



**Regular City Council Meeting and Work Session
Council Chambers - 7901 Highway 31 Calera, Alabama
Monday, August 18, 2025
Council Meeting Time 6:30 PM
Work Session Time 5:45 PM**

CALL TO ORDER - WORK SESSION / PRE-COUNCIL

ROLL CALL

Report of City Attorney

Report of Department Heads

Report of Council Members

Mayor Report

CALL TO ORDER REGULAR CITY COUNCIL MEETING

Word of Prayer & Pledge of Allegiance

Approval of Agenda

Approval of Minutes

Regular Meeting and Work Session for August 4, 2025

Budget Work Session for August 4, 2025

Budget Work Session for August 11, 2025

Old Business

Ordinance No, 2025-08 - Public Hearing

Prohibit Unsupervised Minors Under the Age of Fourteen (14) in City Parks

Ordinance No. 2025-10 - Public Hearing

Regulate The Sale and Distribution of Consumable Vapor Products

Provide for a License Tax

New Business

Resolution No. 2025-43
2026 Transportation Plan
Rebuild Alabama Act - Paving Plan

Resolution No. 2025-42
Contract for Comprehensive Grant Writing and
Grant Management Services - Agreement
Grant Management LLC

Proclamation
Celebrating the 156th Anniversary of the First Baptist Church

Resolution No. 2025-44
Surplus IT Department Inventory

David Hyche, Police Chief
Swearing In Ceremony
Officer David Conley
Officer Andrew Welchel

Resolution No. 2025-45
City of Calera Police Department Classification Plan
City of Calera Police Pay Scale

Kelly Ellison, Finance Director
Budget Adjustments

Sean Kendrick, Fire Chief
Recognition of Larry Cost

Kevin Shirey, Planning and Zoning Administrator
Recognition of Tammy Smith

Reggie Darden, Building Official
Nuisance Complaint - 189 Willow Cove

Guests:

Public Comments

Motion to Adjourn - Time

City of Calera – City Council
Budget Work Session Minutes

August 11, 2025

The members of the Calera City Council met on August 11, 2025, at 6:30 p.m. with Mayor Graham presiding. The meeting was held at Calera City Hall.

The following members were present:

Mayor: Jon G. Graham

Council Members: Calvin Morgan, Kenny Dale Cost, Debbie Byers, Ernest Montgomery, Kay Snowden Turner, Alan Watts

Department Heads: Kelly Ellison, James Fuller, Stacy Walkup, Robert Crumpton, David Hyché, Seth Gandy

Guests: Donny Cook, Stephen and Kacie Horton, Kevin Brand, Tammy Smith, Chet Avery, Robbie Grant, Brent Ellison, Jeff Bice, Dennis Torrealba, Jackie Batson, Lee Morrison

The meeting was called to order.

The Council discussed the budget for the upcoming year.

There being no further business, the meeting was adjourned at 8:45 p.m.

Respectfully Submitted:

Approved:

Connie B. Payton, City Clerk

Jon G. Graham, Mayor

City of Calera – City Council
Work Session Minutes

August 4, 2025

The members of the Calera City Council met on August 4, 2025, at 5:45 p.m. with Mayor Graham presiding. The meeting was held at Calera City Hall.

The following members were present:

Mayor: Jon G. Graham

Mayor Pro Tem: Ernest Montgomery

Council Members: Debbie Byers, Kenny Dale Cost, Calvin Morgan, Kay Snowden
Turner, Alan Watts

City Attorney: Frank Head

Department Heads: James Fuller, John Bores, Shane Stoudenmire, Roger Smith, Kelly
Ellison, Kevin Shirey, Stacy Walkup, Bill Hilyer, Alison Powers,
Reggie Darden

Guests: Richard Byers, Dennis Torrealba, Dawn Cost, David Morgan,
Daniel Locke, Donny Cook, Derrick Hidalgo, Alicia Anderson,
Stephen and Kacie Horton, Tammy Smith, Tip and Heather
Edwards, Jennifer Flournoy, Danny Hidalgo, Bruce Kincaid, Henry
Davis, Holly Chavez. Kevin Brand, Jackie Batson, Drew Bradshaw,
Brent Ellison

The meeting was called to order.

Reports from the following:

Department Heads
Council Members
Mayor

The Council discussed the agenda for the Council meeting.

There being no further business, the meeting was adjourned at 6:30 p.m.

Respectfully Submitted:

Connie B. Payton, City Clerk

Approved:

Jon G. Graham, Mayor

City of Calera – City Council
Budget Work Session Minutes

August 4, 2025

The members of the Calera City Council met on August 4, 2025, at 7:40 p.m. with Mayor Graham presiding. The meeting was held at Calera City Hall.

The following members were present:

Mayor: Jon G. Graham

Council Members: Calvin Morgan, Kenny Dale Cost, Debbie Byers, Ernest Montgomery, Kay Snowden Turner, Alan Watts

Department Heads: Kelly Ellison, James Fuller, Stacy Walkup, Bill Hilyer, Reggie Darden, Kevin Shirey

Guests: Donny Cook, Stephen Horton, Tip and Heather Edwards, Drew Bradshaw, Kevin Brand, Roger Smith, Tammy Smith

The meeting was called to order.

The Council discussed the budget for the upcoming year.

There being no further business, the meeting was adjourned at 8:54 p.m.

Respectfully Submitted:

Approved:

Connie B. Payton, City Clerk

Jon G. Graham, Mayor



Minutes of the City of Calera Council Meeting August 4, 2025

The Council of the City of Calera met in the Council Chambers of the City Hall at 7901 Highway 31 on Monday, August 4, 2025, at 6:30 p.m. in a regular meeting. Mayor Graham presiding.

Mayor and Council Members Present:

Jon G. Graham, Mayor
Debbie Byers, Council Member
Kenny Dale Cost, Council Member
Ernest Montgomery, Mayor Pro Tem
Calvin Morgan, Council Member
Kay Snowden Turner, Council Member
Alan Watts, Council Member

Attorney:

Frank Head

Department Heads:

James Fuller, Kelly Ellison, Roger Smith, Kevin Shirey, Stacy Walkup, Alison Powers, Bill Hilyer, Reggie Darden, John Bores

Guests:

Richard Byers, Daniel Locke, Dennis Torrealba, Dawn Cost, David Morgan, Donny Cook, Alicia Anderson, Derrick Hidalgo, Stephen and Kacie Horton, Tammy Smith, Danny Hidalgo, Tip and Heather Edwards, Jennifer Flournoy, Jackie Batson, Drew Bradshaw, Kevin Brand, Brent Ellison, Henry Davis, Bruce Kincaid, Shane Stoudenmire, Holly Chavez

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 Agenda:

Council Member Byers made a motion to approve the Agenda for August 4, 2025. Council Meeting. Council Member Watts seconded said motion and upon vote, the results were as follows:

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

NAYS: None

Motion Passed

Approval of Minutes:

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

Regular Meeting – July 21, 2025

Work Session – July 21, 2025

Budget Work Session – July 21, 2025

Budget Work Session – July 28, 2025

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

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

NAYS: None

Motion Passed

Old Business:

Ordinance No, 2025-08 - Public Hearing Prohibit Unsupervised Minors Under the Age of Fourteen (14) in City Parks

Council Member Montgomery moved unanimous consent of the Council is given for immediate action upon said Ordinance. Council Member Byers second motion and

upon voting the results were as follows:

AYES: Byers, Graham, Montgomery, Turner, Watts

NAYS: Cost, Morgan

Item will be placed on the next agenda

Speakers: David Morgan, Jennifer Flournoy, Daniel Hidalgo, Derrick Hidalgo, Bruce Kincaid, Brent Ellison

New Business:

State of Alabama Alcoholic Beverage Control Board

Alcohol License Application

Type License: 011 Lounge Retail Liquor Class II Package

Trade Name: Hwy 31 Liquor

Applicant: Calera Food Mart Inc

Address: 8130 US Highway 31 Suite B Calera AL 35040

Motion made by Council Member Cost, seconded by Council Member Montgomery.
Motion carried. Agenda approved.

Resolution No. 2025-41

Adoption of Police Policies, 310 School Resource Officer (SRO) Program, 343 ADA Compliance, 905 Transporting Persons in Custody, 344 Vehicle Pursuits

Council Member Byers moved unanimous consent of the Council is given for immediate action upon said Ordinance. Council Member Morgan second said motion and upon vote the results was as follows:

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

NAYS: None

The Mayor declared said motion carried and unanimous consent given.

Motion made by Council Member Watts seconded by Council Member Morgan Motion carried.

David Hyche, Police Chief
Capital Purchase Request
Three Vehicles - \$131,081.00
Parts and Install - \$18,761.19
Window Tint - \$900.00
Total - \$150,742.19

Motion made by Council Member Morgan, seconded by Council Member Byers. Motion carried. Agenda approved.

Ordinance No. 2025-09 - Public Hearing
2026 Severe Weather Preparedness Tax Holiday
February 20 - 22, 2026

Council Member Turner moved unanimous consent of the Council is given for immediate action upon said Ordinance. Council Member Cost second said motion and upon vote the results was as follows:

AYES: Byers, Cost, Graham, Montgomery, Morgan, Turner, Watts
NAYS: None

The Mayor declared said motion carried and unanimous consent given.

Motion made by Council Member Turner seconded by Council Member Cost Motion carried.

Ordinance No. 2025-10 - Public Hearing
Regulate The Sale and Distribution of Consumable Vapor Products
Provide for a License Tax - First Reading

Speakers - David Morgan

Guests:

Derrick Hidalgo
Jennifer Flournoy
Bruce Kincaid
Daniel Hidalgo

Public Comments:

Motion to Adjourn

Council Member Cost made a motion to adjourn the meeting at 7:27 p.m.

Approved this 11th day of August 2025.

Jon G. Graham, Mayor

ATTEST:

Connie B. Payton, City Clerk

Mayor Graham introduced the following Ordinance:

ORDINANCE NO. 2025-08

AN ORDINANCE OF THE CITY OF CALERA, CALERA, ALABAMA TO PROHIBIT UNSUPERVISED MINORS UNDER THE AGE OF ~~FOURTEEN (14)~~ IN CITY PARKS DURING ATHLETIC EVENTS AND LARGE ORGANIZED EVENTS

WHEREAS, The City of Calera is committed to providing safe, clean, and family-friendly parks and recreational facilities for the benefit of all residents and visitors;

WHEREAS; The City has experienced a rise in incidents involving unsupervised minors ~~under the age of fourteen (14)~~ during organized events; including disruptive behavior, property damage, conflicts with other park users, and situations creating safety risks for both minors and the general public;

WHEREAS; these issues have placed an increased burden on law enforcements and park staff particularly during heavily attended events, such as sporting events and community activities;

WHEREAS; The City Council finds that requiring adult supervision for minors under the age of fourteen (14) ~~during athletic events and large organized events~~ is a necessary and appropriate step to enhance safety, promote accountability and ensure a more enjoyable and secure environment in the parks;

NOW, THEREFORE, BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF CALERA, ALABAMA AS FOLLOWS:

Section 1. Definitions

1. Minor means any individual under the age of fourteen (14) years.
2. Adult means any individual twenty-one (21) years or older who is a parent, legal guardian, or other person authorized by a parent or guardian to supervise the minor.
3. Supervision means the physical presence of the adult within the park and the assumption of reasonable responsibility for the minors conduct and safety.

Section 2. Prohibition of Unsupervised Minors

1. It shall be unlawful for any minor under the age of fourteen (14) to be present ~~during athletic events and large organized events~~ or upon any Calera City Park, playground or recreational facility without adult supervision, ~~whether during regular hours of operation or during athletic events and large organized events.~~

Section 3. Exceptions

1. Minors participating in a city sponsored or permitted event or program where the city event organizers or another responsible party provides structured supervision.
2. Minors are present as part of a school supervised activity or field trip.
3. Minors who are accompanied by a sibling or relative aged twenty-one (21) or older who accepts responsibility for supervision.
4. If a mother or father under the age of 21 wants to bring their child to the park, attend an athletic event or a large, organized event.

Section 4. Enforcement

1. The Calera Police Department and designated city personnel shall have full authority to enforce this Ordinance.
2. Minors found in violation may be instructed to leave the premises and may be released to a parent or guardian.
3. The Calera Police Department and designated city personnel shall have the full authority to direct any individual of any age who is disruptive, disorderly, or causes a disturbance to leave the park.
4. Law Enforcement may issue a citation or remove any individual who refuses to comply with this Ordinance.

Section 5. Penalties

1. First Offense – Verbal warning and required removal from the park
2. Second Offense – Written warning and parent / guardian notification
3. Subsequent offenses. Fine not to exceed \$100.00 and/or temporary suspension of park privileges.

Section 6. Posting and Notice

1. The City shall ensure that signs are posted at all entrances to parks and recreational areas advising the public on the supervision requirements for minors under the age of fourteen (14).

Section 7. Severability

1. If any section, clause, or provision of this Ordinance is declared invalid or unconstitutional, such a decision shall not affect the validity of the remaining portions of the Ordinance.

Section 8. Effective Date

1. This Ordinance shall take effect immediately upon its adoption and posting in four public places.

Council Member _____ moved that unanimous consent of the Council be given for the immediate action upon said Ordinance. Council Member _____ seconded said motion and upon vote the results were:

AYES:

NAYS:

The Mayor declared said motion carried and unanimous consent given.

Council Member _____ moved that Ordinance No. 2025-08 be adopted, which motion was seconded by Council Member _____ and upon vote the results were as follows:

AYES:

NAYS:

Adopted this 4th day of August, 2025.

Mayor Graham declared Ordinance No. 2025-08 adopted.

Connie B. Payton, City Clerk

Jon G. Graham, Mayor

Mayor Graham introduced the following Resolution:

RESOLUTION NO. R-2025-41

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

WHEREAS, the Calera Police Department is reviewing and adopting New Department Policies and Procedures through Lexipol

WHEREAS, during the Fiscal Year needs may arise to amend the Calera Police Department's Policies and Procedures; and

WHEREAS, these new Policies and Procedures are needed for the day-to-day operations of this department; and

NOW, THEREFORE, BE IT RESOLVED by the Mayor and Council of the City of Calera that the following policies, as attached to this Resolution and incorporated herein, are approved and adopted, to take effect immediately;

- 310 School Resource Officer (SRO) Program
- 343 ADA Compliance
- 905 Transporting Persons in Custody
- 344 Vehicle Pursuits

Council Member Byers moved that unanimous consent of the Council be given for immediate action upon Resolution No. R-2025-41. Council Member Morgan seconded said motion and upon vote, the results were as follows:

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

NAYS: None

Council Member Watts moved that Resolution No. R-2025-41 be adopted. Council Member Morgan seconded said motion and upon vote, the results were as follows:

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

NAYS: None

Mayor Graham declared Resolution No. R-2025-41 adopted.

Adopted this 4th day of August 2025.

Connie B. Payton, City Clerk

05120019.1

Jon G. Graham, Mayor

Mayor Graham introduced the following Ordinance:

ORDINANCE NO. 2025-09

AN ORDINANCE OF THE CITY OF CALERA, ALABAMA, TO EXEMPT CERTAIN "COVERED ITEMS" FROM THE MUNICIPAL SALES AND USE TAX DURING THE LISTED WEEKEND IN **FEBRUARY 2026**, AS AUTHORIZED BY ACT 2012-256, GENERALLY REFERRED TO AS THE STATE SEVERE WEATHER PREPAREDNESS SALES TAX HOLIDAY LEGISLATION.

BE IT ORDAINED BY THE CITY COUNCIL OF CALERA, ALABAMA, AS FOLLOWS:

Section 1. In conformity with the provisions Act 2012-256 enacted by the Alabama Legislature during the 2012 Regular Session, providing for a State Severe Weather Preparedness Sales Tax Holiday, the City of Calera, Alabama, exempts "covered items" from municipal sales and use tax during the same period, beginning at 12:01 a.m. on Friday, **February 20, 2026**, and ending at twelve midnight the following Sunday (**February 22, 2026**).

Section 2. This ordinance shall be subject to all terms, conditions, definitions, time periods, and rules as provided by Act 2012-256, except that the time period shall only be as specified in Section 1 above **and not for all years thereafter**.

Section 3. The City Clerk is hereby authorized and directed to certify a copy of this ordinance under the seal of the City of Calera, Alabama, and to forward said certified copy to the Alabama Department of Revenue to be recorded and posted on the Department website.

Section 4. This ordinance shall become effective on **August 4, 2025**.

Council Member Turner moved unanimous consent of the Council is given for immediate action upon said Ordinance. Council Member Cost second said motion and upon vote the results was as follows:

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

NAYS: None

The Mayor declared said motion carried and unanimous consent given.

Council Member Turner moved Ordinance No. 2025-09 be adopted. Council Member Cost seconded said motion and upon vote the results was as follows:

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

NAYS: None

Motion Passed – Adopted this 4th day of August 2025

Adopted this 4th day of August 2025.

Mayor declared Ordinance No. 2025-09 adopted.

Connie B. Payton, City Clerk

Jon G. Graham, Mayor

First Reading – Public Hearing

Mayor Graham introduced the following Ordinance:

ORDINANCE NO. 2025-10

AN ORDINANCE OF THE CITY OF CALERA, ALABAMA, TO REGULATE THE SALE AND DISTRIBUTION OF CONSUMABLE VAPOR PRODUCTS WITHIN THE CITY OF CALERA: TO PROVIDE A LICENSE TAX THEREOF; TO ENFORCE THE PROVISIONS THEREOF; TO PROVIDE PENALTIES FOR THE VIOLATION THEREOF AND TO PROVIDE FOR THE USE THEREOF

BE IT ORDAINED BY THE CITY COUNCIL OF CALERA, ALABAMA, AS FOLLOWS:

Section 1. Definitions

The following term, as used in this article, shall have the respective meaning as follows:

- a. The Term “The City” shall mean the incorporated municipality of Calera, Alabama.
- b. The term “distributor or seller” shall include every person who shall engage in selling or delivering consumable vapor products within the corporate limits of the city or its police jurisdiction.
- c. The term “person” shall include every person, individual, partnership, limited liability company, association, limited liability partnership, or other organization that engages in any for-profit or not-for profit activities.
- d. The term “consumable vapor product” shall mean any nicotine liquid solution or other material containing nicotine that is depleted when used as a vapor product.

Section 2. License Tax Imposed.

Every distributor or seller shall pay a license tax to the city, and a license tax is hereby fixed and created, which license tax shall be a sum and amount equal to ten cents (\$0.10) per milliliter of consumable vapor product sold or delivered within the corporate limits of the city and a sum and amount equal to five cents (\$0.05) per milliliter of consumable vapor products sold or delivered outside the corporate limits of the city, but within the police jurisdiction.

Section 3. Exemptions on Purchases from other Distributors or Sellers

Any person engaged as such seller or distributor in selling or distributing consumable vapor products purchased from other sellers or distributors who have paid the license thereon as herein fixed shall be required to pay no license based on the sale of or delivery of such consumable vapor product so purchased. Provided, however, in order to obtain the exemption provided in this section, such seller or distributor must on or before the twentieth (20th) day of each month file with the City Clerk or their designee a sworn written statement showing each and every purchase by such person of consumable vapor product during the calendar month next preceding as well as

the name of the person from whom and the date on which purchased.

Section 4. Written Statement of Sales Must be Filed

Each and every distributor, except such as are exempt from license tax under the provisions of Section 3 of this article, shall on or before the twentieth (20th) day of each month file with the City Clerk or their designee, a sworn written statement which shall be a full, true, accurate and correct statement of the following:

- a. The amount and quantity of all consumable vapor products sold or delivered by such distributor or seller within the corporate limits of the city;
- b. The amount and quantity of all consumable vapor products sold or delivered to any other distributor within the corporate limits of the city;

Section 5. Permit and License Tax for Distributor with No Place of Business in City or Police Jurisdiction

It shall be unlawful for any distributor having no place of business within the corporate limits of the city, or within the police jurisdiction thereof, to make any sales or deliveries of consumable vapor product therein, without first obtaining a business license from the City Clerk or their designee, and any such seller or distributor shall be liable for and shall pay the same license tax as that fixed and levied in Section 2 of this article. Any such seller or distributor who shall violate the provisions of this section shall be punished as hereinafter provided.

Section 6. Failure to File or Making False Statement

If any seller or distributor shall fail or omit to make or file any statement herein required within the time specified or who shall make any false statement therein, shall be guilty of a continuing offense against the city and each day during which said business or occupation is engaged in during such default shall constitute a separate offense.

Section 7. Payments Dates; Penalties for Failure to Make Payment

The license tax herein shall be due by each person against whom the same is herein levied on the first (1st) day of each calendar month. The license tax herein fixed must be paid by each person against whom the same is herein levied and fixed on or before the twentieth (20th) day of each month, being the time fixed for filing the statement based on sales and deliveries made during the preceding month. Any person failing or omitting to file and/or pay said license tax within the said time shall be guilty of an offense against the city, and such offense shall be a continuing offense, and each day during which said business or occupation is engaged during such default shall constitute a separate offense. In addition, such license tax shall be increased by the addition thereto of a penalty of twenty percent (20%) thereon.

Section 8. Duty to Furnish Information

Upon demand of the City Clerk, or their designee, all such information as may be required for determination of the correct amount of license tax to which any person is subject shall be furnished to the city, and to that end it shall be the duty of such person, upon demand, to submit to the City Clerk, or their designee, auditor or representative, for inspection and examination all books of account, invoices, papers, pump meters, reports and memoranda containing entries showing the amount of purchases, sales, receipts, inventory and other information from which the correct amount of license tax to which he is subject may be determined including exhibition of bank deposit books and bank statements. Upon demand, it shall be unlawful for any person to fail or refuse to submit such records for such examination and inspection.

Section 9. Penalties for Violation

Whoever shall violate any provision of this article shall, for each offense and for each and every day that such offense continues, be subject to a fine of not more than \$500.00 and to such further penalties as are provided by law.

Section 10. General License Ordinance Not Affected

This article shall not be construed to repeal any of the provisions of the City's Business License Ordinance now in force or that may hereafter be adopted, and the amount of license taxes herein provided for shall be additional to and cumulative of all amounts required to be paid under the said Business License Ordinance.

Section 11. Effect of the Ordinance on Past Actions and Obligations.

Unless otherwise specifically or by necessary implication provided herein, neither the adoption of the Business License Ordinance nor its superseding of any portion of any other ordinance of the City shall in any manner be construed to affect prosecution for a violation committed on any other ordinance prior to the adoption hereof, nor be construed to affect the validity of any bond or cash deposit required by any ordinance to be posted, filed, or deposited, and all rights and obligations thereunto appertaining shall continue in full force and effect for the term prescribed therein.

Section 12. Effective Date

The ordinance shall become effective October 1, 2025, after adoption and publication as required by law.

Section 13. Severability

The sections, paragraphs, sentences, clauses and phrases of this ordinance are severable, and if any phrase, clause, sentence, paragraph or section of this ordinance shall be declared

unconstitutional by a court of competent jurisdiction, then such ruling shall not affect any other paragraphs and sections, since the same would have been enacted by the municipality council without the incorporation of any such unconstitutional phrase, clause, sentence, paragraph, or section.

Section 15. Repealer

All ordinances or parts of ordinances in conflict with the provisions of this ordinance are hereby repealed. The adoption of this ordinance shall not abridge the right of the City Council to change, alter, increase or decrease any of the fees at any time.

Council Member _____ moved unanimous consent of the Council is given for immediate action upon said Ordinance. Council Member _____ second said motion and upon vote the results was as follows:

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

NAYS: None

The Mayor declared said motion carried and unanimous consent given.

Council Member _____ moved Ordinance No. 2025-10 be adopted. Council Member _____ seconded said motion and upon vote the results was as follows:

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

NAYS: None

Motion Passed – Adopted this _____ day of _____ 2025

Adopted this _____ day of _____ 2025.

Mayor declared Ordinance No. 2025-10 adopted.

Connie B. Payton, City Clerk

Jon G. Graham, Mayor



[MIN_HEAD_CC]

Call to Order Work Session / Pre-Council

The Work Session meeting was called to order at 5:45 PM with Mayor Jon G. Graham presiding.

Roll Call

Jon G. Graham, Mayor
Debbie Byers, Council Member
Kenny Dale Cost, Council Member
Ernest Montgomery, Mayor Pro Tem
Calvin Morgan, Council Member
Kay Snowden Turner, Council Member
Alan Watts, Council Member

Report of City Attorney

Frank Head

Reports of Department Heads

James Fuller, Kelly Ellison, Roger Smith, Kevin Shirey, Stacy Walkup, Alison Powers, Bill Hilyer, Reggie Darden, John Bores

Reports of Council Members

Debbie Byers, Council Member
Kenny Dale Cost, Council Member
Ernest Montgomery, Mayor Pro Tem
Calvin Morgan, Council Member
Kay Snowden Turner, Council Member
Alan Watts, Council Member

Mayor Report

Jon G. Graham, Mayor

Guests

Richard Byers, Daniel Locke, Dennis Torrealba, Dawn Cost, David Morgan, Donny Cook, Alicia Anderson, Derrick Hidalgo, Stephen and Kacie Horton, Tammy Smith, Danny Hidalgo, Tip and Heather Edwards, Jennifer Flourney, Jackie Batson, Drew Bradshaw, Kevin Brand, Brent Ellison, Henry Davis, Bruce Kincaid, Shane

Stoudenmire, Holly Chavez

Motion to Adjourn

Call to Order Council Meeting

The Regular City Council Meeting was called to order at 6:30 PM with Mayor Graham presiding.

Roll Call

Jon G. Graham, Mayor
Debbie Byers, Council Member
Kenny Dale Cost, Council Member
Ernest Montgomery, Mayor Pro Tem
Calvin Morgan, Council Member
Kay Snowden Turner, Council Member
Alan Watts, Council Member

Word of Prayer & Pledge of Allegiance

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

Approval of Agenda

Motion made by Council Member Byers, seconded by Council Member Watts. Motion carried. Agenda approved.

Approval of Minutes

Motion made by Council Member Montgomery seconded by Council Member Morgan. Motion carried. Agenda approved.

Regular Meeting and Work Session for July 21, 2025

Budget Work Session for July 21, 2025

Budget Work Session for July 28, 2025

Old Business

Ordinance No, 2025-08 - Public Hearing

Prohibit Unsupervised Minors Under the Age of Fourteen (14) in City Parks

Council Member Montgomery moved unanimous consent of the Council is given for immediate action upon said Ordinance. Council Member Byers second motion and upon voting the results were as follows:

AYES: Byers, Graham, Montgomery, Turner, Watts

NAYS: Cost, Morgan

Item will be placed on the next agenda

Speakers: David Morgan, Jennifer Flournoy, Daniel Hidalgo, Derrick Hidalgo, Bruce Kincaid, Brent Ellison

New Business

State of Alabama Alcoholic Beverage Control Board

Alcohol License Application

Type License: 011 Lounge Retail Liquor Class II Package

Trade Name: Hwy 31 Liquor

Applicant: Calera Food Mart Inc

Address: 8130 US Highway 31 Suite B Calera AL 35040

Motion made by Council Member Cost, seconded by Council Member Montgomery.
Motion carried. Agenda approved.

Resolution No. 2025-41

**Adoption of Police Policies, 310 School Resource Officer (SRO) Program, 343
ADA Compliance, 905 Transporting Persons in Custody, 344 Vehicle Pursuits**

Council Member Byers moved unanimous consent of the Council is given for immediate action upon said Ordinance. Council Member Morgan second said motion and upon vote the results was as follows:

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

NAYS: None

The Mayor declared said motion carried and unanimous consent given.

Motion made by Council Member Watts seconded by Council Member Morgan Motion carried.

David Hyche, Police Chief

Capital Purchase Request

Three Vehicles - \$131,081.00

Parts and Install - \$18,761.19

Window Tint - \$900.00

Total - \$150,742.19

Motion made by Council Member Morgan, seconded by Council Member Byers. Motion carried. Agenda approved.

Ordinance No. 2025-09 - Public Hearing

2026 Severe Weather Preparedness Tax Holiday

February 20 - 22, 2026

Council Member Turner moved unanimous consent of the Council is given for immediate action upon said Ordinance. Council Member Cost second said motion and upon vote the results was as follows:

AYES: Byers, Cost, Graham, Montgomery, Morgan, Turner, Watts
NAYS: None

The Mayor declared said motion carried and unanimous consent given.

Motion made by Council Member Turner seconded by Council Member Cost Motion carried.

**Ordinance No. 2025-10 - Public Hearing
Regulate The Sale and Distribution of Consumable Vapor Products
Provide for a License Tax**

First Reading
Speakers - David Morgan

Guests:

Derrick Hidalgo

Public Comments

Jennifer Flourney
Bruce Kincaid
Daniel Hidalgo

**Please step to the microphone and state your name and address for the record.
You will be given 3 minutes to address the Mayor and Council.**

Council Member Cost made a motion to adjourn the meeting at 7:27 p.m.

Motion to Adjourn

Council Member Cost made a motion to adjourn the meeting at 7:27 p.m.

Mayor Graham introduced the following Resolution:

RESOLUTION NO. R-2025-43

RESOLUTION FOR FY 2026 TRANSPORTATION PLAN

WHEREAS, State of Alabama Act Number 2019-2, the Rebuild Alabama Act, was passed to levy additional excise tax on gasoline and diesel fuel; and

WHEREAS, the City of Calera is to receive a portion of said tax;

WHEREAS, the City of Calera pledges to keep this money in a separate fund and expend only for the maintenance, improvement, replacement and construction of streets and roads as mandated by law passed; and

WHEREAS, the City of Calera is to adopt an annual transportation plan yearly for the next fiscal year based on estimate of revenues;

NOW THEREFORE BE IT RESOLVED, by the City Council of the City of Calera that the City intends to spend the expected funds on the following projects as these projects were held over from the 2026 Transportation Plan:

Mobilization	\$7,500.00
HOLLOWCT	\$17,937.14
IVYLEAFCT	\$15,469.59
IVYHILLS CIR	\$99,119.72
GREENWOOD CIR	\$41,177.33
MARSH CIR	\$30,953.50
Whippoorwill Ln	\$286,035.37
9th Avenue	\$37,214.92

\$535,407.58

Council Member ___ moved that Resolution No. R-2025-43 be adopted. Council Member ____ seconded said motion and upon vote, the results were as follows:

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

NAYS: None

Mayor Graham declared Resolution No. R-2025-43 adopted.

Adopted this 18th day of August 2025.

Jon G. Graham, Mayor

ATTEST:

Connie B. Payton, City Clerk

files 2025-43

Connie Payton

From: Bill Hilyer
Sent: Wednesday, August 6, 2025 9:45 AM
To: Connie Payton
Cc: Kelly Ellison
Subject: RE: Yearly Deadline Reminder

I'll have to make a budget adjustment on the gas tax fund but below is my paving plan for 2025-2026

Mobilization	\$7,500.00
HOLLOW CT	\$17,937.14
IVY LEAF CT	\$15,469.59
IVY HILLS CIR	\$99,119.72
GREENWOOD CIR	\$41,177.33
MARSH CIR	\$30,953.50
Whippoorwill Ln	\$286,035.37
9th Avenue	\$37,214.92

\$535,407.58



Bill Hilyer P.E.
City Engineer
City of Calera
205-668-3886
bhilyer@calera.org

From: Connie Payton <CPayton@calera.org>
Sent: Thursday, July 31, 2025 9:06 AM
To: Bill Hilyer <bhilyer@calera.org>
Subject: Yearly Deadline Reminder

Deadline to adopt and post yearly is August 31

Post on website and at city hall (must remain posted all year)

Annual Transportation Plan

While receipt of distributions is not tied to any report or plan, the Rebuild Alabama Act (Act 2019-2) requires municipalities to adopt, by majority vote of the council, an annual transportation plan "no later than **August 31** for the next fiscal year."

The plan itself must provide "a detailed list of projects for which expenditures are intended to be made in the next fiscal year" based on an estimate of the revenues from the fund. Once adopted, the plan must be all times be posted at city hall and if a municipality has an official website, on the website. The Act does not require that this transportation plan be submitted to any agency or department of the state.

Bid Posting for Rebuild Alabama Act Projects

Additionally, the Act requires that for all municipal projects, the appropriate plans and bid opening date shall be published in electronic form no later than the 10th day of the month preceding the bid opening on a website maintained for that purpose by the Alabama League of Municipalities.

The League has a section on its website where municipalities can publish bids. To have bids published, please email Kayla Bass, League Director of External Affairs, at kbass@almonline.org.

	Connie B. Payton City of Calera City Clerk (205) 668-3803 Work (205) 281-1083 Mobile cpayton@calera.org 7901 Highway 31 Calera, Alabama 35040
---	--

Mayor Graham introduced the following Resolution:

RESOLUTION NO. R-2025-42

**CONTRACT FOR COMPREHENSIVE GRANT WRITING AND GRANT
MANAGEMENT SERVICES - AGREEMENT - GRANT MANAGEMENT LLC**

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

WHEREAS, the Council hereby agrees to authorize the Mayor to sign a contract with Grant Management, LLC for Comprehensive Grant Writing and Grant Management Services. Said contract attached to minutes.

Council Member ____ moved that Resolution No. R-2025-42 be adopted. Council Member ____ seconded said motion and upon vote, the results were as follows:

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

NAYS: None

Mayor Graham declared Resolution No. R-2025-42 adopted.

Adopted this the ---th of August 2025.

Jon G. Graham, Mayor

ATTEST:

Connie B. Payton, City Clerk

CONTRACT FOR PROFESSIONAL CONSULTING SERVICES

This Contract for Professional Services ("Contract") is made and entered into by and between the City of Calera (hereinafter collectively "City") and Grant Management, LLC (hereinafter collectively "Consultant").

WITNESSETH:

Whereas, the City has expressed the need for a consultant to provide comprehensive grant proposal writing and grant management services; and

Whereas, Consultant has professional experience and expertise in the foregoing; and

Whereas, the City desires to retain Consultant, and Consultant desires to provide City the said professional service, all as more fully set out herein.

NOW, THEREFORE, in consideration of the premises and the mutual covenants herein contained the sufficiency of which being hereby acknowledged, Consultant and City do hereby agree as follows:

- I. **Obligations Generally.** The City hereby employs Consultant, and the Consultant agrees to perform for the City, those services as set out herein and as provided in Attachment A, which Attachment is expressly incorporated into this Contract. This document shall serve as the binding contract for the services of Consultant.
- II. **Professional Qualifications.** For the purpose of this Contract, the Consultant represents and warrants to the City that it possesses the professional, technical, and administrative skills with the specific experience and training necessary to provide the professional services required herein.
- III. **Legal Compliance.** Consultant shall at all times comply with all applicable Federal, State, and local laws and regulations.
- IV. **Independent Contractor.** Consultant acknowledges that it is an independent contractor, and Consultant shall at all times remain as such in performing the services under this Contract. Consultant is not an employee, servant, partner, or agent of the City and has no authority under this Contract, whether express or implied, to contract for or bind the City in any manner. The parties agree that Consultant shall be solely responsible for and shall have full and unqualified control over developing and implementing its own means and methods, as it deems necessary and appropriate in providing the subject services, and that the City's interest herein are expressly limited to the results of said services. Consultant is responsible for and obligated to pay any and all federal and state income tax on any monies paid pursuant to this Contract.
- V. **Entire Agreement.** This Contract represents the entire and integrated agreement between City and Consultant and supersedes all prior negotiations, representations, or

agreements, either written or oral. This Contract may be amended only by written instrument signed by all parties.

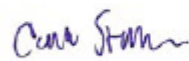
- VI. Services to be rendered. Consultant is responsible for the professional quality, technical accuracy, timely completion and coordination of all services furnished by or in relation to this Contract. Consultant represents and warrants that its services shall be performed within the limits and standards provided by the City, in a manner consistent with the level of care and skill ordinarily exercised by similar providers under similar circumstances at the time the services are performed.
- VII. General Responsibilities of the City. The City shall pay to Consultant the compensation as, and subject to the terms set out below. The City shall make available to Consultant all information as reasonably necessary to Consultant's performance hereunder.
- VIII. Termination of Services. The City or Consultant may terminate this Contract, with or without cause or reason, by giving written notice to the other party. Upon receipt of such notice, the Consultant shall discontinue to work to the extent specified in the notice.
- IX. In the event of termination, the City shall pay Consultant for all services satisfactorily rendered prior to the date of termination.
- X. Compensation Limited. Compensation to Consultant for all services hereunder shall be paid at a total and inclusive rate of \$48,000.00 for a 12 month period beginning October 1, 2025 and ending September 30, 2026. The compensation to be paid to the Consultant shall be the full compensation for all work performed by Consultant under this Contract.
- XI. Method of Payment. Consultant shall submit quarterly invoices in the amount of \$12,000.00. These invoices will coincide with delivery of proposal as described in Attachment A. If paid in one lump sum prior to September 30, 2025, the total fee will be reduced to \$40,000.
- XII. This Agreement shall automatically renew and be extended from year to year upon the expiration of the term (as extended if extended) unless terminated by either party by written notice given to the other party. Under no circumstances shall this contract renew for a period longer than three (3) years from the date executed by the City of Calera. Payment shall be made by the City within thirty (30) days of the approval of the invoices submitted by the Consultant. The City agrees to review and approve the invoice submitted for payment in a timely manner.
- XIII. This Contract shall be effective and commence on the date as signed by the City and shall terminate upon the satisfactory completion of the scope of work as described in Attachment A.
- XIV. Force Majeure. The Parties hereto shall incur no liability to the other if performance becomes impossible or impracticable by reason on an event or effect that the parties could neither have anticipated nor controlled. This allowance shall include both an act of nature and acts of third parties. Any costs that would otherwise be incurred and/or

necessitated by the provisions herein shall be alleviated for either party by such event or effect.

IN WITNESS WHEREOF, the parties hereto have executed this Contract as provided below:

_____ Jon Graham, Mayor City of Calera	_____ Date
--	---------------

_____ Connie Payton, City Clerk City of Calera	_____ Date
--	---------------

	July 9, 2025
---	--------------

_____ Cara Stallman, Co-Owner Grant Management, LLC	_____ Date
---	---------------

Attachment A- Scope of Work

Professional services will include but may not be limited to the following tasks:

1. Provide City of Calera with on-going high quality grant consulting services. This includes identification of funding sources for identified projects, grant application preparation, guidance through navigating state and federal grant related processes, meeting with funders and attending grant related meetings, and complete project management of projects once funded.
2. Assess existing and future financial needs and assist the City Council, Mayor and Staff with developing a strategic funding plan to maximize the amount of grant funds secured, including prioritizing projects and establishing timelines for funding.
3. Provide the full range of grant administration and management services for new grant funded projects, ensuring compliance with all local, state and federal grant related laws, rules and regulations. The Consultant will utilize professional grant management experience to make certain that no project delays, audit findings, or disallowed costs occur in relation to any grant funded projects.
4. Provide regular written reports on funding progress and status of grant funded projects to the City Council, Mayor and City Staff.
5. Work with City of Calera staff, attorneys, and accountants to establish comprehensive best management practices for administration of grant funds, including establishment of proper financial and record keeping procedures, procurement and bidding and contracting practices that comply with grant applicable rules, submission of progress and finance reports, close-out and record retention procedures, and compliance with audit requirements.



July 9, 2025

Jon Graham, Mayor and City Council
City of Calera
7901 Highway 31
Calera, AL 35040

Re: Proposal for Comprehensive Grant Writing and Grant Management Services for the City of Calera

Dear Mayor Graham and City Council,

It has been a pleasure to work with the City of Calera over the past year providing comprehensive grant management services. During this time, the City has been awarded several significant grants, and it has been an honor to contribute to your team's success. I look forward to continuing to work with you, Ms. Payton, Mr. Pappas, the City Council, and the entire Calera team as we implement these impactful projects that will deliver long-term benefits to the community.

Please accept this letter as a formal proposal for Grant Management, LLC to continue providing professional grant writing and management services to the City of Calera. Our proposed scope of services includes, but is not limited to, the following:

Grant Consulting Services - Identification of funding opportunities, preparation of competitive grant applications, assistance navigating federal and state processes, meeting with funders, attending grant-related meetings, and providing full project management once funding is secured.

Strategic Funding Planning - Evaluate current and future infrastructure needs and assist in the development of a long-term strategic funding plan to maximize the City's access to grant funding. This includes prioritizing projects and establishing timelines.

Grant Administration and Compliance - Provide expert grant administration to ensure full compliance with all local, state, and federal regulations. Our services are designed to help the City avoid project delays, audit findings, or disallowed costs.

Ongoing Reporting - Submit regular written reports detailing funding progress and grant project status to the City Clerk, Finance Director, City Engineer, and other designated staff.

Grant Management, LLC specializes in securing and managing funding for water and sewer infrastructure and has proudly served numerous local governments across Alabama. Co-owners Stacy McKean and I bring over 50 years of combined experience in securing and administering state and federal funding for a wide range of projects, including water/sewer improvements, drainage upgrades, public buildings, roads, parks, and economic development initiatives. As Baldwin County residents, we understand the unique challenges and opportunities facing Alabama's communities.

Summary of Proposed Fees:

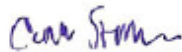
Total Contract Amount: \$48,000 for the 12-month period from October 1, 2025, through September 30, 2026

Billing Structure: Quarterly invoices of \$12,000 each

Early Payment Discount: A reduced rate of \$40,000 if paid in full by September 30, 2025

Thank you for the continued opportunity to support the City of Calera. Please don't hesitate to reach out if you have any questions or need additional information.

Sincerely,



Cara Stallman
Grant Management, LLC
Cell: (251) 375-6630
Email: carastallman@gmail.com

Proclamation

Celebrating the 156th Anniversary of the First Baptist Church Calera,

1616 9th Street, Calera, Alabama

Whereas, the First Baptist Church Calera, Alabama has faithfully served the spiritual, cultural, educational, and community needs of its congregation and the citizens of Calera for 156 years, and remains a cornerstone of our city's history and the downtown MainStreet District; and

Whereas, founded in 1869, the First Baptist Church has stood as a beacon of faith, hope, and service providing leadership, outreach, and compassion through generations of worshippers, pastors, and faithful members; and

Whereas, the church has played a vital role in fostering unity, strengthening families, and nurturing the moral and spiritual growth of its members and the wider community; and

Whereas, the contributions of the First Baptist Church extend far beyond its walls, through its dedication to missions, youth programs, civic engagement, and heartfelt service to the broader Calera community; and

Whereas, the church cemetery, an Alabama historic landmark, stands as a solemn and respectful tribute to the legacy of its founding members and local citizens, including veterans, who have gone before us; and

Whereas, the 156th anniversary is a momentous occasion to reflect upon the church's enduring legacy and to honor the faith, perseverance, and commitment of its members, both past and present;

Now, Therefore, I, Jon G. Graham, Mayor of the City of Calera, do hereby proclaim:

Sunday, August 10, 2025, as

“First Baptist Church of Calera Day”

in the City of Calera and encourage all citizens to join in, recognizing and celebrating the remarkable history, contributions, continued service, and spiritual leadership of First Baptist Church as it marks this important milestone.

IN WITNESS OF, I have hereunto set my hand and caused the Seal of the City of Calera to be affixed this the 6th day of August 2025.

Jon G. Graham, Mayor

Connie Payton

From: James Fuller
Sent: Monday, August 11, 2025 12:49 PM
To: Connie Payton
Cc: Mary Hedrick; Stephen Horton
Subject: Council Agenda
Attachments: 2025 IT Dispose List.pdf

Connie,

Please add the following items to be surplussed for recycling. They are no longer usable for us.



James Fuller

Director of IT Services / City of Calera

7901 Hwy 31

Calera, AL 35040

Website: www.cityofcalera.org

Email: jfuller@calera.org

Phone: 205-668-3874

August 2025 Discards

Asset Tag ID	Description	Purchase Date	Date Disposed	Dispose to
D0057	Panasonic CF-53	10/27/2015	10/17/2024	Dispose
CNU351BMKW	HP EliteBook 840 G1	07/01/2014	10/17/2024	Dispose
03DIS2021	HP 260 G2 Desktop Mini	11/08/2018	10/17/2024	Dispose
100162	HP 260 G2 Desktop Mini	11/08/2018	10/17/2024	Dispose
0611	Dell Optiplex 3070	10/28/2020	10/17/2024	Dispose
0584	Dell Optiplex 3070	06/08/2020	08/11/2025	Dispose
0576	HP Prodesk 600 G2 Desktop Mini	12/22/2016	09/17/2024	Dispose
0572	HP Probook 450 G5 Laptop	08/13/2019	08/11/2025	Dispose
0563	HP Prodesk 400 G3 Desktop	11/08/2018	08/11/2025	Dispose
0554	HP Prodesk 400 G3 Desktop Mini	11/01/2018	08/11/2025	Dispose
0543	HP Probook 650 G2 Laptop	08/13/2019	08/11/2025	Dispose
0538	HP Prodesk 400 G4 Desktop Mini	11/08/2018	02/05/2025	Dispose
0525	HP Probook 650 G1 Laptop	08/13/2019	08/11/2025	Dispose
0517	HP Prodesk 600 G2 Desktop Mini	12/22/2016	08/11/2025	Dispose
0514	HP ProDesk 400 G5 Desktop	03/13/2019	08/11/2025	Dispose
0374	Dell Optiplex 3080 Mini	05/17/2021	07/28/2025	Dispose
0226	HP Prodesk 400 G4 SFF	07/13/2020	07/23/2025	Dispose
0219	HP Compaq Pro 4000 SFF	09/17/2019	08/11/2025	Dispose
0227	HP Prodesk 600 G3 SFF	07/13/2020	08/11/2025	Dispose
0228	HP Elite Desk 800 G1	07/13/2020	08/11/2025	Dispose
0229	HP ProDesk 400 G3 SFF	07/13/2020	08/11/2025	Dispose
0021	HP Prodesk 400 G4 Desktop Mini	11/08/2018	10/17/2024	Dispose
0012	HP Prodesk 600 G2 Desktop Mini	12/22/2016	10/17/2024	Dispose
0007	HP Prodesk 400 G4 Desktop	11/08/2018	10/17/2024	Dispose
	Apple iPads x 4	12/12/2019	08/11/2025	Dispose
	Yealink Desk Phones x 5	10/1/2018	8/11/2025	Dispose

Mayor Graham introduced the following Resolution:

RESOLUTION NO. R-2025-44

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

WHEREAS, the City of Calera, Alabama has inventoried the IT Department Inventory and requesting approval to Surplus the following items for the IT Department.

WHEREAS, the City has found the following items for the City of Calera no longer needed.

August 2025 Discards				
Asset Tag ID	Description	Purchase Date	Date Disposed	Dispose to
D0057	Panasonic CF-53	10/27/2015	10/17/2024	Dispose
CNU351BMKW	HP EliteBook 840 G1	07/01/2014	10/17/2024	Dispose
03DIS2021	HP 260 G2 Desktop Mini	11/08/2018	10/17/2024	Dispose
100162	HP 260 G2 Desktop Mini	11/08/2018	10/17/2024	Dispose
0611	Dell Optiplex 3070	10/28/2020	10/17/2024	Dispose
0584	Dell Optiplex 3070	06/08/2020	08/11/2025	Dispose
0576	HP Prodesk 600 G2 Desktop Mini	12/22/2016	09/17/2024	Dispose
0572	HP Probook 450 G5 Laptop	08/13/2019	08/11/2025	Dispose
0563	HP Prodesk 400 G3 Desktop	11/08/2018	08/11/2025	Dispose
0554	HP Prodesk 400 G3 Desktop Mini	11/01/2018	08/11/2025	Dispose
0543	HP Probook 650 G2 Laptop	08/13/2019	08/11/2025	Dispose
0538	HP Prodesk 400 G4 Desktop Mini	11/08/2018	02/05/2025	Dispose
0525	HP Probook 650 G1 Laptop	08/13/2019	08/11/2025	Dispose
0517	HP Prodesk 600 G2 Desktop Mini	12/22/2016	08/11/2025	Dispose
0514	HP ProDesk 400 G5 Desktop	03/13/2019	08/11/2025	Dispose
0374	Dell Optiplex 3080 Mini	05/17/2021	07/28/2025	Dispose
0226	HP Prodesk 400 G4 SFF	07/13/2020	07/23/2025	Dispose
0219	HP Compaq Pro 4000 SFF	09/17/2019	08/11/2025	Dispose
0227	HP Prodesk 600 G3 SFF	07/13/2020	08/11/2025	Dispose
0228	HP Elite Desk 800 G1	07/13/2020	08/11/2025	Dispose
0229	HP ProDesk 400 G3 SFF	07/13/2020	08/11/2025	Dispose
0021	HP Prodesk 400 G4 Desktop Mini	11/08/2018	10/17/2024	Dispose
0012	HP Prodesk 600 G2 Desktop Mini	12/22/2016	10/17/2024	Dispose
0007	HP Prodesk 400 G4 Desktop	11/08/2018	10/17/2024	Dispose
	Apple iPads x 4	12/12/2019	08/11/2025	Dispose
	Yealink Desk Phones x 5	10/1/2018	8/11/2025	Dispose

Council Member ____ moved that Resolution No. R-2025-44 is adopted. Council Member ____ seconded said motion and upon vote, the results were as follows:

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

NAYS: None

Mayor Graham declared Resolution No. R-2025-44 adopted.

Adopted this 18th day of August 2025

Connie Payton, City Clerk

Jon G. Graham, Mayor

Connie Payton

From: Debbie Byers
Sent: Wednesday, August 13, 2025 10:11 AM
To: Connie Payton; Kelly Ellison
Subject: Police pay scale question

Good morning

How do we separate the police pay scale from the other departments like the fire department has.

Does it need to be some kind of ordinance? If so can it be added to the next agenda?

Debbie

Sent from my T-Mobile 5G Device
Get [Outlook for Android](#)

Mayor Graham introduced the following Resolution:

RESOLUTION NO. R-2025-45

BE IT RESOLVED, by the Mayor and City Council of City of Calera as follows:

That, in order to comply with Section 12-1, Subsection (b) of the Code of Ordinances of the City of Calera, Alabama which reads as follows:

CHAPTER 12.

ARTICLE 1. IN GENERAL

SECTION 12.1 PURPOSE

There is hereby established a personnel system for the City of Calera, Alabama. Such system shall be established on the following merit principles:

(b) Establishing pay rates consistent with the principle of providing comparable pay for comparable work.

That, in order to comply with Section 12.5, Subsections (a) and (b) of the Code of Ordinances of the City of Calera, Alabama which reads as follows:

CHAPTER 12.

ARTICLE 5. PREPARATION OF PERSONNEL RULES AND REGULATIONS.

(a) The classification of all positions, based on duties, authority and responsibly of each position, with adequate provisions for reclassification of any positions warranted by changed circumstances.

(b) A pay plan of classified service positions

That, the Mayor and Council adopt the attached “**City of Calera Classification Plan Effective 10/1/2025**” for all City of Calera Police Department employees in the classified service;

That, The Mayor and Council adopt the attached “**City of Calera Police Pay Scale Effective 10/1/2025**” for all City of Calera Police Department employees in the classified service;

That, the City of Calera reserves the right to freeze step raises in the event of financial difficulties due to economic trends;

That, said “City of Calera Classification Plan” and “City of Calera Police Pay Scale” shall become effective October 1, 2025;

Council Member _____ moved for unanimous consent on the Council be given for immediate action upon Resolution No. 2025-45. Council Member _____ seconded said motion and upon vote, the results were as follows:

AYES:

NAYS:

Thereupon, the Mayor declared said motion carried and unanimous consent given for the consideration of said Resolution.

Council Member _____ moved that Resolution No. R-2025-45 be adopted. Council Member _____ seconded said motion and upon vote, the results were as follows:

AYES:

NAYS:

Mayor Graham declared Resolution No. R-2025-45 adopted.

Adopted this 18th day of August 2025.

Connie B. Payton, City Clerk

Jon G. Graham, Mayor

POLICE		
Records Clerk	Police	P05
Dispatcher	Police	P08
Police Administrative Specialist	Police	P08
Dispatcher II	Police	P09
Dispatch Supervisor	Police	P10
Police Officer (annual based on 86 hrs)	Police	P10
Senior Police Officer	Police	P11
Police Corporal	Police	P12
Police Sergeant (annual based on 86 hrs)	Police	P14
Police Lieutenant	Police	P18
Police Deputy Chief	Police	P20
Police Chief	Police	P24

JOB CLASS: 01-P05

1- 17.570	6- 20.360	11- 23.600
2- 18.090	7- 20.970	12- 24.310
3- 18.640	8- 21.600	13- 25.040
4- 19.190	9- 22.250	
5- 19.770	10- 22.910	

JOB CLASS: 01-P08

1- 20.330	6- 23.570	11- 27.320
2- 20.940	7- 24.280	12- 28.150
3- 21.570	8- 25.010	13- 28.980
4- 22.220	9- 25.760	
5- 22.880	10- 26.530	

JOB CLASS: 01-P09

1- 21.350	6- 24.750	11- 28.700
2- 21.990	7- 25.490	12- 29.550
3- 22.640	8- 26.250	13- 30.440
4- 23.330	9- 27.050	
5- 24.020	10- 27.860	

JOB CLASS: 01-P10

1- 22.420	6- 25.990	11- 30.110
2- 23.090	7- 26.770	12- 31.030
3- 23.770	8- 27.570	13- 31.960
4- 24.500	9- 28.390	
5- 25.220	10- 29.250	

JOB CLASS: 01-P11

1- 23.530	6- 27.280	11- 31.630
2- 24.230	7- 28.110	12- 32.580
3- 24.970	8- 28.940	13- 33.560
4- 25.720	9- 29.820	
5- 26.490	10- 30.700	

JOB CLASS: 01-P12

1- 24.710	6- 28.660	11- 33.210
2- 25.450	7- 29.510	12- 34.210
3- 26.220	8- 30.400	13- 35.240
4- 27.000	9- 31.310	
5- 27.820	10- 32.240	

JOB CLASS: 01-P14

1- 27.250	6- 31.580	11- 36.610
2- 28.060	7- 32.530	12- 37.710
3- 28.910	8- 33.510	13- 38.850
4- 29.780	9- 34.500	
5- 30.660	10- 35.540	

JOB CLASS: 01-P18

1- 33.120	6- 38.390	11- 44.500
2- 34.120	7- 39.540	12- 45.840
3- 35.130	8- 40.730	13- 47.210
4- 36.190	9- 41.950	
5- 37.280	10- 43.210	

JOB CLASS: 01-P20

1- 36.510	6- 42.330	11- 49.070
2- 37.600	7- 43.590	12- 50.540
3- 38.720	8- 44.900	13- 52.050
4- 39.900	9- 46.240	
5- 41.100	10- 47.640	

JOB CLASS: 01-P24

1- 44.370	6- 51.440	11- 59.630
2- 45.710	7- 52.990	12- 61.440
3- 47.080	8- 54.580	13- 63.270
4- 48.500	9- 56.220	
5- 49.950	10- 57.900	

Connie Payton

From: Kelly Ellison
Sent: Wednesday, August 13, 2025 12:39 PM
To: Connie Payton
Subject: Budget adjustments

Please add budget adjustments to the agenda.
Thank you,
Kelly

Connie Payton

From: Stacy Walkup
Sent: Wednesday, August 13, 2025 11:23 AM
To: Connie Payton
Cc: Kevin Shirey; Sean Kendrick
Subject: re: Retiree's on Agenda

Larry Cost and Tammy Smith

STACY WALKUP, CMC
Asst. City Clerk/HR Admin/Magistrate

	<i>phone</i>	205.668.3815
	<i>email</i>	swalkup@calera.org
	<i>website</i>	www.cityofcalera.org
	<i>address</i>	7901 Hwy 31 Calera, AL 35040

Connie Payton

From: Reggie Darden
Sent: Tuesday, August 12, 2025 3:26 PM
To: Connie Payton
Subject: 189 Willow Cove

I would like to request to be on the next council agenda to discuss the nuisance at 189 Willow Cove.

Thank you,

Reggie Darden

Building Official

Sent from my iPhone