

The Board of Commissioners of Fayette County, Georgia met in Official Session on Wednesday, October 4, 2006 at 3:30 p.m. in the public meeting room of the Fayette County Administrative Complex, 140 Stonewall Avenue, Fayetteville, Georgia.

COMMISSIONERS PRESENT: Greg Dunn, Chairman
 Linda Wells, Vice Chair
 Herb Frady
 Robert Horgan
 Peter Pfeifer

STAFF MEMBERS PRESENT: Chris Venice, County Administrator
 William R. McNally, County Attorney
 Carol Chandler, Executive Assistant
 Peggy Butler, Chief Deputy Clerk

Chairman Dunn called the meeting to order. He dispensed with the invocation and pledge to the flag.

OLD BUSINESS:

Discussion of the organizational assessment by the U.G.A. Carl Vinson Institute of Government of the present County departmental structure and recommended changes.

Commissioner Frady said he received the letter dated September 11, 2006 from Chairman Greg Dunn regarding the hiring of the Chief Financial Officer for Fayette County. He said the two new commissioners coming on board in January 2007 had studied the organization chart furnished by the University of Georgia Carl Vinson Institute and were in disagreement with the recommended organization structure. He said they had asked that the present Board not act on this until after the first of the year because they were going to make changes that would affect anyone hired to do a job that was on this chart.

Commissioner Frady said he could not see \$610,000 for funding five positions as something that would make the county more efficient. He said he thought there were other ways to do this. He said this would be changed in January. He said there would be an organization chart but it would be changed. He said he and Commissioner Horgan agreed with not hiring anyone until after the first of the year.

Commissioner Horgan stated that what the Carl Vinson Institute provided to the county was not really structured for Fayette County. He said it was a lot of money and included higher positions that they did not need. He said since he had been on the Commission he felt things had been running smoothly with the staff that was in place. He said he did believe they needed to add some people. He said he agreed with Commissioner Frady that with the onset of two new commissioners they needed to wait and let them have the opportunity to add the people they felt were necessary.

Commissioner Wells said with all due respect she thought that was a very bad idea. She said they had been maintaining in the Finance Department because they had very good people who could maintain. She said they did not have any leadership in the Finance Department and that was a very critical element of Fayette County and its future. She said this was an area that the County Administrator leaned on very heavily especially as they were preparing to go into the budgetary cycle. She said by January all of the directives would have gone out to the department heads setting the parameters for the budget for the upcoming year. She said direction would have been given to the people as to how to plan the budget and what the county was looking forward to. She said to put this off until January with two new people coming in, these two individuals had never held this position and never done anything but look at that structure. She said

a structure on a piece of paper was far different than people, the working of the department heads, the personalities, and the objectives of Fayette County. She said with all due respect, to put this off until they got here would be a huge mistake. She said they needed to be making decisions now as to how the budgetary cycle would go next year. She said they needed someone who knew what was going on because by March the budget had to be done and hearings had to be done by May.

Commissioner Wells said she felt the County Administrator had a great deal of sense and had done an absolutely fabulous job of running this county. She said she felt the County Administrator had the capability of knowing how to speak to each board member and knowing the direction of the board she could not see two new people taking Fayette County in a totally different direction. She said she thought they could hire a CFO that could be given direction today or January or July of next year and Fayette County could be moving forward. She said for them to sit still and do absolutely nothing at this point and time was inane.

Commissioner Pfeifer said he agreed with Commissioner Wells. He said Commissioner Frady referred to Chairman Dunn's letter and he felt in reading that letter his willingness to put the bulk of this plan on hold until the new commissioners came in was being more than fair and more than meeting everyone half way. He said he had been unhappy that they had not replaced the CFO before now but he understood there were difficult circumstances in his departure and some uncertainty and that was why they did not do it. He said he wished they had a CFO on board right now. He said even if they start the process today there was no guarantee they would find someone who was suitable by January. He said they needed to get started on that process.

Chairman Dunn said to anticipate this problem he communicated with the board that it would not be appropriate in their departing situation to reorganize the whole county. He said they were intending to reorganize the structure but some of the present commissioners would not be here after the first of the year. He said it seemed it would be better to leave the bulk of this to the new governing authority. He said he happened to know that it was a struggle in the Finance Department. He said not only were they needing to hire a CFO, but they also had lost some key people below that person. He said they did not see the impact of bad personnel decisions for a long time after they were made. He said there was a budget and budget guides to get out. He said with this position being the only one recommended at this time if the new board developed a restructured organization there could still be changes made to the CFO job description. He said he believed they needed to get on with it.

Commissioner Frady said what he was reading was the addition of five different people and one of the additions was a Chief Financial Officer. He said it was not a replacement. It was something else. He said he had not heard anyone complain about what was going on in the Finance Department. He said he questioned some of the concerns about hiring new people and losing people. He said it was his understanding they hired people who were ready to step into the job and perfectly capable of doing so. He said the people that were there now did the bulk of the work when it came to the budget because Mary and Tom did most of that work.

Chairman Dunn remarked that Tom was leaving. He said he was going to the Elections Office.

Motion was made by Commissioner Wells, seconded by Commissioner Pfeifer, authorizing the County Administrator to post the advertisement for the Chief Financial Officer in charge of Finance, Accounting, Budget, Reporting, Purchasing and Inventory, to be hired as quickly as was feasible and practical for the county. Discussion followed. A copy of the letter sent to the Board, identified as "Attachment No. 1", follows these minutes and is made an official part hereof.

Chairman Dunn said that under the Chief Financial Officer there would be Finance, Accounting, Budget, Reporting, Purchasing and Inventory and they could not let any of those critical factors slide for six months.

Commissioner Frady said one of his objections to the way they presented this thing was that Finance and Purchasing should not be supervised by one person. He said they should be two different departments for obvious reasons.

Chairman Dunn said the salary for the Chief Financial Officer had been mentioned. He said the second part of the study, which were the salaries, had not been done. He said his assumption was if a CFO was hired the salary would be at the current level.

County Administrator Chris Venice said it would be at the grade level 42 which was the same as the previous employee who held that position.

Commissioner Frady said the salary for this particular person was \$114,000 and with benefits made it \$139,000.

Chairman Dunn said the people from Carl Vinson said they had found similar positions in other counties at that level. He said they were not recommending those salaries for here at this point because they had not done the salary study.

Commissioner Frady asked what salary would this person be hired at.

Chairman Dunn said at the same salary range the previous Finance Director had when he left.

Chris Venice said the range was minimum of \$69,368 to a maximum of \$104,052.

Commissioner Frady said on the chart it was listed as \$114,000.

Chairman Dunn said the study said they had found those levels but they had not asked them at this point for part two of the study which was the salary study and it had not been done yet. He said if the salary study came back and the board was not satisfied with it they did not have to execute it.

Commissioner Wells said the important thing to remember was they were not implementing any part of that study. She said they were not reorganizing or setting new salaries. She said all they were doing was filling a vacant position that had been vacant long enough and budget time was coming up. She said they were not changing the job description and were not changing the classification. She said they were merely hiring someone to be in that position so that the county's budgetary cycle could move on in a timely fashion. She said all the other decisions as to whether or not to restructure the organization chart or the salaries was to be left for a later date.

Chairman Dunn asked when would the salary study be done. Chris Venice replied as soon as the board approved the structure as the salary study would be based on the structure.

Motion carried 3-2. Commissioner Frady and Commissioner Horgan voted in opposition.

CONSENT AGENDA: Motion was made by Commissioner Wells, seconded by Commissioner Pfeifer, to approve the Consent Agenda as presented. Motion carried 5-0.

BID AWARD #580 CHEMICALS

Approval of staff recommendation to award Bid #580 (Chemicals) for the Water System to low bidders, General Chemical, Brenntag Mid-South, Inc., Industrial Chemicals, Inc., Southern Lime Company, Calciquist, Inc. and for Phosphates to Pristine Water Solutions, Inc. at \$82.50 per pail and authorization for the Chairman to execute

a subsequent contract. A copy of the bid award, identified as "Attachment No. 2", follows these minutes and is made an official part hereof.

ITEMS FOR AUCTION

Approval of recommendation from the Director of Purchasing Tim Jones to approve the list of unserviceable items to be sold at the County's auction which will be held on October 14, 2006. A list of the unserviceable items to be sold at auction, identified as "Attachment No. 3", follows these minutes and is made an official part hereof.

NATIONAL REIMBURSEMENT GROUP IDENTIFIED AS COUNTY'S PATIENT BILLING CONTRACTOR

Approval of the Department of Fire and Emergency Services' request for authorization to execute the Power of Attorney, as required by Georgia Medicaid regulations, identifying the National Reimbursement Group as the County's patient billing contractor. A copy of the request, identified as "Attachment No. 4", follows these minutes and is made an official part hereof.

ELECTIONS CLERK POSITION

Approval of staff's recommendation for a new Elections Clerk position in the Elections Office effective immediately. A copy of the request, identified as "Attachment No. 5", follows these minutes and is made an official part hereof.

TRAFFIC SIGNAL AT S.R. 74 AND SANDY CREEK ROAD

Approval of staff's recommendation for authorization for the Chairman to execute the signal application for the traffic signal at S.R. 74 and Sandy Creek Road. A copy of the request, identified as "Attachment No. 6", follows these minutes and is made an official part hereof.

TRAFFIC SIGNAL AT S.R. 54 AND HUIET ROAD

Approval of staff's recommendation for authorization for the Chairman to execute the signal application for the traffic signal at S.R. 54 and Huiet Road. A copy of the request, identified as "Attachment No. 7", follows these minutes and is made an official part hereof.

DISPOSAL OF OLD AND WORN OUT UNIFORMS FROM E-911 COMMUNICATIONS

Approval of staff's recommendation to destroy old and worn out uniforms from E-911 Communications which are no longer serviceable. A copy of the request, identified as "Attachment No. 8", follows these minutes and is made an official part hereof.

TRANSFER OF FUNDS WITHIN E-911 COMMUNICATIONS

Approval of staff's recommendation for a budget transfer for funds from E-911 Regular Salaries to Overtime Salaries in the amount of \$10,000 to cover unexpected expenses due to FMLA leaves. A copy of the request, identified as "Attachment No. 9", follows these minutes and is made an official part hereof.

PRISON WORK DETAIL CONTRACT

Approval of staff's recommendation for authorization for the Chairman to execute a prison work detail contract with Spalding County. A copy of the agreement, identified as "Attachment No. 10", follows these minutes and is made an official part hereof.

TAX REFUNDS AND TAX ABATEMENTS

Approval of the list of tax refund and tax abatement requests as recommended.

PUBLIC COMMENT:

Members of the public are allowed up to five minutes each to address the Board on issues of concern other than those items which are on this evening's agenda. There was no public comment.

STAFF REPORTS

Executive Assistant Carol Chandler reported that the Fayette County Republican Party had notified the County that they had appointed David Studdard to serve on the Board of Elections and Voter Registration. He was filling the vacancy created by the resignation of Richard Hobbs. She asked the Board to vote to certify this appointment and forward this action to the Clerk's office to be recorded.

Motion was made by Commissioner Frady, seconded by Commissioner Pfeifer, to certify the appointment of David Studdard to the Fayette County Board of Elections and Voter Registration. A copy of the Certification of Appointment, identified as "Attachment No. 11", follows these minutes and is made an official part hereof.

Executive Assistant Carol Chandler reminded the Board that the county auction was going to be held on October 14. She asked the Board to declare the Lexmark Optra SC1275 Color Printer in the Commissioners' office no longer serviceable and to approve the disposal of it by placing it in the County auction.

Motion was made by Commissioner Wells, seconded by Commissioner Pfeifer, to declare the Lexmark Optra SC1275 printer in the Commissioners' office as unserviceable and to dispose of it by placing it in the County auction. Motion carried 5-0

County Attorney Bill McNally asked the Board for an Executive Session to discuss one legal item.

Motion was made by Commissioner Wells, seconded by Chairman Dunn, to adjourn to Executive Session to consider one legal item. Motion carried 5-0.

EXECUTIVE SESSION

LEGAL: County Attorney Bill McNally discussed a legal item with the Board.

It was the consensus of the Board for the attorney to proceed in this matter.

Motion was made by Commissioner Wells, seconded by Commissioner Pfeifer, authorizing the chairman to execute the Executive Session Affidavit affirming that one legal item was discussed in Executive Session. Motion carried 5-0. A copy of the Affidavit, identified as "Attachment No. 12", follows these minutes and is made an official part hereof.

There being no further business to come before the Board, Chairman Dunn adjourned the meeting at 4:10 p.m.

Peggy Butler, Chief Deputy Clerk

Gregory M. Dunn, Chairman

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The foregoing minutes were duly approved at an official meeting of the Board of Commissioners of Fayette County, Georgia, held on the 26th day of October 2006.

Peggy Butler, Chief Deputy Clerk