

City Commission – Etowah, Tennessee

Monday, November 15, 2021

6:30 PM

- 1) Call to Order
 - a. Mayor Burke Garwood called the meeting to order.
- 2) Roll Call
 - a. Mayor Garwood as well as Commissioners Misty Webb, Jim Swayne, John James and Eva Valentine were present. Also present were City Manager, Russ Blair and Finance Director, Alison Bull.
- 3) Prayer
 - a. Commissioner Jim Swayne gave invocation.
- 4) Pledge of Allegiance
- 5) Approval of the Minutes
 - a. Regular – October 25, 2021
 - i. Commissioner Swayne made a motion to approve. Commissioner Elrod seconded. All Ayes.
 - b. Workshop – November 1, 2021
 - o Commissioner Elrod made a motion to approve. Commissioner Webb seconded. All Ayes.
- 6) New Business:
 - a. Approval of Proposed 2022 Meeting Calendar
 - i. Commissioner Swayne made a motion to approve. Commissioner Elrod seconded. All Ayes.
 - b. Approval of Southeast Development District Invoice - \$9,300
 - i. Mayor Garwood made a motion to approve. Commissioner Elrod seconded. All Ayes.
- 7) Old Business
 - a. Discussion of Employee Bonuses/Pay Raises and Scenarios Presented
 - Blair presented on scenarios/variations of employee bonuses and pay raises.
 - i. Blair said that the COLA raise and the upcoming salary study from MTAS might affect the previously presented scenarios.
 - ii. Blair suggested because of the COLA increase, he has reintroduced the stipend.
 - Commissioner Elrod discussed the scenario that she sent to the commission (1F) and said that it included a 2.75 hour increase in the fire shifts instead of a fire salary increase. She said that the bottom line doesn't increase greatly with her scenario.
 - Blair said that they could look at budgeting the fire salary increase and going to a full 24-hour shift in the 2022-2023 fiscal year. In terms of the cost, it's not that different it just will determine what needs to be looked at during the 2022-2023 budget process.
 - Commissioner Swayne asked how this scenario would affect the next item on the agenda concerning sleep time. Commissioner Elrod said that it would "encompass

- all of it." She said that it would open the options at budget time to increase pay rate or sleep time.
- Blair said that there is a difference in Elrod's 1F as opposed to the original which had the fire administration getting the same amount as the police administration even though police admin was basically at a competitive local rate and fire admin is significantly lower. Elrod's 1F brought fire admin's pay raise down.
 - Commissioner Swayne asked if 1F is virtually the same as 1E except the bottom-line increases. Blair said that it costs pretty much the same, but the major difference would be the way fire is increased and the fire admin is less than original.
 - Blair said that either 1E or 1F would be the better options with the higher COLA coming.
 - Commissioner Swayne made a motion to approve 1F. Commissioner James seconded. Commissioner Webb and Mayor Garwood voted in agreement. Commissioner Elrod abstained.
- b. Firefighters Sleep Time
- Blair said that this issue has resolved itself with 1F for the time being but it still needs more conversation in the near future.
- c. Changing Accrual Hours for Sick Time/Vacation in Police
- Blair said that the police department was accruing 10 hours, the same as city hall, for sick time, which doesn't even cover one shift that they work (their shifts are 12 hours each). This would increase their sick time.
 - Commissioner Elrod made a motion to approve. Commissioner Swayne seconded.
 - Commissioner Elrod said that it should be worded "1.23% of the employees base shift."
 - Blair said that they could change it to make sure it's uniform across the board.
 - All Ayes with the caveat that they add the 1.23% of shift worked wording.
- d. Discussion of Holiday Observance by Police and Fire Personnel
- Blair talked about how this would ensure that the holiday is observed on the actual holiday. Mon-Fri employees will observe the observed day. Police and fire will observe it on the actual holiday.
 - Swayne asked if it includes the part time employees that are working the holidays. Blair confirmed it does.
 - Commissioner Webb made a motion to approve. Commissioner Swayne seconded. Commissioner James and Mayor Garwood voted in favor. Commissioner Elrod abstained.
- e. Discussion and Approval of Full-Time Employees Hired prior to July 1st, 2021 a \$175 Net Bonus Check Hired Prior to July 1st, 2021.
- Commissioner Elrod made a motion to approve. Commissioner James seconded. All Ayes.
- f. Discussion and Approval of Change to Fire Department Consecutive Sleep Hours from 3 to 5 Hours
- Blair said that it has been the policy that if they get three hours of sleep, they wouldn't need to be compensated for the 24-hour shift. It was suggested by MTAS

to make it five hours of consecutive sleep. If this isn't achieved, the employee would be compensated for the full 24 hours.

- Commissioner Webb made a motion to approve. Commissioner Swayne seconded. All Ayes.
- g. Second Reading and Passage of Ordinance 871: An Ordinance to Increase the Court Costs for the Etowah Municipal Court
 - Commissioner James made a motion to approve. Commissioner Elrod seconded. All Ayes.

8) City Manager's Report

- Blair read through his report.
- Commissioner Elrod asked about the post office lease. Blair said that it expires on December 31st.
- Commissioner Elrod asked about the status of the law enforcement equipment grant. Blair said he wasn't aware but he would look into it.
- Commissioner Elrod asked if we were making plans to break baseball off on its own so they can keep their own proceeds. Blair said that it was the first he had heard of it but he would work on that.
- Commissioner Elrod asked about the pool expenditures being 340% and if they were logged correctly. Bull said that they're broken down further into object codes that fall under the pool department.
- Commissioner Swayne asked about the ARPA monies, if the water repairs could include canal repairs. Blair said that he thinks that it's more than likely concerning expanding water services as opposed to stormwater. Blair said that the ARPA purposes go beyond water, sewer and broadband and that a joint workshop with EUB would be beneficial.
- Commissioner Swayne asked if these funds could be used to recover budgeted items? Mayor Garwood, Blair and Bull said that it could not.
- Mayor Garwood said that he wanted to remind them about the north industrial park. The first installment comes due in 2023 at \$70,000 and each year after that it's \$210,000.

9) Citizens Comment

- There were none.

10) Unscheduled Items

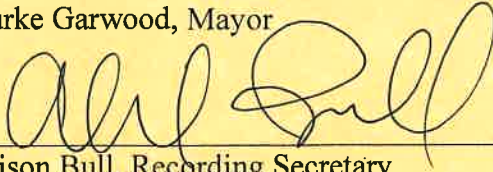
- Bryan Dalton mentioned a few events coming up in which the City will be participating.

11) Adjournment

Mayor Garwood made a motion to adjourn. Commissioner Elrod seconded. All Ayes.



Burke Garwood, Mayor



Alison Bull, Recording Secretary

•