

The City Council of the City of Tuskegee met in regular session on Tuesday, February 13, 2018 at 6:00 P.M. in the L.M. Gregg Auditorium at the Municipal Complex located at 101 Fonville Street, Tuskegee, Alabama.

1. **CALL TO ORDER.** Mayor Lawrence F. Haygood, Jr.
2. **INVOCATION.** Rev. Katrina Love
3. **PLEDGE OF ALLEGIANCE.** Repeated in Unison.
4. **ROLL CALL.** Fartima B. Clark, City Clerk.

PRESENT

Mayor Lawrence F. Haygood, Jr.
Council Member at Large Annie L. Brown
Council Member Frank Christopher Lee, II
Council Member Ala Whitehead

ABSENT

Council Member Shirley W. Curry

5. **APPROVAL OF AGENDA.**

Motion was made by Council Member Whitehead to accept and approve the agenda with the following additions: resolution for Frank Kimbrough, deceased and a resolution for Alfred "Chatterbox" Bryant, deceased. Council Member-at-Large Brown seconded the motion and all members voted aye. Mayor Haygood declared the motion carried.

6. **APPROVAL OF MINUTES.** Minutes for January 9, 2018 & January 24, 2018:

A. Minutes for January 9, 2018:

Motion was made by Council Member Whitehead to accept and approve the minutes for January 9, 2018 as circulated with any necessary changes and/or corrections. Council Member Lee seconded the motion and all members voted aye. Mayor Haygood declared the motion carried.

B. Minutes for January 24, 2018:

Motion was made by Council Member Lee to accept and approve the minutes for January 24, 2018 as circulated with any necessary changes and/or corrections. Council Member Whitehead seconded the motion and all members voted aye. Mayor Haygood declared the motion carried

7. **CITIZEN'S COMMUNICATIONS:**

1. Dr. Elaine C. Harrington RE: Shout out to Dr. Nannette Phillips; Commendations to Atty. Milton C. Davis for sponsoring children to see the play: Fly at the Alabama Shakespeare Festival and Challenge to City Manager for solving clean-up of debris left over after timber is cut
2. Yowanda Crayton RE: Recommendations for Parks & Recreation Dept.
3. Lenora Goode RE: Tuskegee Clean City Commission – supplies for cleaning up

8. **MAYOR'S COMMUNICATIONS.** Mayor Lawrence F. Haygood, Jr.

- A. City Council Work Session.
- B. Announcements.

9. **TU SGA /OTHER AGENCIES, ETC. COMMUNICATIONS.** NONE.

10. **CITY MANAGER'S COMMUNICATIONS.** Bernard Houston, City Manager.

- A. Council Updates / Concerns.
- B. Street Maintenance Report.
- C. Financial Report. (Frankie L. Williams)

Motion was made by Council Member Lee to receive the Financial Report as circulated and presented by Ms. Frankie L. Williams, Finance Director. Council Member-at-Large Brown seconded the motion and all members voted aye. Mayor Haygood declared the motion carried.

- D. Head Start Report: (Dr. Nannette Phillips)
 - 1. Executive Director's Report (Jan. 2017)
 - 2. Revenue & Expenditures Report including Credit Card Report. (Jan. 2017)
 - 3. Monthly Summary of Meals and Snacks Provided through USDA (Jan. 2017)
 - 4. Enrollment Report and Attendance Report. (Jan. 2017)
 - 5. 2017-2018 Teaching Strategies GOLD Fall Assessment Results
 - 6. 2017-2018 Classroom Assessment Scoring System (CLASS) Assessment Results
 - 7. 2017 Community Assessment Update
 - 8. Disability Waiver
 - 9. Annual Self-Assessment Proposal

Motion was made by Council Member Whitehead to approve the Head Start report as presented by Dr. Phillips, Head Start Director. Council Member-at-Large seconded the motion and all members voted aye. Mayor Haygood declared the motion carried.

Motion was made by Council Member Lee for Council to receive and approve items 7-9 of the Head Start Report: 2017 Community Assessment Update; Disability Waiver and Annual Self-Assessment Proposal as presented by Dr. Nannette Phillips, Head Start Director. Council Member Whitehead seconded the motion and all members voted aye. Mayor Haygood declared the motion carried.

- E. Lodging Tax Ordinance.
- F. Solid Waste & Disposal Garbage Ordinance.
- G. Fire Dept. identifying surplus property no longer needed for public or municipal purposes
- H. Personnel Policy Changes:
- I. Announcements:
 - City of Tuskegee will be CLOSED on Monday, February 19, 2018 in observance of President's Day

11. **ORDINANCES:**

- A. Ordinance No. 2018-3. Adjusting Solid Waste/Garbage Fees. (1st Reading)
- B. Ordinance No. 2018-4. Adjusting Lodging Taxes. (1st Reading)
- C. Ordinance No. 2018-5. Identifying surplus property no longer needed for public/municipal purposes. (1st Reading)

12. **RESOLUTIONS:**

A. Resolution No. 2018-24. Annual leave & compensatory leave accrual.

Motion was made by Council Member Lee for Council to accept and approve resolution number 2018-24 as stated authorizing the change to personnel policies regarding the annual leave and compensatory leave. Council Member-at-Large Brown seconded the motion and all members voted aye. Mayor Haygood declared the motion carried.

RESOLUTION NO. 2018-24

Authorizing changes to personnel policy regarding annual leave & compensatory leave accrual

WHEREAS, The City Council of the City of Tuskegee, Alabama has determined that there is a need for a revision in the City of Tuskegee Personnel Policies as adopted on September 26, 2006 by Resolution 2006-88; and

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF TUSKEGEE, ALABAMA AS FOLLOWS:

1. Section III – Leaves of Absence, 3.03 shall be and the same is hereby amended, by adding a paragraph, numbered “7”, so that Section 3.03 - 7 reads in its entirety, as follows:

7. Employees with annual leave that exceeds 240 hours must establish a leave spend plan with their department head. The spend plan must provide a scheduled use of leave time in 8 hours increments, or shift coverage hours for public safety departments, that will exhaust all accrued leave above the permissible limits, within one fiscal year.

If an employee has earned leave that cannot be exhausted within a fiscal year, the employee shall develop a spend plan with their department head that exhausts the excessive leave within two fiscal years consistent with department coverage needs. Employees are responsible for arranging the use of the time earned and establishment of their spend plans with their respective department heads. Exceptions to this policy will only be provided under compelling extenuating circumstances. Employees neglecting to comply with this policy will lose two weeks or 80 hours per fiscal year.

2. Section VI – Administration of Pay and Overtime, 6.03 shall be and the same is hereby amended, by adding a paragraph, numbered “3”, so that section 6.03 – 3 reads in its entirety, as follows:

3. Employees who have amassed compensatory leave time in excess of the established limit, must exhaust any additional compensatory time earned within two pay periods from when it has been earned.

ADOPTED and APPROVED this the 13th day of February, 2018.

CITY OF TUSKEGEE, ALABAMA

/s/ Lawrence F. Haygood, Jr.

Lawrence F. Haygood, Jr., Mayor

ATTEST:

/s/ Fartima B. Clark

Fartima B. Clark, City Clerk

- B. Resolution No. 2018-25. Authorizing personnel policy changes regarding hazardous Weather and Miscellaneous Emergencies (option 2).

Motion was made by Council Member Lee to accept and approve resolution number 2018-25 as stated authorizing personnel policy changes regarding hazardous Weather and Miscellaneous Emergencies (option 2). Council Member-at-Large Brown seconded the motion and all members voted aye. Mayor Haygood declared the motion carried.

RESOLUTION NO. 2018-25
**A Resolution Authorizing personnel policy changes regarding the Hazardous Weather
and Miscellaneous Emergencies (option 2)**

WHEREAS, The City Council of the City of Tuskegee, Alabama has determined that there is a need for a revision in the City of Tuskegee Personnel Policies as adopted on September 26, 2006 by Resolution 2006-88, and

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF TUSKEGEE, ALABAMA AS FOLLOWS:

Section III – Leaves of Absence, 3.11 Hazardous Weather shall be and the same is hereby amended, so that Section 3.11 reads, in its entirety, as follows:

“However, in the event an official determination is reached that travel is extremely hazardous and should be avoided, or if travel is denied due to the roads being closed by official action, the employee will be excused from appearing at the work place if his or her presence is not absolutely essential for required services such as, but not limited to, public safety, water purification and distribution, public works-road clearing, and any personnel needed as deemed appropriate to provide coverage consistent with the public need under the circumstances of the emergency.

When operations are officially closed due to an emergency, non-essential employees will receive their regular pay for the time off from scheduled work not to exceed three consecutive days. If an emergency exists resulting in an official closure of City operations beyond three days, non-essential staff must use any available leave time that they have accrued for each day beyond the third consecutive day of official closure, with the exception of sick leave. Non-essential staff lacking accrued leave will have their absences recorded as leave without pay.

When City operations are officially closed, essential staff must report to work as usual even though operations may be officially closed. In these circumstances, employees who work will receive regular pay in accordance with the provisions of applicable state and local regulations and an additional eight hours of pay at their regular rate, not to exceed three consecutive days. If an emergency exists resulting in the closure of City operations beyond three consecutive days, essential staff will receive regular payment for each day worked beyond the first three days of closure. Payment for overtime will be provided pursuant to applicable federal and state law for actual hours worked beyond the regular work week when applicable’.

ADOPTED and APPROVED this the 13th day of February, 2018.

CITY OF TUSKEGEE, ALABAMA

/s/ Lawrence F. Haygood, Jr.

Lawrence F. Haygood, Jr., Mayor

ATTEST:

/s/ Fartima B. Clark

Fartima B. Clark, City Clerk

C. Resolution No. 2018-26. Authorizing the sale of surplus property no longer needed for public or municipal purposes.

Motion was made by Council Member Whitehead for Council to accept and approve resolution number 2018-26 as stated authorizing the sale of surplus property no longer needed for public or municipal purposes. Council Member-at-Large Brown seconded the motion and all members voted aye. Mayor Haygood declared the motion carried.

RESOLUTION NO. 2018-26

A Resolution authorizing the sale of surplus property no longer needed for public or municipal purposes.

WHEREAS, The City Council of the City of Tuskegee, Alabama has a certain item of personal property which is no longer needed for public or municipal purposes; and

WHEREAS, Section 11-43-56 of the Code of Alabama of 1975 authorizes the municipal governing body to dispose of unneeded personal property;

NOW THEREFORE, BE IT RSOLVED BY THE CITY COUNCIL OF THE CITY OF TUSKEGEE, ALABAMA AS FOLLOWS:

SECTION 1: That the following personal property owned by the City of Tuskegee, Alabama is not needed for public or municipal purposes:

VIN #: 1EWA3AA8XE1F03820
Red 1984 E-One Hurricane 55' Art-Plat Ladder Truck
Serial #: E-133820
Engine Make: Detroit Diesel
Model: 6L-71T
Engine #: 6A0442910
6 Cylinder, 275 Horsepower;
Hale Pump Model: QSF125; Capacity: 1250 GPM; Single Stage Centrifugal
Wheel Base: 200 in. Width is 96 in. Tank is 400 Gallons. Max Allowable Gross: 43,000 lbs.

SECTION 2: That the City Manager is hereby authorized and directed to dispose of the personal property owned by the City of Tuskegee, Alabama and sell the personal property to:

Brindlee Mountain Fire Apparatus
15410 Hwy 231
Union Grove, AL 35175

ADOPTED and APPROVED this the 13th day of February, 2018.

CITY OF TUSKEGEE, ALABAMA
/s/ Lawrence F. Haygood, Jr.
Lawrence F. Haygood, Jr., Mayor

ATTEST:

/s/ Fartima B. Clark
Fartima B. Clark, City Clerk

D. Resolution No. 2018-27. Authorizing the CDBG Grant Closeout.

Motion was made by Council Member Whitehead for Council to accept and approve resolution number 2018-27 as stated authorizing the CDBG grant closeout. Council Member-at-Large Brown seconded the motion and all members voted aye. Mayor Haygood declared the motion carried.

RESOLUTION NO. 2018-27
A Resolution authorizing the CDB Grant Closeout

WHEREAS, the Alabama Community Development Block Grant (CDBG) Program has been established to assist local governments in meeting community development and housing needs consistent with the objectives set forth in Title I of the Housing and Community Development Act of 1974, as amended; and

WHEREAS, the City of Tuskegee, acting by and through its council proposes to amend CDBG project numbers LR-CM-PF-11-116 and LR-CM-PF-12-116 to remove road improvements on Cox Street; and

WHEREAS, amending project numbers LR-CM-PF-11-116 and LR-CM-PF-12-116 to remove road improvements on Cox Street will significantly reduce the project budget.

NOW THEREFORE, be it resolved by the City of Tuskegee Council, as follows:

THAT, Bernard Houston, City Manager, is hereby authorized to execute and submit a formal amendment with appropriate assurances to the State of Alabama, Department of Economic and Community Affairs, requesting a reduction of road improvement activities.

THAT, the Tuskegee City Council hereby deobligates \$58,952.00 in CDBG funds.

ADOPTED and APPROVED this the 13th day of February, 2018.

CITY OF TUSKEGEE, ALABAMA
/s/ Bernard Houston
Bernard Houston, City Manager

ATTEST:

/s/ Fartima B. Clark
Fartima B. Clark, City Clerk

E. Resolution No. 2018-28. A resolution celebrating and remembering the life of Frank Kimbrough, deceased.

Motion was made by Council Member Whitehead for Council to accept and approve resolution number 2018-28 as stated celebrating and remembering the life of Frank Kimbrough, deceased. Council Member Lee seconded the motion and all members voted aye. Mayor Haygood declared the motion carried.

RESOLUTION NO. 2018-28

Celebrating & Remembering the Life of Frank Kimbrough, deceased

WHEREAS, of all beautiful things in life, the most beautiful, is character, and he who possesses a beautiful character is worthy of notice. A beautiful life is the fruit of a beautiful character. He, of whom we speak is Frank Kimbrough; and

WHEREAS, with a lasting gratitude for his exemplary life, his tireless and unselfish labor among us; the good he did, the things he taught and the inspiration we imbibed; we dedicate this hour;

WHEREAS, as Mayor and on behalf of the City Council of the City of Tuskegee, we recognize a life well lived; and

NOW, THEREFORE BE IT RESOLVED by me as the Mayor of the City of Tuskegee and the City Council of the City of Tuskegee as follows: (1) that the above recitals are true and correct; (2) that we mourn the death of Frank Kimbrough and express sympathy to his family and friends; and

BE IT FURTHER RESOLVED, that the City Clerk is hereby authorized and directed to spread this Resolution and transmit a duly authenticated copy to the family of Frank Kimbrough.

In witness I have hereunto set my hands and caused this seal to be affixed this the 13th day of February, 2018.

CITY OF TUSKEGEE, ALABAMA

/s/ Lawrence F. Haygood, Jr.
Lawrence F. Haygood, Jr., Mayor

ATTEST:

/s/ Fartima B. Clark
Fartima B. Clark, City Clerk

F. Resolution No. 2018-29. A resolution celebrating and remembering the life of Alfred "Chatterbox" Bryant, deceased

Motion was made by Council Member Whitehead for Council to accept and approve resolution number 2018-26 as stated celebrating and remembering the life of Alfred "Chatterbox" Bryant, deceased. Council Member-at-Large Brown seconded the motion and all members voted aye. Mayor Haygood declared the motion carried.

RESOLUTION NO. 2018-28
Celebrating & Remembering the Life of Alfred "Chatterbox" Bryant, deceased

WHEREAS, of all beautiful things in life, the most beautiful, is character, and he who possesses a beautiful character is worthy of notice. A beautiful life is the fruit of a beautiful character. He, of whom we speak is Alfred Bryant; and

WHEREAS, with a lasting gratitude for his exemplary life, his tireless and unselfish labor among us; the good he did, the things he taught and the inspiration we imbibed; we dedicate this hour;

WHEREAS, as Mayor and on behalf of the City Council of the City of Tuskegee, we recognize a life well lived; and

NOW, THEREFORE BE IT RESOLVED by me as the Mayor of the City of Tuskegee and the City Council of the City of Tuskegee as follows: (1) that the above recitals are true and correct; (2) that we mourn the death of Alfred "Chatterbox" Bryant and express sympathy to his family and friends; and

BE IT FURTHER RESOLVED, that the City Clerk is hereby authorized and directed to spread this Resolution and transmit a duly authenticated copy to the family of Alfred "Chatterbox" Bryant.

In witness I have hereunto set my hands and caused this seal to be affixed this the 13th day of February, 2018.

CITY OF TUSKEGEE, ALABAMA

/s/ Lawrence F. Haygood, Jr.

Lawrence F. Haygood, Jr., Mayor

ATTEST:

/s/ Fartima B. Clark

Fartima B. Clark, City Clerk

13. **CITY ATTORNEY'S REPORT.** NONE.

14. **CITIZENS COMMUNICATIONS (1 minute each):**

1. Jacqueline Carlisle RE: Janet Langford, graduate of Alabama State University
2. Roger Gray RE: ATV Vehicles
3. Pastor Katrina Love RE: Speeding on Campus

15. **OTHER BUSINESS.**

16. **ADJOURNMENT.**

There being no further matters to come before the Council at this time, Council Member Lee moved to adjourn at 7:00 PM. Mayor Haygood declared the meeting adjourned.

CITY OF TUSKEGEE, ALABAMA

Lawrence F. Haygood, Jr., Mayor

ATTEST:

Fartima B. Clark, City Clerk