

Work Session
City Hall
Fayette, Alabama
October 18, 2021

The City Council of the City of Fayette held a work session at 5:00 o'clock, p.m. on October 18, 2021, in the Council Chambers of the City Hall.

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

The opening prayer was given by Police Chief Danny Jenkins.

The Pledge of Allegiance was led by Police Chief Danny Jenkins.

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

AMERICAN RESCUE ACT PROJECTS

Mayor Rod Northam asked the Council to consider what projects to undertake with the American Rescue Act Funds.

1. LIFT STATIONS

Mayor Northam stated the pump had been repaired and was back in service at the Guthrie Smith Park lift station. He said running the three phase electrical to the lift station would be very expensive. He said based on this it was recommended by some that VFD be used. The consensus of the Council was to have an engineer to prepare plans and estimates for both the Guthrie Smith Park lift station and the Highway 159 lift station. Councilmember Williams said it would be good to refurbish one of the lift stations this year and the others next year.

2. MEDICAL SUPPLIES FOR FIRE DEPARTMENT MEDICAL RESPONSE CALLS

Mayor Northam stated medical calls to the Fire Department had been rising. He asked the Council whether they wanted to spend CARES Act money for medical supplies. The Council wanted to see a detailed list of the supplies before deciding on this.

3. MINI PUMPER TRUCK FOR EMERGENCY RESPONSE CALLS

Mayor Northam said the mini pumper truck would be used for making calls for medical assistance and accidents instead of using one of the larger fire trucks. The cost of the mini pumper truck would be around \$175,000.00. The City's ISO rating could be helped by having a mini pumper truck. Councilmember Hughes-Monroe stated she did not see the need for the mini pumper truck at this time. She stated when the Rails to Trails is built, then there would be a need for the mini pumper truck. Councilmember Nichols said he saw the lift station repairs as an emergency situation and did not see the mini pumper truck as an emergency. Councilmember Williams was in favor of moving forward with purchasing a mini pumper truck.

4. ONE TIME PAY ADJUSTMENT FOR ESSENTIAL EMPLOYEES

Mayor Northam stated the League of Municipalities opinion was that essential employees of the City could receive a one-time salary supplement. The League also recommended it not be a part of their salary but just a one-time salary supplement. The Council discussed a one-time pay adjustment for the employees but wanted to take more time to consider this.

5. EXTRICATION EQUIPMENT

Mayor Northam reported the City could not use CARES Act money for extrication equipment according to the League of Municipalities.

MERIT PAY INCREASES

Mayor Northam presented merit pay increase proposals to the Council for their consideration. The proposals were as follows:

| | <u>Current</u> | <u>Proposed</u> | <u>Increase</u> |
|----|----------------|-----------------|-----------------|
| A. | \$41,549.41 | \$43,626.88 | \$2,077.47 |
| B. | \$44,150.41 | \$46,357.93 | \$2,207.52 |
| C. | \$41,489.62 | \$45,638.58 | \$4,148.96 |
| D. | \$13.57 | \$14.26 | \$0.69 |
| E. | \$39,116.56 | \$41,072.39 | \$1,955.83 |
| F. | \$50,772.96 | \$53,311.61 | \$2,538.65 |
| G. | \$46,357.92 | \$50,993.71 | \$4,635.79 |
| H. | \$17.22 | \$18.08 | \$0.86 |
| I. | \$19.77 | \$20.76 | \$0.99 |
| J. | \$11.81 | \$12.37 | \$0.56 |

The Council discussed the proposals.

UPDATED FIRE DEPARTMENT PAY GRID

The current Fire Department pay scale is as follow:

| | <u>Rates Remaining at 53 Hour Pay</u> | | | | |
|--------|---------------------------------------|--------------------|-------------------|----------------|--------------------|
| | <u>Part Time</u> | <u>Firefighter</u> | <u>Lieutenant</u> | <u>Captain</u> | <u>Asst. Chief</u> |
| Step 1 | \$15.00 | \$13.00 | \$13.50 | \$14.00 | \$14.50 |
| Step 2 | \$15.75 | \$13.65 | \$14.18 | \$14.70 | \$15.23 |
| Step 3 | \$16.54 | \$14.33 | \$14.89 | \$15.44 | \$15.99 |
| Step 4 | \$17.37 | \$15.05 | \$15.63 | \$16.21 | \$16.79 |
| Step 5 | \$18.24 | \$15.80 | \$16.41 | \$17.02 | \$17.63 |
| Step 6 | \$19.15 | \$16.59 | \$17.23 | \$17.87 | \$18.51 |
| Step 7 | \$20.11 | \$17.42 | \$18.09 | \$18.76 | \$19.44 |
| Step 8 | \$21.12 | \$18.29 | \$18.99 | \$19.70 | \$20.41 |

The following is the how the firefighters fall on the pay scale.

| <u>Dept ID</u> | <u>Rate</u> | <u>53 Hour Plan</u> | | <u>Gross</u> |
|----------------|-------------|---------------------|----------------|--------------|
| | | <u>Weekly</u> | <u>Holiday</u> | |
| FD 1 | | | | \$55,128.18 |
| FD 2 | \$18.78 | \$995.34 | \$2,403.84 | \$54,161.52 |
| FD 3 | \$17.67 | \$936.51 | \$2,261.76 | \$50,960.28 |
| FD 4 | \$17.11 | \$906.83 | \$2,190.08 | \$49,345.24 |
| FD 5 | \$17.11 | \$906.83 | \$2,190.08 | \$49,345.25 |
| FD 6 | \$16.14 | \$855.42 | \$2,065.92 | \$46,547.76 |
| FD 7 | \$14.77 | \$782.81 | \$1,890.56 | \$42,596.68 |
| FD 8 | \$13.00 | \$689.00 | \$1,664.00 | \$37,492.00 |
| Total | | | | \$385,576.90 |

The following is the how the firefighters fall on the pay scale with a merit pay increase..

| <u>Dept ID</u> | <u>Rate</u> | <u>53 Hour Plan With Merit Increase</u> | | <u>Gross</u> |
|----------------|-------------|---|----------------|--------------|
| | | <u>Weekly</u> | <u>Holiday</u> | |
| FD 1 | | | | \$55,128.18 |
| FD 2 | \$19.44 | \$1,030.32 | \$2,488.32 | \$56,064.96 |
| FD 3 | \$17.87 | \$947.11 | \$2,287.36 | \$51,537.08 |
| FD 4 | \$17.42 | \$923.26 | \$2,229.76 | \$50,239.28 |
| FD 5 | \$17.42 | \$923.26 | \$2,229.76 | \$50,239.28 |
| FD 6 | \$16.59 | \$879.27 | \$2,123.52 | \$47,845.56 |
| FD 7 | \$15.05 | \$797.65 | \$1,926.40 | \$43,404.20 |
| FD 8 | \$13.00 | \$689.00 | \$1,664.00 | \$37,492.00 |
| Total | | | | \$391,950.54 |

FISCAL YEAR 2022 POLICE DEPARTMENT PAY SCALE

The following is the 2022 Police Department pay scale.

| | <u>Patrol</u> | <u>Corporal</u> | <u>Sergeant</u> | <u>Lieutenant</u> | <u>Asst. Chief</u> |
|--------|---------------|-----------------|-----------------|-------------------|--------------------|
| Step 1 | 17.00 | 17.50 | 18.00 | 18.50 | 19.00 |
| Step 2 | 17.85 | 18.38 | 18.90 | 19.42 | 19.95 |
| Step 3 | 18.74 | 19.29 | 19.84 | 20.39 | 20.95 |
| Step 4 | 19.68 | 20.26 | 20.84 | 21.42 | 21.99 |
| Step 5 | 20.66 | 21.27 | 21.88 | 22.49 | 23.09 |
| Step 6 | 21.69 | 22.33 | 22.97 | 23.61 | 24.25 |
| Step 7 | 22.78 | 23.45 | 24.12 | 24.79 | 25.46 |
| Step 8 | 23.92 | 24.62 | 25.33 | 26.03 | 26.73 |

*** New Hire, Non-Certified 15.50 as of 10/01/2021

The following is the how the officers fall on the pay scale.

| <u>Rank</u> | <u>Service</u> | <u>Current Step/Pay</u> | <u>Rec. Step/Pay</u> |
|-------------|----------------|-------------------------|----------------------|
| Sergeant | 8.7 | 3.0/20.21 | 4.0/20.84 |
| Patrolman | | 0.0/16.32 | Probation |
| Patrolman | 1.0 | 1.6/17.34 | 3.0/18.74 |
| Sergeant | 15.00 | 4.7/22.03 | 6.0/22.97 |
| Patrolman | 1.6 | 1.7/17.95 | 3.0/18.74 |
| Patrolman | 1.2 | 1.0/16.87 | 2.0/17.85 |
| Patrolman | 2.7 | 1.2/17.02 | 2.0/17.85 |
| Patrolman | | 0.0/16.32 | Probation |
| Patrolman | 0.3 | 1.0/16.83 | Probation |
| Patrolman | 1.6 | 1.3/17.12 | 2.0/17.85 |
| Asst. Chief | 25.8 | 7.3/26.30 | 8.0/26.73 |
| Patrolman | | *** /15.50 | 1.0/17.00 |

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