

JOINT MEETING AGENDA
MOUNTAIN BROOK EMERGENCY COMMUNICATIONS DISTRICT
AND MOUNTAIN BROOK CITY COUNCIL

CITY HALL COUNCIL CHAMBER (ROOM A108)
56 CHURCH STREET
MOUNTAIN BROOK, AL 35213

OCTOBER 26, 2015, 7:00 P.M.

1. Approval of the minutes of the October 12, 2015 meeting Mountain Brook Emergency Communications District.
2. Approval of the minutes of the October 12, 2015 regular meeting of the City Council.
3. Consideration: Resolution appointing a member to the Park Board (replacing Pinkie Chace).
4. Consideration: Resolution declaring certain vehicles and equipment surplus and authorize their sell at public Internet auction.
5. Consideration: Resolution authorizing the establishment of an interest bearing checking account to be used for the deposit of municipal court cash bonds and fines.
6. Consideration: Ordinance amending the educational incentive policy of the City with respect to public safety personnel.
7. Announcement: The next regular meeting of the City Council is November 9, 2015, at 7:00 p.m. in the Council Chamber of City Hall located at 56 Church Street, Mountain Brook, AL 35213.
8. Comments from residents.
9. Adjourn.

**MINUTES OF THE MEETING OF THE
MOUNTAIN BROOK EMERGENCY COMMUNICATIONS DISTRICT
OCTOBER 12, 2015**

The Board of Commissioners of the Mountain Brook Emergency Communications District (“District”) met in public session in the City Hall Council Chamber at 7:00 p.m. on Monday, the 12th day of October, 2015. The Chairman called the meeting to order and the roll was called with the following results:

Present: Virginia C. Smith, Chairman
William S. Pritchard, III, Vice-Chairman
Jack D. Carl
Lloyd C. Shelton
Alice B. Womack
Lawrence T. Oden, Mayor

Absent: None

Also present were City Attorney Whit Colvin, City Manager Sam Gaston, and District Clerk Steven Boone.

The Chairman stated that a quorum was present and that the meeting was open for the transaction of business

1. CONSENT AGENDA

Chairman Smith announced that the following matters will be considered at one time on the consent agenda provided no one in attendance objects:

2015-138	Ratify and adopting the fiscal 2016 budget of the Mountain Brook Emergency Communications District (as previously adopted by the Mountain Brook City Council upon its adoption of Ordinance 1938 on September 14, 2015)	Appendix 1
2015-139	Ratify the transfer of \$275,000 from the Emergency Communications District operating fund to the City of Mountain Brook General Fund to reimburse the City for E911 dispatch labor costs and related supervision for the year October 1, 2014 through September 30, 2015	Exhibit 1, Appendix 2

Thereupon, the foregoing resolutions were introduced by Chairman Smith and their immediate adoption was moved by Commission member Shelton. The resolutions were then considered by the Commission. Vice-Chairman Pritchard seconded the motion to adopt the foregoing resolutions. Then, upon the question being put and the roll called, the vote was recorded as follows:

Ayes: Virginia C. Smith, Chairman
William S. Pritchard, III, Vice-Chairman
Jack D. Carl
Lloyd C. Shelton
Alice B. Womack

Nays: None

Chairman Smith thereupon declared that said resolutions (Nos. 2015-138 and 139) are adopted by a vote of 5–0 and as evidence thereof she signed the same.

2. **ADJOURNMENT**

There being no further business to come before the District, Chairman Smith adjourned the meeting.

3. **CERTIFICATION**

I, Steven Boone, District Clerk of the Mountain Brook Emergency Communications District, certify the above is a true and correct transcript of the regular meeting of the Board of Commissioners held at City Hall, Council Chamber (Room A108) on October 12, 2015, and that the meeting was duly called and held in all respects in accordance with the laws of the State of Alabama and bylaws of the City and that a quorum was present.

District Clerk

EXHIBIT 1

RESOLUTION NO. 2015-139

BE IT RESOLVED by the Board of Commissioners of the Mountain Brook Emergency Communications District that the Board hereby ratifies and approves the transfer of funds in the amount of \$275,000 from the District to the City of Mountain Brook Capital General Fund to reimburse the City for E911 dispatch labor costs and related supervision for the year October 1, 2014 through September 30, 2015.

Ledger Number	Ledger Description	Amount
531-3516-6910	Transfers-General Fund	\$275,000 DR
531-1002-2376	Cash	275,000 CR
100-1001-0000	Cash	275,000 DR
100-3800-4831	Transfer-E911 District	275,000 CR

APPENDIX 2

**MOUNTAIN BROOK CITY COUNCIL AND
MOUNTAIN BROOK EMERGENCY COMMUNICATIONS DISTRICT
PRE-MEETING DISCUSSION
OCTOBER 12, 2015**

The City Council of the City of Mountain Brook, Alabama and Board of Commissioners of the Mountain Brook Emergency Communications District (“District”) met in public session in the Pre-council Room (A106) of City Hall at 6:15 p.m. on Monday, the 12th day of October, 2015. The Council President called the meeting to order and the roll was called with the following results:

Present: Virginia C. Smith, Council President (Chairman)
William S. Pritchard, III, Council President Pro Tempore (Vice-Chairman)
Jack D. Carl
Lloyd C. Shelton
Alice B. Womack
Lawrence T. Oden, Mayor

Absent: None

Also present were City Attorney Whit Colvin, City Manager Sam Gaston, and City Clerk Steven Boone.

1. AGENDA

1. Request by residents of Brook Manor Drive for City’s assistance in the placement of two (2) decorative street lights on their street – Bayard Tynes and Hill Sewell (Appendix 1).
 - The members of the City Council stated that on one other occasion has the City participated in the installation of a decorative street light in a residential area. That instance involved a garden club that paid for the pole and fixture. The City’s participation was limited to providing electrical service to the new light.
 - Concern was expressed about the precedent if the City installs these 2 to 3 street lights.
 - Considering the request was for both aesthetics and safety, the City officials suggested that the City Manager meet with Alabama Power officials to see if brighter bulbs can be installed to increase lighting.
2. Public Safety Educational Incentive Pay Policy – Chief Ezekiel and Chief Cook (Appendix 2).
 - The members of the City Council expressed general consensus with the notion of this proposed policy change.
 - The City Manager asked that this matter be continued until October 26 to allow time for some questions he has to be addressed with the Police Chief.
3. Erosion plan study for Shades Creek at Mountain Brook Parkway/Overbrook Road – Walter Schoel. (Resolution No. 20145-145 was added to the formal agenda.)
4. South Brookwood Road sidewalk (drainage and embankment) study proposal – Alicia Bailey with Sain Associates (Appendix 3).).
 - The members of the City Council expressed concern that the scope of the proposal was greater than intended and asked that the Public Works Superintendent and engineer revisit the site and adjust the scope of the study for consideration on October 26, 2015.

5. Review and discussion of the 7 p.m. Mountain Brook Emergency Communications District and City Council formal meeting agendas (Resolution Nos. 2015-138 and 139 concerned District business).

6. ADJOURNMENT

Upon conclusion of the City Council's (and District's) review of the formal [7 p.m.] agenda issues, Council President and Chairman Smith adjourned the meeting.

7. CERTIFICATION

I, Steven Boone, City Clerk of the City of Mountain Brook, Alabama, certify the above is a true and correct synopsis of the discussion from the work session of the City Council of the City of Mountain Brook, Alabama held at City Hall, Pre-Council Room (A106) on October 12, 2015, and that the meeting was duly called and held in all respects in accordance with the laws of the State of Alabama and bylaws of the City and that no formal action or votes were conducted at said work session.

City Clerk

**MINUTES OF THE REGULAR MEETING OF THE
CITY COUNCIL OF THE CITY OF MOUNTAIN BROOK, ALABAMA
OCTOBER 12, 2015**

The City Council of the City of Mountain Brook, Alabama met in public session in the City Hall Council Chamber at 7:00 p.m. on Monday, the 12th day of October, 2015. The Council President called the meeting to order and the roll was called with the following results:

Present: Virginia C. Smith, Council President
William S. Pritchard, III, Council President Pro Tempore
Jack D. Carl
Lloyd C. Shelton
Alice B. Womack
Lawrence T. Oden, Mayor

Absent: None

Also present were City Attorney Whit Colvin, City Manager Sam Gaston, and City Clerk Steven Boone.

The City Council President stated that a quorum was present and that the meeting was open for the transaction of business

1. CONSENT AGENDA

Council President Smith announced that the following matters will be considered at one time on the consent agenda provided no one in attendance objects:

Approval of the minutes of the September 24, 2015 special meeting of the City Council.

Approval of the minutes of the September 28, 2015 regular meeting of the City Council.

Approval of the minutes of the October 7, 2015 special meeting and work session of the City Council.

2015-140	Ratify the [unbudgeted] transfer of \$75,000 from the General Fund to the Capital Projects Fund as of September 30, 2015	Exhibit 1
2015-141	Recommend to the State of ABC Board the issuance of a 020 – Restaurant Retail Liquor license to Sawtooth Cookhouse Crestline, LLC (trade name Miss Dots Crestline) located at 49 Church Street, 35213	Exhibit 2, Appendix 1
2015-142	Remove elected officials of the City of Mountain Brook from the covered employee classification with respect to the City's Local Government Health Insurance Plan (LGHIP) sponsored by the State Employees' Insurance Board (SEIB)	Exhibit 3, Appendix 2
2015-143	Declare certain property surplus and authorizing is sale at public Internet auction	Exhibit 4
2015-144	Accept the professional services proposal submitted by Sain Associates for the design of a concrete traffic island for a pedestrian crossing at the intersection of North Woodridge Road at its intersection with South Brookwood Road	Exhibit 5, Appendix 3

- | | | |
|-----------------|---|--------------------------|
| 2015-145 | Accept and authorize the execution of a professional services agreement between the City and Walter Schoel Engineering, Inc. with respect to its topographic survey, schematic design, and preparation of construction documents for erosion control of the streambank and channel of Shades Creek (at Mountain Brook Parkway and Overbrook Road) | Exhibit 6,
Appendix 4 |
|-----------------|---|--------------------------|

Thereupon, the foregoing minutes and resolutions were introduced by Council President Smith and their immediate adoption was moved by Council member Shelton. The minutes and resolutions were then considered by the City Council. Council President Pro Tempore Pritchard seconded the motion to adopt the foregoing minutes and resolutions. Then, upon the question being put and the roll called, the vote was recorded as follows:

Ayes: Virginia C. Smith, Council President
William S. Pritchard, III, Council President Pro Tempore
Jack D. Carl
Lloyd C. Shelton
Alice B. Womack

Nays: None

Council President Smith thereupon declared that said minutes and resolution (Nos. 2015-140 through 2015-145) are adopted by a vote of 5—0 and as evidence thereof she signed the same.

2. CONSIDERATION: ORDINANCE (NO. 1941) PROVIDING FOR A STOP SIGN ON RANDOLPH ROAD AT ITS INTERSECTION WITH FAIRWAY DRIVE AND PROVIDE PUNISHMENT FOR VIOLATIONS THEREOF (EXHIBIT 7, APPENDIX 5)

The ordinance was introduced in writing by Council President Smith who then invited questions and comments from the audience.

There being no comments or discussion, Council President Smith called for a motion. Council President Pro Tempore Pritchard made a motion that all rules and regulations which, unless suspended, would prevent the immediate consideration and adoption of said ordinance be suspended, and that unanimous consent to the immediate consideration of said ordinance is given and that the reading of the ordinance at length be waived. The motion was seconded by Council member Carl and was carried, as follows:

Ayes: Virginia C. Smith, Council President
William S. Pritchard, III, Council President Pro Tempore
Jack D. Carl
Lloyd C. Shelton
Alice B. Womack

Nays: None

The Council President Smith declared the motion carried by a vote of 5—0.

After said ordinance had been considered in full by the Council, Council Pro Tempore Pritchard then moved for the adoption of said ordinance. The motion was seconded by Council member Womack. Thereupon, Council President Smith called for vote with the following results:

Ayes: Virginia C. Smith, Council President
William S. Pritchard, III, Council President Pro Tempore
Jack D. Carl
Lloyd C. Shelton
Alice B. Womack

Nays: None

The Council President Smith declared that the said ordinance (No. 1941) is hereby adopted by a vote of 5-0 and, as evidence thereof, she signed the same.

3. ANNOUNCEMENTS REGARDING THE NEXT REGULAR MEETING OF THE CITY COUNCIL

Council President Smith announced that the next meeting of the Mountain Brook City Council will be held on Monday, October, 26, 2015 at 7:00 p.m. in the Council Chamber of City Hall located at 56 Church Street, Mountain Brook, AL 35213. Please visit the City's web site (www.mtnbrook.org) for more information.

4. ADJOURNMENT

There being no further business to come before the City Council President Smith adjourned the meeting.

5. CERTIFICATION

I, Steven Boone, City Clerk of the City of Mountain Brook, Alabama, certify the above is a true and correct transcript of the regular meeting of the City Council of the City of Mountain Brook, Alabama held at City Hall, Council Chamber (Room A108) on October 12, 2015, and that the meeting was duly called and held in all respects in accordance with the laws of the State of Alabama and bylaws of the City and that a quorum was present.

City Clerk

EXHIBIT 1

RESOLUTION NO. 2015-140

BE IT RESOLVED by the City Council of the City of Mountain Brook, Alabama, that the City Council hereby authorizes the following fiscal 2015 [cash and surplus] intrafund transfer:

- 1) \$ 75,000 from the General Operations (100) to Capital Projects (441)

Ledger Number	Ledger Description	Amount
100-1116-6941	Transfers – Capital	\$75,000 DR
100-1001-0000	Cash – General Operations	75,000 CR
441-1001-0000	Cash – Capital Projects	75,000 DR
441-3408-4810	Transfers – General Operations	75,000 CR

EXHIBIT 2

RESOLUTION NO. 2015-146

BE IT RESOLVED by the City Council of the City of Mountain Brook, Alabama, that _____ is hereby appointed to the Park and Recreation Board, to serve without compensation, with the term of office to end October 26, 2020.

ADOPTED: This 26th day of October, 2015.

Council President

APPROVED: This 26th day of October, 2015.

Mayor

CERTIFICATION

I, Steven Boone, City Clerk of the City of Mountain Brook, Alabama hereby certify the above to be a true and correct copy of a resolution adopted by the City Council of the City of Mountain Brook at its meeting held on October 26, 2015, as same appears in the minutes of record of said meeting.

City Clerk

PIR Bd

Trenton Wright

3501 Mountain Lane, Mountain Brook AL 35213
Cell: 2055156416 - trent.wright@bhtonline.com

July 15, 2015

Sam Gaston
City Manager
56 Church Street
Mountain Brook, Alabama 35213
gastons@mtnbrook.org

RE: Parks & Recreation

Dear Sam Gaston,

My attached resume outlines a few talents that I could offer your organization. Here's the overview:

My previous experience working for Birmingham Hide & Tallow Co, has given me 15 years of experience. I have an excellent track record of senior management. I understand that it is important that the board elects the best team for the community. I have my communities interest in mind and hope to enhance the team's objectives.

I look forward to the opportunity to discuss and learn how I can contribute to the growth and reputation of the City of Mountain Brook Parks & Recreation Board.

Sincerely,
Trent Wright

TRENTON WRIGHT

700 Maple Street, Suite A, Birmingham, AL 35210 | C: 205-515-6416 | trent.wright@bhtonline.com

Executive Profile

As a Vice President and head of our Grease Trap Division, I am driven to manage costs and establish strategic, mutually beneficial partnerships and relationships with customers and service providers. I am a high-energy, results-oriented leader with an entrepreneurial attitude.

Skill Highlights

- Small business development
- Client account management
- Negotiations skills
- Employee relations
- Leadership/communication skills
- Product service line expansion
- Customer-oriented
- Self-motivated

Core Accomplishments

Project Management:

- Initiated a new division which resulted in adding a third facet to our 115 years of business.
- Currently now have over 2500 customers in that division.

Community:

- Started the Mystics of Mtn. Brook Halloween Parade. It is a family oriented mardi gras style parade that is fun for all ages. It "rolls" in Crestline Village.
- Heavily involved in Mountain Brook boys & girls athletics. As a former SEC football player @ Ole Miss, I love to share my knowledge of competitive sports with our local youth.

Professional Experience

Vice President- Grease Trap Division
Birmingham Hide & Tallow Co, Inc. - Birmingham, AL

Education

BBA, Business Management
University Of Mississippi - Oxford, MS

1999

P/R BO.

Leigh Ann Speake
3109 Ryecroft Road
Mountain Brook, Alabama 35223

29 October 2014

Mr. Sam Gaston
City Manager
City of Mountain Brook, Alabama
56 Church Street
PO Box 130009
Mountain Brook, Alabama 35213

Dear Mr. Gaston:

I am interested in serving on the Parks and Recreation Board for the City of Mountain Brook.

I grew up in Mountain Brook, and currently live in the Brookwood Forest area. Both of my children attend BWF, where I also attended elementary school. We utilize most, if not all, of the parks in Mountain Brook. Through my children's involvement in Mountain Brook Athletics they play various sports at the other MB schools as well, so I have a vested interest in making our facilities the best they can be.

I have a Master of Landscape Architecture (2002) and a Bachelor of Science in Environmental Design (2000) from Auburn University. In school I focused in the areas of community planning and water feature design, with concentrations on plant materials, grading, and drainage as well.

I currently work at Brown Mechanical Contractors as Vice President, Treasurer & Sr. Project Manager. We specialize in plumbing, HVAC, site utilities, process piping, and water features. I manage our water feature work, much of which is design/build. I also oversee our healthcare division, our service department, and our accounting department. I have knowledge of civil, mechanical, and plumbing systems, budgets and construction processes, in addition to my design background.

I am involved in several trade and civic organizations, and through them and the construction projects I have managed around our community, I have formed valuable relationships with people in my industry, as well as many others.

Please refer to my attached resume for more details about my education, employment, trade, community, and charitable involvement, as well as a list of references.

Due to my background in landscape architecture & construction, my history of living in Mountain Brook for most of my life, the relationships I have with other leaders and members of our community, & my family's past and continued use of our parks and fields I believe I could be a productive member of the Parks and Recreation Board, and would love to contribute back to my community in this role.

Sincerely,

Leigh Ann Speake

Cooper Green Hospital Water Feature, Birmingham, AL
Gadsden Riverfront Park Water Features, Gadsden, AL
Homewood Plaza Water Feature, Birmingham, AL
IBM Headquarters Water Feature, Birmingham, AL
RSA Tower Water Feature, Mobile, AL
University of Alabama Ferguson Plaza Water Feature, Tuscaloosa, AL
Summit Retail Phases II & III Water Features, Birmingham, AL
Summit Retail Water Features, Louisville, KY
Outreach Cancer Center Water Feature, Birmingham, AL
Habitat for Humanity Fastest House, Montevallo, AL
One Federal Place Water Wall, Birmingham, AL
East Chase Retail Center Water Features, Montgomery, AL
Boy Scouts Service Center Expansion Site Utilities, B'ham, AL

Water Feature Design:

Bridge Street Retail Center, Huntsville, AL
Mountain Brook Municipal Center, Mountain Brook, AL
BJCC Marketplace, Birmingham, AL
Brasfield & Gorrie Headquarters, Birmingham, AL
Lauderdale County Courthouse, Florence, AL
Homewood Plaza, Homewood, AL
IBM Office Building, Irondale, AL
One Federal Place, Birmingham, AL
Outreach Cancer Center, Birmingham, AL
The Club, Birmingham, AL
Tuscaloosa Park, Tuscaloosa, AL
University of Alabama Sarah Patterson Championship Plaza, Tuscaloosa, AL
University of Alabama Shelby Center, Tuscaloosa, AL
Alabama Department of Youth Services, Montgomery, AL
Bay Medical Center, Panama City, FL
Summit Retail Center, Birmingham, AL & Louisville, KY
East Chase Lifestyle Center, Montgomery, AL

Certifications & Organizations:

Alabama Refrigeration Contractors License
Subcontractors Association of Alabama
Mechanical Contractors Association of Alabama
American Society of Landscape Architects
Q.C.I. for Construction Site Stormwater Management
OSHA Confined Spaces Training
Workers 1st Comp Fund

Community, Service & Charity Involvement:

Nicholas Franklin Pierce Memorial Foundation - VP/Board of Directors
Kiwanis Club of Birmingham – Membership Committee
Brookwood Forest PTO – Expressions Committee
Mountain Brook Athletics – Children’s Teams
Children’s Hospital of Alabama - Annual Illuminations Program & others
Children’s Harbor - Annual Pig Iron BBQ Event & others
Springbrook Garden Club – 2nd Vice President
Crippled Children’s Foundation
Canterbury United Methodist Church
Auburn University - College of Architecture, Design & Construction

References:

Brasfield & Gorrie, LLC Mr. Robert McElroy Mr. Robert Carswell Mr. Jason Lee	205-328-4000
B.L. Harbert International, LLC Mr. Ben Nevins Mr. Zac White	205-802-2800
Birmingham Zoo, Inc. Mr. Billy Ledbetter	205-879-0409
Consolidated Pipe & Supply Mr. Jeff Hallmark	205-288-7399
Hoar Construction, LLC Mr. Coker Barton Mr. Robert White	205-803-2121
Children's Hospital of Alabama Mr. Bo Higdon	205-939-9910
BBG&S Engineering Mr. Chris Golden Mr. Mike Streetman	205-969-4550
City of Mountain Brook Mr. Steven Boone	205-802-3825
BJCC Mr. Jerry Nelms	205-458-8409
Davis Architects Ms. Courtney Pittman	205-322-7482
University of Alabama Mr. Jason Northam	205-361-1873
University of Alabama/Hoar PM Mr. Wes Hokanson	205-348-2133
Macknally Land Design Ms. Lea Ann Macknally	205-328-4160
Poole & Co Architects Mr. John Poole Ms. Kelly Mullins	205-326-2206

P/R Board

Ms. Alice Womack

Mountain Brook City Council

Mountain Brook, Alabama

January 28, 2015

Alice,

Thanks so much for your guidance on my interest in a position on the Parks and Recreation Board for the City. I have attached the latest version of my personal resume' which only touches on my professional work involvement/interest. My interest in this form of service comes completely from a family and community perspective.

We are fortunate to live in a community that understands the importance of a quality park system and obviously invests and maintains our facilities. Lori and I started our family here some fifteen years ago and if there is an inch of our parks we have not covered, with the exception of the new Cahaba River Park, I sure would like to see it. We've enjoyed them for years and I know this is an area that I can be of service to the City of Mountain Brook.

My only qualifications are a love for the outside and the fact I have probably coached better than a hundred or so kids in Mountain Brook Athletics sports over the years. As long as you don't grade on win/lose ratio and more on the level of fun that me and the kids I've coached have had then I am your guy!!

I would be happy to discuss my interest in person or answer any questions the Council may have around my qualifications. You can contact me any time on my cell at 205.908.9853.

Thanks again Alice.

Respectfully,

Eddie Allen

3543 Rockhill Road

Mountain Brook, Alabama 35223

EDDIE ALLEN

EDDIE ALLEN

3543 Rockhill Road
Birmingham, Alabama 35223
(205) 970-6899

PROFESSIONAL EXPERIENCE

MAYFIELD ICE CREAM and BARBER DAIRIES, DIVISIONS OF DEAN FOODS COMPANY

Birmingham, Alabama July 1999 – Present

Senior Operations Manager-Birmingham September 2003 – Present

Lead the Supply Chain Activities of Mayfield Ice Cream and assist Barber Dairies in Birmingham, Alabama.

- Responsible for all operations at the Mayfield including: engineering, logistics, maintenance, production, purchasing, safety and environmental, shipping, sanitation, continuous improvement and quality assurance.
- Lead common operational areas for both facilities in security, utility management, environmental management and complex logistics.
- Develop plans for improving Customer service, cost reduction, Team member development and asset utilization using continuous improvement principles.

Plant Manager- Mayfield Ice Cream July 1999 – September 2003

Manage the processing facility including all areas of Supply Chain.

- Responsible for all operations departments including: engineering, logistics, maintenance, production, purchasing, safety & environmental, sanitation, continuous improvement and quality assurance.
- Established a strategic alliance with Baskin Robbins for production of all Ice Cream in the Southeast.

NICHOLS RESEARCH CORPORATION

Huntsville, Alabama June 1998 – July 1999

Senior Administrator June 1998 – July 1999

Reported to the Chief Administrative Officer to manage or support various administrative tasks and projects.

- Developed and administered a \$30 million infrastructure budget.
- Researched potential acquisitions and conducted due diligence activities.
- Managed administrative aspects of acquisition integration.

WAYNE FARMS, DIVISION OF CONTINENTAL GRAIN

Decatur, Alabama January 1993 – June 1998

Plant Manager October 1996 – June 1998

Managed the processing facility including all areas of operations.

- Responsible for all operations departments including technical services, production, maintenance, sanitation, logistics, purchasing, and training.
- Participated in developing the first long term supplier agreement with Campbell Soup Company.

Production Manager November 1995 – September 1996

Managed production for the two shift operation.

- Established Quality Teams to aid in meeting customer requirements. Production results went from 10 defects per 1000 pounds to less than 2 defects per 1000 pounds in 6 months.

Human Resources Manager January 1993 – October 1995

Managed the Human Resources Department.

- Responsible for all segments of Human Resources including: safety management, security, contract negotiations, benefits, hiring, training, affirmative action, public relations, and legal affairs coordination.
- Reduced turnover by 52% and increased safety compliance by reducing LTA by 72% in 2 years.

EDDIE ALLEN

RYAN FOODS, DIVISION OF DEAN FOODS

Murray, Kentucky May 1990 – December 1992

Project Engineer May 1992 – December 1992

Led various operations and construction related projects.

- Managed projects focused on labor reduction and efficiency improvement.

Human Resources Manager May 1991 – May 1992

Managed the Human Resources Department including all areas of employee services.

- Responsible for Safety and Health Program including: state and federal safety and environmental reporting, division risk management and loss control, safety training, and consultation.
- Facilitated Total Quality Management process at division level. Participated in corporate TQM planning.

Sales Intern May 1990 – May 1991 (part-time)

- Assisted with maintenance of sales database and distribution of products to sales personnel and endorsers.

UNIVERSITY OF KENTUCKY & MURRAY STATE UNIVERSITY

Paducah, Kentucky/Murray, Kentucky 1991 – 1992

Adjunct Faculty – College of Engineering/Department of Occupational Safety and Health Engineering

Taught entry-level engineering and management courses.

EDUCATION

Master of Science, May 1995

Area: Organizational Communications – Engineering Management Emphasis

Murray State University, Murray, Kentucky

Bachelor of Science, May 1990

Area: Industrial Engineering

Murray State University, Murray, Kentucky

RESOLUTION NO. 2015-147

WHEREAS, the City of Mountain Brook, Alabama, has certain items of personal property which are no longer needed for public or municipal purposes; and

WHEREAS, Section 11-43-56 of the Alabama Code of 1975 authorizes the municipal governing body to dispose of unneeded personal property.

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Mountain Brook, as follows: It is hereby established and declared that the following property owned by the City of Mountain Brook, Alabama is not needed for public or municipal purposes and is hereby declared surplus property:

Item	Asset	Description	Serial Number	Notes
1	13333	2006 Ford Crown Victoria	2FAHP71W36X156284	Police
2	13694	2009 Ford Crown Victoria	2FAHP71V29X123577	Police
3	13890	2010 Ford Crown Victoria	2FABP7BVXAX126722	Police
4	13951	2011 Ford Crown Victoria	2FABP7BV4BX123090	Police
5	13950	2011 Ford Crown Victoria	2FABP7BV8BX123089	Police
6	13949	2011 Ford Crown Victoria	2FABP7BV6BX123088	Police
7	13339	2006 Dodge Charger	2B3KA53H96H360216	Police
8	13620	2008 Ford F-550	1FDAW56R68EC82743	Public Works
9	1214	2002 GMC T7500	1GDM7C1C92J515725	Public Works
10	13489	2005 Ford F-450	1FDXW46PX5EC97065	Public Works
11	13287	2004 Massey Ferguson 491	BN200022-B501104L	Public Works
12	13072	2004 Dodge Durango	1D4HB48NX4F141118	Park Board

BE IT FURTHER RESOLVED by the City Council of the City of Mountain Brook, Alabama, that the City Manager is hereby authorized and directed to sell said property by way of public Internet auction to the highest bidder and to otherwise dispose of such property that does not sell at said public auction.

ADOPTED: This 26th day of October, 2015.

Council President

APPROVED: This 26th day of October, 2015.

Mayor

CERTIFICATION

I, Steven Boone, City Clerk of the City of Mountain Brook, Alabama, hereby certify the above to be a true and correct copy of a resolution adopted by the City Council of the City of Mountain Brook at its meeting held on October 26, 2015, as same appears in the minutes of record of said meeting.

City Clerk

CORPORATE AUTHORIZATION RESOLUTION

IBERIABANK
 Birmingham AL Market
 2340 Woodcrest Place
 Birmingham, AL 35209

By: CITY OF MOUNTAIN BROOK
 MOUNTAIN BROOK MUNICIPAL COURT FUND
 56 CHURCH ST
 MOUNTAIN BRK, AL 35213-3733

Referred to in this document as "Financial Institution"

Referred to in this document as "Corporation"

I, _____, certify that I am Secretary (clerk) of the above named corporation organized under the laws of ALABAMA, Federal Employer I.D. Number ~~63060010005~~, engaged in business under the trade name of CITY OF MOUNTAIN BROOK, and that the resolutions on this document are a correct copy of the resolutions adopted at a meeting of the Board of Directors of the Corporation duly and properly called and held on _____ (date). These resolutions appear in the minutes of this meeting and have not been rescinded or modified.

AGENTS Any Agent listed below, subject to any written limitations, is authorized to exercise the powers granted as indicated below:

Name and Title or Position	Signature	Facsimile Signature
A. <u>WILLIAM F (BILLY) ANGELL</u>	X _____	
B. <u>STEVEN L BOONE</u>	X _____	
C. <u>LAWRENCE T ODEN</u>	X _____	
D. <u>SAMUEL S GASTON</u>	X _____	
E. <u>JOHN H (JACK) MARTIN</u>	X _____	
F. _____	X _____	X _____

POWERS GRANTED (Attach one or more Agents to each power by placing the letter corresponding to their name in the area before each power. Following each power indicate the number of Agent signatures required to exercise the power.)

Indicate A, B, C, D, E, and/or F	Description of Power	Indicate number of signatures required
_____	(1) Exercise all of the powers listed in this resolution.	_____
_____	(2) Open any deposit or share account(s) in the name of the Corporation.	_____
<u>A, B, C, D, E</u>	(3) Endorse checks and orders for the payment of money or otherwise withdraw or transfer funds on deposit with this Financial Institution.	<u>01</u>
_____	(4) Borrow money on behalf and in the name of the Corporation, sign, execute and deliver promissory notes or other evidences of indebtedness.	_____
_____	(5) Endorse, assign, transfer, mortgage or pledge bills receivable, warehouse receipts, bills of lading, stocks, bonds, real estate or other property now owned or hereafter owned or acquired by the Corporation as security for sums borrowed, and to discount the same, unconditionally guarantee payment of all bills received, negotiated or discounted and to waive demand, presentment, protest, notice of protest and notice of non-payment.	_____
_____	(6) Enter into a written lease for the purpose of renting, maintaining, accessing and terminating a Safe Deposit Box in this Financial Institution.	_____
_____	(7) Other _____	_____

LIMITATIONS ON POWERS The following are the Corporation's express limitations on the powers granted under this resolution.

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RESOLUTIONS

The Corporation named on this resolution resolves that,

- (1) The Financial Institution is designated as a depository for the funds of the Corporation and to provide other financial accommodations indicated in this resolution.
(2) This resolution shall continue to have effect until express written notice of its rescission or modification has been received and recorded by the Financial Institution.
(3) The signature of an Agent on this resolution is conclusive evidence of their authority to act on behalf of the Corporation.
(4) All transactions, if any, with respect to any deposits, withdrawals, rediscounts and borrowings by or on behalf of the Corporation with the Financial Institution prior to the adoption of this resolution are hereby ratified, approved and confirmed.
(5) The Corporation agrees to the terms and conditions of any account agreement, properly opened by any Agent of the Corporation.
(6) The Corporation acknowledges and agrees that the Financial Institution may furnish at its discretion automated access devices to Agents of the Corporation to facilitate those powers authorized by this resolution or other resolutions in effect at the time of issuance.
(7) The Corporation acknowledges and agrees that the Financial Institution may rely on alternative signature and verification codes issued to or obtained from the Agent named on this resolution.

Pennsylvania. The designation of an Agent does not create a power of attorney; therefore, Agents are not subject to the provisions of 20 Pa.C.S.A. Section 5601 et seq. (Chapter 56; Decedents, Estates and Fiduciaries Code) unless the agency was created by a separate power of attorney. Any provision that assigns Financial Institution rights to act on behalf of any person or entity is not subject to the provisions of 20 Pa.C.S.A. Section 5601 et seq. (Chapter 56; Decedents, Estates and Fiduciaries Code).

EFFECT ON PREVIOUS RESOLUTIONS This resolution supersedes resolution dated _____ . If not completed, all resolutions remain in effect.

CERTIFICATION OF AUTHORITY

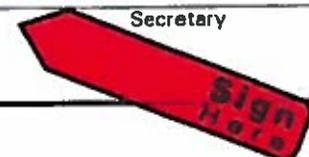
I further certify that the Board of Directors of the Corporation has, and at the time of adoption of this resolution had, full power and lawful authority to adopt the resolutions on page 2 and to confer the powers granted above to the persons named who have full power and lawful authority to exercise the same. (Apply seal below where appropriate.)

[] If checked, the Corporation is a non-profit corporation.

In Witness Whereof, I have subscribed my name to this document and affixed the seal of the Corporation on _____ (date).

Attest by _____ Other Officer

Secretary



FOR FINANCIAL INSTITUTION USE ONLY

Acknowledged and received on 10/23/2015 (date) by JBLAC (initials) [] This resolution is superseded by resolution dated _____ .

Comments:
20001268899-D 10/23/2015

2015-148



CITY OF MOUNTAIN BROOK FIRE DEPARTMENT

102 Tibbett Street, Mountain Brook, Alabama – 35213 Phone: (205) 802-3838, Fax: (205) 879-5919



INTEROFFICE MEMORANDUM

TO: Sam Gaston, City Manager
FROM: Robert Ezekiel, Fire Chief
DATE: October 5, 2015
SUBJECT: Public Safety Educational Incentive Ordinance/Policy Revision

As you know the Personnel Board of Jefferson County (PBJC) has the final word with respect to a college Bachelor's Degree being compensable as educational incentives. During this past year the PBJC has become more restrained and narrow in their scope of review with respect to granting their approval for the incentives being job related. I have met with other Fire and Police chiefs during the last year regarding these changes in perspective and everyone has expressed their concerns. For example, they are now not allowing degrees for Education and psychology as part of the compensable degrees. It would seem that especially in the police department a psychology degree would be very relevant and advantageous. Furthermore, if someone is currently getting compensation for these degrees and there is any change in their personnel status (promotion for example), then they will lose the incentive. In this scenario, they would get a 5% raise for promotion and lose 10% pay for the loss of the educational incentive.

Our Fire Department has always had policies which conservatively judge the awarding of educational incentives, even requiring some job related prerequisites as Associate Degrees, prior to granting approval of some of the bachelor's degrees (see attached Fire Dept. policy). I met with the PBJC regarding our policy during the early summer to see if we could gain some traction with the prerequisite process. They were amenable to what we had in our policy and stated that if our City amends its ordinance regarding the incentives to reference the FD policy and a PD policy likewise written, that our City could work within these policies and the PBJC would award the incentives likewise.

Based on this PBJC feedback, I am requesting that we discuss this as a pre-council agenda item to see if the City Council is likewise amenable. Your consideration and affirmation is appreciated. Ted and I will be available to offer more concise information at the meeting.

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ORDINANCE NO. 1942

APPROVAL OF THE EDUCATIONAL DEGREE PREMIUM PAY PURSUANT TO SECTION 1.VIII.G. OF THE PERSONNEL BOARD OF JEFFERSON COUNTY "SALARY ADMINISTRATION GUIDE & PAY PLAN"

BE IT ORDAINED by the City Council of the City of Mountain Brook, Alabama, as follows:

SECTION 1. EDUCATIONAL DEGREE PREMIUM PAY PLAN. The City Council hereby approves, subject to the [re]approval of the Personnel Board of Jefferson County [amends Ordinance No. 1917 adopted on September 22, 2014], the payment of Educational Degree Premium Pay pursuant to Section 1.VIII.G. of the Personnel Board of Jefferson County "Salary Administration Guide & Pay Plan" for qualifying degrees earned from accredited institutions of higher education determined to be directly related to the responsibilities and duties of the incumbent's classified position as follows:

Class No.	Job Title	Premium Code		
		Associate 06	Bachelor 21	Graduate/Professional 31
1082	Assistant City Manager/Finance Director	[REDACTED]	[REDACTED]	One Step
5257	Building Inspections Superintendent II			One Step
5098	Fire Chief III			One Step
6093	Police Chief III			One Step
8715	Public Works Director III			One Step
8290	Park/Recreation Superintendent			One Step
	Sworn Fire and Police personnel excluding Chiefs (5098 and 6093) as specified in Fire Departmental Policy No. 106.06 and Police Departmental Policy No. 100-4-1 attached hereto as Exhibit A and B, respectively	One Step	Two Steps	[REDACTED]

Note: Eligible employees may only receive one of the educational degree premiums; the premiums may not be combined.

SECTION 2. REPEALER. All ordinances or parts of ordinances heretofore adopted by the City Council of the City of Mountain Brook, Alabama that are inconsistent with the provisions of this ordinance are hereby expressly repealed.

SECTION 3. SEVERABILITY. If any part, section or subdivision of this ordinance shall be held unconstitutional or invalid for any reason, such holding shall not be construed to invalidate or impair the remainder of this ordinance, which shall continue in full force and effect notwithstanding such holding.

SECTION 4. EFFECTIVE DATE. The effective date of this ordinance shall be November 1, 2015.

ADOPTED: This 26th day of October, 2015.

Council President

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APPROVED: This 26th day of October, 2015.

Mayor

CERTIFICATION

I, Steven Boone, City Clerk of the City of Mountain Brook, Alabama, hereby certify the above to be a true and correct copy of an ordinance adopted by the City Council of the City of Mountain Brook, Alabama, as its meeting held on October 26, 2015, as same appears in the minutes of record of said meeting, and published by posting copies thereof on October 13, 2015, at the following public places, which copies remained posted for five (5) days as required by law.

City Hall, 56 Church Street
Gilchrist Pharmacy, 2850 Cahaba Road

Overton Park, 3020 Overton Road
The Invitation Place, 3150 Overton Road

City Clerk

MOUNTAIN BROOK FIRE DEPARTMENT	
POLICY NO. <u>106.06</u>	VOLUME: <u>1</u>
SUBJECT: <u>Education Incentive Program</u>	
SIGNED: <u><i>Robert W. Ezekiel</i></u>	<u>September 4, 2014</u>
ROBERT W. EZEKIEL, FIRE CHIEF	DATE

SCOPE AND PURPOSE: Formal education is one of the core values of the Mountain Brook Fire Department. The department places a high value on the education of its members realizing that well educated employees are critical to the future success of the organization. Each year the department budgets for formal education courses including the provision of all books for those members wishing to attend college. Additionally, the department budgets for pay incentives which are awarded to those members completing their studies and graduating with an approved fire/EMS service or management related degree.

In today's educational environment there are a plethora of degrees available. Obviously many of these degrees are not associated with, or related to, making an employee a better firefighter, paramedic or manager in either field. Some of the degrees could possibly be pertinent if a prerequisite of fire science or being a paramedic applied. The purpose of this policy is to lend some guidance to those personnel wishing to further their educational life by giving definition to the process.

POLICY:

Tuition Reimbursement: If an employee selects a private institution of higher learning rather than a state school, the employee will only be reimbursed for the costs that would have been paid to the state school (this is usually based on UAB rates).

Any course of study must be approved in advance by the Fire Chief or his designee.

Reimbursement will be made upon receipt of the necessary evidence that the course has been completed and that the costs for the course/books has been previously paid by the employee. Personnel with scholarships, government assistance (GI bill) or other means for tuition payment shall utilize these venues and not participate in the City program.

The department leave time policy will apply to those employees attending college classes. Employees must use regular leave time or swap time to attend classes during their tour of duty.

Studies should preferably lead to an associate degree, bachelors degree or paramedic license (JCPB definition). However, in accordance with JCPB and City policy, 64 semester hours or 96 quarter hours of relevant course work will qualify a person to receive a 5% educational pay incentive. Graduate studies will be available only to those holding the rank of Lieutenant and above and will be reviewed on a case by case basis.

Prerequisites may be required for certain degrees based on the curriculum content of the degree being sought (see page two).

EXHIBIT A

MOUNTAIN BROOK FIRE DEPARTMENT

POLICY NO. 106.06 VOLUME: 1 PAGE: 2

Tuition reimbursement will be granted on the following basis:

<u>Completed Course Grade</u>	<u>% of Reimbursement</u>
A	100%
B	100%
C	100%
D	0%
F	0%
Incomplete/Drop	0%

Course of Study Guidance: An employee setting direction to further his/her education within the system established generally has two objectives in mind: to become a more well rounded person through education and to increase wage earnings. The administrative perspective for employees furthering their education parallels that of the employee but additionally it is viewed as an investment. It is an investment in the individual and an investment in the future of the department. Since the program is an investment in the truest sense of the word, a return on the investment is expected; therefore, the curriculum for a course of study should have some direct connection to the provision of fire and emergency medical services. This can be directly related to the work itself or the management of services.

If a bachelors course of study is absolutely connected to the provision of public sector services then no prerequisite is required and the employee can receive 10% pay incentives. Examples of such programs are: BS degree at Athens University - Public Safety Administration, BS degree Columbia Southern University - Occupational Safety and Health/Fire Science, and BS degree UAB - Allied Health. Some examples of where a prerequisite would be required is for a general business degree, general management degree, accounting degree, general education, Computer Science, and psychology (not all inclusive). In these examples, an associate degree in Fire Science or a certificate and/or associate degree in Paramedical Services would be needed to help make the connection to the department's mission. Bachelors degrees such as marine biology, criminal justice, divinity, political science (not all inclusive) do not have a direct connection to the fire department mission and therefore will not be considered for reimbursement or wage incentives even if an associate in Fire Science or Paramedical Services is held.

Masters Degrees: Masters Degrees that are mission related (Management, Emergency Management, Allied Health, Public Administration, etc.) are now included within the premium pay system for positions designated by the City Manager. Receiving tuition reimbursement for a Masters Degree will be available for those of Lieutenant's rank or higher in the organization. However, if a firefighter or Apparatus Operator has a bachelors degree that does not meet the qualifications for compensation, but has earned a Masters Degree that does meet the qualifications, then the Masters Degree can be used to supplant the Bachelors Degree and will be compensable.

MOUNTAIN BROOK FIRE DEPARTMENT

POLICY NO. 106.06 VOLUME: 1 PAGE: 3

Premium Code Assignment: There is a maximum allowed of 15% premium codes above normal salaries. The top priority for premium code assignment will be job functions first and then educational premium codes. For example an assigned paramedic will get 10% premium codes as the first priority and then get additional earned educational premium codes added until reaching the 15% maximum.

Budget: The Education Incentive Program is based on the availability of funds through the budgeting process and on JCPB policy. No future guarantees are expressed other than those that exist under established JCPB policy.



Educational Assistance and Incentive

Date Issued October 12, 2015	Date Effective October 12, 2015	Revision Number 1	Page Page 1 of 3
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SCOPE AND PURPOSE: Formal education is one of the core values of the Mountain Brook Police Department. The department places a high value on the education of its members realizing that well educated employees are critical to the future success of the organization. Each year the department budgets for formal education courses including the provision of all books for those members wishing to attend college. Additionally, the department budgets for pay incentives which are awarded to those members completing their studies and graduating with an approved degree. In today’s educational environment there are a plethora of degrees available. Obviously many of these degrees are not associated with, or related to, making an employee a better police officer. The purpose of this policy is to lend some guidance to those personnel wishing to further their educational life by giving definition to the process.

EXHIBIT B

POLICY:

I. Tuition Reimbursement: If an employee selects a private institution of higher learning rather than a state school, the employee will only be reimbursed for the costs that would have been paid to the state school (this is usually based on UAB rates).

Any course of study that receives tuition reimbursement must be approved in advance by the Chief of Police or his designee.

Reimbursement will be made upon receipt of the necessary evidence that the course has been completed and that the costs for the course/books have been previously paid by the employee. Personnel with scholarships, government assistance (GI bill) or other means for tuition payment shall utilize these venues and not participate in the City program.

The department’s leave time policy will apply to those employees attending college classes. Employees must use regular leave time or swap time to attend classes during their tour of duty.

Studies should preferably lead to an associate degree, bachelors’ degree in a Criminal Justice or related field. The City recognizes that related fields may include: Psychology, Sociology, Counseling/Theology, English, Computer Science, Education, Public Administration, Urban Studies, etc.



Educational Assistance and Incentive

Date Issued October 12, 2015	Date Effective October 12, 2015	Revision Number 1	Page Page 2 of 3
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In accordance with JCPB and City policy, 64 semester hours or 96 quarter hours of relevant course work will qualify a person to receive a 5% educational pay incentive.

Tuition reimbursement will be granted on the following basis:

<u>Completed Course Grade</u>	<u>% of Reimbursement</u>
A	100%
B	100%
C	100%
D	0%
F	0%
Incomplete/Drop	0%

EXHIBIT B

II. Course of Study Guidance: An employee setting direction to further his/her education within the system established generally has two objectives in mind: to become a more well-rounded person through education and to increase wage earnings. The administrative perspective for employees furthering their education parallels that of the employee but additionally it is viewed as an investment. It is an investment in the individual and an investment in the future of the department. Since the program is an investment in the truest sense of the word, a return on the investment is expected; therefore, the curriculum for a course of study should have some direct connection to the provision of police services. This can be directly related to the work itself or the management of services.

III. Masters Degrees: Masters Degrees that are mission related are now included within the premium pay system for positions (Department Heads) designated by the City Manager.

Receiving tuition reimbursement for a Masters Degree will be available for those of Sergeant's rank or higher in the organization on a case-by-case basis.

If a Police Officer has a bachelors or associates degree that does not meet the qualifications for compensation, but has earned a Masters Degree that does meet the qualifications, then the Masters Degree can be used to supplant the Bachelors Degree and may be compensable (10%).



Educational Assistance and Incentive

Date Issued October 12, 2015	Date Effective October 12, 2015	Revision Number 1	Page Page 3 of 3
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IV. Premium Code Assignment: There is a maximum allowed of 15% premium codes above normal salaries. The top priority for premium code assignment will be job functions first and then educational premium codes.

V. Budget: The Education Incentive Program is based on the availability of funds through the budgeting process and on JCPB policy. No future guarantees are expressed other than those that exist under established JCPB policy.

VI. APPLICATION FOR EDUCATIONAL INCENTIVE:

An employee who applies for educational incentive pay must adhere to the following:

1. A written request for educational incentive pay complete with a certified copy of the applicable transcript must be submitted to the Chief of Police.
2. A copy of the transcript must be submitted to the Training Commander.
3. As soon as practical, the employee will be advised on the outcome of the request and all approved requests will be forwarded to the payroll office for processing.

VI. CITY POLICY

In addition to the above, this process is further regulated as outlined in the City of Mountain Brook Employee Handbook.

EXHIBIT B