

STATE OF ALABAMA            )  
  :  
COUNTY OF BALDWIN        )(

The City Council met in a Work Session at 4:30 p.m.,  
Delchamps Room, 161 North Section Street,  
Fairhope, Alabama 36532, on Monday, 23 February 2015.

Present were Council President Jack Burrell, Councilmembers: Rich Mueller, Diana Brewer (arrived at 4:36 p.m.), Michael A. Ford, and Kevin Boone (arrived at 4:36 p.m.), Mayor Timothy M. Kant (arrived at 4:34 p.m.), City Attorney Marion E. Wynne, and City Clerk Lisa A. Hanks.

Council President Burrell called the meeting to order at 4:30 p.m.

The following topics were discussed:

- Skip Jones with the Fairhope Center for the Writing Arts addressed the City Council and gave an update on the Wolff Cottage which is used for their “Writer in Residence Program.” This program has been a great success and has put Fairhope on the map throughout the Country. Charlie Price addressed the City Council and spoke about the beauty of Fairhope and used the Cottage for 3 months. He stated that there are only two places that have this type of place for writers: Fairhope, Alabama and Orlando, Florida. Mayor Kant mentioned the City saved this historical building which now promotes writers. Councilmember Brewer mentioned the scholarship program. Skip Jones replied it was a writing competition with cash awards; and they are looking into beginning this competition again.
- The Compensation Study Update was next on the agenda with Pandora Heathcoe, Diana Thomas, and Lorenzo Howard addressing the City Council. Ms. Thomas gave a brief overview of the process a couple of years ago which brought order and form for the City’s compensation. This update is to research and only update the pay ranges within our Compensation Study. Mr. Howard discussed the pay disparity, pay for performance not just cost of living; and this is a continuous pay plan. He said this is an across the board system that needs education and training; and Department Heads need to be involved. Ms. Heathcoe stated she has already begun getting data from the Governmental and Private Sectors. They discussed merit raises being consistent and our performance evaluation being updated too.
- Councilmember Brewer mentioned the Education Advisory Committee meets next week.
- Councilmember Ford stated the Recreation Board and Recycling Committee. Single stream or separate recycling is being discussed. Mayor Kant said we will begin with households who recycle now. We need all numbers before submitting a recommendation. Councilmember Ford said the Committee is recommending single stream. Council President Burrell questioned cardboard and the volume if now crushed; and said we need to look at Cities with single stream.

Monday, 23 February 2015

Page -2-

- Councilmember Mueller mentioned the Tree Committee appointments on the agenda tonight; and the Fairhope Environmental Advisory Board needs members. He said the City Council needs to review the proposed Historic Preservation Ordinance and give feedback for changes.
- Councilmember Boone said the Personnel Board's next meeting will be on March 13, 2015.
- Council President Burrell gave an update on the Fairhope Airport Authority and mentioned the debt reduction and that each FAA Grant received will have a portion that pays off debt. The Sister Cities Committee meets this week; and the Harbor Board has a list of priorities on the agenda and the recommendation needs to have the wording added approve as funds become available. He said the North turn around area is not City property and the lease needs to be looked at. Mayor Kant said the City paid the taxes and a nominal fee to the landowner for access. He said James Gillespie would reach out to the owners. Councilmember Mueller stated the agreement needs to make sure the City keeps an agreement in place for the access.
- Jennifer Fidler, Public Works Director, addressed the City Council and announced Arbor Day on Saturday.
- Jonathan Smith, Planning Director, addressed the City Council regarding the Comprehensive Plan Update and the Planning Commission meeting on April 7, 2015.
- Bobby Hall, Director of Golf, addressed the City Council and mentioned the FEEF Golf Tournament for March 26, 2015 has sold out.

There being no further business to come before the City Council, the meeting was duly adjourned at 5:33 p.m.

  
\_\_\_\_\_  
Jack Burrell, Council President

  
\_\_\_\_\_  
Lisa A. Hanks, MMC  
City Clerk