STATE OF ALABAMA)(
:
COUNTY OF BALDWIN)(

The City Council, City of Fairhope, met in regular session at 6:00 p.m., Fairhope Municipal Complex Council Chamber, 161 North Section Street, Fairhope, Alabama 36532, on Monday, 24 June 2019.

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

There being a quorum present, Council President Burrell called the meeting to order. The invocation was given by Deacon Francis Zieman of St. Lawrence Catholic Church, and the Pledge of Allegiance was recited. Councilmember Brown moved to approve minutes of the 10 June 2019, regular meeting; minutes of the 10 June 2019, work session; and minutes of the 10 June 2019, agenda meeting. Seconded by Councilmember Conyers, motion passed unanimously by voice vote.

Mayor Wilson addressed the City Council with the following Power Point Presentation found at the end of the minutes.

The following individuals spoke during Public Participation for Agenda Items:

- 1) Skip Jones, St. James Avenue, addressed the City Council on Agenda Item Number 16: a resolution that the City Council hereby authorizes Council President to execute a Conservation Easement Agreement between the City of Fairhope and Weeks Bay Foundation, Inc. for two conservation easements for the properties known collectively as the Dyas/Triangle property and to outline the terms of the easement transaction. The total cost of the conservation easement, due diligence, and closing fees for the property shall be \$39,025.00. He asked the current City Government to guarantee the property for a public purpose; and said it is a worthwhile idea and to perpetuate the use.
- 2) Chris Knight, 15 N. Bayview Avenue, addressed the City Council on Agenda Item Number 16: a resolution that the City Council hereby authorizes Council President to execute a Conservation Easement Agreement between the City of Fairhope and Weeks Bay Foundation, Inc. for two conservation easements for the properties known collectively as the Dyas/Triangle property and to outline the terms of the easement transaction. The total cost of the conservation easement, due diligence, and closing fees for the property shall be \$39,025.00. He commented it was declared a public use in 2013 and not to be developed commercially. He endorses the easement for public purpose and use.

- 3) Allison Knight, 15 N. Bayview Avenue, addressed the City Council on Agenda Item Number 16: a resolution that the City Council hereby authorizes Council President to execute a Conservation Easement Agreement between the City of Fairhope and Weeks Bay Foundation, Inc. for two conservation easements for the properties known collectively as the Dyas/Triangle property and to outline the terms of the easement transaction. The total cost of the conservation easement, due diligence, and closing fees for the property shall be \$39,025.00. She also endorsed the easement; and wants the property to be parkland in perpetuity and not commercially developed. She said with the same outcome of other parkland in the City.
- 4) Jim Kellum, 3 Victorian Drive, addressed the City Council on Agenda Item Number 16: a resolution that the City Council hereby authorizes Council President to execute a Conservation Easement Agreement between the City of Fairhope and Weeks Bay Foundation, Inc. for two conservation easements for the properties known collectively as the Dyas/Triangle property and to outline the terms of the easement transaction. The total cost of the conservation easement, due diligence, and closing fees for the property shall be \$39,025.00. He wants Fly Creek Watershed protection; and for the landowners to set out what they want to conserve. He mentioned a 2013 publication that was to protect the Fly Creek Watershed; and said he was not against the easement; and suggested a "Citizen Team" to work with the scope of the easement. Mr. Kellum volunteered to be on the team.
- 5) Mike Dudley, citizen of Fairhope, addressed the City Council on Agenda Item Number 16: a resolution that the City Council hereby authorizes Council President to execute a Conservation Easement Agreement between the City of Fairhope and Weeks Bay Foundation, Inc. for two conservation easements for the properties known collectively as the Dyas/Triangle property and to outline the terms of the easement transaction. The total cost of the conservation easement, due diligence, and closing fees for the property shall be \$39,025.00. He endorsed Mr. Kellum's suggestion for a Team; and would like to see a "Botanical Garden" for the property. Mr. Dudley spoke about botanical gardens in St. Louis where he used to live. He said we have a large infrastructure to make this happen.
- 6) John Manelos, 104 White Avenue, addressed the City Council on Agenda Item Number 16: a resolution that the City Council hereby authorizes Council President to execute a Conservation Easement Agreement between the City of Fairhope and Weeks Bay Foundation, Inc. for two conservation easements for the properties known collectively as the Dyas/Triangle property and to outline the terms of the easement transaction. The total cost of the conservation easement, due diligence, and closing fees for the property shall be \$39,025.00. He commented we need to get input from citizens on important issues; i.e. Comprehensive Land Use Plan. Mr. Manelos said he was in favor of protecting the property; and did not want to transfer it. He agreed to a botanical garden or arboretum; and we need to keep the property within the City.

Council President Burrell commented there is nothing in the easement that is not prescribed; and we will have citizen input.

- 7) Dean Mosher, 456 Oak Avenue, addressed the City Council on Agenda Item Number 16: a resolution that the City Council hereby authorizes Council President to execute a Conservation Easement Agreement between the City of Fairhope and Weeks Bay Foundation, Inc. for two conservation easements for the properties known collectively as the Dyas/Triangle property and to outline the terms of the easement transaction. The total cost of the conservation easement, due diligence, and closing fees for the property shall be \$39,025.00. Mr. Mosher brought up the settlement agreement and why the land was purchased. He said the property belongs to the people; and people need to be included. Mr. Mosher requested the City Council to please table this item tonight; and wait until the Comprehensive Land Use Plan is completed.
 - Council President Burrell reiterated that citizens will have input to write the conservation easement. He stated nothing is being voted on tonight.
- 8) Allison Knight requested to speak again; and said the issue is property being placed in perpetuity. She commented the bay front was put in perpetuity by the Fairhope Single Tax Corporation.
 - Mayor Wilson said this is City owned property and will remain parkland; and said the voters will have to agree to put in a conservation easement by referendum.
- 9) Paul Ripp, 22985 High Ridge Road, addressed the City Council on Agenda Item Number 16: a resolution that the City Council hereby authorizes Council President to execute a Conservation Easement Agreement between the City of Fairhope and Weeks Bay Foundation, Inc. for two conservation easements for the properties known collectively as the Dyas/Triangle property and to outline the terms of the easement transaction. The total cost of the conservation easement, due diligence, and closing fees for the property shall be \$39,025.00. Mr. Ripp said he was not in favor of the easement; and we are giving away 106 acres of land. He asked the City Council; "What is the rush?" Mr. Ripp commented listen to the citizens.
- 10) Corey Martin, 828 Summer Lake Street, addressed the City Council on Agenda Item Number 16: a resolution that the City Council hereby authorizes Council President to execute a Conservation Easement Agreement between the City of Fairhope and Weeks Bay Foundation, Inc. for two conservation easements for the properties known collectively as the Dyas/Triangle property and to outline the terms of the easement transaction. The total cost of the conservation easement, due diligence, and closing fees for the property shall be \$39,025.00. He said the Council has power and the citizens have none. He commented you were elected to serve the people and listen to the people.
- 11) Evans Holcombe, 19424 Fairfax, addressed the City Council on Agenda Item Number 16: a resolution that the City Council hereby authorizes Council President to execute a Conservation Easement Agreement between the City of Fairhope and Weeks Bay Foundation, Inc. for two conservation easements for the properties known collectively as the Dyas/Triangle property and to outline the terms of the easement transaction.

The total cost of the conservation easement, due diligence, and closing fees for the property shall be \$39,025.00. Mr. Holcombe said he was not against the easement. He commented the agenda wording for this item made it sound like you were going to execute the easement.

- 12) James Watkins, 673 Middle Street, addressed the City Council on Agenda Item Number 16: a resolution That the City Council hereby authorizes Council President to execute a Conservation Easement Agreement between the City of Fairhope and Weeks Bay Foundation, Inc. for two conservation easements for the properties known collectively as the Dyas/Triangle property and to outline the terms of the easement transaction. The total cost of the conservation easement, due diligence, and closing fees for the property shall be \$39,025.00. He said this agenda item reads like it is a done deal. Mr. Watkins said a botanical garden was a great idea. He questioned why we were turning it over to a third party which is adding another layer that is not needed.
- 13) Christina Raines, South Bayview Street, addressed the City Council on Agenda Item Number 16: a resolution that the City Council hereby authorizes Council President to execute a Conservation Easement Agreement between the City of Fairhope and Weeks Bay Foundation, Inc. for two conservation easements for the properties known collectively as the Dyas/Triangle property and to outline the terms of the easement transaction. The total cost of the conservation easement, due diligence, and closing fees for the property shall be \$39,025.00. She asked the City Council, "What happens to the property if Weeks Bay Foundation fails?" The City Council could not answer that question.

Councilmember Conyers congratulated the two Fairhope 8U Allstars teams; and one went on to win the State Championship. He said the conservation easement begins with Weeks Bay Foundation and citizen input. Councilmember Conyers said the goal is to preserve the property; and it's important to get this right.

Councilmember Brown agreed with Mr. Kellum and Mr. Dudley. He thanked Allison Knight for her comments. Councilmember Brown said this has been called a conspiracy theory; and in a blog we are giving away 20 million dollar property which is incorrect. The City Council also adopted a resolution for bike trails; and nothing has been done. He commented there will be citizen engagement.

Councilmember Boone said we purchased the property for parkland and to be used by the public. He said input for the public will happen. Councilmember Boone said he wants the property for parkland forever and not developed. He said we may be going too fast, but we have to start somewhere.

Council President Burrell commented if you do not protect forever, it could be developed at some time. He said we engage with Weeks Bay Foundation to help with creating an easement.

Councilmember Conyers introduced in writing, and moved for the adoption of the following resolution, a resolution that Mayor Karin Wilson is hereby authorized to execute a contract with Volkert, Inc. to perform Professional Engineering Services (CE&I) for Rehabilitation of Wastewater Collection System for the Sewer Department (RFQ No. PS011-19) with a not-to-exceed amount of \$40,000.00. Seconded by Councilmember Boone, motion passed unanimously by voice vote.

RESOLUTION NO. 3440-19

BE IT RESOLVED BY THE GOVERNING BODY OF THE CITY OF FAIRHOPE, ALABAMA, that Mayor Karin Wilson is hereby authorized to execute a contract with Volkert, Inc. to perform Professional Engineering Services (CE&I) for Rehabilitation of Wastewater Collection System for the Sewer Department (RFQ No. PS011-19) with a not-to-exceed amount of \$40,000.00.

DULY ADOPTED THIS 24TH DAY OF JUNE, 2019

Attest:	
Lisa A. Hanks, MMC	

Councilmember Boone introduced in writing, and moved for the adoption of the following resolution, a resolution that Mayor Karin Wilson is hereby authorized to execute a contract for Extension No. 1 of Bid Number 020-18, Disaster Debris Removal and Disposal 2018, with CrowderGulf, LLC for an additional one year, as per the terms and conditions of the original contract; and based on per unit cost as specified in Bid Tabulation. Seconded by Councilmember Brown, motion passed unanimously by voice vote.

RESOLUTION NO. 3441-19

BE IT RESOLVED BY THE GOVERNING BODY OF THE CITY OF FAIRHOPE,

ALABAMA, that Mayor Karin Wilson is hereby authorized to execute a contract for Extension No. 1 of Bid Number 020-18, Disaster Debris Removal and Disposal 2018, with CrowderGulf, LLC for an additional one year, as per the terms and conditions of the original contract; and based on per unit cost as specified in Bid Tabulation.

Adopted on this <u>24t</u>	<u>h</u> day of <u>June</u> , 2019
	Karin Wilson, Mayor
Attest:	
Lisa A. Hanks, MMC City Clerk	
the following resolution, a resolution that to execute a contract for Extension No. A cid for the Water Department, with W additional one year, as per the terms and c	d in writing, and moved for the adoption of Mayor Karin Wilson is hereby authorized 2 of RFQ No. 003-17, Hydrofluorosilicic ater and Waste Specialties, LLC, for an onditions of the original contract. The cost by Councilmember Boone, motion passed
RESOLUTION	N NO. <u>3442-19</u>
ALABAMA, that Mayor Karin Wilson is I	
Adopted on this <u>24t</u>	h day of June, 2019
	Karin Wilson, Mayor
Attest:	
Lisa A. Hanks, MMC City Clerk	

Councilmember Brown introduced in writing, and moved for the adoption of the following resolution, a resolution that Mayor Karin Wilson is hereby authorized to execute Extension No. 2, Zinc Orthophosphate and TKKP Chemicals for the Water Department, with Thornton Musso Bellemin, Inc., for an additional one year, as per the terms and conditions of the original contract. The cost is \$1.03 per pound for Zinc Orthophosphate and \$1.34 per pound for TKKP Chemicals; with a total annual cost not to exceed \$51,000.00. Seconded by Councilmember Boone, motion passed unanimously by voice vote.

RESOLUTION NO. 3443-19

BE IT RESOLVED BY THE GOVERNING BODY OF THE CITY OF FAIRHOPE, ALABAMA, that Mayor Karin Wilson is hereby authorized to execute Extension No. 2, Zinc Orthophosphate and TKKP Chemicals for the Water Department, with Thornton Musso Bellemin, Inc., for an additional one year, as per the terms and conditions of the original contract. The cost is \$1.03 per pound for Zinc Orthophosphate and \$1.34 per pound for TKKP Chemicals; with a total annual cost not to exceed \$51,000.00.

Adopted on this 24th day of June, 2019

77 - 7771

	Karin Wilson, Mayor	
Attest:		
Lisa A. Hanks, MMC		
City Clerk		

Councilmember Conyers introduced in writing, and moved for the adoption of the following resolution, a resolution to Award Bid for Employee Uniforms (Bid No. 015-19) to Riverbend Enterprises, Inc., with a total bid proposal of approximately \$135,200.00. Seconded by Councilmember Brown, motion passed unanimously by voice vote.

RESOLUTION NO. 3444-19

BE IT RESOLVED BY THE GOVERNING BODY OF THE CITY OF FAIRHOPE, ALABAMA, as follows:

- [1] That the City of Fairhope did request, receive, and open bids for Employee Uniforms for the City of Fairhope (Bid Number 015-19).
- [2] At the appointed time and place, the following bids were opened and tabulated as follows: A copy of the Bid Tabulation for Employee Uniforms is on file in the City Clerk's Office.
- [3] After evaluating the bid proposals with the required bid specifications, Riverbend Enterprises, Inc., with a total bid proposal of approximately \$135,200.00, is now awarded the bid for Employee Uniforms for the City of Fairhope.

Adopted on this 24th day of June, 2019

	Karin Wilson, Mayor	
Attest:		
Lisa A. Hanks, MMC City Clerk		

Councilmember Conyers introduced in writing, and moved for the adoption of the following resolution, a resolution that the City of Fairhope has voted to purchase SCADA System Annual Software Support/Maintenance Agreement for the Electric, Water, and Gas Departments, from Survalent Technology as Sole Source Distributor; and authorizes procurement based on the option allowed by the Code of Alabama 1975, Section 41-16-51(13): "Contractual services and purchases of commodities for which there is only one vendor or supplier and contractual services and purchases of personal property which by their very nature are impossible to award by competitive bidding." The cost will be \$21,630.00. Seconded by Councilmember Brown, motion passed unanimously by voice vote.

RESOLUTION NO. 3445-19

BE IT RESOLVED BY THE GOVERNING BODY OF THE CITY OF FAIRHOPE, ALABAMA, as follows:

[1] That the City of Fairhope has voted to purchase SCADA System Annual Software Support/Maintenance Agreement for the Electric, Water, and Gas Departments, from Survalent Technology as Sole Source Distributor; and authorizes procurement based on the option allowed by the Code of Alabama 1975, Section 41-16-51(13): "Contractual services and purchases of commodities for which there is only one vendor or supplier and contractual services and purchases of personal property which by their very nature are impossible to award by competitive bidding." The cost will be \$21,630.00.

Adopted on this 24th day of June, 2019

	Karin Wilson, Mayor	
Attest:		
Lisa A. Hanks, MMC	<u></u>	

Councilmember Brown introduced in writing, and moved for the adoption of the following resolution, a resolution that the City of Fairhope approves the procurement of FY 2019 Inventory Supply of Gas Tubing (21k feet) for the Gas Department with a cost of \$16,590.00. Seconded by Councilmember Boone, motion passed unanimously by voice vote.

City Clerk

RESOLUTION NO. 3446-19

BE IT RESOLVED BY THE GOVERNING BODY OF THE CITY OF FAIRHOPE, ALABAMA, as follows:

[1] That the City of Fairhope approves the procurement of FY 2019 Inventory Supply of Gas Tubing (21k feet) for the Gas Department with a cost of \$16,590.00.

Adopted on this 24th day of June, 2019

	
	Karin Wilson, Mayor
Attest:	
Lisa A. Hanks, MMC City Clerk	
the following resolution, a resolution procurement of a Remote Methane Leak purchased from Heath Consultants Incorporate	· · · · · · · · · · · · · · · · · · ·
RESOLUTIO	N NO. <u>3447-19</u>
BE IT RESOLVED BY THE GOVERNIN ALABAMA, as follows:	G BODY OF THE CITY OF FAIRHOPE,
the Gas Department, to be purchased from I	urement of a Remote Methane Leak Detector for Heath Consultants Incorporated, as Sole Source pt from formal bid pursuant to Code of Alabama a not-to-exceed of \$15,350.00.
Adopted on this <u>24</u>	th day of June, 2019
	Karin Wilson, Mayor
Attest:	, ,
Lisa A. Hariba MMC	
Lisa A. Hanks, MMC	

Councilmember Brown introduced in writing, and moved for the adoption of the following resolution, a resolution that the City of Fairhope approves the procurement of Neptune Gas Meter ERTS (R900G) for the Gas Department for inventory to be purchased from Consolidated Pipe & Supply Co., Inc. as Sole Source Provider in the State of Alabama for Neptune Technology Group, Inc. The units must fit into our existing standardized system; and are exempt from formal bid pursuant to Code of Alabama 1975, Section 41-16-51(b)(7). The estimated number of units is 450 ERTS at \$88.00 per unit at a cost of \$39,600.00. Seconded by Councilmember Boone, motion passed unanimously by voice vote.

RESOLUTION NO. 3448-19

BE IT RESOLVED BY THE GOVERNING BODY OF THE CITY OF FAIRHOPE, ALABAMA, as follows:

[1] That the City of Fairhope approves the procurement of Neptune Gas Meter ERTS (R900G) for the Gas Department for inventory to be purchased from Consolidated Pipe & Supply Co., Inc. as Sole Source Provider in the State of Alabama for Neptune Technology Group, Inc. The units must fit into our existing standardized system; and are exempt from formal bid pursuant to Code of Alabama 1975, Section 41-16-51(b)(7). The estimated number of units is 450 ERTS at \$88.00 per unit at a cost of \$39,600.00.

Adopted on this 24th day of June, 2019

	Karin Wilson, Mayor	
Attest:		
Lisa A. Hanks, MMC City Clerk		

Councilmember Conyers introduced in writing, and moved for the adoption of the following resolution, a resolution that the City of Fairhope approves the procurement of Gas Meters with Connections and Regulators for the Gas Department for inventory to be purchased from Ed Young Sales, Inc. as Sole Source Provider for Elster American Meter Company, LLC in the State of Alabama. The units must fit into our existing standardized system; and are exempt from formal bid pursuant to Code of Alabama 1975, Section 41-16-51(b)(7). The estimated number of units is 448 Gas Meters and accessories at a cost of \$73,952.24. Seconded by Councilmember Brown, motion passed unanimously by voice vote.

RESOLUTION NO. 3449-19

BE IT RESOLVED BY THE GOVERNING BODY OF THE CITY OF FAIRHOPE, ALABAMA, as follows:

[1] That the City of Fairhope approves the procurement of Gas Meters with Connections and Regulators for the Gas Department for inventory to be purchased from Ed Young Sales, Inc. as Sole Source Provider for Elster American Meter Company, LLC in the State of Alabama. The units must fit into our existing standardized system; and are exempt from formal bid pursuant to Code of Alabama 1975, Section 41-16-51(b)(7). The estimated number of units is 448 Gas Meters and accessories at a cost of \$73,952.24.

Adopted on this 24th day of June, 2019

	Karin Wilson, Mayor	
Attest:		
Lisa A. Hanks, MMC	_	

Councilmember Brown introduced in writing, and moved for the adoption of the following resolution, a resolution that the City Council, pursuant to Section 7.01 of the City of Fairhope Personnel Rules, Policies and Procedures grants July 5, 2019 as a City Holiday for this fiscal year; and will be observed by all City personnel. Emergency and on-call employees will report to work as needed. Seconded by Councilmember Boone, motion passed unanimously by voice vote.

*

RESOLUTION NO. 3450-19

BE IT RESOLVED BY THE GOVERNING BODY OF THE CITY OF FAIRHOPE, ALABAMA, That the City Council, pursuant to Section 7.01 of the City of Fairhope Personnel Rules, Policies and Procedures grants July 5, 2019 as a City Holiday for this fiscal year; and will be observed by all City personnel. Emergency and on-call employees will report to work as needed.

DULY ADOPTED THIS 24TH DAY OF JUNE, 2019

	Karin Wilson, Mayor
Attest	
Lisa A. Hanks, MMC	
City Clerk	

Councilmember Boone moved to table Agenda Item Number 16 pending an Attorney General's Opinion. Seconded by Councilmember Conyers, motion passed unanimously by voice vote.

Councilmember Conyers introduced in writing, and moved for the adoption of the following resolution, a resolution that the Compensation and Job Classification Plan along with the Grade Order Sheet be amended and approved to Add the Job Positions of Community Development Supervisor (Grade 23) and Project Coordinator Grade 20); and the Job Descriptions and Grades of Pay for same; and Delete the position of Community Affairs Director (Grade 28); and amend the budget to reflect these changes. No one seconded motion.

Councilmember Boone commented that the Personnel Board only recommended the job descriptions and pay grades; not filling the positions. Council President Burrell brought up the Utility Administrative Assistant position and the employee not doing the duties for that position. He also stated that this employee was the one writing her comments. Mayor Wilson replied that all job descriptions state "other duties as necessary." Councilmember Brown said he had proof and it was in an e-mail. Mayor Wilson said her comments were written by her; and she was trying to make up for growth.

Brown moved to amend the resolution to leave the Economic and Community Development Director. Council President Burrell stated that they did not have to amend or take a vote; and this position would still be in place. After further discussion, motion failed for lack of a second.

Councilmember Boone introduced in writing, and moved for the adoption of the following resolution, a resolution that the Compensation and Job Classification Plan and Grade Order Sheet be amended and approved for the Job Description and Title from Tourism and Events Coordinator to Tourism and Events Manager. Seconded by Councilmember Conyers, motion passed unanimously by voice vote.

RESOLUTION NO. 3451-19

BE IT RESOLVED BY THE GOVERNING BODY OF THE CITY OF FAIRHOPE, ALABAMA, That the Compensation and Job Classification Plan and Grade Order Sheet be amended and approved the Job Description and Title from Tourism and Events Coordinator to Tourism and Events Manager.

ADOPTED THIS 24TH DAY OF JUNE, 2019

	Karin Wilson, Mayor	_
ATTEST:		
Lisa A. Hanks, MMC		
· · · · · · · · · · · · · · · · · · ·		
City Clerk		

Councilmember Boone moved to appoint Donald "Don" Lagarde to the Fairhope Airport Authority for a six-year term which will expire March 2025. Seconded by Councilmember Brown, motion passed unanimously by voice vote.

Councilmember Boone moved to grant the request of Brandon Goertz, Location Manager with I Still Believe, LLC, requesting the approval to place scissor lift and small (low wattage) lights at Fairhope Docks near boat slips for filming on June 25, 2019 in the area, i.e. Sunset Pointe Restaurant. Seconded by Councilmember Conyers, motion passed unanimously by voice vote.

24 June 2019

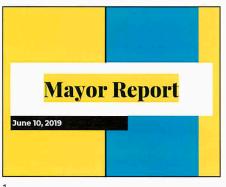
The following individual spoke during Public Participation for Non-Agenda Items:

1) Ben Smith, 217 South Mobile Street, addressed the City Council and asked for an update on the Fairhope Clock parcel at the corner of Section and Fairhope Avenue. Councilmember Brown replied they were still working on it.

Councilmember Boone moved to adjourn the meeting. Seconded by Councilmember Conyers, motion passed unanimously by voice vote.

There being no further business to come before the City Council, the meeting was duly adjourned at 7:34 p.m.

Jack Burrell, Council President



Strategic Planning **Employees AUBURN STUDY**

- Current job descriptions are not compliant federal laws
- Job descriptions have not been evaluated according to the
- FES (or other nationally recognized systems)
- Creates a professional evaluation process.
- Establishes internal equity
- Compliances for job descriptions $\ensuremath{\text{w}}/\ensuremath{\text{Federal}}$ Laws
- Address any issues with pay discrimination and inequities.

2

Strategic Planning for Growth **EMPLOYEES**

Years	The second second	Change in FT Personnel
2012-2016	32.05%	3.23%
2016-2019	17.91%	15.28%
2012-2019	44.01%	15.41%

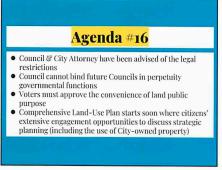
Blue Shading is Inside The City Limits White Area is Mostly Un-Zoned

5

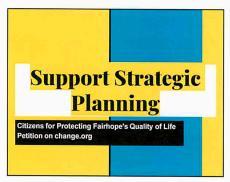
Strategic Planning

- Includes all stakeholders' input
 K-1 property community input so far will be presented once aquired
- Greeno Road Overlay Presentation July 1st Planning
- Commission meeting

 The \$650k RESTORE-funded Comprehensive Land-Use plan starts this fall.







9