

Gardendale City Council Work Session
Monday, February 24, 2020 5:30 pm

The Gardendale City council met in work session at 5:30 p.m. on February 24, 2020, at City Hall located at 925 Main Street to discuss general business affecting the city.

Members present were as follows:

Alvin Currington Allen Jerkins Adam Berendt Greg Colvert
Will Hardman

Also attending: Mayor Stan Hogeland Bill Casaday

Council President Currington presided over the meeting and City Clerk Melissa Honeycutt served as recording secretary.

Council President Currington asked City Clerk Melissa Honeycutt to prepare an ordinance amending the business license ordinance as it pertains to auto dealerships for the council to review revised calculation of license.

Employees attended the work session to present information to the council supporting the implementation of Act 2019-132 that allows local employers that participate in the Employees' Retirement System (ERS) to provide Tier I retirement benefits to their Tier II members. Brad Cotton (PD) and Brad Cantrell (FD) acted a spokesman for the group, which was comprised of police, fire, parks, and public works as follows:

Eason	Williams	Coburn	
Skinner	Bowen	Jackson	Cotton
Green	Lorino	Wallace	Cantrell
Smith	Cates	Hill	Calloway

Brad Cotton handed out documents including, the Gardendale Case Study as prepared by McCollough Associates for RSA, ERS Membership benefits at a glance guide, and a power point showing how this change would positively affect Tier 2 employees of the City.

Mr. Cotton stated Vestavia and Hoover have passed resolutions to implement Ace 2019-132. He has heard that Alabaster and Homewood also support it. He stated that he feels this is one of the most important decisions the council can make for the city, both employees and citizens. Applicant pool is smaller each year and this will be an important recruitment tool that will affect how the city is served. We try to attract employees long-term not those using the city as a entry point and steppingstone, which we may become if other cities enact the legislation and we do not.

Mr. Brad Cantrell stated Mr. Cotton brought up and covered good points. Mr. Cantrell stated he understood the implementation does not have to be done until later, but wanted to have

this conversation now. Recent interview applicants at the fire department who were transferring from Birmingham have asked where the city stood on the legislation. It is a recruitment and retention tool.

Mr. Currington stated the council has known of the legislation and has been following it since it passed through the legislature, he assures employees that it is on the council's radar. This will be a topic for consideration in the next budget cycle.

Mr. Jerkins thanked the departments for coming tonight.

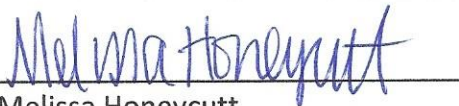
Mayor Hogeland stated the City wants to do what we can. The employees are the backbone of the city, but it is a financial decision.

Mr. Hardman stated that this was a great presentation and good information. He understands there is no immediate impact to budget until next year and that is a recruitment too.

Mayor Hogeland reminded the council of the Snow Rogers open house at 9am on Tuesday.

Mr. Hardman asked if the reflectors have been installed at Lexington Park. Mayor Hogeland responded that he thought Public Works was waiting for a break in the weather to install but would follow up with them.

Submitted:



Melissa Honeycutt

Accepted and Approved:



Alvin Currington, Council President