

JUSTIN HANSON
Mayor



TINA DUNN
Recorder-Treasurer

City of Covington

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THE MEETING OF THE BOARD OF MAYOR AND ALDERMEN OF THE CITY OF
COVINGTON, TENNESSEE ON JULY 13, 2021, at 5:30 p.m.

1. Meeting to be called to order by Mayor Justin Hanson.
2. Invocation to be given by Alderman John Edwards.
3. Pledge of Allegiance to the Flag to be led by Alderwoman Johnetta Yarbrough.
4. Minutes of the Preceding Meeting to be approved.
5. Report from Committees:
 - Minutes of the Covington Municipal – Regional Planning Commission
 - Minutes of the Beer Board Meeting
 - Minutes of the General Welfare - Public Safety Committee Meeting
 - Minutes of the Public Works Committee Meeting
6. Additions to the Agenda.
7. Welcome to visitors and grievances from citizens.
8. Report from Mayor Justin Hanson:
 - Updates
9. Report from Recorder-Treasurer Tina Dunn.
10. Report from City Attorney Rachel Witherington.
11. Old Business:
12. New Business:
 - Resolution – Pension Plan Amendment
 - Bills Over/Under \$1,000.00 ready for Board Approval

The Board of Mayor and Aldermen met at City of Covington on June 22, 2021 at 5:34 p.m. with the following members present: Mayor Justin Hanson, Aldermen: Danny Wallace, Johnetta Yarbrough, Jeff Morris, John Edwards, C H Sullivan, and Chris Richardson. Also, present were Fire Chief Richard Griggs, Police Chief Larry Lindsey, Public Works Director David Gray, Personnel Director Tiny Rose, Building Official Lessie Fisher, Parks & Recreation Director Joe Mack, City Attorney Rachel Witherington, and Recorder-Treasurer Tina Dunn.

Meeting was called to order by Mayor Justin Hanson.

Invocation was given by Alderwoman Johnetta Yarbrough.

Pledge of Allegiance to the Flag was led by Alderman John Edwards.

Motion was made by Alderman C H Sullivan and seconded by Alderwoman Johnetta Yarbrough that the Minutes of the Preceding Meeting be approved as distributed to the Board (See Attached).

Motion passed.

Motion was made by Alderman Jeff Morris and seconded by Alderman Chris Richardson that the Minutes of the General Welfare – Public Relations be approved (See Attached).

Motion passed.

Motion was made by Alderman C H Sullivan and seconded by Alderman Jeff Morris that the Minutes of the Finance & Administration Committee Meeting be approved (See Attached).

Motion passed.

Helen Tyus approached the committee concerning speeding issues in her area. Also, she is concerned with teens possessing toy guns and pointing at citizens. Police Chief Lindsey reported they are monitoring the situation.

Mayor Hanson reported the city was approved for the Multimodal Access Grant. This is funded 95% with a 5% match from the City. This grant will fund a sidewalk from TCAT to the South Fire Station. He reported the sale and discharge of fireworks are not allowed in the city limits. There will be zero tolerance. Citations will be issued, and fireworks will be seized.

Mayor Hanson presented the Resolution honoring the public service of Park and Recreation Director Joseph Mack for approval (See Attached).

Motion was made by Alderman Edwards and seconded by Alderman Wallace to approve the Resolution honoring the public service of Parks and Recreation Director Joe Mack.

Motion passed.

Mayor Hanson presented the Resolution honoring the public service of Personnel Director Tiny Rose for approval (See Attached).

Motion was made by Alderman Wallace and seconded by Alderwoman Yarbrough to approve the Resolution honoring the public service of Personnel Director Tiny Rose.
Motion passed.

Recorder Treasurer Dunn reported the sales tax collections received in the month of June were in the amount of \$412,918.00 which is an increase of \$57,815.00 (16.3%). Year to date collections are up 14.4% (See Attached). She reported the Budget Ordinance on third reading included the amendment requested by Museum Director Markley increasing the appropriation from the general fund by \$15,000.00. The Budget Amendment Ordinance has budget line-item changes, but the total amendment is the same.

Motion was made by Alderman Edwards and seconded by Alderwoman Yarbrough to approve the report from Recorder-Treasurer Tina Dunn.
Motion passed.

Public Hearing for Ordinance 1737 (Budget Continuation) for third and final reading was called to order. There being no public comments, the public hearing was closed (See Attached).

Motion was made by Alderman Sullivan and seconded by Alderman Richardson to approve Ordinance 1737 (Continuation Budget) on third and final reading.
Motion passed.

Public Hearing for Ordinance 1738 (Budget Amendment) for third and final reading was called to order. There being no public comments, the public hearing was closed (See Attached).

Motion was made by Alderman Edwards and seconded by Alderman Sullivan to approve Ordinance 1738 (Budget Amendment) on third and final reading.
Motion passed.

Public Hearing for Ordinance 1739 (Tax Rate) for third and final reading was called to order. There being no public comments, the public hearing was closed (See Attached).

Motion was made by Alderman Wallace and seconded by Alderman Morris to approve Ordinance 1739 (Tax Rate) on third and final reading.
Motion passed.

Public Hearing for Ordinance 1740 (2021-22 Budget) for third and final reading was called to order. There being no public comments, the public hearing was closed (See Attached).

Motion was made by Alderman Richardson and seconded by Alderwoman Yarbrough to approve Ordinance 1740 (2021-22 Budget) on third and final reading. Alderman Edwards stated he could not vote to approve the budget due to there not be any appropriations to the 501-C -3 organizations.
Motion passed with nay vote by Edwards.

Public Hearing for Ordinance 1741 (Administrative) for third and final reading was called to order. There being no public comments, the public hearing was closed (See Attached).

Motion was made by Alderman Morris and seconded by Alderwoman Yarbrough to approve Ordinance 1741 (Administrative) on third and final reading.

Motion passed.

Mayor Hanson presented the Resolution for the sale of surplus property for approval (See Attached).

Motion was made by Alderman Richardson and seconded by Alderwoman Yarbrough to approve the Resolution for the sale of surplus property.

Motion passed.

Mayor Hanson presented the Resolution for the sale and disposal of surplus real estate property for approval (See Attached).

Motion was made by Alderman Sullivan and seconded by Alderman Edwards to approve the Resolution for the sale and disposal of surplus real estate property.

Motion passed.

Mayor Hanson presented the Resolution to issue the 2021 General Obligation Bonds in the amount of \$1,255,000.00 with interim financing through the gas fund for the USDA Paving Project (See Attached).

Motion was made by Alderman Sullivan and seconded by Alderman Edwards to approve the Resolution to issue the 2021 General Obligation Bonds in the amount of \$1,255,000.00 with interim financing through the gas fund for the USDA Paving Project.

Motion passed.

The following bills over/under \$1,000.00 were presented for approval:

| | | | |
|-----------------------------|--------------|-----------------------------|-----------|
| FIDELITY SEARCH ENTERPRISES | GENERAL | EMPLOYEE DRUG SCREENS | 1,485.00 |
| JENKINS DEDMON, ETC | GENERAL | PROFESSIONAL SERVICES | 2,857.50 |
| SULLIVAN NATURAL GAS | GAS | METER TESTING | 5,795.75 |
| G & C SUPPLY | SEWER | TOWNCREEK SEWER PROJECT | 2,904.00 |
| CARROT TOP DESIGNS | PARKS/REC | BBQ TEE SHIRTS | 1,500.00 |
| ALL TRAFFIC SOLUTIONS | POLICE | ANNUAL MAINTENANCE FEE | 1,500.00 |
| LABTRONX | WWTP | CALIBRATION CHECK | 1,780.00 |
| REPUBLIC SERVICES | SOLID WASTE | CONTRACTED SERVICES | 88,817.09 |
| NAIFEH CASH SAVER | VARIOUS | MISCELLANEOUS | 1,732.34 |
| STANLEY ACCESS TECHNOLOGY | MUSEUM | INSTALL ADA DOOR CONTROLS | 4,402.00 |
| GAYLORD ARCHIVAL | MUSEUM | MATERIALS / SUPPLIES | 1,135.91 |
| A2H | STATE ST AID | PROJECT 20404 | 7,800.00 |
| A2H | STREET | PROJECT 19215 | 4,000.00 |
| COMMUNITY DEV PARTNERS | WATER | 2020 SITE DEVELOPMENT GRANT | 2,100.00 |

| | | | |
|-----------------------------|------------|----------------------------------|-------------------|
| TRI STATE METER REGULATOR | GAS | METERS | 5,660.00 |
| G & C SUPPLY CO | WATER | METERS | 2,221.75 |
| BFI NORTH SHELBY LANDFILL | WWTP | SLUDGE REMOVAL | 2,986.15 |
| BRENNTAG | WWTP | CHEMICALS | 1,610.00 |
| BRENNTAG | WWTP | CHEMICALS | 1,500.50 |
| BRENNTAG | WWTP | CHEMICALS | 1,129.60 |
| MUNICIPAL EMERGENCY | FIRE | HELMETS FOR VOLUNTEERS | 2,350.00 |
| NAFECO | FIRE | TURN OUT GLOVES | 1,001.61 |
| J D DISTRIBUTORS | FIRE | LOCKERS | 1,499.00 |
| GREEN POINT AG | VARIOUS | MISCELLANEOUS | 1,797.50 |
| COVINGTON ELECTRIC SYSTEM | VARIOUS | ELECTRIC | 43,266.03 |
| BARGE DESIGN SOLUTIONS | AIRPORT | SECURITY IMPROVEMENTS | 6,680.00 |
| BNY MELLON | BIOMASS | INTEREST PYMT ON BOND | 1,871.77 |
| MEAC | GAS | PURCHASED NATURAL GAS | 46,500.00 |
| JAMIESON & FISHER INC | GENERAL | CRIME POLICE | 3,096.00 |
| COVINGTON ELECTRIC SYSTEM | PARKS/REC | POLE REPLACEMENT AT RIDING ARENA | 1,443.91 |
| YATES & SONS TILE CULVERT | STREET | CULVERT / BAND / 8 x 20 | 1,395.90 |
| COVINGTON ELECTRIC SYSTEM | VARIOUS | ELECTRIC | 5,633.26 |
| ARCHANGEL DEVICE LLC | POLICE | INFRARED HYBRID LIGHT & MOUNT | 2,499.80 |
| SIMONTON'S | PARKS/REC | REPAIRS | 1,585.00 |
| CHRISTIAN GEARY ELEC | PARKS/REC | ELECTRIC WORK FOR SCORE BOARD | 1,800.00 |
| MEMPHIS SOUND LAB LLC | CODES | AV SYSTEM / INSTALL | 2,127.49 |
| MEMPHIS SOUND LAB LLC | CODES | VIDEO CAMERA / INSTALL | 2,800.60 |
| TIPTON CO SANITATION | SANITATION | TRASH DISPOSAL | 1,120.00 |
| SOUTHWEST TN EMC | AIRPORT | ELECTRIC SERVICE | 1,444.74 |
| CITY OF COVINGTON UTILITIES | VARIOUS | GAS/WATER/SEWER/SANITATION | 4,494.93 |
| G & C SUPPLY | WATER | MATERIALS / SUPPLIES | 1,030.00 |
| G & C Supply | SEWER | MATERIALS / SUPPLIES | 2,904.00 |
| HOME DEPOT | VARIOUS | MISCELLANEOUS MATERIALS / SUPP | 3,354.73 |
| | | TOTAL | 284,613.86 |

Motion was made by Alderman Wallace and seconded by Alderwoman Yarbrough that the preceding bills over/under \$1000.00 be paid when properly approved.

Motion passed.

There being no further business, the meeting adjourned at 6:48 p.m.

Attest:

Recorder-Treasurer

Mayor

The Covington Municipal-Regional Planning Commission met on June 1, 2021 at 12:00 p.m. with the following members present: Chairman Joe Swaim, Commissioners: Alice Fisher, Sue Rose, C.H. Sullivan, Sammy Beasley, Louise McBride, Annette Johnson, and Sara Carter. Also present were Code Enforcement/Building Official Lessie Fisher, Code Compliance Officer Jennifer Nolen, Planner Will Radford, Fire Inspector Jason Jenkins, Codes Technician Phyllis Mayfield, and Jeff Montgomery.

Meeting was called to order by Chairman Joe Swaim.

Motion was made by Alice Fisher and seconded by Sue Rose that the minutes of the preceding meeting to be amended adding the members election. Motion passed.

Request for rezoning from current R-1 to B-2 was submitted by Jeff Montgomery with A+ Storage of 4.25 acres on Burgess Lane.

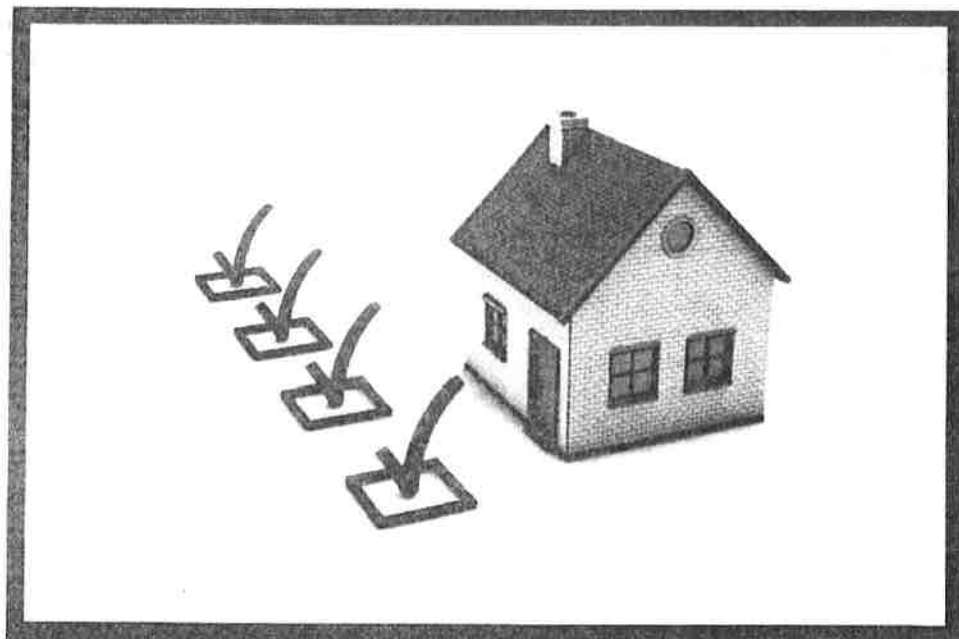
Motion was made by Sammy Beasley and seconded by Alice Fisher to approve. Motion passed.

Old Business update – Design Review Commission working on guidelines.

There being no further business, the meeting adjourned at 12:19 p.m.

**COVINGTON MUNICIPAL - REGIONAL
PLANNING COMMISSION MEETING**

**June 1, 2021
12:00 PM NOON
LOWER LEVEL CONFERENCE ROOM
AT CITY HALL**



**AGENDA FOR THE MEETING OF THE
COVINGTON MUNICIPAL-REGIONAL PLANNING COMMISSION
June 1, 2021
12:00 PM**

- I. CALL TO ORDER – ESTABLISHMENT OF A QUORUM
- II. APPROVAL OF THE PREVIOUS MINUTES
- III. NEW BUSINESS
 - A. Jeff Montgomery Rezoning Request
- IV. OLD BUSINESS
- V. OTHER BUSINESS
- VI. ADJOURNMENT

Next Meeting: July 6, 2021

The Covington Municipal-Regional Planning Commission met on April 6, 2021 at 12:00 p.m. with the following members present: Chairman Joe Swaim, Commissioners: Joe Auger, Alice Fisher, Sue Rose (virtual), C.H. Sullivan, Sammy Beasley, Louise McBride (virtual), Annette Johnson, and Sara Carter (virtual). Also present were Code Enforcement/Building Official Lessie Fisher, Code Compliance Officer Jennifer Nolen, Planner Will Radford (virtual), Codes Technician Phyllis Mayfield, and Brad Hayes.

Meeting was called to order by Chairman Joe Swaim.

Motion was made by Alice Fisher and seconded by C.H. Sullivan that the minutes of the preceding meeting be approved.

Motion passed.

Site plan was submitted by Nathan Graseder with L. I. Smith and Associates, Inc. to construct a new medical Center near Highway 51 South and Jean Hall Heritage Cove. Sammy Beasley questioned entrance from Hwy 51. It was confirmed the medical center would share drive with Las Margaritas, with circle drive in and out. Will Radford has no concerns.

Motion was made by Sammy Beasley and seconded by C.H. Sullivan to maintain the same Planning Commission Officers.

Motion was made by C.H. Sullivan and seconded by Alice Fisher to adjourn. Motion passed.

There being no further business, the meeting adjourned at 12:15 p.m.

This is only to confirm April meeting minutes were amended.

The Covington Municipal –Regional Planning Commission met on April 6, 2021 at 12:00 p.m. with the following members present: Chairman Joe Swaim, Commissioners: Joe Auger, Alice Fisher, Sue Rose (virtual), C.H. Sullivan, Sammy Beasley, Louise McBride (virtual), Annette Johnson, and Sara Carter (virtual). Also present were Code Enforcement/Building Official Lessie Fisher, Code Compliance Officer Jennifer Nolen, Planner Will Radford (virtual), Codes Technician Phyllis Mayfield, and Brad Hayes.

Meeting was called to order by Chairman Joe Swaim.

Motion was made by Alice Fisher and seconded by C.H. Sullivan that the minutes of the preceding meeting be approved.

Motion passed.

Site plan was submitted by Nathan Graseder with L. I. Smith and Associates, Inc. to construct a new medical Center near Highway 51 South and Jean Hall Heritage Cove. Sammy Beasley questioned entrance from Hwy 51. It was confirmed the medical center would share drive with Las Margaritas, with circle drive in and out. Will Radford has no concerns.

Motion was made by C.H. Sullivan and seconded by Alice Fisher to approve. Motion passed.

There being no further business, the meeting adjourned at 12:15 p.m.

R

RADFORD PLANNING SOLUTIONS
LOCAL PLANNERS. LOCAL SOLUTIONS.

P.O. BOX 112 | Huntingdon, TN 38344 | 731.234.7798 | RadfordPlanning@gmail.com

MEMORANDUM

TO: The Covington Municipal-Regional Planning Commission

FROM: Will Radford, AICP

DATE: May 26, 2021

SUBJECT: Staff Recommendations for the June meeting of the Municipal-Regional Planning Commission.

III. NEW BUSINESS

A. Jeff Montgomery Rezoning Request

Background

A rezoning request has been submitted by Jeff Montgomery to rezone 4.25 acres of property on Burgess Lane from R-1 (Low Density Residential) District to B-2 (Highway Business) District. The property can be further identified as a portion of Parcel 64.00 on Tipton County Tax Map 041. The property does not appear to be located in a federally identified flood hazard area.

Analysis

The property is located north of the intersection of Lanny Bridges Road and Burgess Lane. The property is currently vacant.

The property currently has nearby access to U.S. Highway 51 south, a Major Arterial Street. This property is located near a major retail center of the City of Covington and would be conducive to commercial development.

There is an established residential development to the north of this property (Pinecrest Street, Evergreen Street, and Redbud Avenue).

The area for rezoning is mostly developed and has the existing infrastructure (utilities) to support commercial development.

The Beer Board of the City of Covington, Tennessee met at City Hall on June 22, 2021 at 5:30 p.m. with the following members present: Mayor Justin Hanson Aldermen: Danny Wallace, Johnetta Yarbrough, John Edwards, C H Sullivan, Chris Richardson, and Jeff Morris. Also, present were Public Works Director David Gray, Building Official Lessie Fisher, Fire Chief Richard Griggs, Police Chief Larry Lindsey, Personnel Director Tiny Rose, Park & Recreation Director Joe Mack, David Gwinn, City Attorney Rachel Witherington, and Recorder-Treasurer Tina Dunn.

Meeting was called to order by Mayor Justin Hanson.

Public Hearing to consider a Beer Permit Application for Anant Kantibhai Patel, owner and operator of Mahahkal, Inc., dba Tobacco Junction located at 105-A Mueller Brass Road for off premise consumption was called to order.

Motion was made by Alderman C H Sullivan and seconded by Alderman John Edwards to recommend approval of Beer Permit Application for Anant Kantibhai Patel, owner and operator of Mahahkal, Inc., dba Tobacco Junction located at 105-A Mueller Brass Road for off premise consumption contingent on final inspection.

Motion passed.

Public Hearing to consider a Beer Permit Application for Brenda Woodland, co-owner of The Wing Basket Authentic Bar & Grill located at 713 North Main Street for Class 1, On Premise Consumption was called to order.

Motion was made by Alderman C H Sullivan and seconded by Alderman John Edwards to recommend approval of Beer Permit Application for Brenda Woodland, co-owner of The Wing Basket Authentic Bar & Grill located at 713 North Main Street for Class 1, On Premise Consumption contingent on final inspection.

Motion passed.

There being no further business, the meeting adjourned at 5:34 p.m.

The General Welfare – Public Safety Committee met at City of Covington on June 22, 2021 at 4:00 p.m. with the following members present: Chairman Alderwoman Johnetta Yarbrough, Mayor Justin Hanson, Alderman Chris Richardson, and Alderman C H Sullivan. Also, present were Police Chief Larry Lindsey, Fire Chief Richard Griggs, Alderman Jeff Morris, Alderman Danny Wallace, Public Works Director David Gray, Assistant to the Mayor Rebecca Ray, and Recorder-Treasurer Tina Dunn.

Chairman Alderwoman Johnetta Yarbrough called meeting to order.

Police Chief Lindsey reported there are three open positions. Two Certified Officers have been interviewed. There are five non-certified officers that will begin the hiring process this week. The assessment center for the sergeant's promotion was postponed due to several unforeseen conflicts involving the candidates. Two officers attended the Instructor Developmental School last week and are scheduled to attend the Firearms Instructor School later this year. Chief Lindsey asked for approval to apply for three grants that will be 100% funded by the Community Policing Development. The grants are the Crisis Intervention Teams, De-Escalation Training, and Accreditation. The Department and LexisNexis Risk Solutions recently partnered to provide a way to stay informed about crime in Covington. The Department now has an online crime map called Community Crime Map that maps and analyzes crime data. The statistics for the month was presented showing 1088 calls for the month.

Motion was made by Alderman Sullivan and seconded by Alderman Richardson to approve the report from Police Chief Larry Lindsey.

Motion passed.

Fire Chief Richard Griggs reported Cody Faulk was recognized as Firefighter of the Year by the Exchange Club. There were 12 hours worked by volunteers in the month of May. The run report was presented showing 218 calls from May 20th to June 17th. There has been a total of 1,192 calls for the year. The county coverage area collections are \$82,540.00. Three suspects from 2 suspected arson cases in the city were recently apprehended and charged. The University of Tennessee Agriculture Extension Office will conduct the grain bin rescue class. The fire department will be receiving the necessary equipment for the successful extraction of victims involved in grain bin emergencies. The care report was presented for review. Volunteer Firefighter background evaluations are completed. Eight applicants were interviewed and will begin training on June 24, 2021.

Motion was made by Alderman Sullivan and seconded by Mayor Hanson to approve the report from Fire Chief Richard Griggs.

Motion passed.

There being no further business, the meeting adjourned at 4:33 p.m.

The Public Works Committee met at City of Covington on July 8, 2021 at 4:00 p.m. with the following members present: Chairman Alderman Danny Wallace, Alderman Jeff Morris, and Mayor Justin Hanson. Also, present were Public Works Director David Gray, Alderman Chris Richardson, Assistant to the Mayor Rebecca Ray, Street/Sanitation Manager James Dowell, and Recorder-Treasurer Tina Dunn.

Chairman Alderman Danny Wallace called meeting to order.

Public Works Director Gray reported the bids for the street paving job will be opened at 10:00 a.m. on July 16, 2021. There will be a special called board meeting on July 16, 2021 at 12:00 p.m. to award the bid for the street paving job. He reported there are three job openings in the ground maintenance department, brush loader operator in sanitation department, and two job openings in the utilities division. There are chemical shortages both at the water and wastewater plant. The department has contacted the State for alternatives if the shortages continue. The TDOT Maintenance Contract has been signed and delivered for the new fiscal year. There was no increase in the contract. The City was awarded the Multimodal Access Grant in the amount of \$950,000.00. The city will be responsible for 5%. This grant will fund the sidewalk on Hwy 51 from Lanny Bridges to Mueller Brass Road. He reported natural gas prices have doubled since last year.

Motion was made by Mayor Hanson and seconded by Alderman Morris to accept the report from Public Works Director David Gray.

Motion Passed.

Mayor Hanson reported the Code Compliance Department was audited on June 24, 2021. The department will need to update to the current issue of the Internal Code Council. This will be presented to the Finance & Administration Committee in July. The public hearing will be on August 24, 2021 with the final passage and adoption on November, 2021.

Motion was made by Alderman Jeff Morris and seconded by Alderman Danny Wallace to accept the codes department report as presented by Mayor Hanson.

Motion passed.

There being no further business, the meeting adjourned at 5:00 p.m.

ADOPTING RESOLUTION

The undersigned authorized representative of City of Covington. (the Employer) hereby certifies that the following resolution was duly adopted by the Employer on the date specified below, and that such resolution has not been modified or rescinded as of the signature date below:

RESOLVED, that Amendment Number One, presented to this meeting is hereby approved and adopted and that an authorized representative of the Employer is hereby authorized and directed to execute and deliver to the Administrator the amendment.

The undersigned further certifies that attached hereto is a true copy of Amendment Number One to City of Covington Pension Plan approved and adopted in the foregoing resolution.

Date: _____

By: _____

[print name/title]

**AMENDMENT NUMBER ONE TO
CITY OF COVINGTON PENSION PLAN**

**SUMMARY PLAN DESCRIPTION
MATERIAL MODIFICATIONS**

**I
INTRODUCTION**

This is a Summary of Material Modifications regarding the City of Covington Pension Plan ("Plan"). Unless stated otherwise, the modifications described in this summary are effective as of January 1, 2022. This is merely a summary of the most important changes to the Plan and information contained in the Summary Plan Description ("SPD") previously provided to you. It supplements and amends that SPD so you should retain a copy of this document with your copy of the SPD. If you have any questions, contact the Administrator. If there is any discrepancy between the terms of the Plan, as modified, and this Summary of Material Modifications, the provisions of the Plan will control.

**II
SUMMARY OF CHANGES**

Early Retirement Date. Your Early Retirement Date is the first day of the month coinciding with or next following the date you have attained the earlier of 30 Years of Service or age 55 with 7 Years of Service with your Employer. Your Years of Service will be determined using Years of Service for vesting. You may elect to retire when you reach your Early Retirement Date.

Payment of benefits. You will be entitled to an "Early Retirement Benefit" (described below) if you retire on or after your Early Retirement Date. However, the payment of benefits generally will not begin until you actually retire after reaching your Early Retirement Date. In such event, a distribution will be made, at your election, as soon as administratively feasible. (See the question entitled "How will my benefits be paid to me?" for an explanation of how these benefits will be paid.)

Early Retirement Benefit. Your "Early Retirement Benefit" that is payable at your Early Retirement Date will be equal to your Accrued Benefit reduced 1/2 of 1% for each month early retirement precedes age 62, with no reduction after 30 Years of Service for vesting purposes. However, this amount will be reduced, if necessary, in order to comply with any law that restricts the amount that can be paid to you prior to your Normal Retirement Date.

**AMENDMENT NUMBER ONE
CITY OF COVINGTON PENSION PLAN**

BY THIS AGREEMENT, City of Covington Pension Plan (herein referred to as the "Plan") is hereby amended as follows, effective as of January 1, 2022, except as otherwise provided herein:

The section of the Adoption Agreement entitled "EARLY RETIREMENT PENSION" is amended as follows:

EARLY AND LATE RETIREMENT, DISABILITY AND DEATH BENEFITS

29. EARLY RETIREMENT PENSION

- a. N/A (no early retirement provision provided; skip to next Question)
- b. Early retirement benefits will equal:
 - 1. Vested Accrued Benefit reduced by 1/15 for each of the first five years and then 1/30 for each of the next five years (and actuarially thereafter) that the Early Retirement Date precedes the Normal Retirement Date (See Plan Section 5.4).
 - 2. Actuarial Equivalent of Vested Accrued Benefit.
 - 3. Vested Accrued Benefit reduced by 1/2 of 1% for each month early retirement precedes normal retirement.
 - 4. Fully accrued early retirement benefit. There is no reduction of the Vested Accrued Benefit unless such reduction is required by applicable laws and regulations.
 - 5. Vested Accrued Benefit reduced by 5/9 of 1% for each of the first sixty (60) complete calendar months, and 5/18 of 1% for each complete calendar month in excess of sixty (60) calendar months that the Early Retirement date precedes Normal Retirement Date.
 - 6. Vested Accrued Benefit subject to the following actuarial reduction for early commencement:
1/2 of 1% for each month early retirement precedes age 62, with no reduction after 30 Years of Service for vesting purposes (may not discriminate in favor of Highly Compensated Employees and must be applied uniformly to all Participants).

Early Retirement Age ("ERA")

- c. Participant attains the earlier of age 55 or 30 Years of Service for vesting purposes.

AND, completes the following (select 1. or leave blank if not applicable):

- 1. at least 7 Years (or Periods) of Service for:
 - a. vesting purposes.
 - b. benefit accrual purposes.

Early Retirement Date (Plan Section 1.25). Early Retirement Date means the:

- d. date on which a Participant attains "ERA."
- e. first day of the month coinciding with or next following the date on which a Participant attains "ERA."
- f. Anniversary Date coinciding with or next following the date on which a Participant attains "ERA."

The Employer executes this Amendment on the date specified below.

City of Covington

Date: _____

By: _____
EMPLOYER

| | | | |
|---------------------------|-------------|--|--------------|
| A-1 DOOR CO LLC | FIRE | SPRINGS REPLACEMENT | 1,002.50 |
| A2H | GENERAL | TRANS ALTERNATIVE PROJECT - PHASE 1 | 2,010.00 |
| BANCORPSOUTH | VARIOUS | MISCELLANEOUS | 2,613.07 |
| BEST WADE PETROLEUM | WWTP | OIL | 5,277.14 |
| BFI NORTH SHELBY LANDFILL | WWTP | SLUDGE REMOVAL | 3,822.28 |
| BNY MELLON | BIOMASS | INTEREST PYMT ON BOND | 1,699.25 |
| BOB AUSTILL CONCRETE | STREET | SIDEWALK REPAIR | 6,670.00 |
| BRENNTAG MID-SOUTH INC | WWTP | CHEMICALS | 1,909.60 |
| C & C EQUIPMENT RENTAL | GROUNDS | TRIMMERS (2) | 1,007.98 |
| CHEMICAL FEED SYSTEMS INC | WWTP | REGULATOR SERVICING | 1,258.39 |
| CHEMICAL FEED SYSTEMS INC | WWTP | SERVICE ON 2 REGULATORS | 1,320.59 |
| COMMUNITY DEV PARTNERS | WATER | SDG 2020-1154 | 1,000.00 |
| COTTRELL ELECTRIC | WTP | REPAIRS | 1,452.42 |
| COVINGTON ELEC SYSTEM | VARIOUS | ELECTRIC SERVICE | \$ 50,950.82 |
| DILLARD DOOR / ENTRANCE | CITY HALL | AUTO SWING DOORS / OPERATORS | 10,160.00 |
| EMERGENCY REPORTING | FIRE | FIRE PACKAGE / PCR UPGRADE | 5,478.60 |
| FIRSTNET | VARIOUS | TELEPHONE SERVICE | 1,885.21 |
| FIRSTNET | POLICE | TELEPHONE SERVICE | 2,334.02 |
| G & C SUPPLY CO INC | SEWER | MATERIALS | 3,154.50 |
| HEARN TRAFFIC LIGHT SRVC | STREETS | TRAFFIC LIGHT REPAIRS | 1,800.00 |
| INNOVATIVE SPORT SURFACE | PARKS/REC | REPAIR SURFACING | 32,310.00 |
| JAMIESON & FISHER INC | AIRPORT | AVIATION COVERAGE | 3,537.00 |
| JASON JENKINS | FIRE | MILEAGE - TN SAFETY / HEALTH CONF | 208.32 |
| JAY'S PAINT & BODY | POLICY | PL 14 REPAIR / ACCIDENT | 4,121.30 |
| JENKINS DEDMON, ETAL | GENERAL | PROFESSIONAL SERVICES | 4,462.50 |
| KRISTIE MAXWELL | GENERAL | JUNE 2021 MIXED DRINK TAX | 2,213.74 |
| LANE FLOORING | REC/TREAS | OFFICE CARPET/RUBBER TILES ON STAIRS | 5,350.00 |
| MAINLINE SAFETY / SUPPLY | SEWER | PUMP/CONCRETE SEWER TANKS | 2,202.00 |
| MEMPHIS POOL SUPPLY | PARKS/REC | REPAIR PARTS | 1,287.66 |
| MEMPHIS SOUND LAB | CODES | AV SYSTEM IN LLC-ROOM | 2,127.49 |
| NAIFEH CASH SAVER | VARIOUS | MISCELLANEOUS | 3,029.39 |
| PROGRESSIVE BIKE RAMPS | PARKS/REC | PLAYGROUND EQUIPMENT | 15,378.72 |
| PURVIS INDUSTRIES | WWTP | MATERIALS | 3,103.97 |
| RADFORD PLANNING SERVICE | CODES | TECH ASSISTANCE JULY-SEP 2021 | 2,382.00 |
| REPUBLIC SERVICES | SOLID WASTE | CONTRACTED SERVICES | 90,285.19 |
| ROSE CONSTRUCTION | WATER | RIALTO IND PARK WATER LINE REPLACEMENT | 56,393.31 |
| RUSS JONES | PARKS/REC | BALL FIELD MAINTENANCE | 1,428.00 |
| SIMONTON'S | PARKS/REC | ROOF REPAIR - FINAL BILLING | 1,800.00 |
| STARNES SERVICES | PARKS/REC | SPECIAL EVENTS POTTY / HANDICAP POTTY | 1,210.00 |
| STITCH-N-TIME | PARKS/REC | SPORTS APPAREL | 2,000.00 |
| SYMMETRY | GAS | PURCHASED NATURAL GAS | 62,611.14 |
| SYNCB/AMAZON | VARIOUS | MISCELLANEOUS | 5,650.36 |
| TITAN AVIATION FUEL | AIRPORT | AVGAS | 17,797.26 |
| TITAN AVIATION FUEL | AIRPORT | JET FUEL | 18,348.22 |
| TRI STATE METER | GAS | TESTING - WRITTEN / FIELD / WELDING | 4,300.00 |
| VECTOR SOLUTIONS | FIRE | TS PREMIER / MAINTENANCE FEE | 3,504.57 |
| VERSACOURT | PARKS/REC | OUTDOOR GAME TILE | 38,103.55 |

7-13-2021

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| VISTAPRINT | PARKS/REC | BANNERS | 1,354.12 |
| WALKER COMM CUT & TRIM | MTNCE | TREE / STUMP REMOVAL | 4,200.00 |
| WALMART | VARIOUS | MISCELLANEOUS | 3,803.49 |
| WATERSERV COMPANY | WTP | REPAIRS | 15,070.00 |
| WOOTEN OIL CO | VARIOUS | FUEL | 1,122.19 |
| WOOTEN OIL CO | VARIOUS | GAS | 1,061.71 |
| | | | |
| | | TOTAL | 518,563.57 |