

November 26, 2013

**REGULAR MEETING
FLOYD COUNTY BOARD OF COMMISSIONERS
November 26, 2013 6:00 P.M.**

PRESENT: Chairman Irwin Bagwell, Vice-Chairman Larry Maxey, Commissioners Garry Fricks, John Mayes, and Rhonda Wallace.

OTHERS

PRESENT: County Manager Jamie McCord, County Attorney Tommy Manning, Assistant County Manager Noah Simon, and County Clerk Kathy Arp.

CALL TO

ORDER: Chairman Bagwell called the meeting to order.

INVOCATION: Commissioner Maxey led the Invocation.

PLEDGE OF

ALLEGIANCE: Commissioner Fricks led the Pledge of Allegiance.

ADOPTION OF

MINUTES:

Chairman Bagwell asked County Attorney Tommy Manning if the minutes were in order. Mr. Manning stated the minutes had been reviewed and were in order. Commissioner Maxey made a MOTION to adopt the minutes of the Caucus and Regular Meeting of November 12, 2013. SECOND by Commissioner Mayes. VOTING:

YES

NO

Commissioner Wallace

" Fricks

" Mayes

" Maxey

Chairman Bagwell

Motion Carried

RESOLUTIONS

**ADOPT RESOLUTION APPROVING
AND AUTHORIZING EXECUTION BY
CHAIRMAN OF A REVISION TO THE
FEE SCHEDULE BOOK OF FLOYD**

**COUNTY TO ESTABLISH THE
REVISED FEE SCHEDULE FOR MALT
BEVERAGE AND WINE:**

Chairman Bagwell asked County Attorney Manning for a brief overview of the proposed resolution. County Attorney Manning stated this is a proposed revision to the fee schedule for malt beverage and wine and would include fees for the sale of malt beverage and wine on Sunday. He stated the effective date of the fees would be January 01, 2014, as shown at the bottom of Exhibit "A".

Chairman Bagwell called for a motion. Commissioner Wallace made a MOTION to Adopt a Resolution Approving and Authorizing Execution by the Chairman of a Revision to the Fee Schedule Book of Floyd County to establish the Revised Fee Schedule for Malt Beverage and Wine which would affect licenses for 2014. SECOND by Commissioner Fricks. VOTING:

	YES	NO
Commissioner Wallace		
" Fricks		
" Mayes		
" Maxey		
Chairman Bagwell		

Motion Carried

**PUBLIC HEARINGS:
(FIRST READINGS HELD
NOVEMBER 12, 2013)**

Chairman Bagwell reviewed the procedures for Public Hearings.

- 1. ADOPT AN ORDINANCE TO AMEND THE
CODE OF ORDINANCES OF FLOYD COUNTY,
GEORGIA TO PROVIDE FOR SUNDAY SALES
OF MALT BEVERAGES AND WINE FOR
CONSUMPTION ON THE PREMISES AND
SUNDAY PACKAGE SALES BY RETAILERS.
(2013-001A)**

Chairman Bagwell declared the Public Hearing open, and asked if there is anyone to speak in support or opposition. Seeing none, he declared the public hearing closed and called for a motion. Commissioner Fricks made a MOTION to Adopt the Ordinance to Amend the Code of Ordinances of Floyd County, Georgia to provide for Sunday sales of malt beverages and wine for consumption on the premises and Sunday package sales by retailers. SECOND by Commissioner Wallace. VOTING:

YES

NO

Commissioner Wallace
" Fricks

Commissioner
Mayes

" Maxey
Chairman Bagwell

Motion Carried

2. ADOPT AN ORDINANCE TO AMEND
CHAPTER 2-14-32(10) OF THE CODE
OF ORDINANCES OF FLOYD COUNTY,
GEORGIA REGARDING LONGEVITY.
(2013-002A)

Chairman Bagwell asked County Attorney Manning to provide a brief review of the proposed ordinance amendment. County Attorney Manning stated that the proposed amendment pertains to the longevity pay that the county offers. He stated the proposed amendment would allow that program to continue for employees who began work on or before November 30, 2013. New employees beginning work after that date would not be eligible for longevity.

Chairman Bagwell declared the Public Hearing open, and asked if there is anyone to speak in support or opposition.

Opposition: Fred Kronan, 211 Kerce Road, Kingston, stated that he has been a public servant for Floyd County for seven years in the Public Works Department sign shop. He stated that he has concerns with Commissioner Wallace's proposal, and he would just like to speak honestly. He stated they have concerns of what this will do to new hires coming in. He stated that for the last seven years, as the Commissioners know, they (*employees*) have not received a pay increase. He stated they are concerned with the quality of employees they will get, not so much for the positions such as the one he has. They are concerned for their police officers and firefighters. He stated as they all know very well now, they train them, and send them to another county. He stated it happens way too much. He stated he has lived in Floyd County for twenty-nine years. He stated we do not need our police officers and firefighters leaving. He asked what incentive do they have for young people, who would like to become a public servant, to stay in Floyd County. He stated if the county trains them and pays them ten dollars an hour, but they can go to Calhoun making fifteen dollars an hour, sure, they are going to leave.

He stated they have great worries about how they are going to retain people. He addressed Chairman Bagwell stating that he certainly has to be aware that

Mr. Wayne Allen has hired twenty employees this year that stay two or three weeks, and leave when they realize that they cannot make it on the salaries that the county is paying now. He stated that he just does not see their young people becoming public servants if they have no incentive to stay. His grandfather was a public servant for Gordon County for forty-two years. He stated he does not know if they had an incentive program, but he was dedicated to that county. He respectfully thanked the Board for the change not affecting the current employees, though he worries about their future. He stated the future is the most important thing for all of us at Floyd County. He also thanked the Board for all that they are trying to do.

Commissioner Wallace stated that she appreciates Mr. Kronan's comments very much. She stated that it was her recommendation to stop the longevity for new hires, but the information that they received from Human Resources is that employees do not actually get much of a percentage until they have been here for several years. It seemed, based on the information provided, that it was not really an incentive to acquire new people because they have to be on the job several years before they ever received more than one percent. She stated they felt like it would be a better opportunity to be able to pay more when people are hired than to think that they would get a longevity check after three, five, or ten years down the road. She stated that this was the intent of their decision regarding longevity. She stated longevity would continue for current employees because that is part of their salary. She stated that the commissioners have to figure out a way to pay new hires more from the beginning, not promise them something down the road. She stated that they certainly feel their pain, and understand where they are coming from. She thanked Mr. Kronan for attending the meeting to share his comments.

Mr. Kronan stated they did not hear the part about new hires possibly coming in at a higher level of pay. Commissioner Mayes stated he would also like to thank Mr. Kronan for attending the meeting. Chairman Bagwell stated they do appreciate Mr. Kronan's comments, and for taking the time to attend the meeting. He stated they always welcome comments or concerns from employees, so feel free to attend meetings or contact them individually. He thanked Mr. Kronan for his service to the county.

Chairman Bagwell declared the Public Hearing closed.

Discussion: Commissioner Maxey stated that they received a letter from the Sheriff conveying that he thought that it was a mistake for the Board to do away with longevity pay, and that he supported it because he felt that it was something that helped keep his employees on the job longer.

County Manager McCord stated that he has had several similar phone calls. He stated that he knows that this is a very tough decision. He stated it was not something that just came up in the last thirty days. This has been discussed since he came on board. He stated any type of change like this is hard to deal with. He stated he feels that if they focus these savings to the best of their ability toward raising the

pay for new hires instead of making them wait in terms of longevity, that they would accomplish the same goal. He stated again, it is a tough change that was not considered lightly. He stated that he received another call from Judge Richardson. He stated he feels that Judge Richardson understands the Board's position, but that he is just as concerned as everyone else is.

Commissioner Mayes stated he thinks it makes a point that when they hand the longevity checks out, the new hires will be setting there empty handed. He referred to them as new hires, but they could be around five years and not even get a \$250.00 check. He stated that many employees use their longevity checks for vacation or for Christmas, and they are nice bonus checks. He stated that is something for them to think about. He supports Commissioner Wallace's opinion, and he supports what they are about to do should they move forward with this today, but he would recommend tabling it to give it further thought. He stated that would be his recommendation.

Chairman Bagwell stated he believes the way County Attorney Manning has it written, that it would take affect at the end of this month. He stated anyone hired through the end of November would still be eligible for longevity. Anyone hired December 01, 2013 or after would not be eligible. He stated if they do table it, it would change the effective date. County Attorney Manning stated if the Commission tables the item then he would recommend advertising it again because it would change the effective date. He stated that he believes that would be a substantial change, which potentially could mean that somebody who was not eligible is now eligible because the date was moved back. He stated he thinks if they table the item, in order for it to be valid, that the proper route would be to advertise for a first reading and public hearing again.

Commissioner Wallace asked County Manager McCord to explain the procedure of longevity. County Manager McCord explained longevity is paid in two installments each year, the first being in July and the second in December. He stated the longevity formula is fifty dollars times the number of full years completed plus one percent of the employee's salary. Each longevity check would be twenty-five dollars times the number of full years of service prior to that July or December date, plus one-half of one percent of the employee's salary. He stated the percentage increases for years seven through eleven of employment, and increases again for twelve years and over. The first six years of employment is one percent, years seven through eleven is two percent and twelve or more is three percent. Commissioner Wallace stated when they are hired they have to be here a year, and after a year of service they are entitled to one percent plus fifty dollars for each full year. County Manager McCord stated yes, but it also depends on when they are hired. He stated if they came to work in July, they would not receive a longevity check until the next July. They would not be eligible for longevity pay that December due to only six months of employment.

Chairman Bagwell asked County Manager McCord what their current total payout is on longevity. County Manager McCord stated that he does not have the exact amount, but the longevity payout for this year's budget is around \$760,000.00. He stated they have talked about salary increases, and one percent of salaries countywide would be about \$250,000.00. He stated that it averages roughly three percent across the board for longevity pay. Chairman Bagwell stated that they gave one percent last year in the form of a one-time payment, and that was around \$250,000.00. He stated \$750,000.00 for longevity is three times that amount. County Manager McCord stated it would be loss of benefit for a new employee, but they can focus their effort on starting pay, and also look at compression. He stated they have to keep in mind that this would not affect those already employed. The starting pay is the point that they are trying to address, but also employees leaving to go to work in other communities after the county has covered training costs. He stated they are aware of all of that, but there are terminations that happen for other reasons as well, such as a change in professions all together, relocation, and so on. He stated that this unique benefit has been a good thing for a long time, but he does not know of another local government in Georgia that has it.

Commissioner Maxey asked if they have spoken with other department heads. County Manager McCord stated he has had conversations with some, but not all department heads. He stated some think that it is a tool to attract employees, and some are neutral about it. He stated they were more concerned with maintaining the program for current employees. County Manager McCord stated that no existing employee or those beginning work on or before November 30, 2013 would be affected. He stated employees who begin work after that date would not receive the longevity benefit. Chairman Bagwell stated also, an employee moving from one department to another would not be affected. County Manager McCord stated termination of employment would be the only thing to affect the benefit. He stated if someone were to leave Floyd County to work for another organization, and then came back to work at Floyd County, they would lose that benefit. An employee is eligible for longevity if employment service is not broken, and the employee began work on or before November 30, 2013.

Chairman Bagwell called for a motion. Commissioner Mayes made a MOTION to Table the Ordinance to Amend Chapter 2-14-32(10) of the Code of Ordinances of Floyd County, Georgia regarding Longevity. SECOND by Commissioner Wallace. VOTING:

YES

NO

Commissioner Wallace

" Fricks

" Mayes

" Maxey

Chairman Bagwell

Motion Carried

CHAIRMAN’S REPORT:

1. Citizen Appointments:

Development Authority of Floyd County.

Commissioner Maxey made a MOTION to Reappoint Mark Eubanks to the Development Authority of Floyd County for a 4-year term to expire December 08, 2017. SECOND by Commissioner Mayes. VOTING:

YES

NO

Commissioner Wallace

" Fricks

" Maxey

" Mayes

Chairman Bagwell

Motion Carried

COMMISSIONER’S REPORT:

1. Administrative/Finance Committee – Commissioner Fricks, Chairman

No Report.

2. Public Safety Committee – Commissioner Mayes, Chairman

No Report.

3. Public Works Committee – Chairman Bagwell, Chairman

No Report.

4. Water Committee – Commissioner Maxey, Chairman

No Report.

5. Judicial Services Committee (CJIS) – Commissioner Wallace

No Report.

6. Special Committee Reports

- a. **Fire Overview Committee – Commissioners Fricks and Mayes**
- b. **Joint Services Committee – Chairman Bagwell and Commissioner Fricks**
- c. **Joint Development Oversight Committee – Chairman Bagwell and Commissioner Fricks**
- d. **Joint Solid Waste Oversight Committee – Chairman Bagwell and Commissioner Fricks**
- e. **SPLOST Committee – Commissioner Wallace**

There were no Special Committee Reports.

CLERK’S REPORT:

Consent Agenda

Adopt Resolution to Approve and Authorize Execution Of Items Submitted Under the Clerk’s Consent Agenda:

County Clerk Kathy Arp stated there six items on the Clerk’s Consent Agenda, which have been reviewed, and are submitted for approval.

Chairman Bagwell called for a motion. Commissioner Wallace made a MOTION to Adopt the Resolution to Approve and Authorize Execution of items submitted under the Clerk’s Consent, as presented by the County Clerk. SECOND by Commissioner Maxey. VOTING:

YES	NO
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Commissioner Wallace
" Fricks
" Mayes
" Maxey
Chairman Bagwell

Motion Carried

- 1. Award of Bid to Remove and Replace Metal Roofs on Hangars T1, T2 and the Main “Big” Hangar at Richard B. Russell Regional Airport.**
- 2. Submittal of Purchase of Services for Juvenile Offenders Grant.**

3. **Surplus Weapons Confiscated by the Floyd County Police Department as shown on attached Exhibit “A” and authorize sale of same to licensed dealers by approved method.**
4. **Award of Bid for Emergency Debris Removal and Disposal Service to AshBritt Environmental as primary provider and CrowderGulf as secondary provider.**
5. **Submittal of FY2014 Local Maintenance Improvement Grant (LMIG) Application and Project List to Georgia Department of Transportation (GDOT) for plant mix resurfacing of seven (7) county roads:**
 - 1) **Buttrum Road – begin at SR140 end at County Line.**
 - 2) **Old Summerville Road – begin at SR27 near McGrady Road end at SR27 N of Floyd Springs Road.**
 - 3) **Old River Road – begin at Looney Road end at County Line.**
 - 4) **Melson Road – begin at SR100 end at Blacks Bluff Road.**
 - 5) **Wellington Way – begin at Twin Court end at Twickenham Road.**
 - 6) **Doctor Moore Road – begin at Reeceburg Road end at Dead End.**
 - 7) **Lavender Drive – begin at Little Texas Valley Road end at Lavender Drive.**
6. **Revised List of Roads for Floyd County Speed Detection Device Permit.**

MANAGER’S REPORT:

1. ADOPT RESOLUTION APPROVING AND AUTHORIZING EXECUTION OF AGREEMENT BETWEEN FLOYD COUNTY AND THE DALTON-WHITFIELD REGIONAL SOLID WASTE MANAGEMENT AUTHORITY FOR AN INMATE WORK CREW.

County Manager McCord stated the Dalton-Whitfield Regional Solid Waste Management Authority would provide the vehicle, maintenance, and all expenses for the vehicle. The total amount of the contract would be \$62,296.00 per year for a three-year term, with an effective date of December 18, 2013.

Chairman Bagwell called for a motion. Commissioner Fricks made a MOTION to Adopt the Resolution Approving and Authorizing Execution of an Agreement between Floyd County and the Dalton-Whitfield Regional Solid Waste Management Authority for an Inmate Work Crew. SECOND by Commissioner Mayes. VOTING:

YES

NO

Commissioner Wallace
" Fricks

" Mayes
" Maxey
Chairman Bagwell

Motion Carried

**2. ADOPT RESOLUTION APPROVING
AND AUTHORIZING CREATION OF
A CERTIFIED CORRECTIONAL
OFFICER POSITION FOR THE FLOYD
COUNTY PRISON. POSITION NUMBER
460-983, PAYGRADE 112-05.**

County Manager McCord stated authorizing the creation of a Certified Correctional Officer would go along with the Dalton-Whitfield Regional Solid Waste Management Authority agreement for an inmate work crew. He stated the position (Position Number 460-983) would be at paygrade 112-05.

Chairman Bagwell called for a motion. Commissioner Maxey made a MOTION to Adopt the Resolution Approving and Authorizing Creation of a Certified Correctional Officer Position for the Floyd County Prison. Position Number 460-983, Paygrade 112-05. SECOND by Commissioner Wallace. VOTING:

	YES	NO
Commissioner Wallace		
" Fricks		
" Mayes		
" Maxey		
Chairman Bagwell		

Motion Carried

OTHER BUSINESS:

Chairman Bagwell suggested scheduling dates for Budget Sessions. County Manager McCord stated they are close to having a first draft on Capital Operations. He stated budgets came in last week and he and Gary Burkhalter are reviewing those. The Commissioners scheduled the first Budget Session for December 13, 2013 at 8:15 a.m.

ADJOURNMENT:

There being no further business to come before the Board, MOTION was made by Commissioner Maxey, SECOND by Commissioner Wallace, that the meeting be adjourned. VOTING:

YES

NO

Commissioner Wallace

" Fricks

" Mayes

" Maxey

Chairman Bagwell

Motion Carried

**FLOYD COUNTY BOARD OF
COMMISSIONERS**

IRWIN BAGWELL, CHAIRMAN

**FLOYD COUNTY BOARD OF COMMISSIONERS
CAUCUS**

November 26, 2013 5:00 PM

Present: Chairman Irwin Bagwell, Vice-Chairman Larry Maxey, Commissioners Garry Fricks, John Mayes and Rhonda Wallace, County Manager Jamie McCord, Assistant County Manager Noah Simon, County Clerk Kathy Arp, County Attorney Tommy Manning, and Comptroller/Finance Director Gary Burkhalter.

Commissioners and staff reviewed items on the agenda for the meeting of November 26, 2013.

**FLOYD COUNTY BOARD OF
COMMISSIONERS**

IRWIN BAGWELL, CHAIRMAN