

City Hall
Fayette, Alabama
July 28, 2026

A regular meeting of the City Council of the City of Fayette met at 5:00 o'clock, p.m. on July 28, 2026, in the Council Chambers of the City Hall.

Upon roll call the following were found to be present: Mayor Rod Northam, Councilmembers Steve Herring, Mickey Joe Morgan, Cedric Wilson and Floyd Rodgers, Jr. Also present were City Clerk Sherry Fowler, City Treasurer Dawn Clapp, Fire Chief Shannon Taylor, Police Chief Danny Jenkins, Park Director Chris Champion and City Attorney Dale Lawrence. Councilmember Tommy Williams was absent.

The opening prayer was given by Rev. Chris Fluker of New Grace Baptist Church.

The Pledge of Allegiance was led by Rev. Chris Fluker of New Grace Baptist Church.

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

APPROVAL OF MINUTES

Councilmember Wilson moved the minutes of the regular meeting held on July 14, 2026, be approved. Upon it being seconded by Councilmember Morgan, it was unanimously approved.

ACE UPDATE

Ace Coordinator Jackson Kimbrell said a meet and greet would be held for the promotion of the Downtown Fayette initiative on August 13th at 5:00 p.m. at City Hall.

SCHOOL SECURITY OFFICER MEMORANDUM OF UNDERSTANDING

Mayor Northam presented the School Security Officer Memorandum of Understanding (MOU) with the Fayette County Board of Education to the Council for its consideration. Councilmember Morgan moved the Council approve the School Security Officer MOU as presented. Upon the motion being seconded by Councilmember Rodgers, the same was unanimously approved.

ORDINANCE 2026-02

Mayor Northam presented Ordinance 2026-02 to the Council for their consideration. Ordinance 2026-02 is as follows:

ORDINANCE NO. 2026-02 AN ORDINANCE ANNEXING PROPERTY IN TO THE CORPRATE LIMITS OF THE CITY OF FAYETTE

BE IT ORDAINED, BY THE CITY COUNCIL OF THE CITY OF FAYETTE, ALABAMA, as follows:

WHEREAS, on the 20th day of July, 2026, Travis D. Wright and Gloria A. Wright, being the owners of all the real property hereinafter described, did file with the City Clerk a petition asking that the said tract or parcel of land be annexed to and become a part of the City of Fayette; and,

WHEREAS, Travis D. Wright and Gloria A. Wright are the owners of property located and contained within an area contiguous to the corporate limits of the City of Fayette, Alabama; and,

WHEREAS, said petition did contain the signatures of all of the owners of the described property and a map of said property showing its relationship to the corporate limits of the City of Fayette; and,

WHEREAS, the property does not lie within the corporate limits or police jurisdiction of any other municipality; and,

WHEREAS, the governing body did determine that it is in the public interest that said property be annexed to the City of Fayette and it did further determine that all legal requirements for annexing said real property have been met pursuant to Sections 11-42-20 through 11-42-24, Code of Alabama 1975;

NOW THEREFORE, BE IT ORDANINED BY THE CITY COUNCIL OF FAYETTE, ALABAMA, AS FOLLOWS:

Section 1. The Council of the City of Fayette, Alabama, finds and declares as the legislative body of the City that it is in the best interests of the citizens of the City, and the citizens of the affected area, to bring the property described in Section 2 of this ordinance into the City of Fayette. The Council of the City of Fayette does hereby assent to the annexation of the property described below to the City of Fayette, Alabama.

Section 2. The boundary lines of the City of Fayette, Alabama, be, and the same are hereby extended and rearranged to embrace and include all of the property already encompassed by the corporate limits of the City of Fayette, Alabama, and in addition thereto the following described property, to-wit:

Part of the Northwest Quarter of the Northeast Quarter of Section 30, Township 15 South, Range 12 West, Fayette County, Alabama and being more particularly described as follows:

Commence at a PK Nail in asphalt (Lying in 8th Avenue Northwest) being accepted as the southeast corner of said Quarter, Quarter; thence run a bearing of North 89 degrees, 06 minutes, 45 seconds, West and along the south line of said Quarter, Quarter 25.10 feet to a 1 inch bolt on the west right-of-way of said 8th Avenue Northwest; thence run North 01 degrees, 07 minutes, 41 seconds, West and along said west right-of-way 9.85 feet to a ½ inch capped rebar (D. Key); thence run North 04 degrees 14 minutes, 06 seconds, West and along said west right-of-way 215.16 feet to a ½ inch capped rebar (CA-965-LS), said point being the Point of Beginning; thence continue North 04 degrees, 14 minutes, 06 seconds, West and along said west right-of-way 183.73 feet to a ½ inch capped rebar (CA-965-LS); thence run South 89 degrees, 55 minutes, 22 seconds, West 206.78 feet to a ½ inch capped rebar (CA-965-LS); thence run South 04 degrees, 14 minutes, 06 seconds, East 183.73 feet to a ½ inch capped rebar (CA-965-LS); thence run North 89 degrees, 55 minutes, 22 seconds, East 206.78 feet to the Point of Beginning. Said parcel containing 0.87 acres, more or less. All according to the survey prepared by Martin McDuff Montgomery, P.L.S.

Property Tax Id#: 32-10-09-30-1-000-003.000

Section 3. This ordinance shall be published as provided by law, and a certified copy of same, together with a certified copy of the petition of the property owners, shall be filed with the Probate Judge of Fayette County, Alabama.

Section 4. The property described in this ordinance shall become a part of the corporate limits of Fayette, Alabama, upon publication of this ordinance as set forth in Section 3, above.

ADOPTED on this 28th day of July, 2026.

Mayor

Attest:

City Clerk

Councilmember Wilson moved that Ordinance 2026-02 be adopted. Upon the motion being seconded by Councilmember Morgan, it was unanimously approved.

RESOLUTION 2026-08

Mayor Northam presented Resolution 2026-08 to the Council for their consideration. Resolution 2026-08 is as follows:

RESOLUTION 2026-08
A RESOLUTION CONCERNING THE POLICIES AND PROCEDURES FOR THE CITY OF FAYETTE FIRE DEPARTMENT.

BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF FAYETTE, ALABAMA, as follows:

1. That the following policy and procedure is hereby adopted and added to the City of Fayette Fire Department Policies and Procedures:

	FAYETTE FIRE DEPARTMENT STANDARD OPERATING PROCEDURE			
	TITLE	Leave Time		
	POLICY NUMBER	101	DIVISION	Administration
	APPROVED BY	Chief S. Taylor		
	CREATED	5/22/26	REVISED	7/14/26

PURPOSE

To ensure fair and FLSA (Fair Labor Standards Act) compliant compensation for hours worked and maintain minimum staffing levels withing the department.

APPLICABILITY

This policy is applicable to full time employees.

POLICY

The Fayette Fire Department operates on a 24/48 platoon system consisting of 3 shifts. In scheduling and compensation calculations each shift is considered an independent schedule. Hours worked outside of a members designated shift may be eligible for overtime if the work exceeds the members work period maximum.

Full-time members of the department shall be compensated per hour worked. Hours in excess of FLSA maximum allowable shall be compensated at overtime rates at 1.5 of hourly rate. Sleep time shall not be utilized in calculating maximum hours.

FLSA REQUIREMENTS

The Fair Labor Standards Act Section 7(k) stipulates the maximum hours worked (work period) for firefighters. It shall be the policy of the City of Fayette that the Fayette Fire Department shall operate on a 212 hour/28 day work period.

COMPENSATION

Full-time personnel shall be compensated hour per hour at their current rate of pay. Hours worked in excess of 212 within a designated FLSA work period shall be compensated at 1.5 the hourly rate. If a member utilized leave time within this work period such use shall have the following effect on the hours worked calculation.

Vacation Time:

Personnel utilizing vacation time within a 28 day work period shall have this leave credited toward their 212-hour maximum. Utilizing vacation time is equivalent to working the shift and will not diminish hours worked in overtime calculations.

Sick Time:

Personnel utilizing sick time will have time used deducted from the hours worked in calculating the 212 hours of the work period. Utilizing sick time is not equivalent to working the shift and will diminish hours worked in overtime calculations.

Bereavement:

Leave taken in accordance with City policy for bereavement shall not diminish hours worked in overtime calculations.

OVERTIME COMPENSATION

Overtime compensation in excess of the 212 hours of the work period shall be calculated on the final pay cycle of the work period. If overtime has been incurred the overtime compensation shall be paid on that pay cycle and overtime accrual shall begin within the next work period. If there is a conflict between the work period completion and the timing of the pay cycle, the overtime compensation shall be awarded on the following pay cycle.

SHIFT TRADES

Shift trades shall have no effect on the FLSA work period. A shift trade is an agreement between two members of equal rank and certification to swap shifts in leu of utilizing leave time. If a shift trade is not honored the member who is absent due to an unfulfilled shift trade shall be docked the appropriate leave time and subject to disciplinary action.

FIRE CHIEF

DATE

I HAVE READ AND UNDERSTAND THIS POLICY

SIGNATURE OF FIREFIGHTER

DATE

ADOPTED AND APPROVED by the City Council of the City of Fayette, Alabama, on this _____ day of July, 2026.

Mayor

ATTEST:

City Clerk

Councilmember Herring moved that Resolution 2026-08 be adopted. Upon the motion being seconded by Councilmember Rodgers, it was unanimously approved.

ART MUSEUM BOARD APPOINTMENTS AND REAPPOINTMENTS

Mayor Northam reported on the request he had received from the Art Museum Board for the following board members to be reappointed: Ms. Anne Perry and Mrs. Austyn Jones. The Art Museum Board also requested that Mr. Cal McDonald and Ms. Halie Savage be appointed to fill the unexpired terms of Mr. Vincent Williams and Mrs. Carol Gates who had resigned from the board. Mayor Northam said the appointments will be voted on at the next council meeting.

PLANNING COMMISSION MEETING

Mayor Northam said the Planning Commission will meet on August 5th to discuss making changes to the City's Zoning Ordinance, specifically as it pertains to the Flood Plain District.

ART MUSEUM DIRECTOR

Mayor Northam presented the Council with the Fayette Art Museum Director/Curator job description for their review. This would be a part-time position. It would pay \$20.00 per hour.

SEWER RATES AND HOLDING TANK DISCHARGE RATES

Mayor Northam stated that under the City's ordinances and its loan agreement, the City had committed to increasing or decreasing sewer rates based upon the Consumer Price Index –W, US City average, over the past 12 months ending June of each year. He said for Fiscal Year 2027 the rates would have to increase due to the CPI- W for June 2026 being 3.5%. He said based upon a CPI of 3.5% the proposed rates effective October 1, 2026 would be as follows:

a. Residential and Small Commercial:

First 2,000 Gallons, minimum – \$30.79
2,001 – 10,000 gallons, - per/1,000 Gallons- \$3.08
Over 10,000.00 gallons – per /1,000 Gallons -\$2.39

b. Large Commercial and Industrial:

First 10,000 Gallons, minimum – \$83.88
Over 10,000.00 gallons – per /1,000 Gallons - \$1.54

The rate for discharge of tank waste produced from residential or business septic tanks shall be as follows: \$25.48 per one thousand gallons and a minimum charge of \$25.48;

The rate for discharge of holding tank waste produced from industrial tanks shall be as follows: \$33.98 per one thousand gallons and a minimum charge of \$33.98.

FINANCIALS

Mayor Northam reviewed with the Council the financials of the City, Municipal Court, Park & Recreation Department, Transportation Department, Airport and Waste Water Department.

COMMUNITY SERVICE PROGRAMS OF WEST AL

Executive Director Orlando Lewis of Community Service Programs of West Alabama, Inc. spoke to the Council about the programs his organization has to offer. First, he said they have a program that will assist in paying some of the cost of replacing a roof on a home. This program is income based and can pay up to \$10,000.00 for a new roof. Second, they have an Older Adult Home Modification Program to help individuals over 62 years of age remodel their home. Third, they have a program that provides rental and utility assistance. Fourth, for Fayette and Lamar counties they have a partnership with the University of Alabama to provide a cardiac health program.

Director Lewis also informed the Council that Head Start and Early Head Start would reopen its Fayette location on August 13, 2026.

ALDOT PUBLIC HEARING

Mr. Nick Taylor of ALDOT informed the Council that a public hearing would be held on Thursday, August 6, 2026, at 5:30 p.m. at Southside Baptist Church concerning the proposed roundabout at the intersection of Temple Avenue, 11th Street SW and State Highway 171. He encouraged everyone to attend. He said there were fourteen roundabouts on state highways in Alabama.

Mayor Northam said that Brent, Alabama has a roundabout and that he spoke with their former mayor about it. Brent's former mayor said that she was happy they had built it.

REPORT OF MAYOR

Mayor Northam said the Fayette County unemployment rate for June 2026 was 4.0%.

Mayor Northam also informed the Council that two resumes had been submitted for City Attorney/Municipal Prosecutor. He said he anticipated the appointments being made on August 11th.

Mayor Northam said there have been sixteen resumes submitted for Civic Center Director so far. He said the anticipated start date for the new director was October 1st.

Mayor Northam informed the Council of the following upcoming events:

- Job Fair- July 30th at 12 p.m. at the Civic Center
- Brother to Brother basketball tournament - July 31st- August 1st at the Middle School
- Farmers Market- August 1st at 8 a.m. at the City Hall
- Sheep Show- August 1st at the Multipurpose Complex
- Planning Commission Meeting- August 5th at 5 p.m. at City Hall
- Roundabout Public Hearing- August 6th at 5:30 p.m. at Southside Baptist Church
- Farmers Market- August 8th at 8 a.m. at City Hall
- Farmers Market- August 15th at 8 a.m. at City Hall
- Car show- August 15th at the Multipurpose Complex
- Leadership Class Reception- August 16th at 2 p.m. at City Hall
- Disc Golf Tournament- August 22nd at Guthrie Smith Park

REPORT OF THE CITY CLERK

City Clerk Sherry Fowler reported that for June 2026, all of the City's accounts balanced.

REPORT OF COUNCILMEMBER RODGERS

Councilmember Rodgers reminded everyone of the "Back to School" School Supply Giveaway. Also, he along with the other council members thanked the Mayor for all the work he had done on the Airport Project.

EXECUTIVE SESSION

Councilmember Wilson moved the Council go into executive session to discuss the general reputation and character of an individual. Upon the motion being seconded by Councilmember Rodgers, it was unanimously approved.

Councilmember Wilson moved the Council come out of executive session. Upon the motion being seconded by Councilmember Herring, the same was unanimously approved.

ADJOURNMENT

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

Mayor

Attest:

City Clerk