Upon the motion being seconded by Councilmember Brand, the same was unanimously approved.

FIRE DEPARTMENT REPORT

Fire Chief Tony Ellis presented the fire report for the month of August 2013. The Fire Department received 17 fire calls, with no structural fires.

Chief Ellis informed the Council that newly hired firefighter Dylan Dillard will start the Fire College Bridge Program soon and should have it completed by mid-October. Since he is already a certified volunteer firefighter, he only needs to complete five more weeks of Fire College to become a certified firefighter.

Chief Ellis stated that the drop in the insurance rating was not the result of the number of fire trucks the City has or because of their pumping capacity.

Chief Ellis stated that the 1982 pumper truck will need to be replaced soon.

POLICE DEPARTMENT REPORT

Police Chief Danny Jenkins presented the police report for the month of August 2013. The report was as follows: 37 incidents investigated; 10 accidents; 80 traffic citations; and 34 arrests.

COUNCILMEMBER HARDIN'S REQUEST FOR BUDGET CHANGES

Councilmember Hardin asked the Council to consider the following revisions to the proposed budget. His two revisions were as follows:

1. For the purpose of rectifying past pay inequities, the Court Clerk/Magistrate Dorrie Rushing will receive a \$2,000 yearly increase in salary, the Assistant City Clerk Beth Wallace will receive a \$2,000 yearly increase in salary, the Civic Center Director Glenda Robertson will receive a \$2,000 yearly increase in salary, and the Park and Recreation Secretary/Aquatic Park Office Manager Haley Phillips will receive a \$4,000 yearly increase in salary. These four employees

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2. For the purpose of belatedly keeping a promise previously made by Mayor Ray Nelson to bring an employee's salary to department head level, the Chief City Mechanic/Head of the City Shop Jeff Pendley will receive a raise to the level of \$40,000 yearly.

After a general discussion, Councilmember Hardin moved that the Council adopt his requested budget revisions as set out above. Upon the motion being seconded by Councilmember Cowart, the following vote was taken:

AYES: Council members Cowart and Hardin

NAYS: Mayor Pro Tempore Wilson, Council members McCraw, and Brand.

Mayor Pro Tempore Wilson stated that the motion did not pass.

COUNCILMEMBER COWART'S REQUEST TO CREATE A PERFORMANCE BASED
SYSTEM FOR EMPLOYEE PAY RAISES

Councilmember Cowart stated that generally the City has given raises to its employees by every employee receiving a cost of living raise. He suggested the following system for giving raises:

Create a classification for each position. Each classification would set out the minimum qualifications for the position. Each classification would have a pay range (minimum to maximum). Once per year, every employee would be evaluated by their direct supervisor and then the Mayor would review and sign off on the evaluation. Each employee would be rated on a "Likert Scale" for each responsibility in their written job duties.

If a performance based system was put in place, he would also recommend that the Council create a voluntary personnel advisory board consisting of one citizen from each district to make recommendations concerning classifications, pay scales, etc.

Councilmember Cowart stated it is not his intent to create a merit system but to create a performance based system whereby work performance is measured and evaluated with raises based on performance. The City would continue to be and "at will" employer. After a general discussion, Councilmember Cowart moved that the Council begin working on a performance based system for pay raises for employees. Upon the motion being seconded by Councilmember Hardin, the same was unanimously approved.

2013-2014 BUDGET

Mayor Pro Tempore Wilson presented the 2013-2014 Budget to the Council for their consideration. The 2013-2014 budget anticipates budgeted revenues of \$5.3 million and budgeted expenses of \$5.0 million. After a general discussion, Councilmember Brand moved that the Council adopt the 2013-2014 budget as presented. Upon the motion being seconded by Councilmember McCraw, the following vote was taken:

AYES: Mayor Pro Tempore Wilson, Council members McCraw, Cowart and Brand.

NAYS: Council member Hardin

Mayor Pro Tempore Wilson stated that the motion did pass.

Councilmember Cowart suggested that the Council conditionally appropriate the funds that are being given to outside entities or agencies so that if the City does not have the money it does not have to give the money. He stated that there are capital expenditures that the City needs to make also, such as a new pumper truck.

After a general discussion, Councilmember Cowart moved that the Council conditionally appropriate the funds in budget line items 4836, 4838, 4840, 4841 and 4842. Upon the motion being seconded by Councilmember Hardin, the following vote was taken:

AYES: Council members Cowart and Hardin.

NAYS: Council members McCraw, Wilson and Brand.

Mayor Pro Tempore Wilson stated that the motion did not pass.

Mayor Pro Tempore Wilson thanked the Budget Committee for their work.

APPROVAL OF CITY FINANCIAL STATEMENT

Councilmember Brand moved that the City's financial statement be approved. Upon the motion being seconded by Councilmember McCraw, the same was unanimously approved.

APPROVAL OF PARK AND RECREATION FINANCIAL STATEMENT

Councilmember McCraw moved that the Park and Recreation financial statement be approved. Upon the motion being seconded by Councilmember Hardin, the same was unanimously approved.

OLD BUSINESS

City Engineer Dewayne Roby reported to the Council that he had spoken with the County Engineer about the County assisting in paving the hill on Temple Avenue at Five Points. The City Engineer had not gotten a time frame from the County on when they could pave it.

City Engineer Roby stated that he and the Police Chief were still trying to determine where to put the speed table.

Mr. Roby stated that he would check on the cleanup of the old Cotton Mill site.

REPORT OF CITY CLERK

City Clerk Dawn Clapp reported that for the month of July the City received \$189,386.00 in sales tax and \$10,086.00 in alcohol taxes.

REPORT OF COUNCILMEMBER COWART

Councilmember Cowart stated that the City should explore the idea of trying to attract a franchise hotel to the City.

He also said his focus was making sure that the revenue that the City receives is being expended to make the City services the best they can be.

ADJOURNMENT

There being no further business to come before the Council, upon the motion to adjourn being made by Councilmember Cowart and seconded by Councilmember Hardin, the same was unanimously approved.

Mayor

Attest:

City Clerk