

The City Council of the City of Tuskegee met in Special Session on Tuesday, June 26, at 10:51 AM in the Meeting Room on the 2nd Floor at the Municipal Complex located at 101 Fonville Street, Tuskegee, Alabama.

1. **CALL TO ORDER.** Mayor Lawrence F. Haygood, Jr.
2. **INVOCATION.** Frankie Williams (repeated the Lord's Prayer) .
3. **PLEDGE OF ALLEGIANCE.** Repeated in Unison.
4. **ROLL CALL.** Fartima B. Clark, City Clerk.

PRESENT

Mayor Lawrence F. Haygood, Jr.
Council Member Ala Whitehead
Council Member Shirley W. Curry

ABSENT

Council Member at Large Annie M. Brown
Council Member Frank Christopher Lee, II

5. **APPROVAL OF AGENDA.**

Motion was made by Council Member Whitehead to approve the agenda as presented with the following additions: report/update on July 4th activities and update on negotiations regarding the ambulance service. Council Member Curry seconded the motion and all members voted aye. Mayor Haygood declared the motion carried.

6. **DISCUSSION ITEMS:**

A. Audit. (accept/approve)

Motion was made by Council Member Curry to accept/approve the FY2017 Audit Report as presented by Mr. White of Banks, Finley, White & Company Certified Public Accountants. Council Member Whitehead seconded the motion and all members voted aye. Mayor Haygood declared the motion carried.

B. MOU from Tuskegee University.

Motion was made by Council Member Whitehead to accept/approve a general MOU from Tuskegee University regarding beautification and grant opportunities. Council Member Curry seconded the motion and all members voted aye. Mayor Haygood declared the motion carried.

C. Other Matters.

7. **RESOLUTIONS:**

A. *Resolution No. 2018-45. Amending Personnel Policy: Annual Leave-Pay Upon Separation from Services.*

Motion was made by Council Member Whitehead to accept/approve resolution number 2018-45 as stated amending the Personnel Policy: Annual Leave-Pay Upon Separation from Services. Council Member Curry seconded the motion and all members voted aye. Mayor Haygood declared the motion carried.

RESOLUTION NO. 2018-45

Amending Personnel Policy: Annual Leave-Pay Upon Separation from Services

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 the following paragraphs, so that Section 3.03 number 3 shall reads in its entirety, as follows:

3. Pay Upon Separation from Service.

Upon separation from City service, an employee will be paid for any annual leave that has been credited to his or her account that he or she has not taken. All accrued annual leave of employees who die while employed shall be paid to the estate of said employee.

Upon separation from employment with the City of Tuskegee, the City reserves the option to pay accrued annual leave in a single payment or incremental payments. Employees who have an accrued balance equal to or above 150 hours will receive equal incremental payments consistent with the City's established pay period, until the total amount of their balance has been paid in full. The leave balance shall be paid in full within one year of separation.

Upon separation from employment with the City of Tuskegee, the City shall not compensate an employee for any sick leave that they have earned. Sick leave balances may be converted pursuant to the policy of the applicable retirement system or subsequent employer of the separated employee.

Upon separation from employment with the City of Tuskegee, all available compensatory time shall be paid in equal increments consistent with the City's established pay period until the balance has been paid in full. The total payment for the employee's balance of compensatory time shall be paid in full within a year from their separation from employment.

The formula for calculating the reimbursement amount for regular full-time employees accruing leave in days shall be: Accrued annual leave balance in days x eight hours = reimbursable hours; reimbursable hours x hourly rate (annual salary divided by 2080) = reimbursable amount.

ADOPTED and APPROVED this the 26th day of June, 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

8. OTHER BUSINESS.

Mayor Haygood asked the City Clerk to poll the members of the Planning Commission for a special meeting to be held on Monday, July 2, 2018 at 4:45 PM regarding adding a new member and selecting the chairperson for the planning commission.

The City Clerk informed the Mayor and the Council that she will be out of the office from July 9-10, 2018. The Clerk also reminded the Mayor and Council that Ms. Jenkins is available to take the minutes for the July 10th City Council Meeting.

EXECUTIVE SESSION:

11:37 AM Motion was made by Council Member Curry for council to enter executive session. Council Member Whitehead seconded the motion and all members voted aye. Mayor Haygood declared the motion carried.

1:21 PM Motion was made by Council Member Curry for council to end the executive session. Council Member Whitehead seconded the motion and all members voted aye. Mayor Haygood declared the motion carried.

9. **ADJOURNMENT.**

There being no further matters to come before the Council at this time, Council Member Whitehead moved to adjourn at 1:21 PM. Mayor Haygood declared the meeting adjourned.

CITY OF TUSKEGEE, ALABAMA

Lawrence F. Haygood, Jr., Mayor

ATTEST:

Fartima B. Clark, City Clerk