

CITY OF MOULTON  
CITY COUNCIL MEETING  
FEBRUARY 5, 2018  
5:00PM

Present: Mayor Roger Weatherwax

Council Members: Brent White  
Joyce Jeffreys  
Cassandra Lee

Mayor Weatherwax called the meeting to order. After the pledge and prayer, Mayor Weatherwax ask for a motion to approve and dispense reading of January 22, 2018 minutes. A motion to this affect was made by Brent White and seconded by Joyce Jeffreys, with all in favor. Mayor Weatherwax informed the Council that their folders contain financial reports and League materials for the summer Convention for review.

Mayor Weatherwax then stated that ReNay Saint at Grade 7 Step 2 and \$18.53/ hr, has completed his probationary period and recommends that his status be full time at Grade 7 Step 3 with rate of pay at \$19.09/ hr. He then called for a motion or discussion. Cassandra Lee expressed her request for continued monthly reports that contain target dates for follow up and actions to be taken. She spoke of the need for continued discussion with our attorney regarding any changes to the nuisance ordinance that may be necessary. She stated that in terms of cars and junk in yards being taken care of in a timely manner being part of his job description and that he be held accountable under the supervision of the Mayor. Mayor Weatherwax stated that this is new to us and that I feel he will continue to improve and do a better job. Mayor Weatherwax than ask for a motion to retain ReNay Saint as a full time employee at Grade 7 Step 3. Brent White said, "Mayor, this goes without saying, that you would not recommend making him a permanent employee if you did not feel as if he were doing a good job and could continue to do an adequate job of everything the job description calls for. Mayor responded by saying that he feels Renay is doing a good job with the nuisances and business licenses. Based upon the recommendation of the Mayor, Brent White made a motion to hire Renay Saint as a full time employee, seconded by Joyce Jeffreys, with all voting in favor, motion carried.

Chief Ryan Jolly addressed the Council regarding the presentation he had made last year requesting three additional personnel at the fire department. At that time, financially we were unable to hire three personnel and the idea at that time was to hire one employee. Our hiring process up to the interviews has been completed but with no employment offers being made at this time. He stated that we have several candidates that would be committed to the city long term so I would like to ask the council to hire an additional firefighter. My plan is to promote from within to make another day time slot which would be an assistant chief position. There would be a marginal raise for the individual promoted and the cost of what a firefighter would be. The base salary for a firefighter starting out is \$11.72/hr and a yearly salary income of \$32,300.32. Taking in base overtime which we are paid on a long check of 120 hours (106 regular pay and 14 hours at overtime) and two short checks of 108 hours (106 regular and 2 overtime) each month based on our cycle. With the base overtime, holiday pay, hazard duty pay, in addition to social security and retirement benefits, brings the total salary for a firefighter position is \$45,163.22. This is what we are looking at when we hire an additional person. The position that we have that we are actually advertising for and going through the process now is for the

vacancy left by Chris Hensley. Right now, we have that one spot that is open that we will fill but this is just that additional to take the place of whoever I decide to promote from within. The day position would be a salaried position, no overtime guaranteed, working the same hours that I work with is 2080 hours yearly. The starting pay would be at Grade 9 Beginning \$20.34/ hr. At current pay, an individual would actually be taking a \$4000.00 cut in pay going from shift to salary pay. In recognizing that, I determined the best place to start that person, comparable to where they are now and give them the benefit of receiving that promotion with a marginal raise, would be an hourly rate of \$22.41. This would be at a base salary of \$46,612.00, in addition to benefits bringing the salary position to \$56,000.00. I have spoken to an individual who is deserving of the promotion and he is interested in the position. This process has taken longer than anticipated in testing, physical agility and interviews. But Recruit School starts at the end of this month. Some of the interviewed applicants are self sponsoring but should we decide to hire someone that is not self sponsoring through the academy or currently certified, a decision would have to be made fairly quickly to get them enrolled into recruit school on time. I ask that the council approve to hire that second position.

Mayor Weatherwax questioned which numbers were for the second person, which is the firefighter position. Chief Jolly responded the \$45,163.22. Brent White questioned that if we decide that we are unable to hire a new fireman, the assistant chief position would be moot. Chief Jolly stated that would be correct, but that the need for three additional shift personnel is great and a huge need for the administrative position especially when I am out of town and citizens need fire reports and confidential information.

Joyce Jeffreys asked about the number of full time personnel. Chief Jolly responded, including myself that would be four. Three that work 24 hours, then are off 48 hours and I work Monday through Fridays. Chief Jolly stated that currently the city is fortunate to have a large number of committed volunteers that actually show up and are active. We have 20-21 volunteers on roster, with 14-15 being fairly active. Mayor Weatherwax then asked about the possibility of saving the approximate \$20,000.00 - \$22,000.00 in overtime. Chief Jolly stated that based on his understanding possibly half but that would have to be determined with Teri. Mayor Weatherwax stated that he would meet with Teri and come up with a more basic number before the work session.

Mayor Weatherwax then stated that Chief McWhorter would like to discuss the idea of purchasing a different type vehicle from that already approved for the police department. Lyndon informed the council that current SUV's are used for patrol units and Ford has come out with a 4 door crew cab pickup police vehicle and I can get this vehicle a little cheaper than an SUV. We have a need to transport recovery items such as motorcycles, mini bikes and small equipment that would prevent us from having to call a wrecker and passing this wrecker cost to the victim. Chief McWhorter expects the difference between the price of the truck and the SUV to be about \$135.00. Brent White stated that if the money is already budgeted and the Mayor and supervisor have discussed the request to change from an SUV to a pick-up there should be no issue.

Mayor Weatherwax announced the Work Session scheduled for February 12, 2018 at 5:00PM. Items of discussion will include Chief Jolly's personnel request, needed roof repair at City Hall and street lights and signs.

Motion to adjourn was made by Joyce Jeffreys, seconded by Brent White, with all voting in favor.

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Mayor Roger Weatherwax

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Frances Blankenship, Asst City Clerk

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Brent White, Council Member

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Joyce Jeffreys, Council Member

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Cassandra Lee, Council Member

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Jason White, Council Member

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Denise Lovett, Council Member