

State of Alabama)
City of Oneonta, July 25, 2023
County of Blount)

Council Meeting Minutes

The Mayor and City Council met during the regularly scheduled work session at 5:45 p.m. and a council meeting at 6:00 p.m. Present were Mayor Phillips; Council Members: Alexander, Bradley, McAlpine, Pierce, and Underwood. Also, present in the meeting were Alex Smith, Brandon Horton, Asst. Fire Chief Ivey, Gavin McAlpine, and Amanda Cole.

Mayor Phillips opened the scheduled 5:45 p.m. work session. The Mayor stated items one and two are standard items and item three to consider approving the July 11, 2023 council meeting minutes as written. There was no comment.

Mayor Phillips stated that Dalton Farmer will address item four discussing the possible addition of a maternity leave option to the personnel policies and procedures manual during the council meeting. The Mayor asked if anyone had anything to discuss regarding the draft maternity leave. There was no comment.

The Mayor stated agenda items five and six are regular items that will be discussed during the council meeting. Mayor Phillips closed the work session at 5:45 p.m.

Mayor Phillips opened the council meeting at 6:00 p.m.

Councilman Bradley gave the invocation.

Mayor Phillips led the Pledge of Allegiance.

Councilman McAlpine made a motion to approve the minutes of the July 11, 2023 council meeting as written. Councilwoman Pierce seconded; Councilman Alexander abstained; Councilman Bradley abstained; and the motion carried with all ayes.

Dalton Farmer stated a maternity leave policy has been a matter discussed many times as an additional benefit for city employees. Dalton explained currently FMLA allows an individual to be on approved unpaid leave while protecting his/her job through twelve weeks. He mentioned during FMLA (Family and Medical Leave Act) the employee is required to use all sick, vacation, and comp time before going unpaid. Dalton explained the maternity leave policy being discussed would offer employees who are pregnant and having a child four weeks of paid maternity leave. This paid leave can be taken consecutively or intermittently, subject to supervisory approval and coordination with departmental needs, and within the 12-week FMLA leave period. The employee would be required to exhaust all vacation and comp but not sick leave due to the forethought of future doctor appointments and such.

Dalton stated in order for an employee to qualify for the four weeks of paid maternity leave, employees must be full-time, employed for a minimum of twelve months, and must provide written notice to the HR department 30 days prior. There was much discussion on adding language into the policy for when an employee adopts a child and if they are eligible for a paid leave. Dalton mentioned he would look into the additional language and the qualifications and limitations required. There was also discussion on whether or not a father would have the same eligibility as the mother after childbirth. Dalton stated legally the mother is covered by childbirth because it physically embeds them but the father is also eligible for FMLA.

Allie Allcorn reviewed the financial summary for June 2023. She mentioned June's total local taxes and services equaled \$712,000.00, almost \$40,000.00 less than the average for the fiscal year. She stated the city collected \$5,000.00 in business license fees in June. The YTD total for all business license fees is \$1,109,000.00, that's \$79,000.00 more than the YTD total for June of 2022 and \$75,000.00 more than what was budgeted for this year.

She mentioned the city received \$208,890.00 in FAA/ State grant funds for the completion of the 2022 clearing and grading project at the airport. The city also received over \$49,000.00 in pool revenue for gate fees and concessions. The total revenue for June was \$795,000.00, which was the second-lowest month for the fiscal year.

Allie stated there was an addendum to the solid waste contract bid last week moving the bid closing date to August 2nd at 4:00 p.m. and the opening date to August 3rd at 11:00 a.m. She mentioned that she will set up budget meetings with all the council in the next couple of weeks and if anyone has a chance to look at the updates to the PD interview rooms.

Mayor Phillips congratulated Wallace State on the open house for the nursing program. The Mayor thanked the street department for all their hard work in completing the project. The Mayor reminded everyone of the Dive-In movie this Friday at 7:30 p.m.

There being no further business, Mayor Phillips entertained a motion to adjourn the meeting. Councilman Alexander made a motion to adjourn the council meeting. Councilwoman Underwood seconded and the motion carried with all ayes. The meeting was adjourned at 6:22 p.m.

Mayor

City Clerk