

Work Session
City Hall
Fayette, Alabama
March 25, 2021

The City Council of the City of Fayette held a work session at 5:15 o'clock, p.m. on March 25, 2021, in the Council Chambers of the City Hall.

Upon roll call the following were found to be present: Mayor Rod Northam, Councilmembers Eddy Campbell, Tommy Williams, Aliska Hughes-Monroe and Jerry Nichols. Also present were City Clerk Dawn Clapp and City Attorney Dale Lawrence. Councilmember Virettia L. Whiteside was absent.

The opening prayer was given by Mr. Dale Lawrence

Mayor Northam led the Pledge of Allegiance.

Mayor Northam announced a quorum was present and the meeting was open for the transaction of business.

STREET & SANITATION DEPARTMENT AND PARK & RECREATION DEPARTMENT PAY SCALE

Mayor Northam presented a proposed pay scale for the Street & Sanitation Department and the Park & Recreation Department for the Council to review. The pay scale has four grades. He asked the Council whether they wanted to change or review the starting pay. Mayor Northam proposed that the pay scale would be merit based.

[Councilmember Hughes-Monroe came into the meeting at this point.]

Mayor Northam stated he was anticipating doing a review of the employees job performance every six months. He stated initially there would not be a formal process but an informal process. Councilmember Hughes-Monroe stated she thought a formal process would be helpful to the employees. Mayor Northam stated once it had gotten underway, the performance review would be formal.

Councilmember Nichols stated he would be in favor of the Mayor having the authority upon adoption of the new pay scale to adjust the employees to the grade that they should be according to the new pay scale.

Mayor Northam reported he had reviewed other City's pay scales and it appeared the City was low in its starting pay.

ZONING BOARD OF ADJUSTMENT SUPERNUMERARY DISCUSSION

Mayor Northam asked the Council to consider how to proceed with filling the vacancies on the Zoning Board of Adjustment. Councilmember Campbell suggested potential nominees to a board provide a resume giving some of their background information and why they desired to serve on a particular board.

JOEY COSBY RECOGNITION

Mayor Nelson asked the Council to begin considering how the City could recognize Mr. Joey Cosby, a longtime City employee who unexpectedly passed away recently. He said the Park & Recreation employees suggested a memorial be erected at Guthrie Smith Park in the triangle area where vehicles turn to go to the big pavilion.

200TH ANNIVERSARY CELEBRATION

Mayor Northam led a discussion on the 200th Anniversary Celebration of the City of Fayette. Councilmember Campbell suggested part of the celebration could be done in conjunction with the Frog Level Festival. There was also discussion about doing a fireworks show around the 4th of July. It was also suggested that at least a portion of the celebration be conducted separately from any other event. The Council discussed spending \$20,000.00 to \$25,000.00 for the 200th Anniversary celebration.

WORK SESSION

Mayor Northam stated a Work Session would be held on Tuesday, March 30, 2021, at 1:00 p.m.

ADJOURNMENT

There being no further business to come before the Council, upon the motion to adjourn being made by Councilmember Hughes-Monroe and seconded by Councilmember Campbell, it was unanimously approved.

Mayor

Attest:

City Clerk