

The Board of Commissioners of Fayette County, Georgia met in Official Session on January 2, 2002, 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
Linda Wells
Herb Frady
Peter Pfeifer
A.G. VanLandingham

STAFF MEMBERS PRESENT: Chris W. Cofty, County Administrator
Carol Chandler, Executive Assistant
William R. McNally, County Attorney
Karen Morley, Chief Deputy Clerk

Commissioner Dunn called the meeting to order offered the invocation and led the pledge to the Flag.

ELECTION OF BOARD CHAIRMAN FOR THE YEAR 2002:

On motion made by Commissioner Wells, seconded by Commissioner Pfeifer to nominate Commissioner Greg Dunn to serve as Commission Chairman for the year 2002. The motion carried 4-1 with Commissioner Frady voting in opposition.

ELECTION OF BOARD VICE CHAIR FOR THE YEAR 2002:

On motion made by Commissioner Pfeifer, seconded by Chairman Dunn to nominate Commissioner Linda Wells to serve as Commission Vice Chair for the year 2002. The motion carried 4-1 with Commissioner Frady voting in opposition.

Commissioner Frady commented that he felt the Board was a little off as to how it was looking at issues and the way the Board was representing the taxpayers of the county. He said this had nothing to do with personalities. He said remarked that he had never voted in favor of the way the jail was financed. He said he was also in favor of the roll back of taxes. He said he had not voted on the sewer in Tyrone beyond the point of trying to discourage it. He said this was nothing personal but he felt these were issues that he felt strongly about. He said this was his reason for voting in opposition.

WORLD WAR II MEMORIAL PICTURE PRESENTED TO THE BOARD:

Commissioner VanLandingham announced that Antonio Gray representing the Knights of Columbus together with Tom Illingsworth were going to present a picture of the World War II Memorial to the Board.

Antonio Gray said he was the Faithful Navigator of Father Bethel's Assembly in Fayetteville. He said they consisted of Knights of Columbus from surrounding areas such as Sharpsburg, Peachtree City, Thomaston, Griffin and Barnesville. He said this award

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had been presented to them as a Patriot Award. He said they did not have a place appropriate enough in the church to place it and they felt it appropriate to present it to Fayette County on behalf of the Knights of Columbus.

Chairman Dunn remarked that he was proud to accept this picture. He said this was one additional way of honoring the World War II veterans. He thanked Mr. Gray and Mr. Illingsworth for their presentation and also Commissioner VanLandingham for facilitating the presentation.

CONSIDERATION OF RESULTS OF PAY AND CLASSIFICATION STUDY:

Director of Finance Mark Pullium remarked that in May of 2001 the Board of Commissioners authorized and directed staff to conduct a pay and classification study. He said this had been completed by M.G.T. of America, Inc. and a draft of their findings was presented to each individual Commissioner in early December. He said a final report was given to the Board last Friday.

Commissioner Frady said he had asked Mr. Cofty if any significant changes had been made in the report and Mr. Cofty had said no. He said he liked the document presented as a draft. He said he had no problems with the document.

Commissioner Pfeifer said he had a lot of questions that he did not feel could be answered today. He said it would be fine if the Board wanted to discuss it today but he did not want any action to be taken until the January 10th meeting.

Chairman Dunn remarked that based on Commissioner Pfeifer's request, the Board would be tabling any vote on the pay plan until the January 10th meeting. He said he would also like to make the same request. He said he had read the document in detail and he had some questions as well. He remarked that generally he would say that this was a very good study and certainly indicated that there were a lot of adjustments to make in order to treat everybody fairly. He said the Board would certainly try to arrive at the very best conclusion that it could. He said he just needed some additional information and would also like to table this item.

Commissioner Wells remarked that she was prepared to vote in favor of the study today. She said she had discussed this with the Chairman and they did have some philosophical differences as to how some of the issues were arrived at. She said she felt it was a fair and equitable conclusion and she could fully support it. She said the only thing that she would request was that the Board make it a date certain for a vote at the next Commission meeting. She said during the last ten years the Board had looked at three different pay studies and had led employees to believe that a fair and equitable pay study would be implemented. She felt it was time for the Board to step up to the plate and to proceed along those lines. She felt the Board had just been putting this off and putting this off and she asked that for sure and certain the Board did make a definitive commitment to take a

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vote at the January 10th meeting. She said there was a policy in place that if the Board wanted to table an item one time that this could be done. She said this was not something that the Board was putting off indefinitely but the Board did have a commitment to do something definitive on January 10th.

Commissioner Frady agreed and felt the Board might need to possibly think about it being retroactive if necessary because of finances since it was a six month program.

Chairman Dunn said he had approximately twenty-two questions and those questions were all of the nature that a meeting with Chris, Connie and Mark could resolve. He said he would be ready to vote on this item at the January 10th meeting.

Commissioner VanLandingham said he would echo what Commissioner Wells had said and what Commissioner Frady had confirmed. He said he was ready to vote on this issue today. He said the company that performed the study had assured the Board that the integrity of the study was pure and that they had operated within the parameters that the Board had assigned. He said there was no deviation at all. He said the unique position that Fayette County holds to surrounding counties was there and M.G.T. of America observed that. He felt the study was fair, equitable and past due. He said he was prepared to vote right now. He said he did not feel there needed to be any question as to how M.G.T. of America arrived at their conclusion to the study. He felt this was immaterial and he hoped everyone would accept their conclusion.

Commissioner Frady said he and Commissioner VanLandingham had reviewed the report thoroughly with the representative from M.G.T. and all of their questions had been answered.

Chairman Dunn said he was trying to make sure that what the Board approved was going to be the foundation of the pay and classification system from now on and that there was not going to be any confusion as to how the Board arrived at this and why and how they were done. He said this was not the end all to the pay and classification analysis in this county. He said the Board would have to look at this every year. He said there would not be a full blown study every year but it would have to be reviewed every year to make sure that Fayette County was keeping track with others in the region and to make sure that Fayette County employees were being treated fairly. He felt that everyone on this Board and all of the directors needed to be in a position where they can clearly articulate to all of their workers what happened, why and how. He said he felt the Board had a pretty good document in front of it and mostly everything could be worked out.

Commissioner Frady said he did not feel that this would eliminate the fact that the Board needed to look at joining the labor pool. He said over the next several years he felt changes would be made in that although he did not foresee it happening anytime soon.

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He said he agreed that the pay scales and that sort of thing needed to be kept up on an annual basis.

Chairman Dunn felt a combination of what was in the pay plan plus the fact that the Board had instituted and would continue to have a cost of living plan in place forever and in addition there was merit pay for the most deserving employees that all of this together put the county in a very good position. He said on an annual basis there might only be a very minor tweaking to do here and there. He said Fayette County had come a long way in the last decade and there were a lot of employees who had been around at least that long. He felt those employees would agree that the county had come from nowhere to a pretty good program. He said he would be ready to vote on January 10th.

It was the consensus of the Board to table this matter to the January 10th Commission meeting.

MARILYN WATTS REAPPOINTED TO THE BOARD OF ELECTIONS:

Chairman Dunn asked for the Board's pleasure on this matter.

On motion made by Commissioner Frady, seconded by Commissioner VanLandingham to reappoint Marilyn Watts to the Board of Elections to serve a four year term, discussion followed.

Chairman Dunn said he would like to thank Marilyn Watts for her previous four years of service. He said Marilyn took her job seriously and he appreciated her wanting the job for four more years.

The motion carried 5-0.

CONSENT AGENDA: Commissioner Frady requested item #5 be removed for discussion. On motion made by Commissioner Wells, seconded by Commissioner Frady to approve consent agenda Items 1, 2, 3, 4, 6, 7, 8 and 9 as presented. The motion carried 5-0.

AUTHORIZATION TO SIGN CHECKS: Approve authorization to sign checks combining any of the following two signatures for transactions exceeding \$5,000: Chairman, Vice Chairman, County Administrator.

AUTHORIZATION TO SIGN CHECKS: Approve authorization to sign checks for transactions of \$4,999 or less: the Chairman, Vice Chairman, County Administrator.

AUTHORIZATION TO EXECUTE CONTRACTS, RESOLUTIONS, AGREEMENTS AND OTHER DOCUMENTS: Approval of the Chairman and Vice Chairman to

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execute contracts, resolutions, agreements and other documents on behalf of the Board of Commissioners.

MEETING SCHEDULE FOR 2002: Approval of proposed meeting schedule for 2002.

RESOLUTION NO. 2002-01: Approve Resolution No. 2002-01 to appropriate funds necessary for the lease payment on the jail expansion and courthouse.

Commissioner Frady remarked that he opposed this method of payment and he would therefore oppose the Resolution.

Commissioner VanLandingham interjected that this payment was a fact and if it was not paid there would be no jail.

Chairman Dunn said he was not sure he understood Commissioner Frady's concerns.

Commissioner Frady replied that he had objected to the method in which the county was paying for the jail. He felt it should have been on a local option sales tax and this Board had voted not to do that. He said therefore he was going to oppose this Resolution.

On motion made by Commissioner VanLandingham, seconded by Commissioner Wells to approve item #5 as presented. The motion carried 4-1 with Commissioner Frady opposing the motion. A copy of Resolution No. 2002-01, identified as "Attachment No. 1", follows these minutes and is made an official part hereof.

RESOLUTION NO. 2002-02: Approve Resolution No. 2002-02 renewing Resolution No. 90-07 which imposes a \$1.50 monthly "911" charge upon each exchange access facility subscribed to by telephone subscribers. A copy of Resolution No. 2002-02, identified as "Attachment No. 2", follows these minutes and is made an official part hereof.

RESOLUTION NO. 2002-03: Approve Resolution No. 2002-03 renewing Resolution adopted on March 25, 1999 which imposes a \$1.00 monthly "911" wireless enhanced charge upon each exchange access facility subscribed to by telephone subscribers. A copy of Resolution No. 2002-03, identified as "Attachment No. 3", follows these minutes and is made an official part hereof.

SONS OF CONFEDERATE VETERANS - SIGN REQUEST: Approval of request from Scott Gilbert representing the General LaFayette McLaws Camp #79 Sons of

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Confederate Veterans to place a sign on the courthouse lawn advertising the annual confederate memorial day service.

MINUTES APPROVED: Approval of minutes for Board of Commissioners' meetings held on December 5, 2001 and December 13, 2001.

PUBLIC COMMENT:

Members of the public are allowed up to three 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:

AGREEMENT AND RESOLUTION REGARDING REIMBURSEMENT TO THE COUNTY

FROM THE E.P.D.: County Engineer Ron Salmons asked for the Board's consideration in authorizing the Chairman to execute a standard State local government Agreement and approve a Resolution regarding reimbursement for the county's groundwater monitoring cost at the south landfill from the E.P.D. in the amount of \$101,653. He said in order to receive the reimbursement of these funds a Resolution would need to be approved that would authorize Chairman Dunn to execute the Agreement.

On motion made by Commissioner VanLandingham, seconded by Commissioner Frady to authorize the Chairman to execute the Agreement and approve a Resolution regarding reimbursement for the county's groundwater monitoring cost at the south landfill from the E.P.D. The motion carried 5-0. A copy of the Agreement and Resolution, identified as "Attachment No. 4", follow these minutes and are made an official part hereof.

ATTORNEY MCNALLY: Attorney McNally remarked that periodically the Federal Government makes changes in the various programs that were offered by the County. He said one of these changes occurred in the County's 457 Plan which was the Deferred Compensation Plan. He asked for the Board's consideration in approving a Resolution which would adopt those changes.

On motion made by Commissioner Wells, seconded by Commissioner VanLandingham to approve a Resolution adopting the Federal Government's changes in the County's 457 plan relating to the Deferred Compensation Plan. The motion carried 5-0. A copy of the Resolution, identified as "Attachment No. 5", 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 3:55 p.m.

Karen Morley, Chief Deputy Clerk

Gregory M. Dunn, Chairman

The foregoing minutes were duly approved at an official meeting of the Board of Commissioners of Fayette County, Georgia, held on the 10th day of January, 2002.

Karen Morley, Chief Deputy Clerk