

REGULAR MEETING
FLOYD COUNTY BOARD OF COMMISSIONERS
September 13, 2016 2:00 P.M.

PRESENT: Commissioners Irwin Bagwell, Larry Maxey, and Rhonda Wallace.

OTHERS

PRESENT: County Manager Jamie McCord, Assistant Manager Gary Burkhalter, County Attorney Wade Hoyt

ABSENT: Commissioner Garry Fricks, Commissioner Scotty Hancock, County Clerk Erin Elrod

CALL TO

ORDER: Chairman Maxey called the meeting to order.

INVOCATION: Chairman Maxey led the Invocation.

PLEDGE OF

ALLEGIANCE: Commissioner Wallace led the Pledge of Allegiance.

PUBLIC PARTICIPATION:

Charles Love, 304 Kingston Road, Rome, stated that 2.5 years ago they formed a neighborhood group organization called the North Rome Community Action Committee. He stated the purpose of it was to improve their community and their neighborhood. He stated they had done a good job in the last two years in reducing crime and increasing visibility of the community. The streets are cleaner and they have reduced crime about 50% over the last 2 years. They keep a crime report every month at their meetings and report on the improvements and things that are going on in their community. He stated that always on the end of their agenda has been the recycling center and that is why he was there today. He stated that 2 months ago their group voted that they would like to see the center relocated for a couple of reasons. One of the reasons is when the center first started it was okay but it has outgrown what was there initially in the early 2000's. The other reason being it's an eyesore to their neighborhood. He stated they feel like the way its situated and located is the entryway to north Rome, if coming down Broad Street and turning on Calhoun Avenue. It has been an eye sore and angst for their group ever since they have been established and have been talking about improving their neighborhood, increasing their property values, in turn increasing the tax base for Floyd County. He stated they have met with the Joint Solid Waste Committee and they have started discussions about what can be done and what the options are. He believed one thing they were not considering is leaving it where is. He stated they have had good dialogue with the Joint Solid Waste Committee about some options and he wanted to come before the commission to make sure they were on record as far as what they want to see for their neighborhood. He stated that he lives about 3 blocks from the center but they have property owners in the committee that live in the immediate area and the center has been a source of debris, trash and those kind of things. He stated the county did not have a labor force, they had inmate workers, and in terms of maintaining the property, they thought the City of Rome and Floyd County should consider relocation. He stated they have had good cooperation with the city and the county and they have done a couple of major initiatives in their neighborhood. For instance The Neighborhood Enhancement Program that was conducted by the City of Rome, where they focus all their resources, on keeping the streets clean, police services and other city services, code enforcement, has all worked really well. He stated the city knew their concerns but he did not think they had come before this body to let their desires be known. He stated he knew all of them were in the same mind frames as they were in terms of what they should do with the recycling center. He stated there had been previous discussions but very little action over the last several years so they were there to really urge them to considering taking some sort of action, some kind of definitive plan. He stated he knew financing was a problem or a challenge, but it was the city and the county that have met those kind of challenges. He stated they (the Commission) have determined what they want to do as a city, have come with the resources, and done some creative thinking to really have an impact on what they are doing in Rome and Floyd County. He stated he really wanted to urge them and do whatever they could to help expedite the process of relocating the recycling center. He stated he thought it would increase property values, especially concerning the whole corridor on North Broad Street at Calhoun Avenue. They want to see it more attractive and they have a couple of new businesses that have moved into their neighborhood, which is a good indicator. He stated he had personally gone to the businesses and asked what their concern or reasoning, and one of those concerns of why they moved there, they felt safer, and they felt like it was a community on the move. That is a good thing for them but they just have one little eyesore, right in the middle of a residential area, that they think the city and the county should really consider relocating it. In terms of offset in cost, the increase in property values, the increase in property taxes collected would probably over the long term be a benefit for what the cost would be to leave it where it is. Someone had suggested improving it, but he thinks the resources that the county was designating to improve the center could be better used by looking for a place to move it to. He stated that he knew that they were considering some other options but he brought a couple of his board members here today, Mr. Bernie Ott, and Mr. Winston

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Sirmans. They have a board of directors who work with them and have some concerns about the recycling center. This has been a hot button issue for them and they really want the county to take it seriously at this time and set a definite timetable to relocate this. He stated that he would ask if Mr. Sirmans and Mr. Ott if they have anything to add.

Winston Sirmans, 14 Green Briar Lane, Rome, stated that he got involved with the North Rome Action Committee for a couple of reasons. One is he owns some property up in that area and he happened to meet Mr. Love one day and he told him to go to one of the meetings to see what these people were trying to do. He stated that it was a good mixture of people that are really working hard. He stated that Mr. Love has been an excellent leader for them for that very reason. If they need something, he's the man. He stated the recycling center, there were no questions because he knew they (the Commission) had the same feelings as they do, that it needs to be moved or improved considerably. He stated the biggest problem is it being an eyesore to anybody, or any industry, or to anyone wanting to do business in that area. He stated the food store right across the street from it has closed and he has seen many other businesses in the area close too. He stated it created an image that brings the area down instead of building it up. It wasn't intended that way when it was originally put there it was the handling of things that needed to be done, it has outgrown its use. He asked, like the rest of them, if there was anyway the city and county could get together, find an appropriate place, and come up with the money, split, whatever. He stated it needed to be done because it was not going to get any better it is only going to get worse. He stated the type of things that bring in money are things that they use over there now but it would change down the road. It will be from one thing, to the next, and one thing will come back, but eventually it's a situation where it can't handle what it needs to handle. Anything the Commission could do, they appreciate what they have done, and what they are trying to do, but they could really use their help in getting it done sooner, rather than later.

Bernie Ott, 3 Northpoint Drive, Rome, stated he moved there 16 months ago and his wife and himself thought it was a garbage center and he was in shock because he could not believe a community was processing their garbage in town. He stated that from what he has read in the paper, last year the county had lost \$289,000.00 at the center. He stated that he did not know what that means because he does not remember the details of the article, he doesn't know if that was a bottom line, a loss, or in relation to glass. From the comments, that he understands, that have been made, is they are not really making any money on cardboard, plastic and are obviously losing money on glass, so that leaves metal. Why bite the whole thing at once, the type of building they were talking about could easily be added to. He stated the could start with 10 or 15 thousand square feet, whatever is necessary to process metal and do that out at Walker Mountain. He stated that he has used the center in town a few times and he asked the officer why he was there. In different communities that he has lived in and used recycle centers. He said that was because there were prisoners in there. Again he goes back to his daughter and ask what is this with prisoners, and his daughter tells him this is how they service the community. He stated that as far as the loss of jobs, and he is not meaning to demean the prisoners, but as far as the loss of jobs, he doesn't know enough about it in the short time he has been here, as to how many jobs they would have in relation to the center if they moved it to Walker Mountain. He stated that he has been out to Walker Mountain and taken items out there. His question is why not put up the type of building they are talking about, is a simple building. He realizes the flooring would have to be able to be stressed to the point of handling different types of vehicles, weight structures and so forth. Why not start with \$1M or \$1.5M. Obviously, this is what happens with people like himself that do not know enough about what they are talking about, but why not start with something less than \$4M, within the counties means, within the counties means with financing, however the county handles it. With plans that they could expand it when plastic and cardboard come back to an affordable price. Right now what the county needs to do is primarily handle metal. As I understood it from the officer over at the center and the gentlemen that picks up on the weekends is evidently where the money is at, so the rest of truthfully is trash, so why not treat it that way. Build a building within budget, get started that way, five years from now plastic and cardboard will come back. He stated that he believed he had said enough and the commission knew where he was headed. He thanked the Commissioners for their time, attention and for listening to their group.

Mr. Love stated he wanted to thank Mr. Ott and Mr. Sirmans because they had been a valuable asset to the neighborhood and community. North Rome covers a large area and we have members on the board from different parts of that community. He stated that he again wanted to thank the Commissioners for taking the time to listen to them and hopefully address their concern. He stated he would answer if anyone had any questions.

Commissioner Bagwell stated he would like to make a few comments. He stated that he appreciated that Mr. Love, Mr. Ott and Mr. Sirmans came to the Commission meeting and talking to them about recycling. He stated he sat on the recycle committee with Commissioner Hancock and both committees are xxx to moving that facility. It needs to be moved and he has seen it for the last 7.5 years he has been on the commission and they have done nothing but put a band aide on the operation up there. That is not going to cure the problem. To cure the problem it is going to take moving that facility somewhere else. He stated they have looked at their options of leasing some other buildings around the county. The most viable option he sees, and it is just his opinion, is to just build a new facility at Walker Mountain Road. Money is not an object because there is \$9M set up in the solid waste fund that is to post closure on the landfill out there. He stated they could borrow from the fund to build the facility and repay the fund. Much like the city borrowed from their healthcare fund to build the mausoleum at Myrtle Hill. He thinks that is the first number one option they need to consider and partner

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with the City Commission and get the job done. He stated their next meeting with Solid Waste is two weeks from today and he believed it need to be rescheduled because they would be in Jekyll Island. County Manager McCord stated that Commissioner Hancock would be the only one going. Commissioner Bagwell stated that they really needed Commissioner Hancock on board and to see if they could get it scheduled to next week sometime. He stated he knew the City Council held a meeting last month when they were going to discuss it and they did not need to cancel it again. He stated they needed to consider building a brand new facility at Walker Mountain Road using the fund of \$9M to furnish and build it and repay the fund, over 5,10, 15 years whatever is deemed at appropriate. Personally, he is committed to moving the facility. It is an eyesore, and all that they have done is put band-aide after band-aide on that facility and it is still and ugly recycle facility. He stated it would be a great improvement to that neighborhood to get it done. He again thanked the gentlemen again for coming and speaking to the Commission.

Commissioner Wallace stated that she also wanted to thank Mr. Love for being there. She knew that they spoke and she gave her thoughts in caucus but to please know the Commission does understand your concerns and they were behind them and they did want it cleaned up as well and they were committed to do something. Hopefully, as she said in caucus, they have in October a planning meeting and that is one thing they have asked to discuss in that meeting to come up with some options to do some type of improvements. If it's moving the facility, whatever the outcome may be. Please know that they appreciate what they have done. She thanked Mr. Sirmans and Mr. Ott for being there and for helping Mr. Love. She commended them on the great job they have done and to know they (the commission) are coming along, just a little bit slower.

PROCLAMATIONS

1. **National Preparedness Month, September 2016, EMA Director Tim Herrington will be present to receive.**

Commissioner Wallace stated that Mr. Herrington was not there to accept the proclamation. She stated that she was not going to read the whole proclamation but she wanted to say one quick quote from the proclamation that says: We observe National Preparedness Month, we urge individuals, businesses and organizations to follow this year's theme "be disaster aware, take action to prepare". She stated she thought that was very important for them to remember that. She wished Mr. Herrington was there but he was serving the community in a different location and got tied up. We will present this to him at a later date. The month of September is National Preparedness Month.

ADOPTION OF MINUTES:

Chairman Maxey asked County Attorney Wade Hoyt if the minutes were in order. County Attorney Hoyt stated the minutes have been reviewed and are in order. MOTION made by Commissioner Bagwell to adopt the minutes of the Caucus and Regular Meeting of February 09, 2016. SECOND by Commissioner Wallace. VOTING:

YES NO

Commissioner Wallace
" Bagwell
Chairman Maxey

Motion Carried

FIRST READINGS

(PUBLIC HEARING HELD SEPTEMBER 22, 2016)

1. **FILE #91-2016SUP REQUESTS SPECIAL USE PERMIT FOR FAR, RETREAT ON PROPERTY ON MINSHEW ROAD IDENTIFIED ON FLOYD COUNTY TAX MAP L10Z AS PARCEL 016 (S-R) SUBURBAN RESIDENTIAL (PLANNING COMMISSION RECOMMENDATION: APPROVE. [VOTE: 8-0].)**

Chairman Maxey stated the Public Hearing would be held on September 22, 2016

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CHAIRMANS REPORT:

1. Citizen Appointments.

a. Appoint Greyson Oswald-Smith to the Floyd County Library Board and Sara Hightower Regional Library Board for a three year term to expire June 30, 2019

Commissioner Maxey made a MOTION to Appoint Greyson Oswald-Smith to the Floyd County Library Board and Sara Hightower Regional Library Board for a Three Year Term Set to Expire June 30, 2019. SECOND by Commissioner Bagwell. VOTING:

YES NO

Commissioner Wallace
" Bagwell
Chairman Maxey

Motion Carried

COMMISSIONER'S REPORT:

1. Administrative/Finance Committee- Commissioner Maxey, Chairman

Next meeting, Monday, September 19, 2016, at 9:30am.

2. Public Safety Committee- Commissioner Wallace, Chairman

Next meeting, Wednesday, September 14, 2016, at 8:00am.

3. Public Works Committee- Commissioner Hancock, Chairman

County Manager McCord provided an update on the Everett Springs Bridge Project. He stated that late yesterday afternoon at about 6 P.M. the bridge did open. He stated they are really excited about the bridge and having it open for all traffic, especially the school buses will be able to cross it. He was not sure if they were able to cross it this morning but they would be able to do it tomorrow and this afternoon. He stated 12 days after the piles were certified they were able to get the bridge in place which is what he had hoped they had done back in May and early June. He stated he was still proud of the project regardless of the issues they had getting the 10 piles certified, it has turned out to be a much needed improvement for that area. It will provide more capacity for the road way for that basin that comes off the mountain, through Johns Creek and the tributary that the bridge crosses Johns Creek. He stated they were excited about it but there would be some minor single lane closures as they continue to work on the guard rail and also working on the wing walls for the bridge structure. She stated they have not done the asphalt paving yet, they are going to wait a couple of days to make sure there are no failures before they put permanent paving on it but it would be paved one day next week.

4. Water Committee- Commissioners Fricks, Chairman

Next meeting, Monday, September 19, 2016, at 3:30pm.

5. Judicial Services Committee (CJIS)- Commissioner Fricks

No report.

6. Floyd County Library Board- Commissioner Bagwell

Next meeting, Thursday, November 17, 2016, 4:00pm.

7. Special Committee Reports.

No report.

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a. Fire Overview Committee- Commissioner Bagwell & Fricks

No report.

b. Joint Services Committee- Commissioners Bagwell & Maxey

No report.

c. Joint Development Oversight Committee- Commissioners Bagwell & Wallace

Next meeting, Tuesday, November 10, 2016, at 10:00am

d. Joint Solid Waste Oversight Committee- Commissioners Bagwell & Hancock

Next meeting, Tuesday, September 27, 2016, at 9:30am.

e. SPLOST Project Overview Committee- Commissioners Fricks & Hancock

No report.

f. RFPRA Task Force Committee – Commissioners Maxey & Fricks

Next Meeting Tuesday, September 20, 2016, at 9:30am.

g. Transportation Policy Committee (TPC) – Commissioners Bagwell & Fricks

No report.

CLERK’S REPORT:

Consent Agenda

Assistant Manager Gary Burkhalter stated there was one item placed on the Clerk’s Consent Agenda which has been reviewed, and is submitted for approval.

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

YES NO

Commissioner Wallace
" Bagwell
Chairman Maxey

Motion Carried

- 1. Approve submission of application for additional LMIG funds to alter the Connection of Blacks Bluff Road to the bypass (Temporary Road 746). Floyd County Public Works will do the work and GDOT has agreed to cover the cost of the materials. GDOT will pay the County \$85,124.00 to cover the material cost. The County is required to have a 30% match (\$25,538). This will be matched with in-kind labor and equipment.**

MANAGER’S REPORT:

- 1. APPROVE THE RECOMMENDATION FROM PUBLIC WORKS TO ACCEPT THE BID PRICES SUBMITTED BY SPRIGGS CONSTRUCTION GROUP, LLC ON AUGUST 4, 2016 FOR MISCEKANEOUS CONCRETE PROJECT. THE MAJORITY OF THE WORK WILL BE CHARGED TO THE INFRASTRUCTURE SPLOST 318638-66100 IN LINDALE AND THE RIVERSIDE COMMUNITY**

County Manager McCord stated there were five (5) items for consideration. He stated item one will be to approve recommendation of Public Works Committee to accept bid prices submitted by Spriggs Construction LLC. He stated they requested for bids back in August and they only received one bid even

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though they sent it out to several local firms and also posted it on the state website. He stated he recommended approving it because it is a very comparable to the unit price they have seen in other contracts and also very similar to the one recently bid to the City of Rome. He recommended to approve the recommendation from Public Works to accept the bid prices submitted by Spriggs Construction LLC, for miscellaneous concrete construction throughout Floyd County. This will primarily, at least initially be done in Lindale and Riverside communities as part of SPLOST

Chairman Maxey called for a motion. Commissioner Wallace made a MOTION to Approve the Recommendation from Public Works to Accept the Bid Prices submitted by Spriggs Construction LLC, for Miscellaneous Concrete Construction Throughout Floyd County in the Lindale and Riverside Communities as part of SPLOST. SECOND by Commissioner Bagwell. VOTING:

YES	NO
Commissioner Wallace	
" Bagwell	
Chairman Maxey	

Motion Carried

2. APPROVE AGREEMENT BETWEEN FLOYD COUNTY GOVERNMENT AND ACTION RENTAL TO REIMBURSE 100% OF THE COST FOR THE INSTALLATION OF FENCING ALONG THE PROPERTY LINE ON THE NORTH SIDE OF THE ROME FLOYD RECYCLING CENTER TO HELP SECURE FLOYD CCOUNTY'S PROPERT AS WELL AS ACTION RENTAL'S PROPERTY IN CONSIDERATION FOR ACTION RENTALS AGGREEING TO PROVIDE FLOYD COUNTY ACCESS TO THE SOUTHEAST CORNER. THE COST OF THE FENCE IS \$6,720.00

County Manager McCord stated item two is an agreement between Floyd County and Action Rent All to reimburse the cost of installation of a fence along the perimeter, or border, of our joint properties. This payment is in the amount of \$6,720.00 and it is more for access rights than the actual cost of the fence, although, that was the price they settled on is the \$6,720.00. He stated that this would be a common fence it will help our access and security of the recycling center area and it also allows them access as they exit the scales in the attached map they have reviewed. It would allow them to exit the scales without having issues with the fence. He recommended to approve the agreement between Floyd County Government and Action Rent All in the amount of \$6,720.00 for access right to the southeast corner of the property and also use of the common fence.

Chairman Maxey called for a motion. Commissioner Wallace made a MOTION to Approve the Agreement Between Floyd County Government and Action Rent All in the Amount of \$6,720.00. SECOND by Commissioner Bagwell. VOTING:

YES	NO
Commissioner Wallace	
" Bagwell	
Chairman Maxey	

Motion Carried

3. AUTHORIZE AGREEMENT BETWEEN ROME FLOYD UNIFIED YOUTH FOOTBALL LEAGUE (RFUYFL) AND ETOWAH VALLEY FOOTBALL OFFICIALS ASSOCIATION TO OFFICIATE RFUYFL GAMES DURING THE 2016-17 SEASON AND PLAYOFF GAMES. THE RATE OF PAY WILL BE \$120.00 PER REGULAR SEASON AND PLAYOFF GAME. THE JAMBOREE PAY RATE WILL BE \$80.00 PER TWO GAMES (RUNNING CLOCK AND OR 45 MINUTE MAX PER GAME).

County Manager McCord stated that item three is the agreement between Rome Floyd Unified Football League and Etowah Valley Football Officials Association to officiate Recreation football games to be at \$120.00 for the crew, per game, and \$80.00 per crew for a jamboree which includes a running clock and a lot shorter event. He stated it was with Etowah Valley Association, it has been the same crew they have used in the past and as he mentioned in caucus it would probably be something they would take action on under the Clerk's Consent Agenda in the future. He recommended to approve the agreement between Rome Floyd Unified Football League and Etowah Valley Officials Association for the games to be plaid in 2016-2017 season and

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playoff games. Rate of play will be \$120.00 per regular season and playoff game with the jamboree pay rate being \$80.00 for two games, running clock and or 45 minute max per game.

Chairman Maxey called for a motion. Commissioner Bagwell made a MOTION to Authorize Agreement Between Rome Floyd Unified Youth Football League and Etowah Valley Football Officials Association During the 2016-2017 Season and Playoff Games at a Rate of \$120.00 Per Regular Game and Playoffs with the Jamboree Pay Rate Being \$80.00 for Two Games, Running Clock and or 45 Minutes Max Per Game . SECOND by Commissioner Wallace. VOTING:

YES NO

Commissioner Wallace
" Bagwell
Chairman Maxey

Motion Carried

4. APPROVE INVESTIGATOR POSITION AND CONTRACT FOR PUBLIC DEFENDERS OFFICE AT A PAYGRADE OF 116. THIS WILL BE POSITION NUMBER #518001 .

County Manager McCord stated item four is the approval of an investigator position and contract for the Public Defender's office at pay grade 116. He stated this has previously been done through a company that did investigative services for the Public Defender's office. With the recommendation they would be converting this new person to pay grade 116, they would be a non-civil service county employee with the attached contract as part of their condition of employment. He recommended to approve the investigator position and contract for the Public Defender's office at pay grade 116. Position number #518001 and there will be no required budget revision for this change in service.

Chairman Maxey called for a motion. Commissioner Wallace made a MOTION to Approve Investigator Position and Contract for the Public Defender's Office at a Paygrade of 116, Position Number #518001. SECOND by Commissioner Bagwell. VOTING:

YES NO

Commissioner Wallace
" Bagwell
Chairman Maxey

Motion Carried

5. ACCEPT PROPERTY DONATION OF SHANNON MILLS FLAGPOLE AND WORLD WAR II MEMORIAL.

County Manager McCord stated the last item is the donation of the property at Shannon Mills that houses the mill flagpole and World War II Memorial. He stated they met with some local residents a few weeks ago about the property. It is the grassed area along the circled area in front of the old administrative offices for the Shannon Mills. He stated they think it would be a great addition to the park service. They have discussed it with Recreation Department and they have no issues in maintaining it. He stated it has a flagpole and a World War II Memorial around it. He stated they have done similar things in other parts throughout the county and he thinks it would be an appropriate thing for them to take on to maintenance since it will not be any additional expense since they maintain the Shannon Park already. He recommended to accept property donation of Shannon Mills flag pole and World War II Memorial. He stated the County Attorney would be bringing it back at the next consent with a quit claim deed and legal description.

Chairman Maxey stated they would also like to thank Commissioner Bagwell for bringing it to their attention as something they needed to look into. County Manager McCord Agreed.

Chairman Maxey called for a motion. Commissioner Bagwell made a MOTION to Approve Accepting Property Donation of Shannon Mills Flagpole and World War II Memorial. SECOND by Commissioner Wallace. VOTING:

YES NO

Commissioner Wallace

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" Bagwell
Chairman Maxey

Motion Carried

OTHER BUSINESS

Commissioner Wallace stated that they probably need to note to the public about our next meeting change. She asked if County Manager McCord wanted to do that and that she knew they moved it to September 22, 2016

County Manager McCord stated that the next agenda session and meeting has been moved due to Commission Training and some other professional conflicts. He stated the next agenda session will be held on Monday, September 19, 2016 tentatively looking at 10:30 AM. He stated they will confirm that with a legal notice. The next Commission meeting will be on September 22, 2016 on a Thursday and it would be at the regular evening time of 6:00 P.M. Caucus tentatively at 5:00 P.M, they would decide that at their agenda session. It would be not later than 5, no earlier than 4.

Commissioner Bagwell stated due to most commissioners being in Jekyll Island for the Legislative Conference they needed to move the Solid Waste meeting.

County manager McCord stated that he was looking at that and they were not required to be there until 8:00 A.M Wednesday. What they may do, after he checks with Commissioner Hancock, is if he will be here on Tuesday they will leave it at that 9:30 A.M meeting. If not, they will try to move it up; they could possibly move it up to Monday, September 26, 2016. He stated he would make sure they met during the week before they leave.

ADJOURNMENT:

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

YES NO

Commissioner Wallace
" Bagwell
" Hancock
Chairman Maxey

Motion Carried

ATTEST:

ERIN ELROD, FLOYD COUNTY CLERK

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**FLOYD COUNTY BOARD OF COMMISSIONERS
CAUCUS
September 13, 2016 1:00 PM**

Present: Commissioners Irwin Bagwell, Larry Maxey, and Rhonda Wallace, County Manager Jamie McCord, Assistant Manager Gary Burkhalter, and County Attorney Wade Hoyt

Charles Love spoke in caucus concerning North Rome Community Action Committee and the Recycling Center.

ATTEST:

ERIN ELROD, FLOYD COUNTY CLERK