

**CITY OF TALLADEGA**  
**CITY COUNCIL REGULAR MEETING**  
**July 18, 2022 – 5:00 pm**

The City Council of the City of Talladega met in a regular meeting on Monday, July 18, 2022 at 5:00 p.m. in the Talladega City Hall Chambers. The meeting was called to order and the following were present: Council President Horace Patterson, Council Member Vickey R. Hall, Councilman Joe Power, Council Member Betty Spratlin, Councilman Trae Williams, Mayor Timothy Ragland, and City Manager Seddrick Hill.

Invocation by Council President Patterson.

Motion by Councilman Williams with a second from Council Member Spratlin for the approval of the amended agenda. AYES: All.

Motion by Council Member Hall with a second from Council Member Spratlin to approve invoices and expenditures. Roll Call. AYES: All.

<b>Total Invoices &amp; Expenditures from 6/30/2022-7/8/2022</b>	<b>\$186,121.95</b>
General Fund	160,022.54
Corrections Fund	10,421.72
Cemetery	6,800.00
Municipal Airport	2,359.55
Capital Projects Trust Fund	6,518.14

Motion by Councilman Williams with a second from Council Member Spratlin for the approval of the Regular Meeting of July 18, 2022. AYES: All.

Brought before the Council was a contribution request from Agency for Substance Abuse Prevention in the amount of \$5,000. Council President Patterson deferred to Christopher Abernathy concerning the request. Mr. Abernathy commented that the funds would be used for an event at Talladega College for substance abuse prevention. Police Chief Thomas stated that the Police Department would assist in security. It was decided that the salaries of the officers assisting in the event would be deducted from the requested \$5,000. Motion by Councilman Williams with a second from Council President Patterson for the approval of the contribution request of \$5,000 with the salaries of the police officers deducted from that amount. Roll Call. AYES: All.

Council President Patterson deferred to Councilman Williams concerning the Sensory Advisory Committee. Councilman Williams wished to acknowledge Rod Skene concerning this issue. Mr. Skene wished to thank the Council for some of the wonderful things done to assist the deaf and blind community. Several citizens came before the Council to request more options for transportation such as Uber and Lyft. Councilman Williams commented that he would look into the matter.

Mayor Ragland swears in Jay Cooper to the Airport Board.

**Ordinance #1909** amending Ordinance No. 1614 and adopting revised rules and regulations pertaining to compensation incentives to classified service members for continuing education

Motion by Councilman Power with a second from Council President Patterson for the Reading of the Heading Only of Ordinance #1909. Roll Call. AYES: Council President Patterson and Councilman Power  
NAYS: Council Member Hall, Council Member Spratlin and Councilman Williams

AN ORDINANCE AMENDING ORDINANCE NO. 1614 AND ADOPTING REVISED RULES AND REGULATIONS PERTAINING TO COMPENSATION INCENTIVES TO CLASSIFIED SERVICE MEMBERS FOR CONTINUING EDUCATION IN RELATED FIELD OF EMPLOYMENT GOVERNING THE OPERATIONS OF THE CIVIL SERVICE SYSTEM FOR THE EMPLOYEES OF THE CITY OF TALLADEGA PURSUANT TO ALABAMA ACT #2004-436, AND IN NO OTHER PARTICULARS.  
BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF TALLADEGA, ALABAMA, AS FOLLOWS:

WHEREAS, the City of Talladega is dedicated to providing equal opportunity for employment to all qualified applicants and insuring fair treatment for all employees; and,

WHEREAS, pursuant to the authority of State Act Number 2004-436, Section 7, the City Manager after consultation with the Civil Service Board and the employee committee has proposed the adoption of an amendment to Ordinance Number 1614 to amend the compensation policy as stated in the Personnel Rules and Regulations of the City of Talladega; and,

WHEREAS, after reviewing the recommendations of the City Manager regarding this proposed Amendment to Ordinance Number 1614, the City Council of the City of Talladega has determined that the

proposed amendment is in the best interest of the members of the classified service of the City of Talladega and insures fair treatment for all employees.

**SECTION 1.** That Ordinance #1614 adopted by the City Council that established Personnel Rules and Regulations pursuant to State Act #2004-436 and provided for a City of Talladega Personnel Systems Manual is hereby amended by adding an incentive compensation policy for employees to encourage continuing education by employees in their field of expertise as employees of the City of Talladega and to recognize prior work experience and earned educational degrees in the placement of new hires in the structure of the compensation grade placement as follows:

A. Educational incentives for accredited degrees in a field of education related to an employee's position with the City of Talladega at the time of adoption of this Ordinance or upon hiring as a new employee the following will apply:

1. A two (2) year Associate degree from an accredited institution of higher education will be awarded one (1) pay step above the employee's current compensation grade or above the entry level compensation grade for newly hired employees. Evidence of the award of the accredited degree shall be furnished by the employee or newly hired employee to the employee's Department Head and the Director of Human Resources for the purpose of verification of the degree.

2. A four (4) year Bachelor degree from an accredited institution of higher education will be awarded two (2) pay steps above the employee's current compensation grade or above the entry level compensation grade for newly hired employees. Evidence of the award of the accredited degree shall be furnished by the employee or newly hired employee to the employee's Department Head and the Director of Human Resources for the purpose of verification of the degree.

3. A Master's degree from an accredited institution of higher education will be awarded three (3) pay steps above the employee's current compensation grade or above the entry level compensation grade for newly hired employees. Evidence of the award of the accredited degree shall be furnished by the employee or newly hired employee to the employee's Department Head and the Director of Human Resources for the purpose of verification of the degree.

4. A Firefighter holding an Advanced EMT certification will be awarded one (1) pay step above the employee's current compensation grade or above the entry level compensation grade for newly hired employees.

5. A Firefighter Paramedic will be awarded two (2) pay steps above the employee's current compensation grade or above the entry level compensation grade for newly hired employees.

6. A newly hired employee will be awarded one (1) pay step for each two (2) years of work experience in the job-related field of the position for which the employee is being hired above the entry level compensation grade for newly hired employees, provided that if the newly hired employee has over ten (10) years of experience in the job-related field the newly hired employee we will be awarded one (1) pay step for every five (5) years of experience.

7. Any current employee or newly hired employee will be awarded one (1) pay step for military service in any branch of the Armed Forces of the United States of America upon presentation of a copy of the person's DD214.

8. A current employee will be awarded one (1) pay step for 40 hours of continuing education in a field related to the employee's area of expertise with the City of Talladega upon presentation to the employee's Department Head of a certificate of completion from the continuing education program sponsor. This step increase is limited to only one occurrence. The Department Head will provide a list of certifications pertaining to their respective departments to the City Manager for the City Manager's review and approval prior to the award of the pay step increase.

9. A current employee will be awarded two (2) pay steps for 80 hours of continuing education in a field related to the employee's area of expertise with the City of Talladega upon presentation to the employee's Department Head of a certificate of completion from the continuing education program sponsor. This step increase is limited to only one occurrence. The Department Head will provide a list of certifications pertaining to their respective departments to the City Manager for the City Manager's review and approval prior to the award of the pay step increase.

10. Any employee or newly hired employee that furnishes false information regarding any information relative to the above standards to receive pay step awards will be terminated as an employee of the City.

11. The following limitations shall apply to all pay step awards:

a. Only two (2) pay step award incentives will be paid to an employee or newly hired person each year.

b. No employee shall receive a pay step award incentive beyond Step 7.

c. No employee shall receive a pay step award or other benefits under this Ordinance during the period of one year following any disciplinary action taken against the employee.

**SECTION 2.** If any section or provision of this ordinance, including, but not limited to the provision of the City of Talladega Personnel Systems Manual, be declared invalid or unconstitutional by a judgment or decree of a court of competent jurisdiction, such judgment or decree shall not affect the remaining sections or provisions of this ordinance, which shall remain in full force and effect.

**SECTION 3:** Except as herein amended, said Ordinance No. 1614, as AMENDED by Ordinances heretofore adopted, shall remain in full force and effect.

**SECTION 4.** This ordinance shall take effect immediately upon its passage and publication, as provided by law.

Motion by Councilman Power with a second from Council President Patterson for Immediate Consideration. Roll Call. AYES: Council President Patterson and Councilman Power NAYS: Council Member Hall, Council Member Spratlin and Councilman Williams *Ordinance #1909 is tabled until the next meeting.*

**Ordinance #1910** approving job description for Assistant Police Chief

Motion by Councilman Power with a second from Councilman Williams for the Reading of the Heading Only of Ordinance #1910. Roll Call. AYES: Council President Patterson, Councilman Williams, and Councilman Power NAYS: Council Member Hall and Council Member Spratlin

AN ORDINANCE OF THE CITY OF TALLADEGA TO PROVIDE A JOB/POSITION DESCRIPTION FOR ASSISTANT CHIEF OF POLICE OF THE CITY OF TALLADEGA; AND TO AMEND ORDINANCES 1835, 1845, AND 1869 IN PART.

Motion by Councilman Power with a second from Council President Patterson for waiver of the first reading and immediate consideration of Ordinance #1910. Roll Call. AYES: Council President Patterson and Councilman Power NAYS: Council Member Hall, Council Member Spratlin, and Councilman Williams *Ordinance #1910 is tabled until the next meeting.*

**Ordinance #1911** amending Ordinance No. 1614 and adopting revised rules and regulations pertaining to staffing: employment, recruitment and selection process

Motion by Councilman Williams with a second from Councilman Power for the Reading of the Heading Only of Ordinance #1911. Roll Call. AYES: Council President Patterson, Council Member Hall, Councilman Power, and Council Member Spratlin NAYS: Councilman Williams

AN ORDINANCE AMENDING ORDINANCE NO. 1614 AND ADOPTING REVISED RULES AND REGULATIONS PERTAINING TO STAFFING: EMPLOYMENT, RECRUITMENT AND SELECTION PROCESS GOVERNING THE OPERATIONS OF THE CIVIL SERVICE SYSTEM FOR THE EMPLOYEES OF THE CITY OF TALLADEGA PURSUANT TO ALABAMA ACT #2004-436, AND IN NO OTHER PARTICULARS.

Motion by Councilman Power with a second from Council President Patterson for waiver of the first reading and Immediate Consideration of Ordinance #1911. Roll Call. AYES: Council President Patterson, Council Member Hall, Councilman Power NAYS: Council Member Spratlin and Councilman Williams *Ordinance #1911 is tabled until the next meeting.*

Motion by Councilman Williams with a second by Council Member Spratlin to approve invoices and expenditures for the Water Department. Roll Call. AYES: All.

<b>Water Department Expenditures for 6/30/2022 to 7/8/2022</b>	<b>\$117,518.61</b>
Water/Sewer Fund	117,518.61

City Manager Hill wished to thank the Council for considering the ordinances on the agenda and is looking forward to working together to revise the ordinances. He also mentioned that he had a great week, meeting with different organizations concerning rental and prescription assistance. Also mentioned was a prayer call hosted by Barbara Embry in the parking lot of City Hall as well as mentioning that the Mayor's Summer Internship program had ended and was a success. It was also mentioned that the student interns had assisted in the plan for parks which will be submitted to Chambliss King. He also stated that different transportation options were being looked into as well as a trolley.

Mayor Ragland wished to thank the inaugural class of the Mayor's Internship Program, department heads, the Council, City Manager Hill, and Nikki Baker. He also informed the Council that the 988-suicide line went live yesterday.

Council Member Hall wished to thank Police Chief Thomas for her good job as well as Mayor Ragland and all department heads. She also commented that she needed a clear understanding of the budget before she is able to vote on the ordinances.

Councilman Williams requested the possibility of a presentation of the finance reports and reconciliation report before the next council meeting.

Councilman Power noted the significant increase in the Parks and Recreation activities. Director Ammons commented that they are trying to offer more options to the community. Councilman Power also noted that Police Chief Thomas has been attending a lot of events and putting her face out there and wished to compliment her on that.

Councilman Williams wished to thank Director Ammons on the information about pickleball and the possibility of bringing the game to Jemison Park.

City Manager Hill commented that the last time the matter of CIP 2018-2020 was brought up, it was agreed upon that those projects be caught up and then a do a 2-year CIP budget. But stated he would bring that back and do what the Council wished.

Motion by Council President Patterson for adjournment. AYES: All.

#### **AUTHENTICATION**

I, Joanna Medlen, City Clerk of the City of Talladega, Alabama, do hereby attest that the foregoing is a true and correct copy of the proceedings of the City Council of Talladega, Alabama, which met in a regular session on Monday, July 18, 2022 at 5:00 p.m. in the City of Talladega, Alabama City Hall Council Chambers.