

CITY OF PELHAM
Council Work Session
Pelham City Hall – Council Conference Room
August 1, 2011 – 6 p.m.

MINUTES

Proper notice of the regular Council Work Session was given at least 72 hours in advance of such public meeting and the notice remained posted through the scheduled meeting.

Members of the Pelham City Council met on August 1, 2011 at 6:00 p.m. The work session was held in the Council Conference Room of Pelham City Hall and was open to the public.

The following elected officials were present with the exception of Mr. Meadows.

Mayor Don Murphy
Council President Mike Dickens
Councilmember Teresa Nichols
Councilmember Steve Powell
Councilmember Karyl Rice

Councilmember Bill Meadows - Arrived at 6:04 p.m.

Media Present: None

Others present: City department heads, city employees and members of the public.

The council work session was called to order by Council President Dickens at 6:00 p.m.

Executive Session

Mr. Dickens moved that the city council enter into executive session for the sole purpose of discussing a real estate contract. Said motion was seconded by Mr. Powell and by voice vote the motion was approved unanimously by all members present. The council recessed at 6:01 p.m. Mr. Dickens requested Mayor Murphy and City Clerk Tom Seale attend the executive session in the Mayor's Conference Room. Mr. Dickens stated the council would return in approximately 10 minutes. The council returned at 6:15 p.m. and the work session was called back to order and the council resumed their review of tonight's council agenda.

Approval of Minutes

A motion was made by Mr. Powell to approve the July 18, 2011 work session minutes. The motion was seconded by Mr. Meadows and by voice vote the motion passed unanimously.

Mayor's Comments

Mayor Murphy elected to hold his comments until council meeting.

Review of Council Agenda

Mr. Dickens reviewed the council agenda for August 1, 2011.

E. Consent Agenda

(A consent agenda is presented by the Council President at the beginning of a council meeting. Items presented on the consent agenda are considered routine and non-controversial and are organized apart from the rest of the agenda and are adopted by general consent without debate. Items may be removed from the consent agenda on the request of any one member. Removed items may be taken up either immediately after the consent agenda is approved or placed later on the agenda at the discretion of the Council President and City Council.)

1. Approval of August 1, 2011 City Council Agenda.
2. Approval of the July 18, 2011 regular City Council meeting minutes.
3. Approval of the following non-budgeted expenses from restricted fund accounts:

None

F. Public Hearing - None

G. Mayor's Comments

H. Proclamations - None

I. Requests to Address the Council

J. Old Business

1. Resolution 2011-07-18-01 amending the Public Works Department's FY2011 budget by reducing line item "Repair and Maintenance-Streets", 412531, in the amount of \$ 3,500.00 to \$ 16,500.00 and increasing line item "Animal Control", 433431, in the amount of \$ 3,500.00 to \$ 13,000.00. In was noted at the July 18, 2011 Work Session the Public Works Department has seen an increase in the number of strays which has resulted in an increase in the expense. There were no council comments.

K. New Business

1. Resolution 2011-08-01-01 amending the Revenue Department's FY2011 budget by reducing line item "Legal and Professional", 428004, in the amount of \$ 900.00 to \$ 100.00 and increasing line item "Training and Travel", 414004, in the amount of \$ 900.00 to \$ 2,900.00. (1st Reading) There were no council comments.
2. Resolution 2011-08-01-02 approving the education incentive eligibility for various Fire Department employees for a Bachelors and/or Associate degrees in Fire Science from Columbia Southern University, Orange Beach, AL, and Jefferson State Community

College and a Bachelor of Science degree in Respiratory Therapy from the University of Alabama-Birmingham. Dr. Nichols said the requirements had been met and the Education Committee had recommended approval of the requests. Mr. Powell asked about an additional signature on the approval document. Dr. Nichols said the additional signature was not required since it was page two of the document.

3. Ordinance 257-4 establishing a revised education incentive for City of Pelham classified employees and repealing Ordinances 257, 257-1, 257-2 and 257-3 to become effective upon its passage and posting as required by law. (1st Reading)

Mr. Dickens noted the changes in the Ordinance that were before the council for consideration. Mr. Powell complimented the drafting of the proposed changes. Mr. Powell asked why the changes were being proposed. He noted the council had filled the holes in the Education Incentive Ordinance as suggested by the auditors and the council had worked together to accomplish the task. Mr. Powell noted the significant changes in the draft ordinance. Dr. Nichols said moving forward with the Mercer study required job descriptions to be completed and periodically reviewed by the Human Resources Department. Dr. Nichols said the recommendation from the Compensation Committee was for a one-time education incentive payment. He said there are significant changes regarding the checks and balances that have been removed from the original document. Mr. Powell asked if the auditors had reviewed the proposed ordinance. Dr. Nichols said the auditors had not reviewed the document. Mr. Dickens asked Dr. Nichols to consult with the auditors for review of the proposed ordinance. Mr. Dickens said a basis for moving forward with regard to the job description was whether a degree is required or not. He said employees will be able to move forward in their career path with Pelham through education. Mrs. Rice said no degree is required for the police and fire departments. She asked, "Where in their advancement is a degree required?" Additional discussion occurred regarding what type of degree would be required in the police and fire departments for advancement. Mr. Dickens stated it is the city's desire to hire individuals with degrees to fill certain positions within the city. Police Chief Tommy Thomas and Fire Chief Danny Ray both had stated their need to have entry level positions requiring no degree. Mr. Powell requested Human Resources Department representative Janis Parks to review the impact the education incentive has had on employee education since its inception in order to understand the value of the program. Mrs. Rice said the program was started to encourage the employees to get additional training in their area and to be a better employee for the city. She said it strengthens our employees. Ms. Parks said she would provide the information. Mr. Dickens said education is good for the employee and the city. Mr. Dickens noted the number of educational incentive approvals granted since November 3, 2008. Mr. Powell said the ordinance was originally passed prior to this council taking office and that this council acted to tighten the requirements to receive the education incentive. Mr. Powell moved to table Ordinance 257-4. Said motion was seconded by Mrs. Rice. There being no further discussion the motion to remove the Ordinance from the council agenda was approved by a vote of 3-2, with Dr. Nichols and Mr. Meadows voting no.

New Work Session Business – AS TIME PERMITS

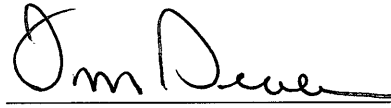
Announcements

1. Special Council Work Session, Monday, August 22, 2011 at 6 p.m.
2. Rescheduling of the September 5, 2011 council meeting (Labor Day) to September 12, 2011.

Adjournment

Mr. Meadows moved to adjourn the work session and said motion was seconded by Mrs. Rice. The motion passed unanimously by those present and the work session was adjourned at 6:52 p.m.

Respectfully submitted,



Tom Seale, CMC, City Clerk

