

State of Alabama)

City of Oneonta, November 23, 2021

County of Blount)

The Mayor and City Council met during the regular scheduled meeting on November 23, 2021 with a regular scheduled work session at 5:45 p.m. to discuss agenda items. Present were Mayor Phillips, Council Members: Alexander, Bradley, McAlpine and Pierce. Also, present in the meeting were Alex Smith, Allie Allcorn, Brandon Horton, Fire Chief Booth, Ricky Statham, Dalton Farmer, Police Chief Clifton, Officer Pinyan, K-9 Boogieman, Deb Talley and Amanda Cole. Councilwoman Underwood was absent for both the work session and council meeting.

The Mayor opened the work session at 5:45 p.m. for the purpose of reviewing the agenda for the council meeting. Mayor Phillips stated agenda items one and two are standard agenda items. Mayor Phillips mentioned item number three is regarding November 9, 2021 council meeting minutes and item number four is regarding November 9, 2021 work session minutes as written unless anyone has anything to state regarding those items.

Mayor Phillips stated everyone has received the most recent copy of the city personnel handbook that Dalton presented at the previous meeting. Alex Smith stated he has reviewed the handbook and is good with it to be submitted to the Merit Board. Mayor Phillips asked Alex if the policy gets approved by council tonight, will the employees be required to obey by the previous handbook or the handbook up for approval tonight. Alex mentioned employees will be required to comply with the new handbook except for the issues that are Merit based. Allie Allcorn mentioned if the council decided to approve the new handbook, the city can proceed with offering part-time employees insurance benefits.

Mayor Phillips stated agenda item six is concerning adopting Proclamation recognizing Officer Ryan Pinyan.

The Mayor mentioned agenda item seven is to consider hiring Mitch Latta back as a part-time investigator beginning January 3, 2022.

Mayor Phillips stated agenda items eight through eleven are all regular business items that will be discussed during the council meeting. Mayor Phillips mentioned agenda item twelve is to consider entering executive session to discuss personnel issues and there will be further business after the executive session to consider approving a one-time payroll adjustment.

Mayor Phillips adjourned the work session at 5:50 p.m.

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

LeeAnn McAlpine, Officer Dempsey, Officer Egan, Officer Dossey, Sgt. Buchanan, Officer Hall, Barbara Andersen, and Tara Murphree entered the council chambers.

Councilman Bradley gave the invocation.

Councilwoman Pierce led the Pledge of Allegiance.

Councilman Bradley made a motion to approve the minutes of November 9, 2021 council meeting as written. Councilwoman Pierce seconded and the motion carried with all ayes.

Councilman McAlpine made a motion to approve the minutes of November 9, 2021 work session as written. Councilman Alexander seconded and the motion carried with all ayes.

Mayor Phillips explained the city held a work session at the previous meeting to review the personnel policy and asked Dalton Farmer to review any changes or questions since the work session. Dalton stated there have been a few changes since the work session to the policy and he will review those changes and answer any questions there may be pertaining to the policy. He explained on page twenty (20); number four includes the definition of "Unclassified Employees". He mentioned on page thirty-seven (37); number five under "Imposed Probation", an imposed probation shall require a due process hearing be held prior to the effective date of the probation and typically shall not last longer than ninety (90) days without the Mayor approving to extend the probationary period. Dalton stated on page fifty-two (52); under section I. explains as of January 1, 2023, employees may only carry over two (2) weeks of vacation from the previous year. As of January 1, 2024, employees may only carry over one (1) week of vacation from the previous year. The Mayor may grant exceptions on a case-by-case basis. He referred to page one hundred (100) a disclaimer explaining the purpose of the manual and all changes made to the policy. Allie Allcorn explained the items discussed in reference to pages twenty (20) and thirty-seven (37) will remain pending until Merit Board review, but all other changes will be subject to the employees if the policy is approved. Councilman Alexander made a motion to adopt the "City of Oneonta Personnel Policies and Procedures Manual". Councilwoman Pierce seconded and the motion carried with all ayes.

Councilman Bradley read the Proclamation Recognizing Officer Ryan Pinyan and commending him for his efforts of saving a resident's life. Councilman Bradley made a motion to adopt the Proclamation Recognizing Officer Ryan Pinyan. Councilwoman Pierce seconded and the motion carried with all ayes. Police Chief Clifton presented Officer Ryan Pinyan with a plaque and medal for his professionalism and commitment to the citizens of Oneonta.

Councilman Bradley made a motion to hire Mitch Latta as a part-time investigator with the police department beginning on January 3, 2022. Councilman Alexander seconded and the motion carried with all ayes.

Councilman Bradley read an email from Todd Leake with Division 13 at Ventura County Fire Department sharing his gratitude for Officer Ryan Pinyan with a situation he assisted Mr. Leake with last month. Councilman Bradley read an email from Sergeant Jimmy Baldwin with the Oneonta Police Department commending Officer Dempsey for his life saving efforts in a recent accidental gunshot incident.

Barbara Andersen gave a report on behalf of the Chamber of Commerce. Barbara thanked the police department for everything they do and stated we are so lucky to have them apart of our community. She mentioned the Chamber will continue the Shop Local Campaign through the end of the year. She updated everyone on all the upcoming Christmas events for anyone interested. Barbara mentioned

the Unity Celebration will be held on Martin Luther King Jr. Day around noon with a lunch following at Lester Memorial Church.

Deb Talley gave a brief update on behalf of the Oneonta Business Association. She thanked the Mayor and Hick's Floral for decorating the Oneonta welcome sign. She reminded everyone of the tree lighting ceremony coming this Friday beginning at 4:00 p.m. with other festivities.

Allie Allcorn gave a summary of the October 2021 financial report. She stated revenue was very steady and comparable to the previous year and the city is over projection by \$73,000.00 for local taxes and services category and over projection by \$82,000.00 for total revenue for the month. She mentioned municipal court fines were over projection by \$5,000.00 for the month of October. She explained the city paid for a variety of major payments for the aquatics center contractor for \$402,000.00 and payment for Armory Drive in the amount of \$164,000.00. She stated that all the allocations have been paid in full except for a couple of entities and the Oneonta City Schools will continue to be paid monthly.

Mayor Phillips requested everyone to shop local Friday and commended Officer Pinyan and Officer Dempsey for all they do to keep our community safe.

Councilman Bradley made a motion to enter executive session for the purpose of discussing personnel issues at 6:27 p.m. Councilwoman Pierce seconded and the motion carried with all ayes.

The Mayor and Council Members: Alexander, Bradley, McAlpine and Pierce entered the executive session at 6:27 p.m. Also attending were Alex Smith, Brandon Horton, Allie Allcorn, Dalton Farmer and Amanda Cole. Councilman McAlpine made a motion to exit executive session at 6:33 p.m. Councilwoman Pierce seconded and the motion carried with all ayes.

Mayor Phillips explained the city council has requested to vote on a one-time pay increase of \$500.00 on the next check for all full-time employees. The Mayor stated that he feels this is an important thing to do for our city employees. Mayor Phillips explained the budget was adjusted to allow the pay increase in case the request got approved. Councilman Bradley made a motion to approve a one-time pay increase of \$500.00 on the next check for all full-time employees. Councilwoman Pierce seconded and the motion carried with all ayes.

Councilman McAlpine wished everyone a Happy Thanksgiving and God bless you all.

Mayor Phillips seconded Councilman McAlpine and entertained a motion to adjourn the council meeting. Councilman McAlpine made a motion to adjourn the council meeting. Councilwoman Pierce seconded and the motion carried with all ayes. The council meeting ended at 6:36 p.m.

Mayor

City Clerk