

Under new business, Mayor Smith said he wanted to get a wage analysis and human resources audit done to establish salary scales for the City employees. He then introduced Sheryl Ransom, a Human Resources Specialist from Cookeville.

Ms. Ransom then addressed the Board stating that ^{she} had more than 18 years of experience in human resources management, and she had recently completed a survey for the Upper Cumberland Human Resources Agency. (UCHRA).

Mayor Smith said, "We want to make sure we're paying our employees an equitable amount based on the job they do. Part of the goal that I'm trying to accomplish is to get our employees on an equitable pay scale, and right now, we don't have anything to go by. We need this done to help us in our budgeting. We need to be competitive and at the same time fiscally responsible. We have some good employees, and we need to take care of them."

After further discussion about the work she would be doing, Ms. Ransom said he would provide the audit and wage structure analysis for \$2500.

Following extensive discussion by the Mayor and Aldermen, on a motion by Charles Cooper, seconded by Ed Brady, the Board voted unanimously for Ms. Ransom to proceed with the audit and wage structure analysis at a cost of \$2,500.

There was then some discussion about a request from Citizens Gas to come into Fentress County and run a line about 3,000 feet along Catfish Farm Road in order to provide gas to a portion of Morgan County.

On a motion by Danny Hayes, seconded by Gene Holt, the Board voted unanimously to allow Citizens Gas to run their line along Catfish Farm Road in order for Citizens to provide gas to a portion of Morgan County.

On a motion by Danny Hayes, seconded by Charles Cooper, the Board voted unanimously to approve Resolution #884, which is a Resolution renewing the Solid Waste Contract with Fentress County for one (1) year.

On a motion by Charles Cooper, seconded by Corwin Brown, the Financial Statement was unanimously approved as read showing \$293,626.86, General Fund; \$790,749.54, Water Fund; and \$2,954,422.53, Gas Fund, for a total of all funds of \$4,038,798.93.

On a motion by Danny Hayes, seconded by Ed Brady, the Board voted to pay monthly bills in the amount of \$297,697.73.

City Building Inspector Bob Lane then gave a report on City building projects.

Mayor Smith then recognized Fentress County Chamber of Commerce Executive Director Walt Page. Mr. Page thanked the City for their support and he gave a report on the activities of the Chamber. He reported that there was an industrial prospect which was looking at the former Campbell Mfg. building, as well as one that was interested in locating in the Clarkrange Business Park, which would result in an investment of \$16 million, and could create up to 415 jobs over a 5-year period.

Mr. Page then ask the City to consider funding the Civil War Trails Program at a one-time cost of \$1,100. He said Fentress County was one of only two counties in the State to not have a trail marker.

After discussion regarding the matter, Alderman Cooper asked that action be deferred on the matter pending further study. Mr. Page said he would provide some literature for the Aldermen to study.