

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, 13 April 2015.

Present were Council President Jack Burrell, Councilmembers: Rich Mueller, Diana Brewer, Michael A. Ford (arrived at 4:35 p.m.), and Kevin Boone, Mayor Timothy M. Kant, 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:

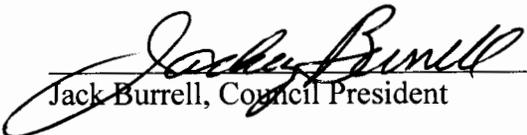
- The Proposed Performance Evaluation Form was the first item on the agenda with Pandora Heathcoe, Diane Thomas, and Lorenzo Howard addressing the City Council. Ms. Thomas began by commenting that Pandora Heathcoe, Human Resources Director, did quite a bit of research and obtained Performance Evaluation Forms from other entities to review. Ms. Thomas then gave a brief overview of the high points of the new form. She discussed the eleven (“11”) factors to be evaluated with a four (“4”) point scale. This will be the best management tool for managers. Lorenzo Howard mentioned the Compensation Study Update will soon be completed. He stated that the Compensation Plan goes along with the Performance Evaluation Form. Ms. Thomas said that if an employee is given an “O” or an “E” the supervisor must state specifics for this rating. She also commented that Judy Hale, a Personnel Board member, has agreed to help with training on the new form and other training such as EEOC. Councilmember Boone said the Personnel Board does a wonderful job.
- Chris Riley, Chairman of the Pedestrian and Bicycle Committee, addressed the City Council and gave an update on what the committee has been doing and future plans. He mentioned a wish list for the City and said Jennifer Fidler and Nancy Milford have been helping with that. He also mentioned the need for a Council liaison for this committee.
- Council President Burrell announced that Agenda Item No. 3 has been pulled off the agenda at the request of Councilmember Brewer. She said the presentation will be on the next Work Session agenda.
- The Soccer Bid Presentation was next on the agenda with Andy Bobe from Preble-Rish addressing the City Council. Mr. Bobe stated all bid openings were complete and the bids and recommendations have been given to staff. He said the total of the four bids came under budget by approximately \$80,000.00; and there were a total of 27 bids received.
- Anna Miller, Recycling Committee member, addressed the City Council regarding the Final Report from the Recycling Analysis which will be presented at the next Work Session. She said the committee would like the City Council’s opinion for their recommendation.

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- Councilmember Boone stated that the Harbor Board has not met to approve the applicants; and would like for the agenda item for the appointments to be removed from tonight's City Council agenda.
- President Burrell addressed the City Council and mentioned the Fairhope Airport Authority appointment of Ray Hix; and the reappointments of Joe McEnerney and himself by Mayor Kant would also be on the City Council agenda tonight.
- Robert Rohm, Gas Superintendent, addressed the City Council regarding Agenda Item No. 11; the resolution to award bid for Gas Pipeline Bore and Install. He showed the City Council pictures of the exposed gas line and the need to fix it. Mr. Rohm plans to use funds from his budget which has been allocated for a new trencher that will be purchased in another budget year.
- Scott Sligh, Electric Superintendent, addressed the City Council regarding the purchase of a single transformer due to someone running into it. This will be a large expense item, but should be paid by the individual's insurance company.
- Planning Director Jonathan Smith addressed the City Council and mentioned the Public Input meeting scheduled for May 7, 2015 at 5:00 p.m. in the Council Chamber.

There being no further business to come before the City Council, the meeting was duly adjourned at 5:07 p.m.


Jack Burrell, Council President


Lisa A. Nanks, MMC
City Clerk