

STATE OF ALABAMA) (:
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 July 2023.

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

Council President Jay Robinson called the meeting to order at 4:35 p.m.

The following topics were discussed:

- The first item on the agenda was the Recommendation from Personnel Board on Paid Holidays. Council President Robinson discussed the recommendations to add Mardi Gras, Juneteenth, and to make Christmas Eve a full day. Councilmember Burrell questioned if the Birthday Holiday was included in the number of holidays. Councilmember Martin said he did not have a problem with the recommendations. Council President Robinson said he too did not have a problem with the recommendations and it is good for employees. Conyers commented he was good with Juneteenth; and questioned if it was good to not have City services for four days. City Clerk Lisa Hanks explained that it is only two days without City services even if it includes the weekend. Councilmember Boone reiterated what City Clerk Hanks said; and stated the City is already closed on Saturday and Sunday. The City Council consensus was to have 12 paid holidays plus Birthday paid day off.
- Council President Robinson said the Historic Preservation Committee draft ordinance will soon be coming before the City Council. He commented it has been reviewed by him and City Attorney McDowell. Council President Robinson said it is being reviewed now by Attorney Chris Williams who is also checking legalities of the ordinance.

Council President Robinson briefly went through the Agenda Items and who would explain if needed.

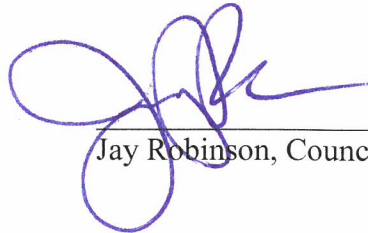
- Public Works Director Richard Johnson addressed the City Council and said we get 80 hours of vacation for one to ten years of service plus birthday leave not a holiday. He briefly updated the City Council on the following items: Founders Project has been delayed; Clock Property Park; and Paving Project. Mr. Johnson explained Agenda Items No. 10, No. 11, No. 12, and No. 13; and answered any questions if needed. Councilmember Martin questioned Agenda Item No. 10 and contingency. Mr. Johnson replied the City is doing the electrical work. Councilmember Conyers asked about Commissioner Blankenship's visit.
- Interim Gas Superintendent Wes Boyett addressed the City Council and said the Summer Internship is going well and August 4, 2023 will graduation.

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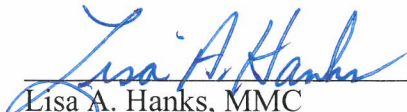
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- Community Affairs Director Paige Crawford addressed the City Council regarding Agenda Items No. 7, and No. 14; and answered any questions if needed. Councilmember Conyers commented those were the best fireworks yet. Ms. Crawford told the City Council about the availability to shoot fireworks from a barge in the future.
- Planning Director Hunter Simmons addressed the City Council regarding Agenda Items No. 6, No. 10, and No. 11; and answered any questions if needed.
- Water and Wastewater Superintendent Daryl Morefield addressed the City Council regarding Agenda Item No. 9; and answered any questions if needed.
- City Treasurer Kim Creech also addressed the City Council regarding Agenda Item No. 9; and answered any questions if needed. She said the project will need more funding other than this grant. Councilmember Martin questioned additional facility near Fairhope Airport. Mr. Morefield explained expansion on Wastewater Treatment Plant site and the need for redundancy. Councilmember Burrell said he wanted a second opinion for this project.
- Council President Robinson addressed the City Council regarding Agenda Items No. 5 and No. 8; and answered any questions if needed. Ms. Creech stated the Retiree Resolution is for a one-time lump sum payment. Councilmember Burrell commented he would vote on it but RSA ties municipalities' hands.

There being no further business to come before the City Council, the meeting was duly adjourned at 5:24 p.m.



Jay Robinson, Council President



Lisa A. Hanks, MMC
City Clerk

The Personnel Board of The City of Fairhope, Alabama

Paid Holidays Recommendation

May 25, 2023, the City of Fairhope Personnel Board held its regularly scheduled meeting. During this meeting the concern around attracting and retaining top talent was discussed at great length. We determined that improvements to the paid holidays The City of Fairhope offers as a benefit would be a positive change to combat the competitiveness in recruitment and retention of personnel. For reference, the following is an outline of surrounding municipalities and their paid holidays compared to The City of Fairhope:

Municipality	Holidays Per Year
City of Fairhope	9.5
City of Mobile	13
Mobile County	14
Baldwin County	14
Spanish Fort	12
Daphne	10
Bay Minette	13
Town Of Loxley	11
City of Orange Beach	12
City of Gulf Shores	12
State of Alabama	15

The Personnel Board is recommending that the City of Fairhope add the following holidays to the schedule, adjusting the benefit from 9.5 days to 12 days per year.

- Mardi Gras Day
- Juneteenth
- Christmas Eve – Full Day

Respectfully Submitted,

Genie Frazer

Chairman, City of Fairhope Personnel Board