

## REGULAR MEETING OF THE CITY COUNCIL, LINCOLN, ALABAMA

January 23, 2024

The City Council of the City of Lincoln, Alabama met in regular session in the Council Chambers at City Hall on Tuesday, January 23, 2024 at 6:00 p.m. Mayor Watson called the meeting to order and upon roll call the following answered present: Mayor Watson, Councilmembers Sadie Britt, Billy Pearson, Jennie Jones, Brandon Tate and Joey Callahan. Invocation was given by Billy Pearson and Mayor Watson led the Pledge of Allegiance.

Councilmember Britt made a motion to approve the minutes of January 9, 2024; second by Callahan. The vote was Pearson – Aye, Britt – Aye, Jones – Aye, Tate – Aye, Callahan – Aye.

Mayor Watson presented Resolution 2024-22 awarding the bid to Hand Service Company, Inc. for the test wells project for the City of Lincoln in the amount of \$186,140. Councilmember Pearson made a motion to adopt Resolution 2024-22; second by Callahan. The vote was Pearson – Aye, Britt – Aye, Jones – Aye, Tate – Aye, Callahan – Aye.

Mayor Watson presented Resolution 2024-23 declaring a nuisance on the property located at 190 Oak Forest. Councilmember Tate made a motion to adopt Resolution 2024-23; second by Britt. The vote was Pearson – Aye, Britt – Aye, Jones – Aye, Tate – Aye, Callahan – Aye.

Councilmember Tate made a motion to approve a 020 – Restaurant Retail Liquor for Taste Bar and Grille LLC d/b/a Taste Bar and Grille located at 101 Magnolia Street South, Lincoln, Alabama; second by Jones. The vote was Pearson – Aye, Britt – Aye, Jones – Aye, Tate – Aye, Callahan – Aye.

Councilmember Callahan made a motion to approve the installation of lights in the amount of \$29,965.00 by Coosa Valley Electric at the Pickle Ball Courts at Moseley Park; second by Pearson. The vote was Pearson – Aye, Britt – Aye, Jones – Aye, Tate – Aye, Callahan – Aye.

Councilmember Jones made a motion to appoint Brandon Tate as Chairman Pro Tempore for the period of February, 2024 – October, 2024; second by Britt. The vote was Pearson – Aye, Britt – Aye, Jones – Aye, Tate – Aye, Callahan – Aye.

Mayor Watson presented a proclamation designating the week of February 17 – 24 as National FFA Week.

Councilmember Jones made a motion to replace “SECTION 6. RELATIVES IN THE LOCAL GOVERNMENT SERVICE” of the current personnel policy with the following wording:

### **SECTION 6. RELATIVES IN THE LOCAL GOVERNMENT SERVICE**

- a. The City of Lincoln welcomes the opportunity to hire and retain qualified employees who are related to one another by blood or marriage. However, since such relationships sometimes can

create problems in the workplace, including suspicions of favoritism if the related employees are in a supervisor-subordinate relationship, it is the policy of the City of Lincoln that:

- (1) Any employee of the City of Lincoln who has or acquires a familial relationship (as defined below) with another employee shall not have any direct administrative or direct supervisory authority over the other person. As such, a direct supervisor with no familial relationship ties should be assigned, and the roles and expectations explained and detailed to all parties.
  - (2) An employee of the City of Lincoln cannot use their authority or position with the City to benefit or to disadvantage another employee in a familial relationship. Although all such potential misuses of authority cannot be listed here, examples include preferential treatment in training or development, employee signing an evaluation for a family member, or signing/approving a check payable to a family member, etc.
  - (3) Employees are required to notify the Human Resources department of
    - (a) any existing familial relationships;
    - (b) any familial relationships that are created among employees (for example, by the marriage of two employees); and
    - (c) the potential employment by the City of a family member.
  - (4) “Familial relationship” within the meaning of this policy means two employees (or an employee and a job applicant) in the relationship of husband, wife, father, mother, brother, sister, son, daughter, uncle, aunt, nephew, niece, grandfather, grandmother, grandson or granddaughter, or any of those relationships arising as a result of marriage (for example, stepchild, brother-in-law, etc.).
- b. For the benefit of the remaining existing policies within these Personnel Rules & Regulations, ‘Immediate family’ is defined as wife, husband, mother, father, brother, sister, son, daughter, mother-in-law, father-in-law, son-in-law, daughter-in-law, grandparents, grandchildren, stepmother, stepfather, brother-in-law, and sister-in-law.

Familial relationship defined in Section 6: RELATIVES IN THE LOCAL GOVERNMENT SERVICE, Article a. (4) shall only pertain to that specific article.

The second was made by Britt. The vote was Pearson – Abstain, Britt – Aye, Jones – Aye, Tate – Abstain, Callahan – Aye.

There being no further business to come before the Council, Pearson made a motion to adjourn; second by Jones. The vote was Ayes: Britt, Pearson, Jones, Tate, Callahan.

Attest:

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Carroll L. Watson, Mayor

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Laura S. Carmack, City Clerk