



Minutes of the City of Calera Council Meeting December 19, 2022

The Council of the City of Calera met in the Council Chambers of the City Hall at 7901 Highway 31 on Monday, December 19, 2022, at 6:30 p.m., in a regular meeting. Mayor Graham residing.

Mayor and Council Members Present:

Jon G. Graham, Mayor
Philip Busby, Council Member
Kenny Dale Cost, Council Member
Ernest Montgomery, Council Member
Calvin Morgan, Council Member
Kay Snowden Turner, Council Member
Alan Watts, Council Member

City Attorney:

Bent Owens

Guests:

James Fuller, Reggie Darden, Seth Gandy, Kelly Ellison, Sean Kendrick, David Hyche, Dawn Gragg, Tip Edwards, Debbie and Richard Byers, Mrs. Baxley, Alison Powers, Tyler Madison, Donna and Autrey McMillian

Mayor Graham called the meeting to order at 6:30 p.m.

Word of Prayer and Pledge of Allegiance:

Council Member Watts opened the meeting with prayer and the Pledge of Allegiance.

Approval of Minutes:

Council Member Morgan made a motion to approve and dispense with the reading of the following minutes:

Regular Meeting – December 5, 2022
Work Session – December 5, 2022

Council Member Cost seconded said motion and upon vote, the results were as follows:

AYES: Cost, Graham, Montgomery, Morgan, Turner, Watts

NAYS: None

ABSTAIN: Busby

Motion Passed

Old Business:

Resolution No. 2022-39- Sewer Rate Schedule

Council Member Cost moved that Resolution No. 2022-39 is adopted. Council Member Watts seconded the motion and upon vote, the results were as follows:

AYES: Busby, Cost, Graham, Montgomery, Morgan, Turner, Watts

NAYES: None

Motion Passed- Adopted this 19th day of December 2022

New Business:

Reschedule Council Meetings due to the 2023 Holidays

New Year's Day – January 2, 2023 Rescheduled for Tuesday, January 3, 2023
Martin Luther King – January 16, 2023 Rescheduled for Tuesday, January 17, 2023
Labor Day – September 4, 2023 Rescheduled for Tuesday, September 5, 2023

Council Member Turner made a motion to approved the 2023 Holiday – Rescheduled Council Meetings. Council Member Morgan seconded the motion and upon vote, the results were as follows:

AYES: Busby, Cost, Graham, Montgomery, Morgan, Turner, Watts

NAYES: None

Motion Passed

2022 Christmas Parade Winners

1st Place – South Shelby Learning Center

2nd Place – Encore Rehab

3rd Place – Calera Dance Academy

Proclamation – Human Trafficking Awareness Month – January 2023

Council Member Montgomery made a motion to declare January 2023 as Human Trafficking Awareness Month. Council Member Busby seconded said motion and upon vote, the results were as follows:

AYES: Busby, Cost, Graham, Montgomery, Morgan, Turner, Watts

NAYES: None

Motion Passed- Adopted this 19th day of December 2022

Kelly Ellison, Finance Director – Budget Adjustments (Attached Documents)

Council Member Watts made a motion to approve the budget adjustments. Council Member Morgan seconded said motion and upon vote, the results were as follows:

AYES: Busby, Cost, Graham, Montgomery, Morgan, Turner, Watts

NAYES: None

Motion Passed

Ordinance No. 2022-32 Rezoning Request – Whitaker R3 to B2 (Moved to the January 3, 2023 Agenda)

Council Member Watts made a motion to table Ordinance No. 2022-32 and move to the next agenda. Council Member Busby seconded said motion and upon vote, the results were as follows:

AYES: Busby, Cost, Graham, Montgomery, Morgan, Turner, Watts

NAYES: None

Motion Passed

Resolution No. 2022-41- Calera Police Department Directives Manual Section C-2.6 Dress Code and Personal Appearance Section C-2.6.1 Hygiene and Personal Grooming

Council Member Busby moved that unanimously consent of the Council be given for immediate action upon Resolution No. 2022-41. Council Member Turner seconded said motion and upon vote, the results were as follows:

AYES: Busby, Cost, Graham, Montgomery, Morgan, Turner, Watts

NAYES: None

Council Member Watts moved that Resolution No. 2022-41 is adopted. Council Member Morgan seconded the motion and upon vote, the results were as follows:

AYES: Busby, Cost, Graham, Montgomery, Morgan, Turner, Watts

NAYES: None

Motion Passed- Adopted this 19th day of December 2022

Guests:

No guests

Council Member Busby made a motion to adjourn the meeting at 6:56 p.m.

Approved this 3rd day of January 2023.

Jon G. Graham, Mayor

ATTEST:

05120019.1

Connie B. Payton, City Clerk

To view our City Council Meeting please click the link below:
<https://www.youtube.com/watch?v=tU33FGs513Q>

Mayor Graham introduced the following Resolution:

RESOLUTION NO. R-2022-39

BE IT RESOLVED BY THE MAYOR AND COUNCIL OF THE CITY OF CALERA, AL

WHEREAS, the Mayor and Council hereby adopt the following sewer rate schedule for residential, commercial and industrial sewer usage:

Base Charge, Residential Customer	\$24.00
Base Charge, Commercial Customer	\$80.00
Base Charge, Industrial Customer	\$400.00
Base Charge, Governmental Customer	\$80.00

Plus

\$7.50 per 1,000 gallons of water usage, as per meter reading for water utility account

WHEREAS, Annually Beginning January 2024, and each fiscal year thereafter, absent further council action, rates shall be increased pursuant to the September published Bureau of Labor Statistics Consumer Price Index for All Urban Consumers for All Items Less Food and Energy but not to exceed three and a half (3.5%) percent.

WHEREAS, above rates will become effective with the January 2023 billing cycle due on February 25, 2023.

Council Member Cost moved that Resolution No. R-2022-39 be adopted. Council Member Watts seconded said motion and upon vote, the results were as follows:

AYES: Busby, Cost, Graham, Montgomery, Morgan, Turner, Watts

NAYS: None

Mayor Graham declared Resolution No. R-2022-39 adopted.

Adopted this 19th day of December, 2022.

Jon G. Graham, Mayor

ATTEST:

Connie B. Payton, City Clerk

HUMAN TRAFFICKING AWARENESS MONTH PROCLAMATION

January 2023

WHEREAS, Alabama's Human Trafficking Awareness Month was established in January 2011 in observance of National Human Trafficking Awareness Day, to proclaim the equality and freedom of all people, to advocate for legislation, to educate leaders and to encourage public awareness to the various forms of human trafficking; and

WHEREAS, human trafficking occurs when an adult or child is recruited, harbored, obtained, or exported through force, fraud or coercion for the purposes of sexual exploitation, forced labor, involuntary servitude, debt bondage and other methods of slavery; and

WHEREAS, anyone can become a victim of trafficking. While women and girls are the primary victims, victims/survivors come from every background, race, gender, sexual orientation, and economic status. Traffickers target individuals who, for any reason, are vulnerable; and,

WHEREAS, victims and survivors can be trafficked by anyone. Traffickers can be family members, relatives, friends and/or romantic partners as well as acquaintances or strangers; and,

WHEREAS, even though awareness of this crime is growing, human trafficking continues to go unreported due to its isolating nature, the misunderstanding of its definition, and the lack of awareness about its indicators; and

WHEREAS, increased community education on how to identify victims of human trafficking along with increased knowledge of local resources and services for those affected by these criminal actions can help restore freedom and dignity to identified survivors, as well as help diminish the number of future victims; and,

WHEREAS, fighting human trafficking is a shared responsibility, the efforts by our local communities to promote the yearly observance of "Human Trafficking Awareness Month" in January enacts one of the examples of the continuous commitment in the United States and the state of Alabama to increase awareness of and to actively eradicate human trafficking.

NOW, THEREFORE, I, Jon G. Graham, Mayor of the City of Calera do hereby proclaim January 2023, as "**Human Trafficking Awareness Month**" in Calera, Alabama.

Council Member Montgomery made a motion to declare January 2023 as Human Trafficking Awareness Month. Council Member Busby seconded said motion and upon vote, the results were as follows:

AYES: Busby, Cost, Graham, Montgomery, Morgan, Turner, Watts

NAYS: None

Motion Passed – December 19, 2022

Jon G. Graham, Mayor

Fund	Dept	Account Name	Amended 2022 Budget	Requested Adjustment	Revised Budget
10	495.9150	Transfer From ARF Fund	\$ (476,627.00)	\$ 462,148.55	\$ (14,478.45)
10	495.9216	Transfer to Debt Service	\$ 2,528,060.00	\$ 18,021.57	\$ 2,546,081.57
10	495.9217	Transfer to Capital Project Fund	\$ 3,292,529.00	\$ 13,881.16	\$ 3,306,410.16
40	495.9150	Transfer From American Rescue Fund	\$ (400,200.00)	\$ 149,152.26	\$ (251,047.74)
40	493.8000	Bond Principle Payments	\$ 355,000.00	\$ (355,000.00)	\$ -

Mayor Graham introduced the following Resolution:

RESOLUTION NO. R-2022-41

BE IT RESOLVED BY THE MAYOR AND COUNCIL OF THE CITY OF CALERA, AS FOLLOWS:

THAT, Calera Police Department Directives Manual adding the policy by amending section C-2.6 Dress Code and Personal Appearance by deleting the following sections:

- E. Sideburns will not be longer than the bottom of the opening of the ear.
- F. Mustaches shall not be longer than the corner of the mouth and will be kept trimmed to the edge of the lip.
- G. Beards and “goatees” are prohibited. Employees will report for duty clean shaven daily.
- M. Facial and neck tattoos or body art are prohibited.
- ~~N.~~ Tattoos or body art that are visible or can be seen while dressed, shall not be offensive or provocative, and must meet the approval of the Chief of Police, prior to an employee obtaining a tattoo that can be seen while in uniform or clothed. Applicants applying for employment with the Calera Police Department may be disqualified for employment based on these restrictions:

THAT, Calera Police Department Directives Manual adding the policy by adding section:

C-2.6.1 Hygiene & Personal Grooming

I. Purpose

To establish policy and procedures for hygiene and personal grooming; tattoos, body art, intentional mutilations, and body modifications; facial hair (males only); and unauthorized wear of uniforms and insignia.

II. Hygiene and Personal Grooming

All employees should bathe and use toiletries as necessary to prevent any offensive odors. All employees should appear neat and well groomed. Additionally, all employees are to avoid extreme or faddish styles.

III. Tattoos, Body Art, Intentional Mutilations, or Body Modifications

- A. Tattoos are prohibited to be displayed from the collar bone to the crown of the head. Tattoos are also prohibited to be displayed from the wrist to the fingertips of either hand with the exception of single tattoo on the left ring finger depicting a wedding band. Tattoos will be permitted to be displayed from the forearm and extending to the upper forearm.
- B. Tattoos that will not be permitted to be displayed are:
 - 1. Those that represent gang affiliation or associated with gang activity.
 - 2. Those that are inconsistent with current professional law enforcement standards.
 - 3. Those that contain nudity or are sexually suggestive.
 - 4. Those that contain obscenities or vulgarities.
 - 5. Those that are alcohol or drug related.
 - 6. Those that advocate racial, ethnic, religious, or sexual hatred, or discrimination in any form or undermines the values or mission of the Calera Police Department.
- C. All body art, intentional mutilations (to include branding), or body modifications are prohibited from being displayed on any part of the body. The Chief of Police or his designee shall have the final authority on determining what is offensive and determining what can or cannot be displayed.
- D. Applicants applying for employment with the Calera Police Department may be disqualified from employment based on these requirements. If already employed, the employee must gain approval from the Chief of Police or his designee before getting a tattoo, obtaining body art, intentional mutilation, or performing body modifications.

IV. Facial Hair (males only)

A. Mustaches

When worn, mustaches must not extend downward beyond the lip line of the upper lip or extend sideways beyond a vertical line drawn upwards from the corner of the mouth.

B. Beards

1. When worn, the beard must always be attached to a mustache. The beard and mustache shall be uniform in length with no portion of it noticeably longer than the rest.
2. Beards should cover below the jaw line but should terminate before the downward curve of the neck. Additionally, the beard must be trimmed and clean shaven above the cheek line on the face.

C. Goatees

1. When worn, the goatee must always be attached to a mustache. The goatee and mustache shall be uniform in length with no portion of it noticeably longer than the rest.
2. Goatees should not extend more than a quarter-inch below the bottom of the chin.

D. Sideburns

When worn, should not extend below the bottom of the earlobe and trimmed straight with an even width (i.e., not flared). Additionally, they must terminate in a clean-shaven horizontal line.

- E. All facial hair shall be a maximum of $\frac{3}{4}$ inch in length, kept clean, and trimmed to present a professional appearance. All facial hair must be grown in naturally and maintain a natural hair color. Additionally, no braids, bows, or other accessories are permitted to be worn or attached to facial hair.
- F. Employees in plainclothes or undercover assignments may be excused from conforming to the grooming standards set forth in this directive at the discretion of the Chief of Police or his designee. Additionally, certain assignments may not be suitable for employees with facial hair and may be barred at the discretion of the Chief of Police or his designee.

V. Unauthorized Wear of Uniforms and Insignia

Employees will not wear the uniform or any part of the uniform in the following circumstances:

- A. At a meeting of, or sponsored by, an organization, association, movement, or group that is deemed to be totalitarian, fascist, communist, or subversive, advocates or approves acts of force or violence to deny others their rights.

- B. When participating in activities such as public speeches, interviews, picket lines, marches, or rallies, or in any public demonstration not approved by the Chief of Police or his designee.
- C. When furthering political activities, employment, or commercial interests.
- D. When off-duty acting in a civilian capacity.
- E. When it would discredit the Calera Police Department.

Council Member Busby moved that unanimous consent of the Council be given for immediate action upon Resolution No. R-2022-41. Council Member Turner seconded said motion and upon vote, the results were as follows:

AYES: Busby, Cost, Graham, Montgomery, Morgan, Turner, Watts

NAYS: None

Council Member Watts moved that Resolution No. R-2022-41 be adopted. Council Member Morgan seconded said motion and upon vote, the results were as follows:

AYES: Busby, Cost, Graham, Montgomery, Morgan, Turner, Watts

NAYS: None

Mayor Graham declared Resolution No. R-2022-41 adopted.

Adopted this 19th day of December, 2022.

Connie B. Payton, City Clerk

Jon G. Graham, Mayor