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COUNTY OF BALDWIN	) (

The City Council met in a Work Session at 4:30 p.m., Fairhope Municipal Complex Council Chamber, 161 North Section Street, Fairhope, Alabama 36532, on Monday, 10 December 2018.

Present were Council President Jack Burrell, Councilmembers: Jay Robinson, Jimmy Conyers, Robert Brown and Kevin Boone, Mayor Karin Wilson, City Attorney Marcus E. McDowell and City Clerk Lisa A. Hanks.

Council President Burrell called the meeting to order at 4:30 p.m.

The following topics were discussed:

- Public Works Director Richard Johnson addressed the City Council regarding the Discussion of Gardeners and Custodians. He explained that both Gardener Apprentices and Gardeners I do the same thing and would like to amend the budget to make them all Gardeners I; to delete the Litter Patrol/Equipment Operator Apprentice position; and to increase the four part-time Custodians positions by \$1.00 per hour. The consensus of the City Council was to move forward with this request.
- Lorenzo Howard and Diane Thomas, on behalf of the Personnel Board, addressed the City Council with their recommendation whether or not to increase the salary pay grades for the Compensation Plan. Ms. Thomas stated that the last update was in 2015. The Human Resources Department checked with seven municipalities and Baldwin County for the past three years. Most of the municipalities had a yearly Cost of Living Adjustment and moved the ranges.
  - Ms. Thomas said the Personnel Board recommends moving ranges for Grades 10 through 34 by six percent and review yearly. Ms. Thomas also said that very few employees fit the increase to move at least to the minimum. Mr. Howard said three years ago the cost for moving employees up to the minimum was around \$1,800.00; and we need to look at the big picture. Council President Burrell asked for the resolution to be prepared and the City Council could walk on tonight.
- Mayor Wilson addressed the City Council on the Briefing on Restore Act Proposals. She said that Bucket One will be the first released which includes Water Front Restoration and Green Space Resilience. Richard Johnson said the first step it the Planning and Feasibility Study. Mr. Johnson said we are looking at bulkhead, living shore line, bluff stabilization, retrofit pier, park improvement, enhance trail system, landscape, hardscape, etc.

Mayor Wilson stated she prepared proposals for the primary needs of the City. She said that Bucket Three was for Water Quality, so we looked at the Sewer System Rehabilitation. Mayor Wilson also mentioned the Comprehensive and Land Use Study/Plan. Council President Burrell requested that the City Council be included for buy in on Restore Act Proposals. Mayor Wilson stated she wanted two Councilmembers on each project.

- IT Director Jeff Montgomery addressed the City Council on the Discussion on Migrating Push to Talk to Verizon. He said there have been issues with Southern Linc with the Utilities and Police Department regarding communications. Mr. Montgomery gave a handout with comparisons for each company. He commented that Southern Linc was now fully restored, but there one tower has gone offline twice already. The consensus of the City Council was to move forward with this request.
- Councilmember Boone gave an update on the Personnel Board. He said they discussed Personnel Pay scale update; and the six percent is not money spent now.
- Councilmember Brown gave an update on the Education Advisory Committee and stated the discussed the Special Tax District. He said the Pedestrian and Bicycle Committee did not meet.
- Councilmember Conyers announced the Historic Preservation Committee meets Wednesday; and the Fairhope Environmental Advisory Board meets Friday.
- Councilmember Robinson said the Christmas Parade met.
- Public Works Director Richard Johnson addressed the City Council regarding the following items: 2020 Recreational Trails Program Grant for the North Beach Park; and said the Christmas Parade was phenomenal.
- Planning Director Wayne Dyess addressed the City Council regarding the Discussion of Small Cell Towers moratorium and Federal regulations which may prohibit one. Mr. Dyess mentioned Agenda Item Number 7: Greeno Road Corridor Moratorium which will be for the corporate limits only.
- Jay Whitman, Assistant Water and Sewer Superintendent, addressed the City Council regarding the Water Tower Project. He stated that cell phone companies are still on schedule for December 19, 2018; and said there are some other issues being worked on.
- Operations Director Richard Peterson addressed the City Council regarding the natural gas which has gone up approximately 60 percent.
- Economic and Community Development Director Sherry-Lea Botop addressed the City Council regarding the State of the City on January 24, 2018 from 5:00 p.m. to 7:00 p.m. She mentioned the Natural Park Service being here on January 8, 2018. Ms. Botop said we are working on the BRATS Hub Project and a Low Impact Film.

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• Electric Superintendent Michael Allison addressed the City Council regarding the transformers on the agenda. He stated these are part of the substation upgrades and the ones with the longest lead time.

There being no further business to come before the City Council, the meeting was duly adjourned at 5:34 p.m.

Jack Burrell, Council President

Lisa A. Hanks, MMC

City Clerk