

CITY OF SPRINGVILLE
CITY COUNCIL MEETING

JULY 6, 2022

WORKSHOP:

The City Council of the City of Springville met in a rescheduled workshop session on Wednesday, July 6, 2022 at 8:00 a.m. at Springville City Hall. Mayor Dave Thomas presided and City Clerk Lynn Porter served as recording secretary.

Those members answering present to roll call were as follow:

District 1	Councilmember Herbert Toles
District 2	Councilmember David Vinson
District 3	Councilmember Wayne Tucker
District 4	Councilmember Katrina Hennings
District 5	Councilmember Tim Walker
District 6	Councilmember Marshall Parker
District 7	Councilmember Sherry Reaves
Mayor	Dave Thomas

Absent: None

Others present in official capacity: Attorney James Hill

City Clerk Lynn Porter was recognized and explained that our Municipal Court is looking at different court software. This MSG software is used by more than 200 municipal courts statewide. The purchase cost of this software is \$4,800.00, with an \$1,800.00 annual maintenance fee. We pay a \$400.00 per month fee for our current software, so after the initial investment, the annual cost will actually be less that what we now pay. The court is also in need of five fireproof file cabinets to store permanent records that are currently being stored in cardboard boxes. These cabinets have been priced at \$15,848.50. These are not budgeted items, however, there are adequate funds available in the court fund. These funds are restricted for use for court activities, and cannot be used for expenses in any other department. She asked that the court be allowed to go forward with these purchases. Attorney Hill pointed out the file cabinets will need to be bid due to the cost.

City Clerk Porter stated Brenda Vinson has been filling the role of Court Clerk in the absence of Court Clerk Lauri Jones since late January. Ms. Jones will retire effective September 1. This promotional position has been posted, internally as allowed by our personnel handbook, to determine if there are current employees qualified and interested in the position prior to public announcement. Ms. Vinson has applied for this position. She has done an excellent job filling in these past six months, and has proven her ability to fill this vacancy. She asked the Council to

consider appointing Ms. Vinson as interim court clerk until this time, and to compensate her accordingly. Attorney Hill stated the Council will need to create this interim position through the date of Ms. Jones's retirement.

Councilmember Tucker stated he supported the interim appointment. He stated in his visits to City Hall he has observed that she is always working and deals well with the public.

Councilmember Toles stated she has good multi-tasking skills.

Councilmember Reaves stated our Municipal Judge has also recommended Ms. Vinson for this position.

Chief Walton was recognized and stated the Police department works hand in hand with the court, and Ms. Vinson does an excellent job. He gave the quarterly police report saying the department has answered 3253 calls since January. They have made sixteen felony arrests, with thirteen of these coming in the second quarter. There have been 243 walk-in calls. The department will be hosting APOST mandated training in the city. They participated in the Small Business Block Party, have met with the principals at each school, organized and promoted Springville Night Out, will be meeting with our churches on church security, and in August will host training on domestic violence and evidence gathering. He stated the Council approved upgrades to the cameras in our police cars in 2020. After delays, the installation was completed by Axon this week. He stated his FY 2022-20223 department budget has been completed and turned in.

Park Director Rick Hopkins reported Nature Preserve manager Doug Morrison started to work last Friday. A partners group for the preserve has been organized for fund raising. Some endangered species have been identified in the park. He will attend a grant workshop next week on RTP trail grants.

Mr. Hopkins stated he originally receives a quotation for more than \$500,000 for lighting the multi-purpose fields in the park. He has received a quote from LED Capital of \$268,000 that includes the cost of the electrician. We have recently been reimbursed \$35,000 on our LWCF grant, and we should receive the remaining \$140,000 reimbursement soon. This will leave just under \$100,000 to be funded for this lighting. The Park Board is planning a 5-K run and Fun Run to raise funds for this project on September 10. The date for SpringFest next year has been set for May 20, 2023 at Big Springs Park.

Councilmember Vinson commended Mr. Hopkins on the work he has accomplished at the ballpark.

Councilmember Hennings asked if improvements are planned at the softball field. Mr. Hopkins stated new diamonds to be installed on the multi-purpose fields will be available for use by softball. Currently only thirty of the sixty acres in the park are being used.

Councilmember Toles asked if we will be able to pave Purple Heart Boulevard before school starts, and Public Works Director Earl Peoples stated he is working with Windstream to move lines so this project can proceed. They say they will go aerial with these lines. The lines are

currently located in the ditches which impedes our ability to maintain these ditches, as the lines are not at an adequate depth.

Councilmember Toles presented a petition from residents of Terry Street near Martin Road requesting speed breakers.

Councilmember Tucker asked the posted speed limit and was told 20-miles per hour.

Mayor Thomas asked Attorney Hill to prepare a resolution. Mayor Thomas stated we need to address reopening Park Avenue. We are about to begin work on the four-way as all of the right-of way and easements have been acquired.

Mr. Peoples stated the bid letting should be in September with work to start early next year.

Mayor Thomas stated the Springville Café sold recently, but the vacant lot was not purchased. The City needs additional parking and he asked that the Council consider purchasing this lot. He stated he has asked Councilmember Hennings to research this.

Councilmember Hennings stated she has researched sales and comparisons and will approach the owner. She pointed out this property backs up to our park, and would help with downtown parking and parking for the park.

Library Director Jamie Twente stated more than five hundred families have participated in summer library events, and she supported the idea of additional parking.

Fire Chief Richard Harvey stated our new fire truck will arrive today at 2:00. They will hold a “push in” ceremony at 3:00.

The workshop was concluded.

MEETING

The City Council of the City of Springville met in a rescheduled regular session on Wednesday, July 6, 2022 following the workshop at 8:00 a.m. at Springville City Hall. Mayor Dave Thomas presided and City Clerk Lynn Porter served as recording secretary.

Those members answering present to roll call were as follow:

District 1	Councilmember Herbert Toles
District 2	Councilmember David Vinson
District 3	Councilmember Wayne Tucker
District 4	Councilmember Katrina Hennings
District 5	Councilmember Tim Walker
District 6	Councilmember Marshall Parker
District 7	Councilmember Sherry Reaves

Mayor Dave Thomas

Absent: None

Others present in official capacity: Attorney James Hill

Mayor Thomas called the meeting to order. Reverend Mike Ennis was called upon to give the invocation, followed by the pledge to the flag.

The minutes of the June 20, 2022 meeting were presented for approval. Councilmember Hennings moved they be approved, seconded by Councilmember Toles, and the motion carried.

The agenda was presented for approval. The purchases of fireproof file cabinets for the Court, the purchase of court software, and creating an interim court clerk position were added. Councilmember Reave moved the agenda be approved, seconded by Councilmember Tucker, and the vote was unanimous.

Attorney James Hill addressed the Council saying he and all of the department heads have been working to update the employee handbook. There are several changes in this version. One is that the probationary period is increased to one year. Personnel officers have been established. There are some items on which there was no consensus. The Fire Chief has asked for pro-rata benefits for part-time workers. The categories of employees have been established defining what are exempt and non-exempt employees for overtime.

Councilmember Vinson asked what are exempt employees and was told department heads not entitled to overtime.

The handbook provides that if an exempt employee works more than ninety hours in a pay period due to exigent circumstances, overtime may be approved by the City Council for hours in excess of ninety hours on a case-by-case basis.

Attorney Hill stated a merit based pay scale is addressed in this handbook. This handbook contemplates annual longevity pay. This will be automatic unless suspended by the City Council, and longevity will begin at five years. Vacation benefits accrue at two weeks per year between one and twelve years, and three weeks per year after twelve years. A question was raised about adding additional leave after twenty years.

Chief Harvey stated part-time employees need to be thought about differently. These are thought to be fill-in people, but we have regular part-time employees who work scheduled shifts and we depend upon these people to fill the schedule, and they depend on this income. These part-time workers save the city the cost of benefits. We need to offer sick and vacation leave to these employees. He stated he felt longevity benefits should be extended as well. He stated all of his paramedics at this time are part-time.

Councilmember Toles asked is the reason we hire part-time people because that is all we need, and was told no, it is because we can't find employees to hire.

Councilmember Reaves asked Attorney Hill if other cities do this, and he stated he was not aware of any city who offers benefits to part-time workers, and it is certainly not the norm to do so, but there might be a few. He stated he could see if he could find any city who does this.

A typo on the longevity rates was pointed out.

City Clerk Lynn Porter stated the cost to implement the merit plan in the next fiscal year including matching FICA and retirement would be \$78,678. This figure was determined by identifying the anniversary date of each full-time employee and the number of pay periods paid before the anniversary date, and the number of pay periods paid after the increase on the anniversary date. There are currently only two employees who are topped out in their classification and would not receive a merit increase. The only increase in compensation after an employee tops out, is when an across the board increase is approved by the City Council. When cost of living increases are granted by the County, employees within the merit plan receive both the increase and the scheduled step increase. She stated there is very little longevity among city employees. Of fifty-six full-time employees, only fourteen have been here five years or longer. The cost of longevity will be \$11,700 including FICA and retirement.

Councilmember Reaves moved this matter be tabled until the next meeting, seconded by Councilmember Parker, and the vote was unanimous.

Attorney Hill stated our handbook has always anticipated a pay scale and annual increases. Because the city has not strictly adhered to this pay schedule in the past, some employees are off the scale and would be placed back in sync with the scale at their next step increase.

Fire Chief Harvey asked if unsatisfactory reviews, which would deny an increase, can be re-evaluated, and increased prior to the next year?

Attorney Hill stated an increase could be given at the next satisfactory evaluation, with a change to the annual evaluation date to coincide with the merit increase date.

Attorney Hill stated it would be an option for the city to add steps to the scale, possibly up to 15 steps to increase compensation.

Councilmember Toles moved the pay scale be tabled until the next meeting, seconded by Councilmember Vinson, and the vote was unanimous.

Resolution 2022-16 authorizing electronic attendance at meetings was presented. Attorney Hill stated the pandemic rules for electronic meetings are over. There is a statute that says when any council member fails to attend a meeting for a 90-day period, they are automatically removed from office. Recent legislation provides for electronic attendance when a council member is ill, but only if the council adopts a resolution authorizing this at least 45-days prior to implementation and provides public notice of how the public may participate in the meeting. The number of individuals required for a quorum must be physically present at the meeting before this method can be used.

Councilmember Reaves moved this resolution be approved, seconded by Councilmember Tucker. Councilmember Hennings asked how long a notice is required to announce this type of meeting, and Attorney Hill replied he would anticipate a 24-hour notice as that is what is required for a called special meeting. The vote was unanimous.

Resolution 2022-17 was presented to rename a portion of Elaine Street. Attorney Hill stated St. Clair County E911 has recommended this change as there is an address conflict between this street and a street in Odenville. This section is basically an extension of Dominion Road and the County has recommended the two addresses in this area be changed to Dominion Road. Councilmember Toles moved this resolution be approved, seconded by Councilmember Vinson. Councilmembers Parker and Tucker stated this is not an accepted city street and the city does not perform maintenance on this street. Attorney Hill stated approving the name change does not invoke a duty for street maintenance. The vote was unanimous.

Resolution 2022-18 updating procurement practices was presented. Attorney Hill stated the adoption of a city budget does not mean that funds are immediately available

Councilmember moved the meeting be adjourned, seconded by Councilmember , and the vote was unanimous.

Respectfully submitted,

Lynn Porter
City Clerk