

City Hall
Fayette, Alabama
June 28, 2022

A regular meeting of the City Council of the City of Fayette met at 5:00 o'clock, p.m. on June 28, 2022, 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, Tommy Williams, Aliska Hughes-Monroe and Jerry Nichols. Also present were City Clerk Dawn Clapp, Police Chief Danny Jenkins, Fire Chief Shannon Taylor, City Attorney Dale Lawrence, Waste Water Superintendent Matt Buckner and Junior City Council Mayor Shanti Enis. Councilmember Eddy Campbell was absent.

The opening prayer was given by Ms. Alexis Wilson.

The Pledge of Allegiance was led by Ms. Aeilya Walker.

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

PUBLIC HEARING

Mayor Northam announced that this was the day and time scheduled for the public hearing on the City providing \$25,000.00 of in-kind site preparation work for O'Neal Industries, Inc. No one appeared opposing this.

APPROVAL OF MINUTES

Councilmember Nichols moved the minutes of the regular meeting held on June 14, 2022, be approved. Upon it being seconded by Councilmember Hughes-Monroe, it was unanimously approved.

ACE TRANSPORTATION COMMITTEE UPDATE

Ms. Valerie Branyon updated the Council on the work of the ACE Transportation Committee. She stated they had held public meetings at the Senior Citizen Center, Fayette Housing Authority, Mayfair Manor and Morningview. She reported 95 individuals had filled out surveys pertaining to transportation within the City. Ms. Branyon stated 55 individuals said they would ride the proposed public transportation from 1 to 4 times a week and 66 individuals thought the fare of \$2.00 was reasonable.

The Transportation Committee proposed that two buses be purchased at a cost of \$65,034.00 each along with scheduling software, a GPS system and radios for drivers to communicate with the dispatcher for a total of \$137,568.00. Ms. Branyon reported ALDOT could provide a grant to the City for the purchase of the buses and provide funds for the first two years of operation. This particular grant is a reimbursement grant. She said after two years, the City would be responsible for 50% of the operating cost and 20% of the administrative costs. The yearly operation cost is estimated to be \$121,870.00. The estimated cost for the City after the initial two year period ends is \$82,359.50.

Ms. Branyon said if the City wanted to move forward with the Transportation Committee's proposal, then the Council would need to apply for the grant from ALDOT. The consensus of the Council was to move forward with the Transportation Committee's proposed plan by scheduling a meeting with ALDOT officials.

WASTE WATER TREATMENT PLANT

Mayor Northam said the City had submitted a request to the Alabama Department of Environmental Management (ADEM) for funds for upgrading the City's Waste Water facilities. Mr. Rick McCabe stated, that in return for ADEM's assistance, ADEM would require the City's waste water operations to operate with a surplus. This would require a rate increase. He said over the past five years the operating cost had risen \$150,000.00. Mr. McCabe said the rates have not increased because the City has been financially strong. He said the Waste Water Department would have a loss at the end of this fiscal year of approximately \$300,000. He said annually the loss has been \$200,000.00 - \$300,000.00.

Mr. McCabe stated ADEM is expected to offer the City a \$1,000,000.00 forgivable loan and a \$2,000,000.00 loan with an interest rate of 1.9% amortized over twenty years. He said the City's plan for waste water operations would have to be submitted to ADEM by the end of July. He hoped ADEM would accept a plan that allowed rates to be increased over a period of years. Also, he said the plan would have to show how the City would maintain the system going forward.

PARADE PERMIT

Mayor Northam presented a parade permit from Judge Sam Junkin for a Community Vacation Bible School to be held on June 27th and June 28th. Councilmember Whiteside moved the Council grant the permit. Upon the motion being seconded by Councilmember Williams, it was unanimously approved.

ABSENTEEISM POLICY REVISION

Mayor Northam reviewed with the Council the proposed changes to Section XXII. Absenteeism of the Personnel Rules and Regulations of the City. These changes are reflected in Resolution 2022-07.

RESOLUTION 2022-07

Mayor Northam presented Resolution 2022-07 to the Council for their consideration. Resolution 2022-07 is as follows:

**RESOLUTION 2022-07
A RESOLUTION AMENDING THE PERSONNEL RULES
AND REGULATIONS OF THE CITY OF FAYETTE, ALABAMA,
AS ADOPTED IN RESOLUTION 1997-01.**

THE PUBLIC WELFARE REQUIRING IT, and under authority granted by the *Code of Alabama, 1975*,
BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF FAYETTE, AS FOLLOWS:

SECTION 1. SECTION XXII. ABSENTEEISM of The Personnel Rules and Regulations of the City of Fayette, Alabama, as adopted in Resolution 1997-01 is hereby stricken in its entirety and the following substituted therefor:

SECTION XXII. ABSENTEEISM

Employees, *who have leave available*, shall not be absent from their job without the permission of their department head. *Employees, who do not have leave available to cover an absence, must receive the permission of the Mayor to be off work.* Any employee absent without permission will be subject to disciplinary action, including suspension or discharge.

An employee absent without notifying his department head for three (3) consecutive work days are presumed to have abandoned their job and quit without notice.

An employee who is absent from his/her regular work shift for the purpose of working in other gainful employment, except military service, may be subject to disciplinary action, including suspension or discharge.

Department heads who knowingly allow an employee to be absent from his/her regular work shift for the purpose of working in other gainful employment, except military service, may be subject to disciplinary action, including suspension or discharge. *Also, department heads who knowingly grant permission to be absent to an employee who does not have leave available to cover the absence, may be subject to disciplinary action, including suspension or discharge.*

ADOPTED this the _____ day of June, 2022.

Mayor

ATTEST:

City Clerk

Councilmember Whiteside moved the Council adopt Resolution 2022-07. Upon the motion being seconded by Councilmember Hughes-Monroe, the same was unanimously approved.

RESOLUTION 2022-08

Mayor Northam presented Resolution 2022-08 to the Council for their consideration. Resolution 2022-08 is as follows:

**RESOLUTION 2022-08
A RESOLUTION DETERMINING THE EXPENDITURE OF PUBLIC FUNDS ON SITE
PREPARATION WORK AT THE BUILDING TO BE OCCUPIED BY O'NEAL INDUSTRIES,
INC., SERVES A VALID AND SUFFICIENT PUBLIC PURPOSE**

WHEREAS, O'Neal Industries, Inc., desires to expand its operations by opening a facility in Fayette; and,

WHEREAS, this will provide employment for the citizens of the Fayette; and,
WHEREAS, O'Neal Industries, Inc., is in the process of purchasing the building known as the former Fayette Fabrication building; and,

WHEREAS, there are certain site preparation repairs and upgrades needed in the area around the building and the City desires to assist with the site preparation work in an amount not to exceed \$25,000.00;

BE IT RESOLVED, by the City Council of the City of Fayette that it hereby finds and determines that the City participating in the site preparation work in areas around the former Fayette Fabrication building in an amount not to exceed \$25,000.00 serves a valid and sufficient public purpose and justifies the spending of public funds, in that, among other things, it will provide jobs and opportunities for its citizens.

BE IT FURTHER RESOLVED, by the City Council that it hereby finds and determines that the following specific actions by the City serve a valid and sufficient public purpose, to-wit:

1. The City providing site preparation work around the former Fayette Fabrication building in an amount not to exceed \$25,000.00.

Done this 28th day of June, 2022.

Mayor

Attest:

Its City Clerk

Councilmember Williams moved the Council adopt Resolution 2022-08. Upon the motion being seconded by Councilmember Nichols, the same was unanimously approved.

CIVIC CENTER BOARD APPOINTMENTS

Mayor Northam stated he had received a letter from the Civic Center Board requesting Mrs. Martha Jo McDonald, Mrs. Angela Burris and Mrs. Myra Rainey be appointed to the Board and that Mr. Ned Nichols be reappointed. Mr. Nichols currently serves as Chairman of the Civic Center Board. The three new appointments are to fill the vacancies created by the resignations of Mr. John Gary, Mrs. Joyce Prater and Mrs. Rosalind Peoples.

PREMIUM PAY FOR CITY EMPLOYEES

Mayor Northam presented the Council with information concerning premium pay for eligible City employees who performed essential work during the Covid-19 pandemic. The premium pay for City employees would be \$1,000.00 to full time employees and \$500.00 to regular part-time employees. The impact to the City would be approximately \$80,000.00. Councilmember Williams moved the Council approve the premium pay for the City employees. Upon the motion being seconded by Councilmember Hughes-Monroe, the same was unanimously approved.

RETIREE LONGEVITY BONUS

Mayor Northam reported a one-time retiree longevity bonus for the City's retirees had been authorized by the Alabama Legislature provided the Council approved it. He said the cost to the City would be \$16,256.00. Councilmember Whiteside moved to approve the longevity bonus for retirees at a cost of \$16,256.00. Upon the motion being seconded by Councilmember Williams, it was unanimously approved.

FINANCIALS

Mayor Northam reviewed with the Council the City's financials, Municipal Court financials and Park & Recreation financials.

REPORT OF MAYOR

Mayor Northam stated the unemployment rate for May for Fayette County was 2.5%.

Mayor Northam stated the Farmers Market continues to operate in Downtown Fayette.

Mayor Northam reported Animal Control had picked up 162 animals in the past six months.

Mayor Northam said Guthrie Smith Park recently hosted two Dixie Youth Baseball Tournaments.

Mayor Northam congratulated Mr. Daniel White on his retirement as Director of the Fayette Chamber of Commerce.

REPORT OF JUNIOR CITY COUNCIL MAYOR

Junior City Council Mayor Shanti Enis reported a movie night would be held on the Courthouse lawn on July 30th. She also reported Junior City Council Recognition Night would be held on August 1st.

REPORT OF COUNCILMEMBER WILLIAMS

Councilmember Williams thanked the Street and Sanitation Department employees for the work they have done during the hot weather.

REPORT OF COUNCILMEMBER HUGHES-MONROE

Councilmember Hughes-Monroe thanked Junior City Council Mayor Shanti Enis for her service on the Junior City Council. She also thanked Mr. Daniel White for his work with the Chamber of Commerce.

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 Whiteside, it was unanimously approved.

Mayor

Attest:

City Clerk