



**MINUTES NO. 2026-08-WS
WORK SESSION MEETING
OF MADISON, ALABAMA
July 15, 2026**

The Madison City Council met in work session on Wednesday July 15, 2026, at 5:30 p.m. in the Council Chambers of the Madison Municipal Complex, Madison, Alabama. Noting that a quorum was present, the meeting was called to order at 5:30 p.m. by Council Member Billie Goodson.

THE FOLLOWING ELECTED OFFICIALS WERE IN ATTENDANCE

Mayor Ranae Bartlett	Present
Council District No. 1 Maura Wroblewski	Absent
Council District No. 2 David Bier	Present
Council District No. 3 Billie Goodson	Present
Council District No. 4 Michael McKay	Present
Council District No. 5 Alice Lessmann	Absent
Council District No. 6 Erica White	Present
Council District No. 7 Kenneth Jackson	Present

City Officials in attendance were: City Clerk-Treasurer Lisa D. Thomas, Municipal Records Coordinator Amy Rumley, City Attorney Megan Zingarelli, City Prosecutor Tim McFalls, Police Chief John Gandy, Fire Chief Brandy Williams, Information Technology Director Chris White, Information Technology Support Technician Michelle Parker, Director of Finance David Lawing, and Captain Nic McRae.

PUBLIC SAFETY-FIRE

Fire Chief Brandy Williams thanked the council for a proactive approach and opened by sharing a presentation, Madison Fire and Rescue Capital Plan FY 2027-2031. Below are the topics discussed:

1. Portable Radios-FY 2027
 - portable radios are 16 years old
 - end of life 12-31-23, repair parts can take up to 6 months
 - applied for an AFG Grant-in the review phase, should know in September
 - Estimated cost \$864,500
 - If awarded the grant would only cover 60 of the 95 radios, \$318,500 plus \$49,636.36 totaling \$368,136.36

Council Member Bier asked if the old radio could be sold for parts. Fire Chief Brandy Williams responded there absolutely could be.

2. Pickup Trucks-FY 2027

- Replace 2008 Tahoe-been in shop several weeks, having lifters replace
- Replace 2015 Tahoe
- One would be replaced by a Pickup and the other by a Tahoe, each \$65,000 totaling \$130,000, outfitted with lights and sirens

3. Fire Station 5 Land-FY 2027-

- Land in southwest portion of the city
- Director of Facilities and Grounds Gerlad Smith, has \$8,500,000 in his FY2027 budget for the building
- Land estimated cost \$500,000

Council Member Goodson asked if the \$8,500,000, is only the building. Fire Chief Brandy Williams responded, yes that does not include the land, furniture or outfitting. Mayor Ranae Bartlett states the land will be donated.

4. Engine 5 Order-FY 2027

- Build times for a new Engine is 36 months
- This Engine is currently scheduled to replace Engine 2, but could be used as Engine 5
- Total cost \$1,100,000 (2030)

Council Member Goodson states basically extend Engine 2 in service. Fire Chief Brandy Williams responded in the affirmative.

5. New Engine-FY 2028

- Ordered April 2025
- Estimated completion May 2028
- Could replace Engine 2 or could be Engine 5
- Total cost \$1,068,410

Council Member McKay asked when a firetruck is ordered is a downpayment required. Fire Chief Brandy Williams responded with no. In the past when a truck was delivered a payment is made by check. Council Member White asked if that was the first notification of a firm completion date. Fire Chief Brandy Williams stated during a call regarding other items is when the notification happened. Council Member White stated it takes about 15 months after order to get an estimated completion date. Fire Chief Brandy Williams answered in the affirmative.

6. New Engine Equipment-FY 2028

- The new Engine only comes with ground ladders
- Estimated cost of equipment is \$100,000

7. New Ladder-FY 2028

- Ordered April 2025
- Estimated completion September 2028
- Director of Facilities and Grounds Gerlad Smith, budgeted for a third bay at Station 4
- Then a Ladder Truck will be on the north and south end of the city
- Estimated cost \$1,806,391

Mayor Ranae Bartlett asked Fire Chief Brandy Williams to explain why it is important to maintain ISO rating. Fire Chief Brandy Williams states Madison was reaffirmed with an ISO 1 rating, which keeps insurance low for businesses and residents. Council Member Bier asked if it is an annual inspection. Fire Chief Brandy Williams responded with it is supposed to be every five years. Council Member Goodson asked if there is a metric between ISO ratings. Fire Chief Brandy Williams stated the numbers are out there.

8. New Ladder Equipment-FY 2028
 - Equipment estimated cost \$125,000
9. New Ladder Personnel-FY 2028
 - Additional 6 personnel
 - Promotion of three captains and three drivers for the truck
 - Estimated salary cost \$378,756
 - Estimated training/equipment/promotions cost \$168,814
 - Total estimated cost \$547,570

Council Member Bier asks if this is full staffing for the station. Fire Chief Brandy Williams responds this is just for the ladder truck on order. Council Member Goodson says this ladder truck would go into an existing station. Fire Chief Brandy Williams responded yes, either Station 2 or 4. Council Member Goodson asks about staff leveling in Station 5 opens. Fire Chief Brandy Williams responded with opening a new station with three to four people per shift, which needs twelve people.

10. Firefighter Training/ Equipment Costs
 - Recruit School-\$1250 (10 weeks)
 - EMT Basic-\$600
 - AEMT-\$2,354
 - Paramedic-\$7,900
 - Equipment/Uniforms-\$16,400
 - Total of \$28,504 to train a firefighter outside of salary

Fire Chief Brandy Williams announced on August 14, six will graduate to paramedics. Council Member Jackson asks if the classes are chosen or sequential. Fire Chief Brandy Williams answers that the classes are sequential, the timeline takes about two years. Council Member Goodson asks how many firefighters are paramedics. Fire Chief Brandy Williams responds with about sixty.

11. Tahoe-FY 2028
 - Replace 2017 Tahoe-high mileage/ replaced transmission
 - Estimated cost \$65,000 outfitted with lights and sirens
12. Cardiac Monitors-FY 2029
 - currently have six 2009 cardiac monitors
 - end of life typically 15-20 years
 - Estimated cost \$365,000
13. Pickup Truck/Tahoe-FY 2029
 - Replace 2015 Escape
 - Replace 2017 Tahoe
 - Estimated cost \$130,000

14. Engine 3 Order-FY 2029

- Place order in 2029, build time 36 months
- Payment would be FY 2031-2032
- Estimated cost \$1,250,000

15. Station 5 Personnel-FY 2030

- Additional 12 personnel
- Promotion of 3 captains and drivers
- Estimated salary cost of 12 personnel \$757,513, training equipment and promotions \$277,628, totaling \$1,305,141

Council Member Bier asked if the salary excludes health benefits. Fire Chief Brandy Williams stated that does not include health benefits or retirement.

16. Station 5 Furnishings-FY 2030

- Furniture and supplies
- Estimated cost \$75,000

17. Engine 5-FY 2030

- Ordered FY 2027
- Estimated cost \$1,100,000 in FY 2030

18. New Engine 5 Equipment-FY 2030

- Estimated cost \$150,000

19. Pickup Truck-FY 2030

- Replace 2019 Ford F-150
- Estimated cost \$65,000

20. Pickup Truck-FY 2031

- Replace 2020 Ford F-150
- Estimated cost \$65,000

21. Engine 3-FY 2031

- Order place in 2029
- Estimated cost \$1,250,000 FY 2031-2032

22. SAFER Grant

- Cost share of hiring firefighters
- 1st yr 75%/25%,
- 2nd yr 75%/25%,
- 3rd yr 65%/35%,
- 4th yr and beyond 100%

Council Member Goodson asked if the grant covered all the years or a reapplying yearly. Fire Chief Brandy Williams states it is for all four years. Council Member Bier said that looks great and should apply, what are the numbers. Fire Chief Brandy Williams said this year's numbers are 1,213 applications were turned in totaling a request of 1.49 billion and only 324 million available.

Fire Chief Brandy Williams discusses the proposed renovations of old Station 4 at the training center. This would provide a place for the reserve Engine and allow small training rooms, storage, and hot washing and training sessions could be out of the sun. Also, the tuition reimbursement program HR has is vitally important because promotions hinge on degrees. Council Member Goodson asked is the amount offered enough to cover the cost of the degree. Fire Chief Brandy Williams responded it is unless it is for a master's degree.

Council Member McKay asked about the overarching regulations on how fast you can respond. Fire Chief Brandy Williams stated ISO determines that, response time should be five minutes and twenty seconds. Council Member McKay asked not having a Station in the southwest portion could possibly affect the ISO rating. Fire Chief Brandy Williams responded in the affirmative. Council Member McKay asked how land for Fire Stations were acquired in the past. Fire Chief Brandy Williams responded, Station 3 the land was donated and Station 2 the land was bought. Mayor Ranae Bartlett spoke about the potential growth and development and acquiring the land through rezoning or annexations.

Council Member Jackson asked about the usable life of Fire Engines. Fire Chief Brandy Williams said ideally a Fire Engine is on the frontline for ten years and then ten years in reserve for a total lifespan of twenty years.

Fire Chief Brandy Williams spoke about the trial on 48-96 shifts and thanked Mayor Barlett for allowing the trial of the shift model.

PUBLIC SAFETY-POLICE

Police Chief John Gandy opened by sharing a presentation, Overview of the Madison Police Department and Future Plans. Below are the topics discussed:

1. Mission Statement
2. Core Values
 - S-Service
 - A-Accountability
 - F-Fairness
 - E-Excellence
3. Strategic Plan 2025-2027
 - Explore technology methods and intelligence-led policing, presented a handout, computer statistics overlayed onto the city map, producing clusters in the city
 - Utilize internal and external data to develop traffic enforcement measures
 - Develop use of differential patrol strategies and establishment of police sub-stations
 - Use leading-edge technology, equipment, and training
 - Strengthening the department's recruiting and retention efforts
4. Calls for Service
 - C-subject, check area, highest number of calls, driven heavily by the patrol division
 - Traffic crashes-no injuries, is the next largest, Madison has smaller roads, densely packed population, and a lot of cars on the roads. 74% of calls were handled by the Traffic Unit
 - The smallest number of calls are accidents with injuries

5. Organizational Chart of the Department

- Criminal Investigations
- Patrol
- Special Operations
- Services and Support Division

6. Sworn Officer and Staffing Distribution

- Sworn Police Officers- Current 92 (87 Actual), currently 5 of the 87 in the police academy with 5 current vacancies
- Uniformed Patrol-40 sworn currently assigned but need 49
 - Bailiffs and transport for court on Thursday and Fridays
 - Direct and control pedestrian and traffic at Trash Pandas Games
 - Special Events examples 4th of July, Street Festival, Parades
 - Required a minimum of 12 hours of continuing education credits per year, Madison Officers receive 18-20 hours
- Investigative Division- 12 (staffing level have not changed since 2010),
 - 1 assigned to FBI RCFL Task Force with K9,
 - Need 1 additional to staff area wide drug task force.
 - The electronic detection dog was secured through a grant
- Special Operations-22 sworn/4 non-sworn currently assigned,
 - SROs: 10 sworn need 4 more (2 large high schools, 3 middle schools, and 8 middle schools) 1 SRO has an air scent firearm detection K9, reimbursed salaries through the schools
 - Traffic safety unit: 5 sworn need additional
 - Training unit: 3 sworn-need 2 more
 - K-9: 3 sworn (1 in a training position) need one additional
 - Animal control: 3 non-sworn- needing to add a supervisor position, for adoptions and scheduling of animal control officers
- Support Division-4 sworn/1 non-sworn assigned-internal affairs unit, CALEA, background investigations on new hires
- Emergency communications-12 current need 5 additional to total 17
- Police Services- 7 current need 1 additional to total 8
- Accounting- 2 current, 1 budget, 1 payroll
- Administrative Assistants-4 current, 1 Executive Assistant, 3 Administrative Assistants
- Non-sworn Investigations-2 current, 1 crime analyst, 1 property and evidence clerk
- Part-time School Crossing Guards (seasonal employees)-15 current-reimbursed the salaries through the schools

Council Member Bier asks if dispatchers and internal or handle 911 calls. Police Chief John Gandy responded the dispatchers are the ones handling the 911 calls.

7. Staffing Needs Compared to Other Big Ten Cities

- Police Department averages 2.4 officers per 1000 according to FBI, in the south 2.3/1000
 - Madison 1.3 to 1.5 per thousand
 - Huntsville 2.3 per thousand
 - Hoover 1.9 per thousand

- Tuscaloosa 2.6 to 3.4 per thousand
- Auburn 1.93 per thousand
- Decatur 2.2 per thousand
- Dothan 2.4 to 2.6 per thousand

8. 4-year Staffing Plan

- FY 2027 New 9 sworn officers-5 patrol officers, 4 SRO's (\$80,00 officer with benefits estimate, training and equipment \$36,000) totaling \$1,044,000
- FY 2028 New 5 sworn officers-4 community policing unit, 1 training unit
- FY 2029 New 5 sworn officers- 2 investigators, 2 traffic safety unit, 1 K9 officer
- FY 2030 New 5 sworn officers- 4 problem-oriented policing unit, 1 K9 supervisor

9. 3-5 Year Resource Needs

- Police Vehicles
 - When an Officer is hired, the benefit of a take home car is offered
 - Pool Vehicles currently down to two available, used in case cars are involved in an accident, a car breaks down or also for new officers

Council Member Goodson said currently five Officers who are in academy would be getting a car around December. Police Chief John Gandy responded those Officers cars are accounted for and that leaves two pool vehicles. Council Member White asked what the preferred number of cars is to have. Police Chief John Gandy responded currently there are 65 to 70 uniformed Officers, like to have a full patrol vehicle for each. Currently some are in marked patrol vehicles, unmarked cars, mobile command trucks and administrative vehicles. One fully equipped vehicle is roughly \$93,000.

- Within the last 2 years, 4 patrol cars totaled out to actions that were not the fault of the Officer
 - Age and excessive mileage of the fleet will need 20 vehicles plus equipment
 - Request a capital outlay of \$1,815,2000 for vehicles (\$93,000 each)
- Replace Taser Conducted Energy Weapons
 - Each Officer is required to carry 2 less lethal options on utility belt, pepper spray, taser, or impact weapon
 - Taser is no longer servicing the current Taser's
 - Total cost for weapons, holsters, probes, cartilages, and equipment \$649,980
 - A payment plan of \$129,996 annually from 2028-2031 will save \$34,805 annually or \$174,025.28 total

10. 1-5 Year Resource Needs

- Replace Virtual Firearms Training System cost \$74,742.00
- Maintenance for fleet vehicles \$132,500/year
- Generator at Public Service Annex
- Renovation of old Station 4 to obtain two garage bays, one bay for installation, and one bay for a wet bay to secure evidence

Council Member Goodson asked about cost for generator. Police Chief John Gandy responded with it is unknown at the given time.

11. Growth Needs Already Accomplished

- Public Safety Annex provided needed space
- Replacement of firearms and holsters through available funds and trade in value
- Approved for a Federal appropriation to replace aging radios
- Grants and outside funds allowed for K9 dogs

12. Unknowns on the Horizon

- Permanent presence in western part of the city, possible substation built onto the back of the fire station
- OT and operational costs to support SEC Softball Tournament
- Interior renovation work at the Public Safety Annexation
- Madison County Communications Office is possibly replacing all computer aided dispatch (CADS) terminals by 2030, Madison dispatchers are the only available to dispatch Fire, Rescue and Police

Council Member Bier is the joint police/fire station contemplated in the build cost. Police Chief John Gandy did not believe so.

Council Member Bier asked about the alarm calls. Police Chief John Gandy talked about most considered mistaken alarm calls and an Ordinance is pending with legal to address alarm calls. Council Member Goodson asks about fire alarms also. City Prosecutor Tim McFalls talked about both pending.

Council Member McKay discussed the ratio of police to other cities and should the hiring be more aggressive. Police Chief John Gandy responded with the cost of new officers and training and being a good steward with the City's money. Council Member McKay talked about the importance of additional SROs. Council Member Goodson asked if all SROs are post-certified. Police Chief John Gandy responded SROs are not just hired, police experience is required first. Council Member Bier asked about the offset cost of SROs from the schools. Police Chief John Gandy responded that the city pays for the SROs equipment and cars and schools pay the salary.

Council Member Goodson asked the numbers presented were growth not normal turnover. Police Chief John Gandy talked about the recruiting and retention program. Council Member Bier talked about the new pay scale and structure would lead to higher annual increases and factored into the budget. Police Chief John Gandy responded in the affirmative. Council Member Bier also asked about leasing verses owning cars. Police Chief John Gandy said leasing is a higher frontend cost, as with purchasing cars auctions are a possibility.

Mayor Ranae Bartlett thanked both Chiefs for the preparation and planning.

*A copy video of the meeting in its entirety can be found on our website, madisonal.gov.

ADJOURNMENT

Having no further business to discuss, the work session adjourned at 7:09 p.m.

Minutes No. 2026-08-WS, dated July 15, 2026, read, approved and adopted this 27th day of July 2026.

Council Member Maura Wroblewski
District One

Council Member David Bier
District Two

Council Member Billie Goodson
District Three

Council Member Michael McKay
District Four

Council Member Alice Lessmann
District Five

Council Member Erica White
District Six

Council Member Kenneth Jackson
District Seven

Concur:

Ranae Bartlett, Mayor

Attest:

Lisa D. Thomas
City Clerk-Treasurer

Amy Rumley
Recording Secretary