

STATE OF ALABAMA

CITY OF RED BAY

FRANKLIN COUNTY

MINUTES OF A REGULAR MEETING OF THE CITY COUNCIL
DECEMBER 18, 2000

The City Council of Red Bay met in a regular meeting December 18, 2000, at 7:00 P.M.

Present and presiding was Mayor Tommy G. Nelson and Council Members present: Peggy Cox, Johnny Cleveland, Lowell Gober, and Eucellis Underwood. Council Member Jimmy Mayfield was absent.

Shirley J. Cody, City Clerk, was present and recording.

Eucellis Underwood led the Invocation.

Peggy Cox led the Allegiance to the Flag.

Police Chief "Reb" Boatwright reported to the council that Phillip Swindle retired due to health reasons.

Scotty Kennedy met to discuss his concern about the trees and to thank the council for letting him serve on the Tree Commission. He suggested to mulch the trees would help the trees a lot.

Lowell Gober made a motion to adopt a mile from the city limits to Texaco Service Station east on Highway 24, seconded by Johnny Cleveland. Unanimously passed.

Mayor Nelson introduced ORDINANCE #00-12-18, Amending Ordinance #00-11-20, to provide additional operating capital for police equipment and operating capital for the drug fund for the city. Upon immediate consent for consideration on ORDINANCE #00-12-18 by roll call vote: Peggy "Yeas", Johnny Cleveland "Yeas", Lowell Gober "Yeas", and Eucellis Underwood "Yeas", None - "Nays". Johnny Cleveland made a motion to adopt ORDINANCE #00-12-18, seconded by Peggy Cox. Voting by roll call: Peggy Cox, Johnny Cleveland, Lowell

Gober, and Eucellis Underwood - "Yeas", None - "Nays".

Dixie Youth Park and Recreation Rules were read by Mayor Nelson which were approved by the Park & Recreation Board two weeks ago. Johnny Cleveland made a motion to accept the rules, seconded by Lowell Gober. Unanimously passed.

Peggy Cox made a motion to advertise to sell one 1997 Blue Chevrolet Lumina Police Car. Bid is to be turned in by Friday, January 12, 2001, at 4:00 P.M., seconded by Lowell Gober. Unanimously passed.

Lowell Gober made a motion to donate \$100.00 to Children's Christmas Pageant (Big Brothers/Big Sisters), seconded by Eucellis Underwood. Unanimously passed.

The bids for sidewalks will be announced around the 1st week of January according to a letter from James Brown employed with the state.

Johnny Cleveland made a motion to accept the low bid of \$37,217.50 from S&M Equipment Co., Inc. to resurface streets in Miller Subdivision, seconded by Lowell Gober. Unanimously passed.

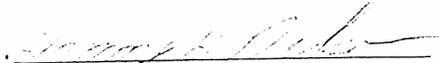
Lowell Gober made a motion to approve a new Personnel Policy effective January 2, 2001, seconded by Eucellis Underwood. Unanimously passed.

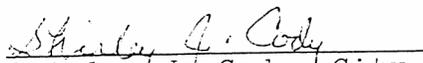
Peggy Cox made a motion to approve the proper paper to close out Goldmont Housing, seconded by Johnny Cleveland. Unanimously passed.

Lowell Gober made a motion to pay due bills, seconded by Johnny Cleveland. All voted FOR except Eucellis Underwood. He ABSTAINED on Underwood True Value.

Peggy Cox made a motion to approve previous minutes of December 4, 2000, seconded by Lowell Gober. Unanimously passed.

Eucellis Underwood made a motion to adjourn, seconded by Lowell Gober. Unanimously passed.


Tommy G. Nelson, Mayor


Shirley J. Cody, City Clerk

ORDINANCE NO 00-12-18

AMEND ORDINANCE NO 00-11-20 AS FOLLOWS:

BE IT ORDAINED as follows by the City Council of the City of Red Bay, Alabama:

WHEREAS, it is specifically found that it is in the best interest of the city to provide additional funding for police equipment and operating capital for the drug fund for the City;

WHEREAS, in order to provide said additional funding a \$2.00 fee per citation shall be charged to the offender;

NOW, THEREFORE, it is hereby ordained as follows by the City Council of the City of Red Bay, Alabama:

1. That the proceeds from the \$2.00 fee per citation shall be pledged provide additional funding for police equipment and operating capital for the drug fund;

2. That a copy of this ordinance be spread upon the minutes of the City Council, and published in a newspaper of local circulation and posted as required by law.

Henry J. Nelson
Mayor

Gregory M. Cech
Councilperson

[Signature]
Councilperson

[Signature]
Councilperson

Excellent [Signature]
Councilperson

[Signature]
Councilperson

The undersigned City Clerk does hereby certify that the foregoing is a complete, verbatim and compared copy of the Notice and Acceptance of Service and Waiver signed respectively by the Mayor and all Councilpersons and the original of which is on file and of record in the minute Book of said City.

WITNESS my hand as City Clerk and the seal of the said City, this 18th day of December, 2000.

[Signature]
City Clerk

PARK & RECREATION RULES

1. Bill Nabers Manager
2. City will pay for: Salaries
Utilities
Insurance
3. The City will give 1,500.00 for the basketball program at the school to be paid to the manager of the basketball program.
4. The city will take care of the parks and the fields.
5. The parents will have to work and take care of the concession stand.
6. Anything the city has to pay for will be approved by the Park Manager or at City Hall.
7. Each Team will pay for referees
8. The city will not pay to participate with the state.
9. The rules will apply to everyone.
10. If there is trouble with a child or parents they will be band for the season.
11. Each church and or adult team will pay 60.00 to practice or play a game.
12. The manager will set a time for each practice and each game.
13. The team will pay before each game to the park manager or at City Hall.
14. If the school plays ball at the field they will also have to pay the 60.00 per practice and game.
15. No tobacco of any kind can be used at the park.
16. Sign-up fees will be 50.00 per child 30.00 for more than one per family

12/18/00

CITY OF RED BAY
PERSONNEL POLICY
EFFECTIVE JANUARY 2, 2001

VACATION DAYS

- * REGULAR EMPLOYEES AFTER ONE YEAR - 5 DAYS
- * REGULAR EMPLOYEES AFTER FIVE YEARS - 10 DAYS
- * REGULAR EMPLOYEES AFTER TEN YEARS - 15 DAYS

VACATION - SALARY PERSONNEL

- * AFTER ONE YEAR - 10 DAYS
- * AFTER FIVE YEARS - 15 DAYS
- * IF YOU HAVE FIVE DAYS, YOU HAVE TO TAKE OFF FIVE DAYS. IF YOU HAVE TEN DAYS YOU WILL TAKE FIVE OFF, AND IF MAYOR OR SUPERVISOR AGREES, YOU CAN WORK AND ALSO GET PAID FOR THE OTHER. IF YOU HAVE FIFTEEN DAYS, YOU MUST TAKE OFF TEN DAYS AND IF THE MAYOR AND SUPERVISOR AGREES, YOU CAN GET PAID FOR THE OTHER FIVE DAYS AND WORK.

SICK DAYS

- * ALL EMPLOYEES WILL HAVE SIX DAYS FOR SICK DAYS PER YEAR. THIS IS INTENDED TO BE ONE HALF (1/2) DAY PER MONTH OR SHOULD YOU GET SICK AND NEED THEM, YOU CAN USE ALL SIX AT ONE TIME EACH YEAR. THE SICK DAYS CAN NOT BE CARRIED OVER AND BUILT UP NOR CAN ANY EMPLOYEE GET PAID FOR WORK AND A SICK DAY AT THE SAME TIME.

PERSONAL DAYS

- * SALARY PERSONNEL WILL HAVE SIX PERSONAL DAYS EACH YEAR. THESE ARE SET UP IN CASE YOU HAVE USED ALL YOUR SICK DAYS AND VACATION DAYS.

VACATION DAYS, SICK DAYS, PERSONAL DAYS

- * THESE WILL BE TURNED IN TO THE MAYOR OR SUPERVISOR AT THE TIME THEY ARE TAKEN.

PHONE CALLS

- * THERE CAN BE NO PERSONAL PHONE CALLS FOR CITY EMPLOYEES NOR CAN A CITY EMPLOYEE USE CITY TIME OR PHONES TO TAKE CARE OF PERSONAL BUSINESS UNLESS THERE IS AN EMERGENCY.

PHONES

- * EFFECTIVE JANUARY 2001, ALL PHONES IN CITY HALL, POLICE DEPARTMENT, DISPATCH, AND WATER AND GAS WILL BE MONITORED.

EMPLOYEES

- * EACH EMPLOYEE OF THE CITY OF RED BAY IS AN AT WILL EMPLOYEE.

EQUIPMENT

- * EACH EMPLOYEE WILL CHECK THEIR EQUIPMENT EACH MORNING. NO EMPLOYEE CAN OR WILL BE PERMITTED TO TREAT EQUIPMENT ROUGH OR BE CARELESS. NO SPEEDING.

DRUGS

- * THE CITY OF RED BAY IS TRYING TO HAVE A DRUG FREE WORK PLACE. ANY EMPLOYEE CAUGHT WITH DRUGS OR TAKING DRUGS OR ANY EMPLOYEE THAT HAS CONTROLLED DRUGS WITHOUT PRESCRIPTION OR SELLING OR GIVING OR DRINKING WILL BE DISMISSED.

AT WILL

- * EACH EMPLOYEE THAT WORKS FOR THE CITY OF RED BAY WILL BE AN AT WILL EMPLOYEE.

RETIREMENT

- * EACH EMPLOYEE THAT IS HIRED TO WORK FOR THE CITY OF RED BAY WILL HAVE STATE RETIREMENT.

WORK TIME

- * EACH EMPLOYEE THAT WORKS FOR THE CITY STREET DEPARTMENT WILL START AT 6:30 A.M. AND QUIT AT 3:30 P.M. FIFTEEN MINUTES IN THE MORNING AND FIFTEEN MINUTES IN THE AFTERNOON FOR BREAK.

CITY HALL

- * START AT 8:00 A.M., ONE HOUR LUNCH, ONE FIFTEEN MINUTE BREAK IN THE MORNING AND ONE FIFTEEN MINUTE BREAK IN THE AFTERNOON, QUIT AT 4:00 P.M. OR AFTER YOUR WORK IS FINISHED.

APPOINTMENTS

- * WE URGE EACH EMPLOYEE TO MAKE THEIR DOCTOR, DENTIST, AND OTHER APPOINTMENTS AFTER WORKING HOURS OR ON WEEKENDS. YOUR SICK DAYS, VACATION DAYS, AND PERSONAL DAYS WILL BE USED FORTHIS TIME OFF.

ABSENCE FROM WORK

- * EMPLOYEES NEED TO LET THE MAYOR OR SUPERVISOR KNOW THE DAY BEFORE OR AT LEAST ONE HOUR BEFORE WORK OF ABSENCE.

HEALTH INSURANCE

- * THE CITY OF RED BAY WILL PAY HEALTH INSURANCE ON ALL FULL TIME EMPLOYEES.

WORKMAN'S COMPENSATION

- * THE CITY OF RED BAY WILL PAY AND KEEP WORKMAN'S COMP. ON ALL FULL TIME EMPLOYEES.

GIFTS

- * NO EMPLOYEE CAN RECEIVE A GIFT FROM PEOPLE FOR WHAT WORK THEY ARE DOING. IF SOMEONE GIVES A GIFT, YOU MUST REPORT TO THE SUPERVISOR OR MAYOR. CHRISTMAS GIFTS ARE EXCLUDED.

STREET DEPARTMENT

- * EACH EMPLOYEE WILL RADIO THE MAYOR OR SUPERVISOR BEFORE YOU COME TO CITY HALL OR THE WATER AND GAS OFFICE. EACH EMPLOYEE WILL RADIO THE MAYOR OR SUPERVISOR WHEN YOU FINISH THE JOB YOU ARE DOING AND BEFORE YOU LEAVE.

UNIFORMS

- * EACH EMPLOYEE WILL BE FURNISHED THEIR UNIFORMS. IF YOU DO NOT WEAR THEM TURN THEM BACK INTO THE SUPERVISOR

MALE AND FEMALE WORKERS

- * THERE WILL BE NO SEXUAL DISCRIMINATION AGAINST ANY PERSON WHETHER THEY ARE MALE OR FEMALE.

HOLIDAYS

1. NEW YEAR'S DAY - JANUARY 1
2. MEMORIAL DAY - LAST MONDAY IN MAY
3. INDEPENDENCE DAY - JULY 4
4. LABOR DAY - FIRST MONDAY IN SEPTEMBER
5. VETERAN'S DAY - NOVEMBER 11
6. THANKSGIVING DAY - LAST THURSDAY IN NOVEMBER
7. CHRISTMAS DAY - DECEMBER 25

Resolution

Whereas, the City of Red Bay has filed a Notice of Intent to apply for a Site Preparation Grant from the State of Alabama for the Goldmont Housing Supply, Inc. project in Red Bay, Alabama.

Now therefore be it resolved, that Mayor Tommy Nelson of the City of Red Bay is authorized and directed to file the full application with the State of Alabama.

Read and adopted this the 12th day of December, 2000 by the City Council of the City of Red Bay, Alabama.

Shirley G. Cole
Certified by City Clerk

Tommy A. Nelson
Tommy Nelson, Mayor