

**City of Orlinda Council Meeting
Thursday July 11, 2024
Council Chambers City Hall**

Mayor Swearingen in the Chair

Meeting Called to order at 7pm

Pledge of Allegiance

Roll Call

Present: Mayor Tabitha Swearingen, Commissioner Sherry Carver, Commissioner Ben Ellis, Commissioner Jennifer Johnson, City Manager Kevin Breeding, City Recorder Breonna Scoggins

Previous Minutes

Mayor Tabitha Swearingen presented the minutes from June 13, 2024. Motion made by **Commissioner Jennifer Johnson** to accept the minutes as written. The second was made by **Commissioner Ben Ellis**. The vote was called by **City Recorder Breonna Scoggins** and was approved with none opposed.

1. Public Hearing / Comments

None

2. Financial Statements

There were no comments or concerns over the statements.

3. New Business

- a. **Mayor Tabitha Swearingen** presented the 2nd reading of the budget. The second reading of the budget Which? It is not cut and dry because we have several things to discuss. Where do we want to begin? Does anybody? I have a couple of things. But if someone else has something that they want to bring up. **Commissioner Sherry Carver**, I wanted to ask about because the library was one of the last things we talked about last month and said there wasn't a budget for that. So, have we, do we think we need to propose some sort of a amount for that? Because there are some things that need to be done like computers and those kinds of things. I know we had some generous donations. And some people that would still need to do that. Computer. I don't know what else. **City Manager Kevin Breeding** computers are done. OK, and that was good. We had a volunteer come in and fix all the computers. Got him going so he won't let us pay him. Fixed and they seem to be old people use it for, get on the Internet, maybe right letters, so don't need much power, and he felt like what they got is working, so I think that's fine other stuff. It would just be like supplies and other things and we can do that out of general. What do you think, Joann? You got any thoughts on what else we might need? I didn't get a list necessarily because the volunteers didn't so much. **Joann Ferrell** just updated the books we have had several donations. Craft supplies will be needed but maybe once the friend board is set up, they can assist with getting donations for the crafts. Updating the books is the main thing. **Commissioner Jennifer Johnson** I know I have a sack of kids' books I want to donate, but what if we made a post on the on the website and on Facebook stating that I was going to say all the time. **Commissioner Sherry Carver** We have people come all the time to the facility and they're a avid readers and they have all these books, and they don't want to get rid of them, but they want to do something with them, so they donate them to the facility. We might put a post out there to see if. You know, that might be the case. There might be some we might have to weed out, but there might be some that would be. **Joann Ferrell**, I think that the confusion is that some of the books that are there we have no idea who they belong to give back so that we can update with current authors. **City Manager Kevin Breeding**, so they're officially the property of Warrior 2 regional library, a statewide organization. But they

cut funding about four years ago they started decreasing their funding unless I knew they had none. So, I think that's defunct. Organization, I certainly verify that, but I feel like almost certainly those who are those are not property in the city of Orlando. I will get something from the state telling us that officially, but I think they're ours. But one problem I do want your guy's input on. Because I don't know how to solve it, but one problem that we've always had, I'll just be frank about this. We've kind of declined book donations in the past and here's why. One, there was the issue of some of the belonging to warrior two and trying to keep who's where ours and what they switch out. But if that's been resolved, the second problem is. You get a awful lot of people who bring in their molded 3rd grade math books. And how do you tell them, hey, your books are no good, we don't want them. And then they get their feelings hurt. We've had it happen more than once. They get upset and they say, well, it looks like you're a library. I don't want books. But we have a very limited space, and we just get an awful lot of junk. And you don't hurt. Angles, theorems. And so, I don't know. Or if you're comfortable in having the librarian, make that decision, then I'm OK. But she's going to take a lot of heat for it. And I don't know how to. **Commissioner Ben Ellis** she wouldn't take a lot of heat if there were some established rules about the date, how books were to begin and conditions once they receive. Yeah, so I mean. What those established, if it's out there in the public and wherever, posting on the website, whatever, then that should resolve some of those issues. **Commissioner Jennifer Johnson** especially if the goal is to get current, yes. **City Manager Kevin Breeding** I feel though I've oversimplified the problem, it's not always that clear is as you know, I said third grade holding books, but there's also a lot that just, I don't know, it's hard to describe, you know what I mean, that they're just not suitable, but they are a book. **Commissioner Jennifer Johnson** what if it's? Accepted and then the librarian can decide what goes on the shelf and what doesn't, is either donated to Goodwill or to whatever shelter or whatever the case may be, or it is disposed of. **City Recorder Breonna Scoggins** or you could provide them with McKay's in Nashville information where they could sale the book back or get in-store credit. **Joann Ferrell**, could you do a book sale as well fill a bag for 5.00? **Mayor Tabitha Swearingen** maybe if you did it to where you said. In the book drive, books that are unable to be used will be and kind of put it out there, you know up front that if the book cannot go on the shelf for whatever the reason is, it will be sold for, you know, funding to go back to the library or whatever. **Joann Ferrell** do you all want to stick with hardback instead of paper back? **Mayor Tabitha Swearingen** well, a hardback's going to last a whole lot longer than a. **Commissioner Jennifer Johnson** butbooks only come in paperback are some current authors out there that a lot of people read that they don't even make them in hardback. **City Manager Kevin Breeding** we've got a lot of soft packs down there now that they get checked out and used. **Commissioner Sherry Carver** I thought she just said she didn't see. **Joann Ferrell, Annelia Knight**, have you seen many paper backs? **Annelia Knight** stated not that I have seen. The shelves are so full you can't tell if anything it is very hard to go 1 by 1 and determine until you take the time to do it. **Mayor Tabitha Swearingen**, I mean, I defer to the person that's going to have to go through them. In there, it's going to be their job. I certainly wouldn't want to decide without their input. **Joann Ferrell** maybe get a list from people coming in and what they want that kind of thing. **Mayor Tabitha Swearingen** alright, so that's something I guess we can continue to look at as we go, I guess, and as it gets more established. **Commissioner Ben Ellis** Miss Fox come last, Our last meeting, yes, I went out, looked at that road just to get a better understanding of where she was. The road coming off the high side, it has washed that ditch. It's about 3 feet deep now. There's no rip rap on our side. It's about 100-foot in. That's where a bout where our rip stops, which is about it's what, 4 or 500 feet that we actually maintain. And with all the extra heavy rain, it has started to undermine part of the road right there. So, I know we've got in the budget, we've got 10,000 in there, but that's going to be. That could eat most of that up. **City Manager Kevin Breeding** You think? Add some rip rap or would rip rap and you may end up having to do another chip and seal part of that road too. **City Manager Kevin Breeding** OK. We fixed the pothole. I know if that was before or after you went? **Commissioner Ben Ellis** I am just primarily talking about the ditch. **City Manager Kevin Breeding** Yeah, yeah, alright. **Commissioner Ben Ellis** the potholes where we stop basically. **City Manager Kevin Breeding** there was one down there low in the middle and you may have noticed it. That's the one she seemed to be really upset about. It has been fixed. **Mayor Tabitha Swearingen**, we don't have

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any major paving, I know we've got some pretty good potholes that we're supposed to be fixing. Have those been done? **City Manager Kevin Breeding** we have fixed the one that we're talking about, the one on Dixon Road has not been fixed and the reason we've been waiting until we had a job or our paving folks had a job, wouldn't necessarily have to be ours. It had hot mix and cold mix does a good job to an extent, but it's certainly not anywhere near as good as hot mix. So, we kind of been waiting for that. If it comes down to it, particularly if. On the road you're talking about, maybe. I haven't seen it, but could that be worth putting some asphalt on it, some hot mix? **Commissioner Ben Ellis** well, you'd have to prep that bid. So that's going to be a greater incurred cost other than chip seal. Put it on the rip rap. All right. **City Manager Kevin Breeding** So maybe with the 10k, we could have just paid for somebody to come out and do those potholes with hot mix. But I think Ben is right. If we're going to fix that ditch up there, probably ought to do comment and add. **Commissioner Ben Ellis** well, my, my figuring was they'll take possibly three to four loads of rip rap \$700.00 a load. Yeah, you are eating up \$3000 quickly, then you got to pay for a placement cost and fixing whatever part of the road has been undermined. **City Manager Kevin Breeding** OK. So, add 8 grand, \$10k. What do you think? **Commissioner Ben Ellis** possibly double yeah, 10k like total \$20k for the proposed budget. **City Manager Kevin Breeding** OK. I think it's a good year to do that because we don't have any big hole streets to pave. So, like you made the motion to amend the paving, increase it by 10k I think sounds reasonable to me. **Commissioner Ben Ellis** does all these motions separate? **City Manager Kevin Breeding** yes. **Commissioner Ben Ellis** OK. So, I make a motion to increase the proposed budget for Hwy. St. St. Paving and repair by \$10,000 to a total of \$20,000. **Mayor Tabitha Swearingen** OK, motions been made. Is there a second, I'll 2nd? **Commissioner Jennifer Johnson** 2nd the motion the vote was called all for with non-opposed

C. **Mayor Tabitha Swearingen**, so we talked at the last meeting about the storm shelter and some of the issues we were having there. And so I just walked down there after the last meeting and we kind of walked around and looked and there are some issues for sure. So you have what's under us and it's kind of. And L shape. Then it goes back and cursed that that way and curves kind of back around. On the curve around we have restrooms that do not work. We have an elevator with a somewhat open elevator shaft. There's a. Another mechanical closet down there. A lot of things need to be protected and the public needs to be protected from them. I want to propose a door or not a door wall, but not a permanent wall like the one I think Kevin described it as what's in the lobby, but I think you could also do it just like an accordion wall like hotels usually close or you like some kind of gate like a mall uses, which we would have to have something that slides. From the well now I guess you could do it from the ceiling. But anyway, something to where we can close this off a security gate, yeah, so that we can close that off so that it's still open to the public. Because I think the storm shelter is very important to the community and I don't want to take it away, but I also want to keep everybody safe. So that's it. I wanted to put that in. And Kevin, what did you come up with as a number for that? **Commissioner Jennifer Johnson** \$7500? **Commissioner Ben Ellis** now the whether that wall that you're talking about goes in or not, the walk, the gate for the elevator shaft itself, you know it for safety, should have one for itself. **Commissioner Jennifer Johnson** Are those normally closed or are they not normally closed? **Mayor Tabitha Swearingen** so if it's closed, which if we keep people out of there, we don't have to worry about any of this. So we definitely need to do something. Is 7500? **Commissioner Jennifer Johnson** is that a guess or is that you talked to somebody? **City Manager Kevin Breeding** no I have not spoken to anyone. **Mayor Tabitha Swearingen** just went down there and looked at the last meeting and came up with something. **City Manager Kevin Breeding** she sent me something and so there's some vague notion that that might do it, but I'm not confident. But if it's not enough, we can always add more. As long as it's in there, we can amend later. **Mayor Tabitha Swearingen** OK, so and that needs to go under maintenance? **City Manager Kevin Breeding** **Mayor Tabitha Swearingen** I make a motion to increase the repair and maintenance by \$7500. To put a safety gate. In the basement. Partition. Word. Or safety gate or partition. In the basement **Commissioner Jennifer Johnson** so I'm kind of a locking mechanism, something that locks. **Commissioner Jennifer Johnson** 2nd the motion. **Mayor Tabitha Swearingen** a motion has been made and 2nd. **City Recorder Breonna Scoggins** called the vote all for with non-opposed.

d. **Mayor Tabitha Swearingen** And the other issue, which is probably the biggest issue, is looking at Mr. Darrow's salary. Basically proposing an increase in order to get him to a comparable salary to the to others in the area. The goal would be to get him to what is comparable and then from then on we would look mostly at just like the regular cost of living type increases. What we do what 3% sometime, you know, whatever those two 3%. So the goal would be kind of a one time, um. Bump in salary to get it competitive. **Commissioner Ben Ellis** in lieu of the 3%? **Mayor Tabitha Swearingen** Yes, yes. And then going forward hopefully once we had them at a competitive salary to keep it. In line with the two or three percent. Is that a motion? I did not make. That's not a motion. I was leaving it open for discussion. **Commissioner Ben Ellis** so what is the mean salary 68k? **Commissioner Jennifer Johnson** and that is for the goal is 68k?. **City Manager Kevin Breeding** No, no, no, no, no, no. **Commissioner Jennifer Johnson** and that is for the goal is 68k? mean salary for chief is what you're going off of. **City Manager Kevin Breeding** Yeah, for towns 10,000 and less. **Mayor Tabitha Swearingen** but, my motion does not include changing title. It only includes salary. Keep. Sorry, you know when we first had the job, we still have those specific requirements for chief and I want to keep those requirements. And I know that he is working very hard toward those requirements. So I want to keep that, keep the titles as we have them, just make the salary. More in line with what we have. **Commissioner Jennifer Johnson** So he's captain, right? Yes. So why would we not evaluate the mean average salary of the captain? **City Manager Kevin Breeding** your referring to him as captain, we generally refer to him as acting chief. **Mayor Tabitha Swearingen** yeah. **City Manager Kevin Breeding** because he's doing the job. **Mayor Tabitha Swearingen** Yeah, he's doing the job of a chief. We just haven't given him the title and because we've left certain qualifications that we want him to meet before we give him the title. But he's doing the job. **Commissioner Ben Ellis** is this going to be one time bumper bump. First part and then halfway through the year bump second time to the final? **City Manager Kevin Breeding** It was presented as a one time bump. **Commissioner Ben Ellis** because I mean that if you still got certain qualifications that he has not met yet. **City Manager Kevin Breeding** well, he's got to do that within two years anyway. And they're there was in his initial agreement of \$1000 bump when he gets Firefighter 1. So I would it's reasonable if you wanted to remove that contingency as part of this, that might be reasonable, but he's still got to get it within two years. Or he won't be legal firefighter, right? You have to have it. **Commissioner Ben Ellis** what's the main salary for a captain? **City Manager Kevin Breeding** of a captain, yeah. I don't know. **Commissioner Jennifer Johnson** for Springfield, TN, it's \$52,000. **Mayor Tabitha Swearingen** All right. Are there further questions, concerns? If not, I will make a motion. And then we'll just see how that goes. **Commissioner Jennifer Johnson** I guess the only question I have is we went from. In one year we went from a department that had one paid firefighter that was also the city maintenance person that was paid less than \$55,000 a year. And now we went to. In one year we went to. A fire department with four paid firemen, 5 right, including Patrick. 4/4 including you, OK. And a part time maintenance person. And then on top of it, now we're looking at a 20% increase to that salary, which would increase them over what the previous person was paid a fter 20 plus years of service. **Mayor Tabitha Swearingen** so here's my thing about that. The previous person retired. He was offered the new job. Didn't want the new job, so that's irrelevant. What we have to look at is the position that we have now. What's happening now within just the the world of fire departments, it's not the same thing that it was before COVID. This is where we are now and we need to look at now and going forward and and quit talking about what happened before and how somebody else did something and talking about it. **Commissioner Jennifer Johnson** I'm talking about history, the history of the budget. **Mayor Tabitha Swearingen** and the history is that it, you know, that's over and done and it's not the same world anymore. I mean, you know, when, when we did interviews. We had a limited number of people who were even able to do the job that he's doing. It's it requires living here. So the pool is limited in who can do the job. And I think it's just where we are and he can leave tomorrow and go somewhere else. It's going to pay him more money if we don't pay him more money. And that's the truth. **Commissioner Jennifer Johnson** well, even Springfield as a starting firefighter makes \$42,000 a year. **Mayor Tabitha Swearingen** He's not a starting firefighter, he's our acting chief. I mean, he's doing, he has the same, hey, chief, he's doing the job of a chief. **Commissioner Jennifer Johnson** but he doesn't have the same qualifications as the chief. **Mayor**

Tabitha Swearingen but he has two years to get those qualifications. That was from the very beginning. That's what we said, I mean. **Commissioner Jennifer Johnson** so one year in, we're going to increase them 20%? **Mayor Tabitha Swearingen** that's the proposal. **City Manager Kevin Breeding** we are adjusting salary to make you fair market value. Or below actually about \$10,000 below fair market value. **Mayor Tabitha Swearingen** all right, so how does that need? I'll make the motion. If it doesn't pass, it doesn't pass. Has since. If we're taking out the other. How does that need to? And based on what's here now, how do you leave? How do you want that? **City Manager Kevin Breeding** Just motion and increase the salary to 58k and remove the \$1000 contingent increase for firefighter one, but retain the requirement to get **Firefighter 1**. **Commissioner Ben Ellis** in lieu of the 3% bump. **City Manager Kevin Breeding** Yes, yes. **Mayor Tabitha Swearingen** OK, so I'll make a motion to increase the salary. Um, for. How did they clear? I don't want it to be one person, I want it to be the position. So does it need to be? **City Manager Kevin Breeding** for acting chief. **Mayor Tabitha Swearingen** OK, so I want to make a motion to increase the salary for the acting chief to 58,000 in lieu of the 3% cost of living raise, removing the \$1000 bump when firefighter one is achieved but keeping the requirement to achieve **Firefighter 1**. Is there a second? **Commissioner Sherry Carver** 2nd the motion. **City Recorder Breonna Scoggins** called the vote all for with non-opposed.

e. **Mayor Tabitha Swearingen** alright, is there anything else that we need to add, remove, change? **Commissioner Sherry Carver** well, it's on the budget, but the air conditioner requires amending the budget, right? **City Manager Kevin Breeding** yes. **Mayor Tabitha Swearingen** OK. Well, **Commissioner Sherry Carver**, how would you like to proceed? **Commissioner Sherry Carver** we've done the bids out for the three companies. I do have a little bit of question about how somebody can be half the price of one of the other two. But I mean I hear that we have good recommendations from Bre and other people. Ben you're kind of more knowledgeable about that kind of thing. **Commissioner Ben Ellis** I did ask her about the energy efficiency everything he the Wallaces got a 14.3 sear which is higher efficiency than the other two, so just 13.4. **Commissioner Sherry Carver** Surprise obviously just hard when it's half the price. **Commissioner Ben Ellis** then when you get over here. He's got some Goodmans on here, which is the low end of the appliance chain. So, I mean Rudd and Ream those two you. With the 14.3 so you're that that's your most energy efficient. **Commissioner Sherry Carver** Bre and you were very satisfied with what he did for you? **City Recorder Breonna Scoggins** yes. **City Manager Kevin Breeding** and he did work for the city as well. **Commissioner Sherry Carver** I'll make a motion to amend the proposed 2025 budget to add \$6000 to the repair maintenance expenditure category for the purchase of a new air conditioner for the library, because we don't want our nice volunteers to suffer anymore. **Mayor Tabitha Swearingen** So add 6500, is that what you said? **Commissioner Sherry Carver** 6000. **Mayor Tabitha Swearingen** So add has been made. Is there a second? **Commissioner Ben Ellis** 2nd. The vote was called by **City Recorder Breonna Scoggins** all for with non-opposed.

f. **Mayor Tabitha Swearingen** with all the amendments done we need to pass the City of Orinda budget as amended for 2024 -25 So is there a motion? **Commissioner Ben Ellis** Motion to pass the 2024-2025 proposed budget has changed. OK. A motion has been made. Is there a second? **Commissioner Jennifer Johnson** 2nd. The vote was called by **City Recorder Breonna Scoggins** all for with non-opposed. **Mayor Tabitha Swearingen** presented the bid for the Library air conditioning. **Commissioner Ben Ellis** made the motion to award the bid to Wallace Electrical based on their bid spec sheet. **Commissioner Jennifer Johnson** 2nd the motion. The vote was called by **City Recorder Breonna Scoggins** all for with non-opposed. **Mayor Tabitha Swearingen** before I turn it over to Kevin, we do want to thank those that have donated to the library. He may want to talk more about it since I don't know the specifics.

4. Old Business
None

5. City Manager Report

- a. Library position of part time full permanent position we will officially make the offer hopefully tomorrow.
- b. We have hired 2 new fire fighter Corey Chase and Jordan Hickman
- c. October in Orlinda is coming. We have lost Dorman as a sponsor. I have reached out to Specialty Water to see if they would be a sponsor. The car show is the issue we may need to reach out. Commissioner Jennifer Johnson we may need to open it up and put the cars/vehicles in categories to award the trophy in the correct category. Maybe reaching out to Jennifer Woodard in Greenbrier and asking for help with the car show Commissioner Sherry Carver we need someone to facilitate the pageant. Mayor Tabitha Swearingen I have told Bre I would help with that and get her some contacts. City Manager Kevin Breeding may do a jeep week. I know Christie and her family participate in those events.



Mayor, Tabitha Swearingen



City Clerk/Recorder, Breonna B. Scoggins