



City of Clay

P.O. Box 345
Clay, Al 35048-0345

CITY COUNCIL MINUTES December 16, 2013

The City Council of the City of Clay met in regular session on Monday, December 16, 2013, at 6:30 p.m. at Clay City Hall. Mayor Webster presided over the meeting and City Manager Ronnie Dixon, served as recorder.

Mayor Webster called the meeting to order. Councilor Small led in prayer and Mayor Webster led everyone in reciting the Pledge of Allegiance.

Roll call of those present was answered by the following:

Councilor Baker
Councilor Small

Councilor Halstead
Councilor Thackerson

Councilor Johnson
Mayor Webster

Absent: None

Mayor Webster called for a motion to approve the Regular Council meeting minutes of December 2, 2013.

Councilor Halstead made a motion to approve the Regular Council meeting minutes of December 2, 2013, which was seconded by Councilor Thackerson and approved by unanimous voice vote.

Mayor Webster called for a motion to approve tonight's Meeting Agenda.

Councilor Johnson made a motion to approve tonight's Meeting Agenda with the addition of Dr. Walker under Scheduled Public Comments which was seconded by Councilor Small and approved by unanimous voice vote.

Mayor Webster called for a motion to approve tonight's Consent Agenda.

Councilor Johnson made a motion to approve tonight's Consent Agenda, which was seconded by Councilor Thackerson and approved by a unanimous voice vote.

Under **Scheduled Public Comments**, Mayor Webster introduced Dr. Walker. Dr. Walker thanked the Council for supporting the Clay Chalkville Middle School Band in their endeavors. He thanked Councilor Johnson and City Manager Ronnie Dixon for attending their concert at Troy. Dr. Walker presented the Council with an ornament from the CCMS Band.

Under **Reports from Standing Committees** Mayor Webster reported on the **Finance Committee**. He announced that the auditor is still working on the annual audit and the report should be finished by the next meeting.

Councilor Baker was recognized for a report from the **Public Safety Committee**. *Councilor Baker made a motion to buy two patrol cars from the City of Mountain Brook for the sum of \$6,500.00. The motion was seconded by Councilor Halstead and approved by a unanimous voice vote.*

Councilor Halstead was recognized for a report from the **Committee on Annexations, Business Development, and the Building Inspections Department**. Councilor Halstead reported that McEnally's opened today. Their restaurant will open in February and they are selling hardware, produce, and paint. He stated that Ace Hardware is also open.

Under **Committee on Schools, Seniors Advisory Board Liaison and Planning and Zoning Councilor Ex-Officio**, Councilor Johnson called on Senior Center Co-Director, Linda Plummer for a report from the Seniors. Ms. Plummer reported that 21 members attended the trip to Pigeon Forge and that the Center will be



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closed from December 20, 2013 until January 6, 2014.

Councilor Small was recognized for a report from the **Public Works Department and Library Board**. He announced that the library is still working on the outdoor reading area. Councilor Small then called on Library Director, Karen Moody for a report from the library. Ms. Moody stated that the new parking lot light is very bright. She also announced that Santa will be at the library on Wednesday and Friday. Councilor Small wished Public Works Superintendent, Josh Isbell a happy birthday.

Councilor Thackerson was recognized for a report on the **Parks and Recreation Committee**. He stated that the Park Board has reviewed their bylaws and would like to make some changes.

Under **Reading of Petitions, Applications, Complaints, Appeals, Communications, etc.**, Mayor Webster announced that there were none.

Under the **City Manager's Report**, City Manager Ronnie discussed the progress of the light at the intersection of Old Springville Road and Clay Palmerdale Road. He stated that the County is ready to install the light, but a property owner is not willing to give up two parking spaces for a guard rail. The County requires this guard rail for public safety reasons, so the City and County is working on alternatives. The Council discussed the safety issues that require a light at this intersection.

Mr. Dixon introduced a plan to pay employees for vacation time accrued. He stated that two employees, Don Isbell and Karen Moody, will lose accrued vacation time at the end of the year because of the new personnel policy approved by the Council in July 2013. Mr. Dixon proposed that the City buy four weeks of vacation from Mr. Isbell and allow him to carry over one additional week of vacation per year for the next three years. Mr. Dixon then proposed that the City buy two weeks of vacation from Ms. Moody and allow her to carry over one week of vacation time. The total cost of buying vacation back from these employees is \$5,168.00.00. *Councilor Halstead made a motion to buy four weeks of vacation from Mr. Isbell and two weeks of vacation from Ms. Moody and allow them to carry over vacation as outlined by Mr. Dixon, which was seconded by Councilor Small.*

The motion was put before the Council and a roll call vote was conducted with the results as follows:

Yeas: Councilors Halstead, Johnson, Small, Thackerson, and Mayor Webster

Nays: None

Councilor Baker chose to abstain from voting, citing his lack of information.

Mr. Dixon explained that the City employees have been running short staffed this year compared to previous years. He reviewed how understaffed each department has been and suggested that the City offer Christmas bonuses for current City employees. He specified that this will not set a precedent for any subsequent years and does not apply to any previous years. This bonus is only for employees currently employed by the City and will not apply to anyone previously employed by the City. Mr. Dixon explained his formula for determining the bonuses:

Full time employees with at least one year of service: 24 hours of regular pay

Full time employees with less than one year of service who are out of their probationary period: \$150.00

Full time employees still in their probationary period: \$100.00

Part time employees with at least one year of service: \$150.00

Part time employees with less than one year of service: \$100.00

He further stated that the total cost for this Christmas bonus is \$4,525.00. Councilor Johnson asked if this applies to all full time and part time employees. Mr. Dixon answered this applies to all employees under him. Councilor Thackerson asked if the City Manager was included in the list of employees who would receive a bonus. Mr. Dixon answered that he was not in the list. Councilor Small clarified that this will not set a precedent nor applies to any past employees.

Councilor Halstead made a motion to approve the Christmas bonuses for employees based on the number of



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hours they have worked.

Councilor Thackerson made a motion to include the City Manager in the list of employees who will receive a Christmas bonus.

Councilor Halstead amended his motion to approve giving a Christmas bonus to all employees including the City Manager which was seconded by Councilor Johnson.

Councilor Thackerson withdrew his motion.

The motion was put before the Council and a roll call vote was conducted with the results as follows:

Yeas: Councilors Baker, Halstead, Johnson, Small, Thackerson, and Mayor Webster

Nays: None

Councilor Thackerson stated that he sees all of the work being done and thinks *everyone* deserves this.

Councilors Johnson and Halstead concurred.

Mr. Dixon reported the account balances in the General Fund = \$85,274.75; Senior Citizens Fund = \$4,161.61; Library Fund = \$2,118.82; Contractors Bond = \$124,035.55; Capital Improvement Fund = \$163,976.88; 4 & 5 Cent Gasoline Fund = \$179,898.18; 7 Cent Gasoline Fund = \$193,176.74; Ballpark Revenue = \$121,607.40; and Ballpark Expense = -\$103,010.33.

Under **Resolutions, Ordinances, Orders and Other Business** Mayor Webster introduced Resolution 2013-29, A Resolution Designating Meeting Times for the City Council, which was read by City Manager Ronnie Dixon.

Councilor Halstead made a motion to approve Resolution 2013-29, which was seconded by Councilor Small and approved by a unanimous voice vote.

Mayor Webster introduced Resolution 2013-30, A Resolution Designating Meeting Times for the Planning and Zoning Commission, which was read by City Manager Ronnie Dixon.

Councilor Johnson made a motion to approve Resolution 2013-30, which was seconded by Councilor Thackerson and approved by a unanimous voice vote.

Mayor Webster introduced Resolution 2013-31, A Resolution Designating Meeting Times for the Board of Zoning Adjustments, which was read by City Manager Ronnie Dixon.

Councilor Johnson made a motion to approve Resolution 2013-31, which was seconded by Councilor Small and approved by a unanimous voice vote.

Mayor Webster introduced Resolution 2013-31, A Resolution Designating Meeting Times for the Park and Recreation Board, which was read by City Manager Ronnie Dixon.

Councilor Thackerson made a motion to approve Resolution 2013-31 with the word "Committee" in place of "Board", which was seconded by Councilor Johnson and approved by a unanimous voice vote.

Mayor Webster introduced Resolution 2013-33, A Resolution Designating Meeting Times for the Public Safety Committee, which was read by City Manager Ronnie Dixon.

Councilor Baker made a motion to approve Resolution 2013-33, which was seconded by Councilor Halstead and approved by a unanimous voice vote.

Mayor Webster introduced Resolution 2013-34, A Resolution Designating Meeting Times for the School Committee, which was read by City Manager Ronnie Dixon.

Councilor Johnson made a motion to approve Resolution 2013-34, which was seconded by Councilor Small and approved by a unanimous voice vote.

Mayor Webster introduced Resolution 2013-35, A Resolution Designating Meeting Times for the Library Board, which was read by City Manager Ronnie Dixon.



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Councilor Small made a motion to approve Resolution 2013-35 with the word "Committee" in place of "Board", which was seconded by Councilor Baker and approved by a unanimous voice vote.

Mayor Webster called for **Public Comments**. Mayor Webster recognized Ms. Janice Drake who identified herself as living at 6217 Windsor Lane. Ms. Drake complained about the condition of Steeplechase Drive and requested that the City make repaving this street a priority. Mayor Webster stated that the bond money is less than what would be needed to repave that street. The Council explained that the City does not collect property taxes, so they do not have money for a lot of road improvements. Homeowners are patching their own streets. Mr. Dixon explained that the City would need approximately \$1 million to finish the Steeplechase subdivision. He further explained that the City could not resurface only Steeplechase Drive without finishing the entire subdivision as many of the streets in this subdivision are nowhere near complete.

Mayor Webster recognized Mr. George Post who identified himself as living at 6927 Mountainview Drive. Mr. Post wished everyone a Merry Christmas and Happy New Year.

Mayor Webster called for any **Mayor / Council comments**. Councilor Thackerson stated that there is an opening on the Park Board.

Councilor Halstead touted the City Manager's job well done and suggested that the Mayor and Mayor Pro-Tem review the City Manager's salary. Councilor Johnson and Councilor Halstead agreed that the City would not be where it is now if not for Mr. Dixon.

Mayor Webster announced that the next City Council meeting will take place on Monday, January 6, 2014, at 6:30 pm.

Councilor Johnson made a motion to adjourn which was seconded by Councilor Halstead and approved by a unanimous vote.

The City Council adjourned at 7:30 pm

Respectfully submitted,

Ronnie Dixon
City Manager