



CITY COUNCIL MEETING MINUTES

Pelham City Hall

Council Chambers

August 19, 2024 – 7:00 p.m.

Proper notice of the regularly scheduled meeting of the Pelham City Council was given in advance of such a public meeting and the notice remained posted throughout the scheduled meeting.

Date: August 19, 2024
Time: 7:00 p.m.
Place: Pelham City Hall – Council Chambers
Present: President of the Council Maurice Mercer
Councilmember David Coram
Councilmember Chad Leverett
Councilmember Rick Wash
Councilmember Michael Harris, Jr.
Mayor Gary Waters

CALL TO ORDER, INVOCATION AND PLEDGE OF ALLEGIANCE

Council President Mercer called the meeting to order at 7:05 p.m. Councilmember Coram led the invocation. The Pledge of Allegiance was led by Councilmember Leverett.

RECORD OF ATTENDANCE

The city clerk/treasurer recorded the attendance of the elected officials and announced a quorum was present. City Manager Gretchen DiFante and City Attorney Josh Arnold were present.

CONSENT AGENDA

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

1. Approval of the August 19, 2024 City Council Agenda
2. Approval of the August 5, 2024 Regular City Council Meeting Minutes
3. **Resolution 2024-08-19-01** for consideration to enter into a Memorandum of Agreement (MOA) between the City of Pelham and the Pelham Board of Education regarding the shared use of Pelham Recreation Center's floor covering.
4. **Resolution 2024-08-19-02** for consideration to enter into a 24-month service agreement with Gorrie-Regan & Associates for employee attendance hardware, software, and training for the Human Resources Department. This expense has been budgeted in FY2025.
5. **Resolution 2024-08-19-03** for consideration to declare Ballantrae Golf Club's K-9 (Driver) as surplus personal property and transfer ownership to his handler, Ballantrae Golf Club General Manager Hal Brown.
6. **Resolution 2024-08-19-04** for consideration to declare certain personal property (Ballantrae Golf Club Equipment) of the City of Pelham, which are no longer needed for public or municipal purposes, as surplus.

- 7. **Resolution 2024-08-19-05** for consideration to enter into a three-year licensing agreement with Environment Systems Research Institute, Inc. (ESRI) to provide licensing and support services for the city's ESRI GIS Mapping software. This expense has been budgeted in FY2024 and FY2025.
- 8. **Resolution 2024-08-19-06** for consideration to amend the Pelham Water Department's FY2024 operational budget to aid in the water service line material inventory per Alabama Department of Environmental Management (ADEM) guidelines.
- 9. **Resolution 2024-08-19-07** for consideration to approve a scope of work for repairs and renovations to the Fun-Go-Holler restrooms.
- 10. **Resolution 2024-08-19-08** for consideration to accept a grant award from the State of Alabama through the Alabama Department of Tourism for the Pelham Racquet Club's and Pelham Parks & Recreation Department's special event programs.

Council President Mercer stated the complete text of the agenda, minutes, ordinance(s), and resolutions are available at Pelham City Hall and online at www.pelhamalabama.gov.

Councilmember Coram made a motion to adopt the Consent Agenda as presented by Council President Mercer. Councilmember Wash seconded the motion.

Council President Mercer asked the city clerk/treasurer for a roll call vote. The vote to adopt the Consent Agenda was recorded as follows:

Maurice Mercer, Council President	<u>Yes</u>
David Coram, Council Member	<u>Yes</u>
Chad Leverett, Council Member	<u>Yes</u>
Rick Wash, Council Member	<u>Yes</u>
Michael Harris, Jr., Council Member	<u>Yes</u>

There being no further discussion, the motion to adopt the Consent Agenda passed unanimously by roll call vote of those members present and the President of the Council declared the same passed and adopted.

PUBLIC HEARING(S) – None

MAYOR'S REPORT/COMMENTS

Mayor Waters announced the reappointment of Kim Speorl to the Pelham Planning Commission, Place No. 5. He stated her term of office will end on September 30, 2030.

PROCLAMATION(S) AND RESOLUTION(S) BY THE MAYOR AND OTHERS – None

REPORT OF THE CITY MANAGER

City Manager Gretchen DiFante noted the success of the transition of day-to-day management of the Pelham Civic Complex & Ice Arena to VenuWorks. She stated she and Mayor Waters have conducted many meetings with stakeholders of the Pelham Civic Complex & Ice Arena. She mentioned the valuable contributions of former Executive Director Steve St. John during the transition. She recognized Head Chef Andy Litton and his extraordinary contributions to the city. She further stated he will be missed as he moves to his new assignment in Oshkosh, Wisconsin. Executive Director of the Pelham Civic Complex & Ice Arena Seth Greenberg acknowledged Andy's contributions to the success of the facility. Mr. Litton addressed the city council and thanked everyone for the opportunity to have served the community. Members of the city council thanked Mr. Litton for his dedicated service to Pelham.

REPORT OF THE CITY ATTORNEY – None

REQUEST(S) TO ADDRESS THE COUNCIL – None

NEW BUSINESS / RESOLUTIONS / ORDINANCES / ORDERS and OTHER BUSINESS

- 1. **Resolution 2024-08-19-09** for consideration to approve a night shift compensation stipend for sworn officers and dispatchers of the Pelham Police Department and to repeal Resolution 2024-08-05-01 in its entirety was introduced by Council President Mercer.

Councilmember Wash moved to adopt Resolution 2024-08-19-09 as presented and Councilmember Leverett seconded the motion. There being no further discussion, Council President Mercer asked the city clerk/treasurer for a roll call vote to adopt Resolution 2024-08-19-09.

Police Chief Brent Sugg spoke in favor of Resolution 2024-08-19-09. He explained the night shift compensation for the police officers and dispatchers.

The roll call vote was recorded as follows:

Maurice Mercer, Council President	<u>Yes</u>
David Coram, Council Member	<u>Yes</u>
Chad Leverett, Council Member	<u>Yes</u>
Rick Wash, Council Member	<u>Yes</u>
Michael Harris, Jr., Council Member	<u>Yes</u>

There being no further discussion, the motion to adopt Resolution 2024-08-19-09 passed unanimously by roll call vote of those members present and the President of the Council declared the same passed and adopted.

- 2. **Resolution 2024-08-19-10** for consideration to adopt the City of Pelham 2024 Compensation Pay Plan and repeal Resolution 2022-03-21-08 in its entirety was introduced by Council President Mercer.

Human Resources Director Tracy Hill spoke in support of Resolution 2024-08-19-10. She explained the process of working with Human Resource Management Consulting (HRM) in developing and reviewing multiple compensation plans.

Councilmember Coram moved to adopt Resolution 2024-08-19-10 as presented and Councilmember Harris seconded the motion. There being no further discussion, Council President Mercer asked the city clerk/treasurer for a roll call vote to adopt Resolution 2024-08-19-10.

Councilmember Wash commended Human Resources Director Tracy Hill, the H.R. staff, specifically Candy Porter, and Finance Director Jamie Wagner for their work in preparing the compensation plan.

The roll call vote was recorded as follows:

Maurice Mercer, Council President	<u>Yes</u>
David Coram, Council Member	<u>Yes</u>
Chad Leverett, Council Member	<u>Yes</u>
Rick Wash, Council Member	<u>Yes</u>
Michael Harris, Jr., Council Member	<u>Yes</u>

There being no further discussion, the motion to adopt Resolution 2024-08-19-10 passed unanimously by roll call vote of those members present and the President of the Council declared the same passed and adopted.

3. **Resolution 2024-08-19-11** for consideration to approve the city manager's revised employment agreement was introduced by Council President Mercer.

Human Resources Director Tracy Hill explained the process of reviewing and providing recommendations regarding the city manager's compensation. She mentioned the extra year in their term of office granted to the mayor and city council by the Alabama Legislature would result in the city manager's contract not being reviewed until November 2025. She stated under the proposed compensation plan several department head's annual salary would have been more than the city managers. She noted the salary and benefits survey conducted by Clanton's City Clerk/Treasurer Jonathan Seale. Mrs. Hill said the city manager's current compensation is in the 38% percentile. Mayor Waters spoke in favor of approving Resolution 2024-08-19-11.

Councilmember Leverett moved to adopt Resolution 2024-08-19-11 as presented and Councilmember Harris seconded the motion.

Councilmember Wash spoke in favor of Resolution 2024-08-19-11. He stated it is important to have excellent leadership in the city manager's position. He thanked City Manager DiFante for her dedication and leadership to the city. Councilmember Harris thanked City Manager DiFante for her leadership and passion. Council President Mercer echoed the comments of Councilmember Wash and Councilmember Harris. He stated it is only fair to adjust her salary accordingly to the compensation plan under consideration for all city's employees by the city council.

There being no further discussion, Council President Mercer asked the city clerk/treasurer for a roll call vote to adopt Resolution 2024-08-19-11.

The roll call vote was recorded as follows:

Maurice Mercer, Council President	<u>Yes</u>
David Coram, Council Member	<u>Yes</u>
Chad Leverett, Council Member	<u>Yes</u>
Rick Wash, Council Member	<u>Yes</u>
Michael Harris, Jr., Council Member	<u>Yes</u>

There being no further discussion, the motion to adopt Resolution 2024-08-19-11 passed unanimously by roll call vote of those members present and the President of the Council declared the same passed and adopted.

4. **Resolution 2024-08-19-12** for consideration to accept the most responsive and responsible bid, approve the amending of the Vehicle Reserve Funds to provide funding, and authorizing the purchase of five (5) replacement police vehicles for the Pelham Police Department.

Police Chief Sugg explained the opportunity to immediately purchase five (5) police vehicles which have been included in the proposed FY2025 Police budget. He noted the savings of \$10,817.50.

Councilmember Coram moved to adopt Resolution 2024-08-19-12 and Councilmember Leverett seconded the motion.

There being no further discussion, the motion to adopt Resolution 2024-08-19-12 passed unanimously by voice vote of those members present and the council president declared the same passed and adopted.

PUBLIC COMMENTS

Public comments are limited to three (3) minutes per speaker. Individuals wishing to address the City Council may, after being recognized, approach the podium, and state their name and physical address prior to making their comments in a respectful manner.

- Vince Cottone, 2130 Aaron Road, Pelham, Alabama 35124, addressed the city council regarding paving of the city streets.

CITY COUNCIL COMMENTS

City Manager DiFante introduced the city's new Assistant City Manager, Justin Smith.

Councilmember Coram spoke to the quick response by the city after reporting a concern on the 311 app. He encouraged the Pelham residents to use the city's 311 app.

Councilmember Leverett welcomed Justin Smith to the City of Pelham.

Councilmember Wash stated the city council, management team, and department heads are meeting this week to review and finalize the city's FY2025 budgets. He noted the importance of faithfully managing the city's resources. He specifically thanked Finance Director Jamie Wagner and her staff for their work in preparing the FY2025 budget. He thanked the department heads for their input into the FY2025 budgets.

Councilmember Harris welcomed Justin Smith to Pelham.

Council President Mercer welcomed Justin Smith to Pelham. He noted City Manager Gretchen DiFante 7th anniversary of employment with the city is August 21.

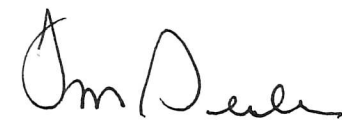
PUBLIC ANNOUNCEMENTS

1. The Pelham City Council will continue to hold special work sessions to discuss the FY2025 operating and capital budgets in the Council Chambers at Pelham City Hall on the following dates and times.
 - Tuesday, August 20, 2024: 5:00 p.m. until 8:00 p.m.
 - Wednesday, August 21, 2024: 5:00 p.m. until 8:00 p.m.
 - Thursday, August 22, 2024: 5:00 p.m. until 8:00 p.m.
2. Pelham City Schools, in conjunction with Ballantrae Golf Club, is offering a free learn-to-play golf event on Wednesday, August 28th from 5:00 p.m. until 7:00 p.m. for those interested in playing on the Pelham City Schools golf teams next year. For more information contact Jason Harchuck at jharchuck@pelhamcityschools.org or Zach Willard at zwillard@pelhamcityschools.org.

ADJOURNMENT

With no other business before the city council, Councilmember Coram moved to adjourn the council meeting and Councilmember Wash seconded the motion. By voice vote the motion passed unanimously by those members present and the meeting was adjourned at 7:48 p.m.

Respectfully submitted this 19th day of August 2024.



Tom Seale, MMC, City Clerk/Treasurer



Maurice Mercer, President of the Council

