

STATE OF ALABAMA            )  
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COUNTY OF BALDWIN        )

The City Council met in a Work Session at 4:30 p.m.,  
Delchamps Room, 161 North Section Street,  
Fairhope, Alabama 36532, on Monday, 11 July 2016.

Present were Council President Jack Burrell, Councilmembers: Rich Mueller, Diana Brewer (arrived at 4:45 p.m.), and Kevin Boone, Mayor Timothy M. Kant, City Attorney Marion E. Wynne (arrived at 5:05 p.m.) and City Clerk Lisa A. Hanks. Councilmember Michael A. Ford was absent.

Council President Burrell called the meeting to order at 4:36 p.m.

The following topics were discussed:

- Diane Thomas and Lorenzo Howard from the Personnel Board addressed the City Council regarding the Job Classification and Compensation Study Update. Ms. Thomas said this will be a complete review of our plan and they are working on the Request for Qualifications. She said this will need to be budgeted for next year. Mayor Kant said we need to look at a scale that takes into consideration experience, promotions, certifications, etc. Ms. Thomas said we need guidelines for merit raises; and with reviews annually. Mayor Kant discussed the point system from a Phoenix company which is based on what the employee does. They look at safety, certifications, and customer service for example with a maximum of seven percent.
- Discussion of Education Advisory Committee Recommendations was next on the agenda. Dr. Hollinger and Dr. Ash discussed the main parts of their presentation from the last City Council meeting; and gave their recommendations. A Curriculum Director would be responsible for academic performance for the five schools in the Fairhope feeder pattern. This would be a collaborative relationship with the Baldwin County Board of Education and you would negotiate on the front end.

Councilmember Brewer requested for the remaining \$291,000.00 from this year's budget to go toward reading resources this year. She asked the City Council if they want to support a 3 Mil Tax District with 1 Mil set aside for these recommendations. Council President Burrell stated one concern is to take funds of whatever is leftover this year and fund next year with \$650,000.00 being budgeted. He said if the 3 Mil Tax District does not pass, we have put out funds and no replacement for funds; and then \$682,000.00 each year would need to be budgeted.

Councilmember Boone commented he needed to think about this funding. Council President Burrell said he does not endorse taxes, but would possibly agree to put it to a vote and place on ballot. Councilmember Mueller questioned if Baldwin County Board of Education could make our schools to top 10. Dr. Ash said it was possible and wants consistent procedures and policies for the schools. Dr. Hollinger stated we designed a program to work with Baldwin County and the Fairhope Community.

Dr. Zeanah stated we are going to have feeder pattern data meetings, curriculum coaches for Elementary Schools. She said the Gulf Shores has a Curriculum Director paid through Baldwin County, but Gulf Shores funds the position.

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Mayor Kant stated this could not be on the ballot or looked at until next year. The Baldwin County School Board must have a contract with the City of Fairhope before going forward. Patrice Wolfe, Principal at Larry J. Newton School, addressed the City Council and requested funds for reading materials; and mentioned part-time personnel too. The consensus of the City Council was to get a recommendation from the Education Advisory Committee for the \$260,000.00 and put on the agenda.

Councilmember Brewer requested a step by step process of how to get a 3 Mil Tax District on a ballot. Mayor Kant replied that City Clerk Lisa Hanks would find out and report back to the City Council.

- Councilmember Brewer brought up restrooms at the soccer field. She said that the Fairhope Single Tax Corporation has agreed to donate \$300,000.00 for restrooms, concession stand, meeting room, etc. with an estimated construction cost of \$640,000.00. The Fairhope Single Tax Corporation would do the project, but would like the City to give \$200,000.00 and do in-kind services of \$100,000.00.

Mayor Kant said we have not seen any money from the soccer league. Baseball helped with the concessions at Volanta Park. The City has matched grants and helped with many projects with other leagues. Mayor Kant said he would like to see some return; and they get the money from concession stands.

Council President Burrell questioned if they have sought grants or other funding. Councilmember Boone said we could require them to earmark concessions for repayment. Mayor Kant said the bleachers will be expensive and we want the leagues to help. The plans are to be sent to the City Building Official Erik Cortinas to review.

- Mayor Kant stated that the preliminary expenses for the Fairhope Library are around \$200,000.00 to \$300,000.00. Purchasing Manager Dan Ames said we were in the discovery phase at this time.
- Parking on Del a Mare was added to the City Council agenda; and City Attorney Wynne was asked to prepare the resolution.

There being no further business to come before the City Council, the meeting was duly adjourned at 5:48 p.m.

  
Jack Burrell, Council President

  
Lisa A. Hanks, MMC  
City Clerk