



**CITY OF FAIRHOPE
CITY COUNCIL WORK SESSION AGENDA**

**Monday, January 12, 2026 - 4:30 PM
City Council Chambers**

Council Members

Jack Burrell
Joshua Gammon
Jimmy Conyers
Jay Robinson
Andrea Booth

1. Discussion of the Fairhope Arts & Crafts Foundation MOUA with the City of Fairhope — Laura English & Jodi Holland, (FACF)
2. Discussion on Selection Process of a Consultant for Compensation & Classification Study - Hannah Noonan, HR Director
3. Presentation: City of Fairhope Safe Streets & Roads for All — Laurabeth Yates, Kimley-Horn
4. Presentation: City of Fairhope Storm Drain Art Project — Nicole Love, Grants Coordinator & Lindsey Lawrence, (ESAC)
5. Committee Updates
6. Department Head Updates

Next City Council Work Session, Monday, January 26, 2026, 4:30 p.m.

Fairhope Municipal Complex
City Council Chambers
161 North Section Street
Fairhope, AL 36532



CITY OF FAIRHOPE
AGENDA MEMORANDUM

Item ID: 2026-481

FROM:	Laura English & Jodi Holland – FAIRHOPE ARTS & CRAFTS FOUNDATION
SUBJECT:	Fairhope Arts & Crafts Foundation MOUA
AGENDA DATE:	January 12, 2026

RECOMMENDED ACTION:

Discussion

BACKGROUND INFORMATION:

Fairhope Arts & Crafts Foundation Memorandum of Understanding Agreement (MOUA).

BUDGET IMPACT/FUNDING SOURCE:

GRANT:

LEGAL IMPACT:

FOLLOW UP IMPLEMENTATION:



CITY OF FAIRHOPE
AGENDA MEMORANDUM

Item ID: 2026-442

FROM:	Hannah Noonan – HR DIRECTOR
SUBJECT:	Discussion on Selection Process of a Consultant for Compensation & Classification Study
AGENDA DATE:	January 12, 2026

RECOMMENDED ACTION:

Discussion

BACKGROUND INFORMATION:

Selection Process of a Consultant for Compensation & Classification Study.

BUDGET IMPACT/FUNDING SOURCE:

GRANT:

LEGAL IMPACT:

FOLLOW UP IMPLEMENTATION:



CITY OF FAIRHOPE
AGENDA MEMORANDUM

Item ID: 2026-153

FROM:	Nicole Love, Grants Coordinator
SUBJECT:	Presentation: City of Fairhope Safe Streets for All Safety Action Plan - Kimley Horn
AGENDA DATE:	January 12, 2026

RECOMMENDED ACTION:

Laurabeth Yates, Kimley Horn to give presentation on City of Fairhope Safe Streets & Roads for All.

BACKGROUND INFORMATION:

City of Fairhope Safe Streets & Roads for All.

BUDGET IMPACT/FUNDING SOURCE:

GRANT:

LEGAL IMPACT:

FOLLOW UP IMPLEMENTATION:



Fairhope City Council Meeting

January 12th, 2026

Agenda

- SS4A Grant Program Overview
- SS4A Process Requirements
- Leadership Commitment
- Next Steps



SS4A Grant Program

- ↗ Established by the Bipartisan Infrastructure Law (BIL)
- ↗ Discretionary program with \$5B in appropriated funds over 5 years ('22 – '26)
- ↗ Program supports the USDOT National Roadway Safety Strategy
- ↗ Goal of zero roadway deaths using a Safe System Approach
- ↗ Two types of funding:
 - ↗ **Action Plans/Demonstration**



SS4A Action Plan Components

- ✚ Leadership Commitment & Goal Setting..... ☐
- ✚ Planning Structure..... ☒
- ✚ Safety Analysis..... ☒
- ✚ Engagement & Collaboration..... ☒
- ✚ Policy & Process Changes..... ☒
- ✚ Project Selection & Prioritization..... ☒
- ✚ Evaluation & Transparency..... ☐

SS4A Self-Certification Eligibility Worksheet

Safe Streets and Roads for All

All applicants should follow the instructions in the NPO to correctly apply for a grant. See the [SS4A website](#) for more information.

Table 1 of the SS4A NPO describes eight components of an Action Plan, which correspond to the questions in this worksheet. Applicants should use this worksheet to determine whether their existing plan(s) contains the required components to be considered an eligible Action Plan for SS4A.

This worksheet is required for all SS4A Implementation Grant applications and any Planning and Demonstration Grant applications to conduct Supplemental Planning/Demonstration Activities only. Please complete the form in its entirety, do not adjust the formatting or headings of the worksheet, and upload the completed PDF with your application.

Eligibility

An Action Plan is considered eligible for an SS4A application for an Implementation Grant or a Planning and Demonstration Grant to conduct Supplemental Planning/Demonstration Activities if the following two conditions are met:

- You can answer "YES" to Questions 1, 3, and 9 in this worksheet; and
- You can answer "YES" to at least four of the six remaining Questions, 1, 2, 4, 5, 6, and 8.

If both conditions are not met, an applicant is still eligible to apply for a Planning and Demonstration Grant to fund the creation of a new Action Plan or updates to an existing Action Plan to meet SS4A requirements.

Applicant Information

Lead Applicant: UD:

Action Plan Documents

In the table below, list the relevant Action Plan and any additional plans or documents that you reference in this form. Please provide a hyperlink to any documents available online or indicate that the Action Plan or other documents will be uploaded as "Virtual Tools" as part of your application. Note that, to be considered an eligible Action Plan for SS4A, the plan(s) coverage must be broader than just a corridor, neighborhood, or specific location.

Document Title	Link	Date of Most Recent Update

U.S. Department of Transportation SS4A Self-Certification Eligibility Worksheet | Page 1 of 3

Action Plan Components

For each question below, answer "YES" or "NO." If "YES," list the relevant plan(s) or supporting documentation that address the condition and the specific page number(s) in each document that corroborate your response. This form provides space to reference multiple plans, but please list only the most relevant document(s).

1. Leadership Commitment and Goal Setting

Are BOTH of the following true?

- A high-ranking official and/or governing body in the jurisdiction publicly committed to an eventual goal of zero roadway fatalities and serious injuries; and
- The commitment includes either setting a target date to reach zero OR setting one or more targets to achieve significant declines in roadway fatalities and serious injuries by a specific date.

Note: This may include a resolution, policy, ordinance, executive order, or other official announcement from a high-ranking official and the official adoption of a plan that includes the commitment by a legislative body.

If "YES," please list the relevant document(s) and page number(s) that corroborate your response.

Document Title	Page Number(s)

2. Planning Structure

To develop the Action Plan, was a committee, task force, implementation group, or similar body established and charged with the plan's development, implementation, and monitoring?

Note: This should include a description of the membership of the group and what role they play in the development, implementation, and monitoring of the Action Plan.

If "YES," please list the relevant document(s) and page number(s) that corroborate your response.

Document Title	Page Number(s)

U.S. Department of Transportation SS4A Self-Certification Eligibility Worksheet | Page 2 of 3



SS4A Action Plan Components

Planning Structure – Steering Committee

- ↗ Planning Department
- ↗ Public Works
- ↗ Police and Fire
- ↗ EMS
- ↗ Parks and Recreation
- ↗ Communications
- ↗ Parking Authority
- ↗ ALDOT
- ↗ Schools
- ↗ Bike and Ped Committee
- ↗ Eastern Shore MPO
- ↗ Chamber of Commerce
- ↗ BRATS
- ↗ Baldwin County Trailblazers



SS4A Action Plan Components

Planning Structure – Steering Committee

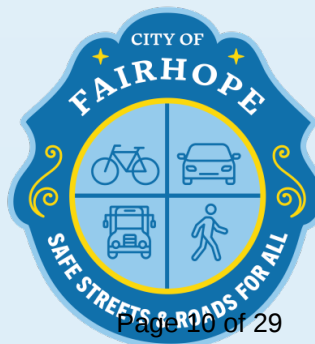
Place a **green dot** in the voting column for countermeasures and strategies you think apply to the City of Fairhope.

Place a **yellow dot** in the voting column for countermeasures and strategies you like but are a lower priority.

Place a **red dot** in the voting column for countermeasures and strategies you think **DO NOT** apply to the City of Fairhope.

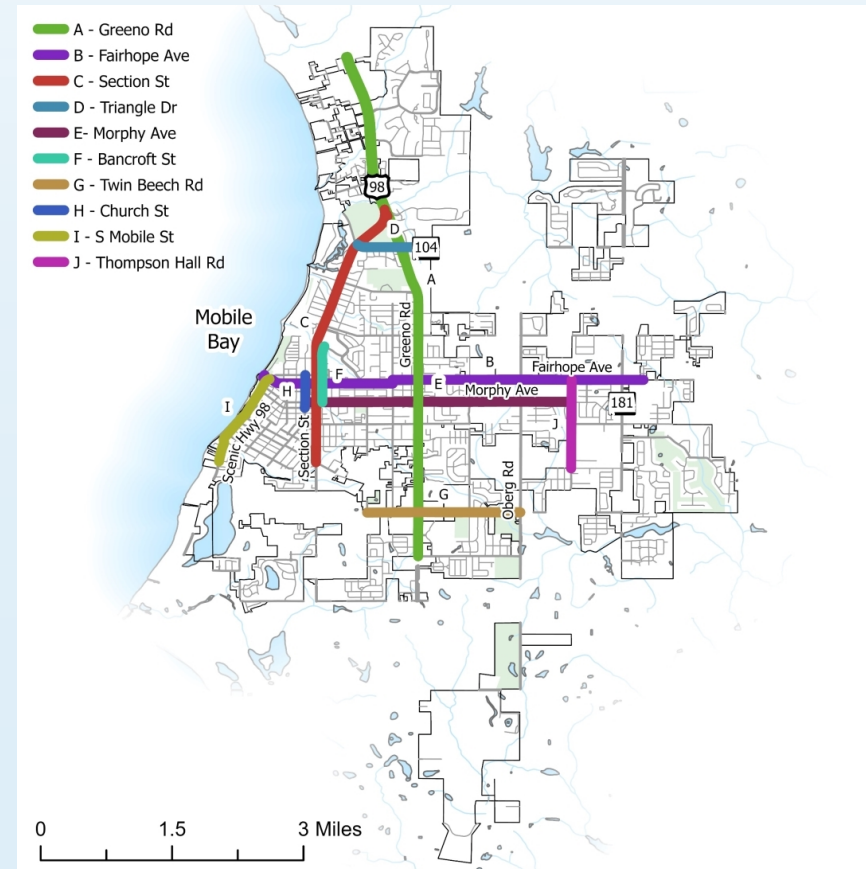
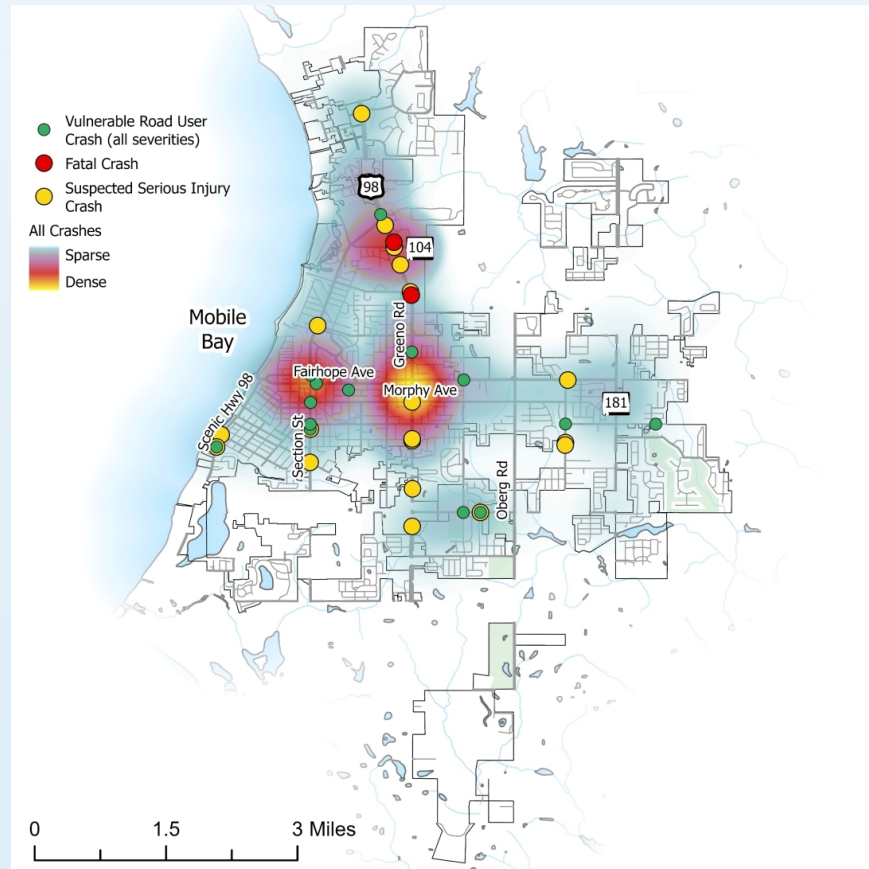
Key Emphasis Area	Engineering Countermeasures	Vote
Aggressive Drivers/Speeding	Variable Speed Limits	
	Speed Feedback Signs	
	Reduced Lane Width	
	Complete Streets	
	Speed Cushions/Tables	
Intersections	Flashing Yellow Arrows (FYAs)	
	Positive Offset Left-Turn Lanes	
	Signal Timing Improvements	
	Roundabouts	
	Red-Light Flashers	
Vulnerable Road Users (Pedestrians & Bicyclists)	Sidewalks & Side Paths	
	Buffered Bike Lanes	
	Raised/Textured Crosswalks	
	Bicycle Intersection Treatments <i>bike detection, bike box, painted mixing zone, etc.</i>	
	Rectangular Rapid Flashing Beacons (RRFBs)	
	Automated Pedestrian Detection	
	Raised Medians & Pedestrian Refuge Islands	
	Pedestrian Hybrid Beacons (PHBs)	

Activity 2	
Segment	Votes
A - US-98	8
B - Fairhope Ave	12
C - Section St	6
D - AL-104	4
E - Morphy Ave	2
F - Bancroft St	1
G - Twin Beech Rd	1
H - Church St	0
I - S Mobile St	5
J - Thompson Hall Rd	0



SS4A Action Plan Components

Safety Analysis



SS4A Action Plan Components

Engagement & Collaboration



SS4A Action Plan Components

Engagement & Collaboration

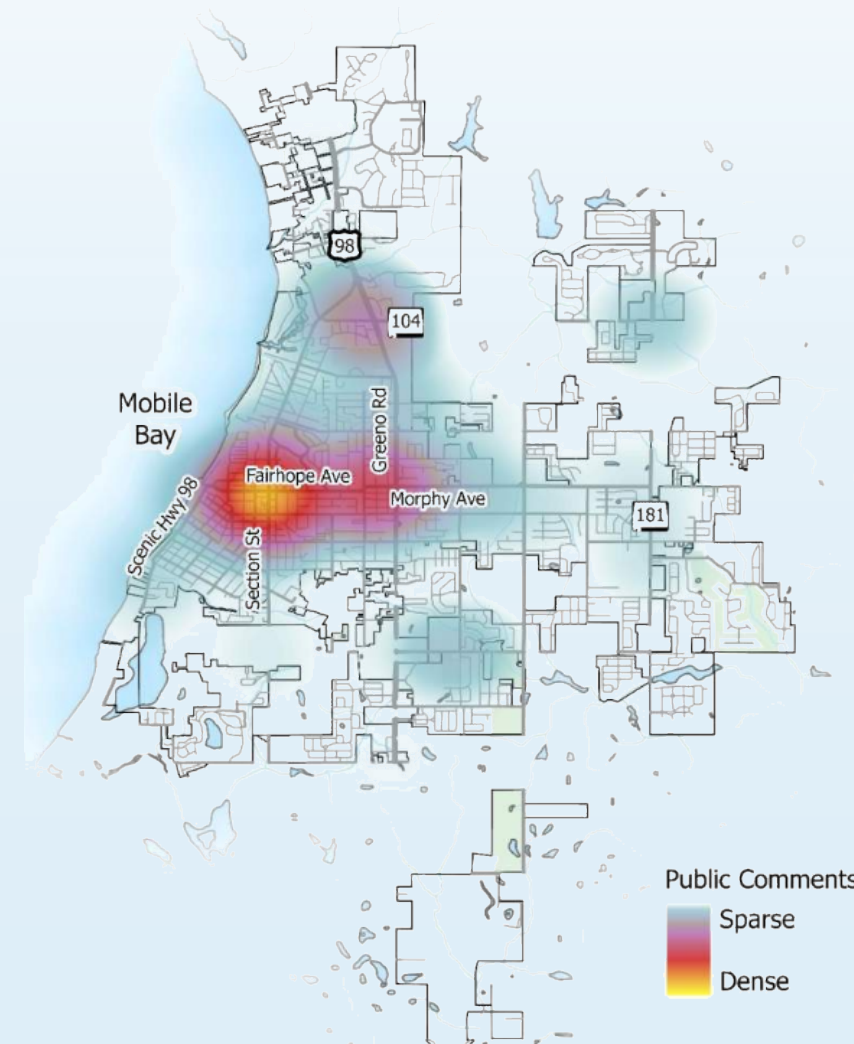
1,808
Website Pageviews

1,504
Website Session

909
Surveys Completed

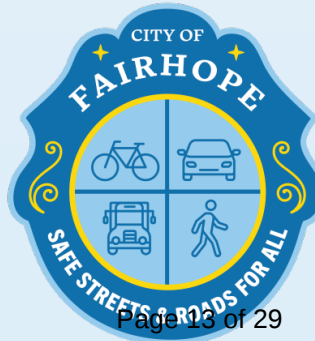
1
Community
Pop-up Events

725
Location Specific
Comments



“Improving and expanding pedestrian options would improve the attractive small-town lifestyle and community feeling of Fairhope as well as provide opportunity for exercise and connectivity while decreasing vehicle traffic.”

“Somehow control golf carts. They do what they please, not treating themselves as a motor vehicle.”



SS4A Action Plan Components

Policy & Process Changes

- ↗ Reviewed plans include:
- ↗ Fairhope Comprehensive Plan
 - ↗ Fairhope Walkability & Wayfind
 - ↗ Eastern Shore MPO LRTP
 - ↗ Public ROW Accessibility Trans
Plan

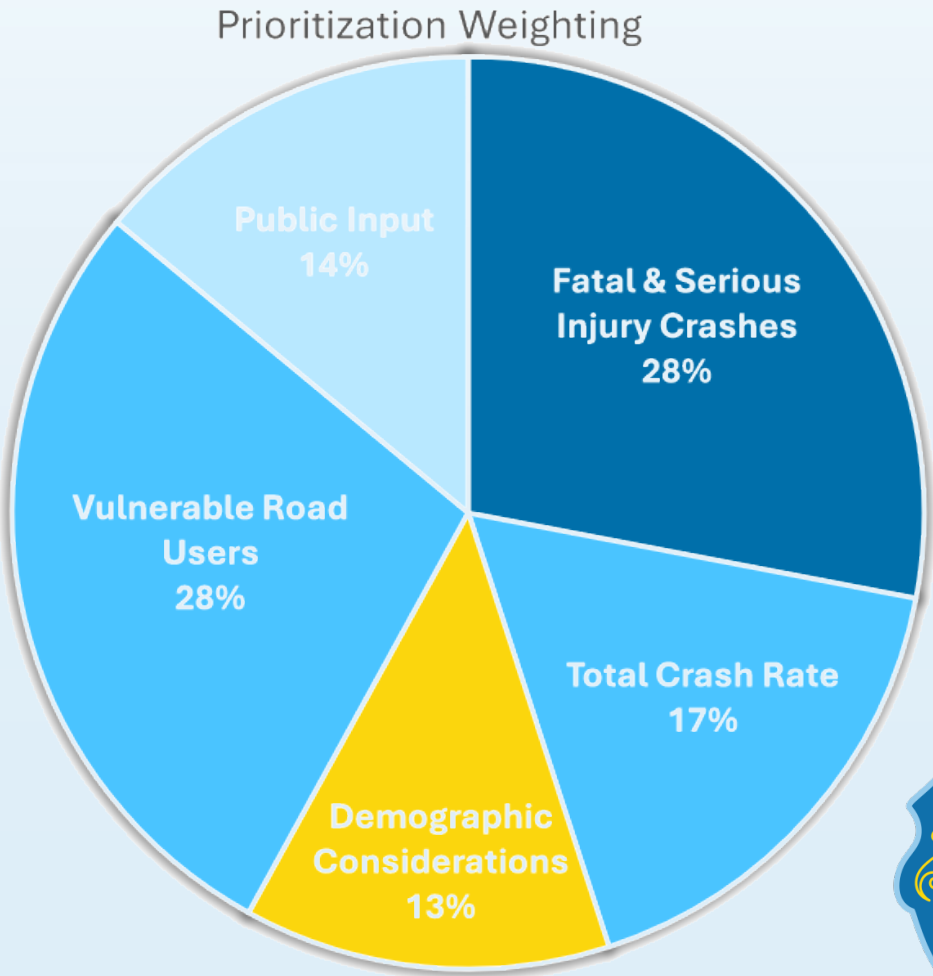
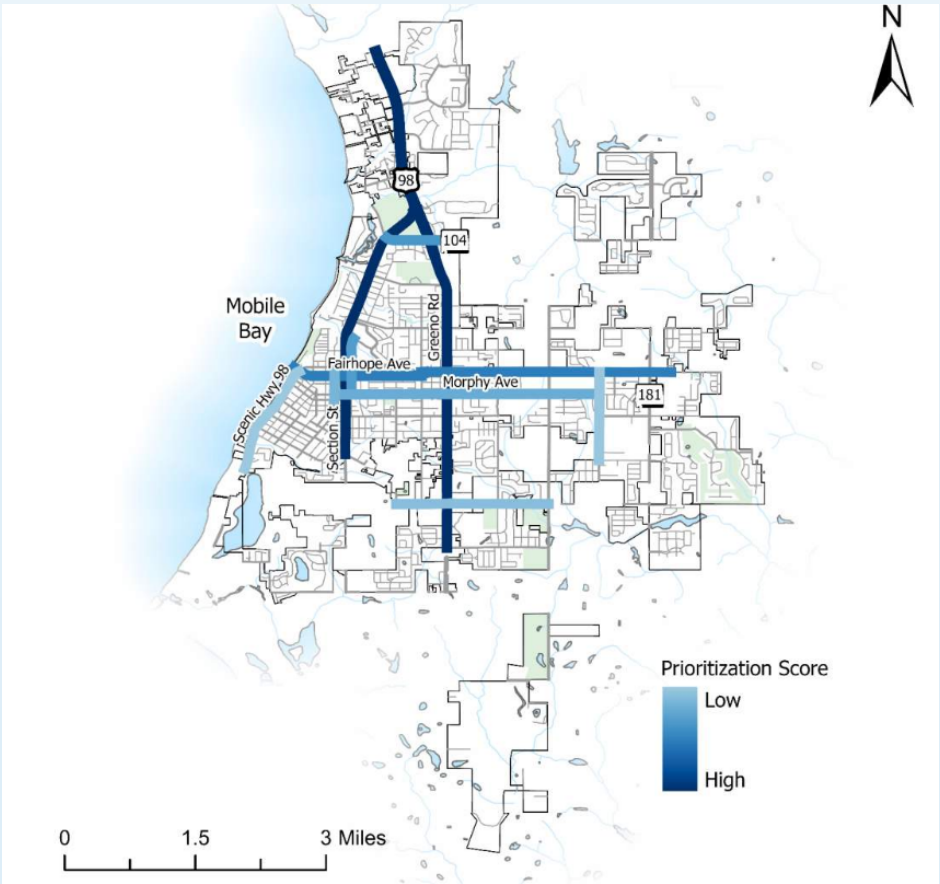
Checklist	Plan	Corresponding City of Fairhope Plan
●	Complete Streets Policy Guidelines	
●	ADA Transition Plan	Accessibility Transition Plan (2021)
○	Multi-Modal Plan	Fairhope Walkability & Wayfinding The Scale of Walkability Fairhope Comprehensive Plan (2024)
●	Traffic Impact Study Guidelines (w/ Safety)	
●	Comprehensive Plan	Fairhope Comprehensive Plan (2024)
●	Pavement Management Plan	On-Going Pavement Plan
●	Subdivision Regulations	Subdivision Regulations (2007)
○	Standard Street and Sidewalk Design Specifications	Subdivision Regulations (2007) Zoning Ordinance (2022)
● = Has Plan ○ = Mentioned In Other Plan(s) ● = Does Not Have Plan		

- ↗ Identifying alignment with transportation safety
- ↗ Developing recommendations for improvement



SS4A Action Plan Components

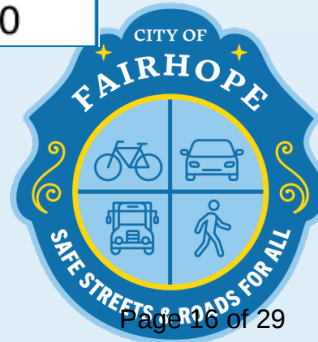
Project Selection & Prioritization



SS4A Action Plan Components

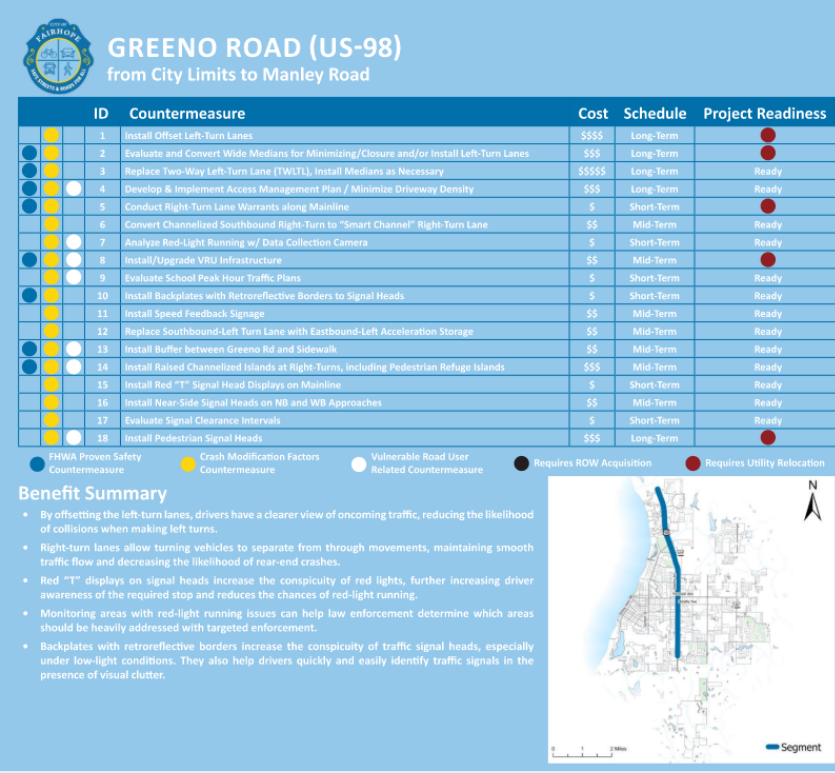
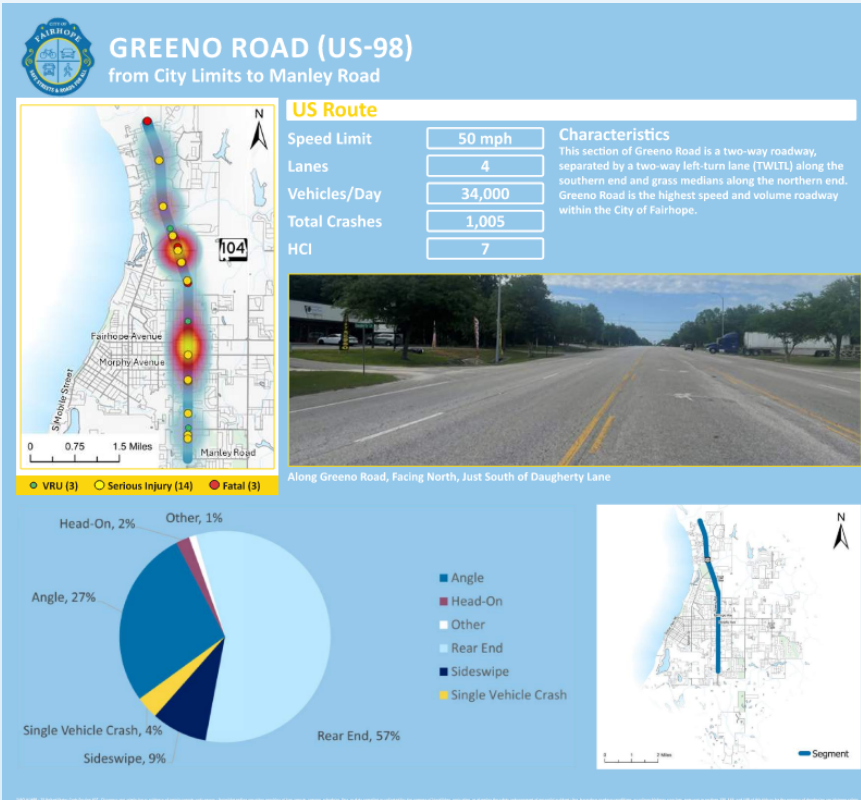
Project Selection & Prioritization

ID	Street Name	From	To	Score	Rank
C	Section St/Veterans Drive	Greeno Rd (US-98)	Pecan Ave	58.06	1
A	Greeno Road (US-98)	City Limits	Manley Street	57.69	2
B	Fairhope Ave	Fairhope Pier	Normandy St	41.07	3
D	Triangle Drive / AL-104	Section St / Veterans Dr	City Limit	35.73	4
F	Bancroft St	Bayou Dr	Morphy Ave	34.03	5
E	Morphy Ave	S Church St	Thompson Hall Rd	30.29	6
H	Church St	Fels Ave	Magnolia Ave	28.17	7
G	Twin Beech Rd	Young Street	CR-13	25.26	8
J	Thompson Hall Rd	Fairhope Ave	Bay Meadows Ave	23.73	9
I	S Mobile St (Scenic Highway 98)	Fairhope Ave	Nelson Dr	23.14	10



SS4A Action Plan Components

Project Selection & Prioritization



SS4A Action Plan Components

Leadership Commitment & Goal Setting

- ↗ Public commitment from a high-ranking official and/or governing body in the jurisdiction to an **eventual goal of zero roadway fatalities and serious injuries.**
- ↗ Commitment includes either:
 - ↗ **Target date to reach zero**
 - ↗ **One of more targets to achieve significant declines** in roadway fatalities and serious injuries by a specific date



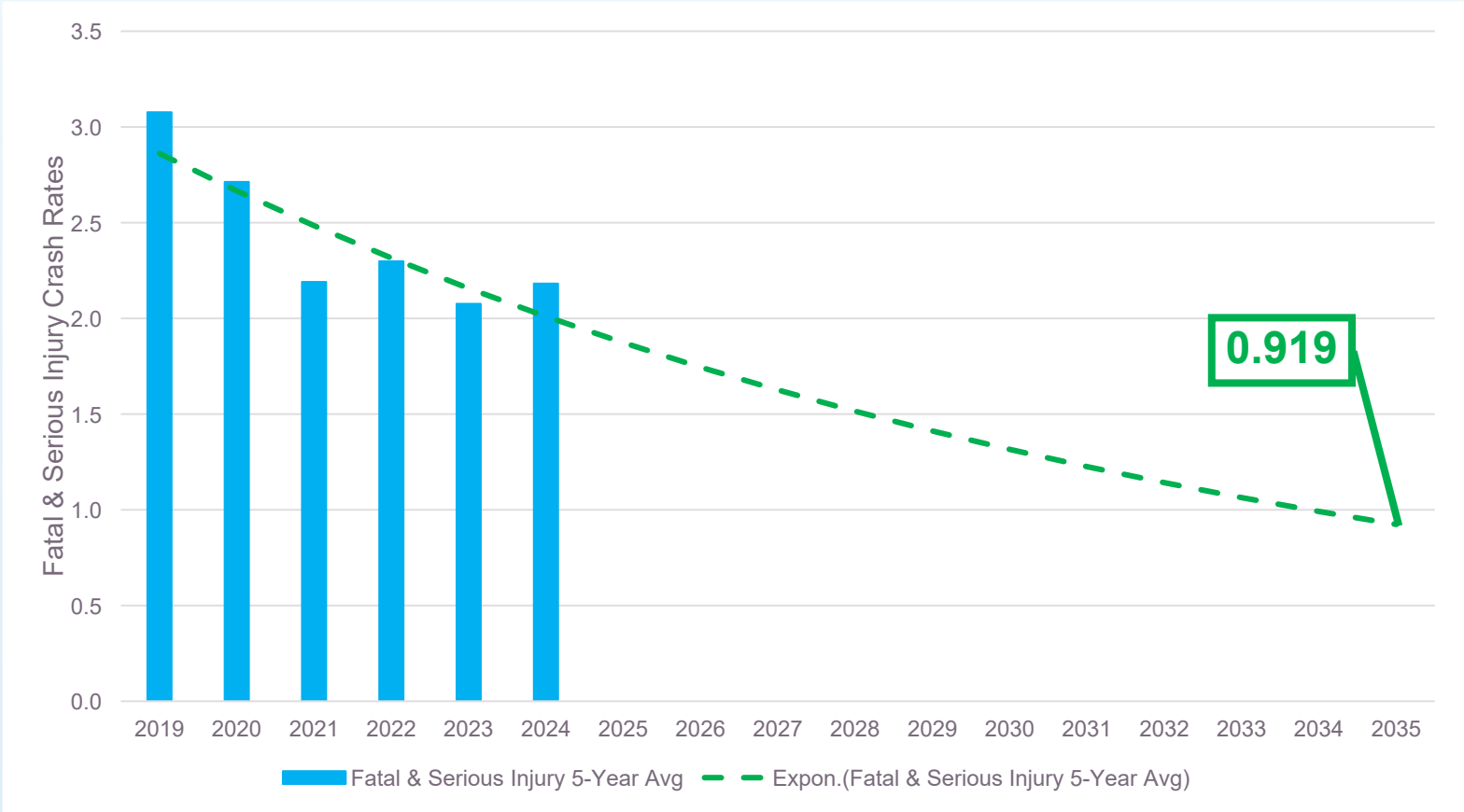
Leadership Commitment & Goal Setting

Suggested Commitment:

The City of Fairhope commits to making progress toward a **long-term goal of zero** traffic deaths and serious injuries, with an interim goal of **maintaining their current fatal and serious injury crash rate trend, which equates to an approximate 50% rate reduction by the year 2035.**



Leadership Commitment & Goal Setting



(Crash rate expressed in crashes per 10,000 residents)



Next Steps

- 1/12 (Today) – City Council Presentation
- Submit Final Report
- Adopt Final Report
- Implementation Grant Application





Questions/Discussion





CITY OF FAIRHOPE
AGENDA MEMORANDUM

Item ID: 2026-231

FROM:	Nicole Love, GRANTS COORDINATOR & LINDSEY LAWRENCE, (ESAC)
SUBJECT:	City of Fairhope Storm Drain Art Project
AGENDA DATE:	January 12, 2026

RECOMMENDED ACTION:

Presentation

BACKGROUND INFORMATION:

City of Fairhope Storm Drain Art Project.

BUDGET IMPACT/FUNDING SOURCE:

GRANT:

LEGAL IMPACT:

FOLLOW UP IMPLEMENTATION:

City of Fairhope Storm Drain Art Project



EASTERN SHORE ART CENTER
ART CHANGING LIVES



What and Why?

- **What?**

- **Main goal** – to create art on and around some of our storm drains to make them stand out in a visually appealing manner to raise awareness about the connection between storm drains, urban stormwater runoff, and pollution
- **Audience** – the project focus is on high school students but the target audiences are residents and visitors

- **Why?**

- Important for our youth, residents and visitors to understand that all our storm drains eventually lead to Mobile Bay. Want to promote that **ONLY RAIN BELONGS IN THE DRAIN.**
- Aligns with our goals for reducing litter entering the Bay
- As part of our MS4 permit we are required to do Education and Outreach and we are always looking for unique and creative ways to reach our audiences.



Where?

- **Approximately 10 storm drains around the City – primarily in the downtown area and near the three schools.**



Who?

- **Eastern Shore Art Center**

- Grant submission and management
- Provide space for reception and unveiling of selected art design
- Possibly have prints or originals of the winning designs for display
- Media promotion

- **Fairhope High School Art Department**

- Art students will compete for storm drain designs
- Students will learn about water pathways, conservation efforts, etc. to help inform their paintings.
- Winning students will paint their art on the storm drains with the help of art liaisons from ESAC and oversight from Public Works

- **Pelican's Nest**

- Create a Field Experience Day to explain the “why” behind the project
- Students will learn about water pathways, conservations efforts, etc. to help inform their art submissions

- **City of Fairhope**

- Assist in selecting the storm drains to be painted
- Assist with grant writing
- Help selecting winning designs
- Media promotion

THANK YOU!



EASTERN SHORE ART CENTER
ART CHANGING LIVES

