```
STATE OF ALABAMA ) (
:
COUNTY OF BALDWIN ) (
```

The City Council met in a Special Budget Work Session at 4:30 p.m., Fairhope Municipal Complex Council Chamber, 161 North Section Street, Fairhope, Alabama 36532, on Wednesday, 8 September 2021.

Present were Council President Jack Burrell, Councilmembers: Corey Martin, Jimmy Conyers (arrived at 4:46 p.m.), Jay Robinson, and Kevin Boone, Mayor Sherry Sullivan, and City Clerk Lisa A. Hanks. City Attorney Marcus E. McDowell was absent.

Council President Burrell called the meeting to order at 4:38 p.m.; and stated we are all comfortable with revenue. He said this is a great forecast for revenues.

Mayor Sherry Sullivan thanked City Treasurer Kim Creech, Senior Accountant Aislinn Stone and Staff Accountant Sarah Powell for their work on the budget. She also said thank you to City Staff and the City Council for their work on the budget. Mayor Sullivan said tonight we will be looking at Capital Improvements, Personnel Requests, Rollover Items, and Charitable Contributions.

City Treasurer Creech stated these are decision items that can be added or taken out of the budget. Mayor Sullivan said that some positions are being defunded and others are being funded.

Council President Burrell questioned some of the personnel requests. He commented that the Mayor wanted the Assistant City Clerk as part-time. Mayor Sullivan explained the need for a full-time Assistant City Clerk; and mentioned the possibility of a department being placed under the City Clerk. Council President Burrell brought up the AMI Coordinator and City Planner. Mayor Sullivan stated she was placing the Meter Department under the City Treasurer because it deals with revenue.

Planning and Zoning Manager Hunter Simmons explained the reason the City Planner was being defunded. He said they would be using an on-call engineer; and see what happens in the next two years with SB-107. Compliance Officer Wes Boyett explained the positions and structure for Gas Department.

Mayor Sullivan said we trying to look at lower level positions and bumping those up some. She said the Compensation Study (Plan) has 18 steps for all positions. Mayor Sullivan said the Personnel Board is looking at the Compensation Study as well as some amendments to the Personnel Handbook.

Ms. Creech said there is a two percent merit increase, a one percent COLA, and longevity pay for employees. She commented longevity pay is another incentive for retention of employees. The City Council debated the merit increase. Mayor Sullivan mentioned certifications and explained the merit increase. Ms. Creech explained the lower paying jobs. Mayor Sullivan said she tried to stick with a five percent cap.

Wednesday, 8 September 2021 Page -2-

The Clock Corner improvements and vehicle requests were discussed. Mayor Sullivan said trucks have been vetted with Fleet Maintenance. Council President Burrell questioned the Civic increase: parking lot and HVAC (\$75,000.00) for City Council Chambers. Public Works Director Richard Johnson replied, the engineer will design and let out for bid the HVAC unit. Mayor Sullivan suggested to change the price of HVAC to \$25,000.00. The consensus of the City Council was to put \$25,000.00 in the budget for same.

Fairhope Docks was next to be discussed; and Recreation Director Pat White mentioned the pedestals and installation in the budget. He said they need a licensed electrician for the installation. Councilmember Martin said that hiring now or training may take longer to get the project done.

The landfill bulldozer was discussed and the safety for personnel using it. The consensus of the City Council was to leave the full amount in for the bulldozer. Councilmember Conyers questioned if there was need to look for land for a landfill after 15 to 16 years. Mr. Johnson replied, it must be five miles away from airport; and there is none near the City.

Ms. Creech commented transfers were eight percent. She said the Meter Department has its own department in this budget. Mayor Sullivan asked the City Council to look at the Charitable Contributions for the next meeting.

There being no further business to come before the City Council, the meeting was duly adjourned at 6:50 p.m.

Jack Burrell, Council President

Lisa A. Hanks, MMC City Clerk