

AUGUST 15, 2013  
COMMITTEE OF THE WHOLE  
GOVT. CTR. – RM. 100 (Virtual and in-person Meeting)

PRESENT: Mayor Bo Dorough  
Mayor Pro Tem: Chad Warbington  
City Commissioners: Jon Howard, Vilnis Gaines, Bob Langstaff, Jr., and  
Demetrius Young  
City Manager: Steven Carter  
City Attorney: C. Nathan Davis

Mayor Dorough called the meeting to order at 8:42 a.m., followed by attendance roll call.

## **AGENDA ADOPTION**

Mayor Dorough advised that the Public Works renovations was removed from the agenda and Commissioner Howard noted typos on page 4 and 20. He then moved to adopt the agenda, seconded by Commissioner Gaines, the roll call vote unanimously carried.

Commissioner Howard moved to adopt the agenda, seconded by Commissioner Gaines and, following a roll call vote, the motion unanimously carried.

## **PUBLIC HEARING RE: ZONING MATTERS**

Mayor Dorough opened the public hearing for the following:

1. Zoning Case #23-041 – H.P. Farmer Development LLC/Owner; Land of Little People/Applicant; request to rezone property at 1820 Dawson Rd., from C-6 to C-5.

Paul Forgey, Director of Planning, used a power point (copy on file) and reviewed maps of the property, the zoning history, surrounding map of the location, planning considerations, a map of the surrounding zoning, traffic impact, future land use map, and advised that the Planning Commission recommendation is to approve with conditions as follows: **1) The number of clients served not to exceed 45; 2) The permitted use for the parcel is restricted to a daycare facility only.**

In reply to Commissioner Howard, Mr. Forgey noted adjacent property, which will be commercial and residential. Mayor Pro Tem Warbington referenced the driveway plan and asked if the applicant is committed to the plan. Mr. Forgey explained that the applicant paid an engineer to develop it; therefore, he believes it is their idea to move forward with the plan submitted. He advised that regarding access, (front/rear of the property) approval is required from the City Commission if the access is from Dawson Rd.

Commissioner Young commented on the application being denied last year and asked if conditions changed from the vote last year, with Mr. Forgey advising that the current conditions were not in place last year. Discussion continued regarding approval and/or issues with the applicant's proposal to add another driveway to alleviate traffic congestion.

AUGUST 15, 2013  
COMMITTEE OF THE WHOLE  
GOVT. CTR. – RM. 100 (Virtual and in-person Meeting)

Mayor Dorough mentioned that C-5 is less restrictive than C-6, with Mr. Forgey agreeing that other property owners can request C-5. Mr. Forgey noted that each zoning stands on its own and explained the process, which in this case has two conditions.

Burton Newcome spoke in opposition and expressed his concerns, adding that of the 148 residents in the neighborhood, 142 are against this rezoning. He added that his main issue is the location and suggested that the business would be better suited in a commercially zone district.

Mayor Pro Tem Warbington asked if the driveway plan was discussed at the Planning Commission, with Mr. Newcome providing additional information regarding traffic incidents.

Mayor Dorough asked about the petition, with Mr. Newcome stating that it is on FB and he will email it to the Clerk.

Joseph Fitzpatrick spoke in opposition and expressed his concerns regarding commercial property encroaching on neighborhoods.

William Hancock (property owner), spoke in support and discussed traffic on the state highway (82), the driveway, etc. Mr. Forgey advised that highway 82 is no longer a state highway and falls under the City.

In reply to Mayor Dorough, Mr. Hancock stated that, even if the application is denied, he will continue to own the property.

Taka Staton, applicant, spoke regarding the proposal to mitigate traffic concerns, the waiting list (107 names), adding that they communicate through an app, which assists with traffic and other concerns. She said they complied with all requirements and advised that the accident that recently happened had nothing to do with her business with it occurring after 5:00 o'clock and she was the only one on the property. She stated that her section of Dawson Road is mostly commercial, she pays taxes like everyone else, is trying to hire more employees and she sees her work as helping prepare children for the future and making them good citizens.

In reply to Commissioner Howard, Ms. Staton advised that they have been in business for approximately one year, adding that a few of the neighbors have visited the center.

Mayor Pro Tem Warbington commented on whether the rezoning will negatively impact the neighbors and the area with various opinions being expressed. Ms. Staton stated that the cars of her clients do not go into the neighborhood; currently there are 18 students and parking is not an issue, as drop-off/pick-up times are staggered. Mayor Pro Tem Warbington asked if a front driveway would work, with Ms. Staton advising that she was told that it could not be done, adding that she will ask.

Commissioner Young commented on allowances that have been made and asked if the business has incurred any costs for the driveway or did that fall on the property owner, with Ms. Staton stating that she will incur some of the cost. Commissioner Young mentioned no lines forming due to drop-

offs/pick-up having staggered times with Ms. Staton reiterating what she has put in place to allow for the rezoning.

Mayor Dorough commented on those who are opposed and asked the number of students (18). Ms. Staton stated that she serves students from six weeks to five years old. Mayor Dorough stated that opponents of the rezoning also pay taxes, utilities, etc. and he believes that the traffic would be greatly impacted by the additional trips in that area.

There were no additional comments; therefore, Mayor Dorough closed the public hearing.

## **PRESENTATION OF RETIREMENT CERTIFICATE**

Mayor Dorough recognized Jimmy Norman, Utility Construction Director, for his 34 years of service to the City of Albany. Mr. Norman provided comments and commended his invaluable staff, suggesting that he would have been useless without them.

The Commissioners thanked Mr. Norman for his service.

## **OTHER MATTERS**

### **A. Oglethorpe Bridge Replacement Presentation**

Bruce Maples, Asst. City Manager, introduced representatives from the Georgia Department of Transportation, Jason Willingham, District 4 Preconstruction Engineer, and Dennis Carter, District 4 Plans and Programming Engineer, to update the Commission on the Oglethorpe Bridge.

Using Power Point (copy on file), Mr. Willingham reviewed the proposed plans for the bridge, which was built in 1953 and discussed the approximate length of the project (1.5 miles) dimensions of lanes/sidewalk/barrier; state route detour, which is for trucks, commercial freight, local detour via Broad Ave which is mainly for local traffic; list of public outreach that has been done since the beginning of the project, adding that projects are scheduled to 'let' next year, which is advertising for contractors. He explained the funding with the project being shifted to 2027, but is now again proposed for 2024, adding that DARTS MPO will have to approve.

Questions included the cost estimate (approx. \$17-19 million), additional information regarding the funding process, the project taking approximately 18-24 months, demolition of the bridge (next year if all goes according to schedule), a bike lane being included, with no center lanes, and spans on each end and over the river. He advised that the design meets clearance for flood requirements.

Commissioner Young asked if there is information regarding the local economic impact on businesses. Mr. Willingham advised that they deal with environmental studies/outreach, but no study was done for businesses. Commissioner Young mentioned the City/Chamber providing more information to small businesses in downtown, Shackelford shopping center, etc., areas that may be impacted, and if this will impact the walking trail (will not interfere with the ASU walking trail).

AUGUST 15, 2013  
COMMITTEE OF THE WHOLE  
GOVT. CTR. – RM. 100 (Virtual and in-person Meeting)

In reply to Mayor Dorough, Mr. Willingham stated that they cover over 30 counties. Mayor Dorough mentioned Broad Avenue being closed and areas blocked by the state. Commissioner Howard asked if GDOT will compensate businesses for loss of revenue; Mr. Willingham negatively replied.

## **REPORT OF THE CITY CLERK**

A. Appointment to Albany Housing Authority for five-year term ending June 2028

Mayor Dorough advised that he will make an appointment at the next meeting.

B. Commission Travel:

1. Commissioner J. Howard; 2023 MEAG Power Annual Meeting; Amelia Island, FL; July 9 – 12, 2023; \$1,454.34
2. Commissioner V. Gaines; 2023 MEAG Power Annual Meeting; Amelia Island, FL; July 9 – 12, 2023; \$1,698.65
3. Mayor Pro Tem C. Warbington; 2023 MEAG Power Annual Meeting; Amelia Island, FL; July 9 – 12, 2023; \$1,917.71
4. Commissioner D. Young; 2023 MEAG Power Annual Meeting; Amelia Island, FL; July 9 – 12, 2023; \$1,602.98

Commissioner Howard moved to approve travel, seconded by Mayor Pro Tem Warbington, the roll call unanimously carried.

## **REPORT OF THE CITY ATTORNEY**

A. TSPLOST-II Intergovernmental Agreement with Dougherty County

Mr. Davis discussed information (copy on file) and the referendum process. Mayor Dorough noted those in attendance at the joint City/County meeting; there were no questions/comments on this item.

## **COMMITTEE REPORTS**

A. Public Safety: Alcohol License Application (new)

Deputy Marshal Marcus Mitchell, Code Enforcement, discussed information (copy on file) for the following:

1. Baby Shane, LLC; d/b/a Baby Shane Southern Fried Chicken 1610 S. Jefferson St., T. Miles/Agent; Beer/wine consumption

In reply to Commissioner Howard, Mr. Mitchell commented on proximity.

AUGUST 15, 2013  
COMMITTEE OF THE WHOLE  
GOVT. CTR. – RM. 100 (Virtual and in-person Meeting)

In reply to Commissioner Young regarding the convenience store near the establishment, it was noted that there have been no issues. The residential neighborhood near the establishment was discussed and it was noted that there are approximately eight tables/booths in the establishment.

In reply to Mayor Dorough, Mr. Mitchell stated that Charley and Pearl's restaurant closed in 2015.

B. Utilities/Public Works:

Stacey Rowe, Utility Operations Director, and Scott Tennison, Project Manager, were available to discuss the following (copy on file). regarding ten alleys including funding allocations:

1. TSPLOST- I Existing Paved Alley Reconstruction List

Mr. Rowe stated that the list of ten alleys is noted on page 47, adding that most on the west side of town were paved in the late 1980's.

In reply to Commissioner Howard, Mr. Rowe explained that these are alleys which were paved years ago, but funds were lacking to resurface alleys. Now, the City is performing maintenance by resurfacing some of the alleys that cannot be resurfaced, but can be reconstructed. He advised that the cost is approximately \$200,000 for a 900' alley, which includes infrastructure, etc.

In reply to Mayor Pro Tem Warbington, Mr. Rowe explained that he is unsure if \$5.0 million will cover all expenses of this project. However, staff looked at a recent, similar alley and used that cost estimate with the footage, adding that it will be put out to bid. He said they have no way of knowing until the project bids come back of the cost, but they are fairly confident the allocated funding will cover all costs for the project. The deciding factor is the number of alleys that can be resurfaced vs. those that must be reconstructed.

In reply to Commissioner Young, Mr. Rowe explained that current alleys which are dirt, and are rock alleys and will be considered new alleys. The intent is to upgrade alleys which have been paved with hot mix asphalt in the past.

Mayor Dorough asked if the \$5 million is for alley resurfacing, with Mr. Rowe stating that funds are in TSPLOST I, explaining the process of choosing which alleys to include. Mayor Dorough asked if the commission can decide what alleys are to be paved, with Mr. Rowe commenting on the new vs. resurfacing, which is a decision of the commission. Mr. Rowe stated that staff will move forward with the ten alleys, however, he reiterated that not knowing the exact cost is a challenge.

C. Human Resources:

HR Interim Director Angela Calhoun, Dep. Director Towanna Howard, and Dan Ripberger, Bolton Managing Director, were available to discuss the following (copy on file):

1. Pay Study Results

AUGUST 15, 2013  
COMMITTEE OF THE WHOLE  
GOVT. CTR. – RM. 100 (Virtual and in-person Meeting)

Using a power point presentation (copy on file), Mr. Ripberger provided an introduction/background of the study, including the process which included interviewing leadership, job descriptions, assessment approach/process, management interview roster, etc., with Sandra Bruce discussing job descriptions, job evaluations/classifications, pay structures and job grade with Mr. Ripberger discussing the base pay process and market benchmarking/data methodology/comparisons, recommendations, etc.

In reply to Commissioner Howard regarding job analysis and evaluation as noted on page 11, Mr. Ripberger mentioned how job descriptions are determined, conducting of performance evaluations/review of behaviors, etc., and sticking to requirements/essential functions of the job and having a new format.

In reply to Commissioner Gaines regarding pay, Mr. Ripberger stated that pay was fairly consistent in being below market.

Mayor Pro Tem Warbington referenced slide 9 and the post-budget numbers. It was noted that Mr. Carter will discuss this and the process.

In reply to Mayor Dorough regarding page 11, and 5 and if a recommendation is provided, Mr. Ripberger explained that information will be provided to rectify job descriptions. Grades/step process were discussed; page 8 regarding the cost of living and employees being fairly compensated.

Mr. Carter noted information that was distributed (copy on file) and discussed the data, job types and the wide range of different job types. He recommended staying with the current pay raise and incremental increases, adding that he did not provide information with names of employees. He noted the funding impact and thanked Michael Eaton, Deputy Director of Finance, for his work on this project with a budget impact of \$2.4 million, adding that if this is adopted, the budget will increase, along with yearly COLA's and will impact pension. He advised that \$14.30 will now be the minimum wage as opposed to \$10.00. He asked to approve the pay study at the meeting next week.

In reply to Commissioner Howard's comment about paying for a study and then not using the resulting data, Mr. Carter stated that the pay scale was not recommended, however the study was beneficial re: market value, etc., with his recommendation to not replace the current pay scale. Commissioner Howard asked how much was paid to Bolton with Mr. Carter advising that he will provide that cost. Mr. Ripberger said that the process discussed is how it is done on a regular basis, i.e., not using the pay scale, etc.

In reply to Mayor Pro Tem Warbington, it was noted that the fund balances have been worked out to include enterprise funds and the fund balance of the general fund will be used, adding that monies are available. Challenges regarding future budgets were discussed. Mr. Carter stated that the first check in September will be when the pay rates will be implemented. He added that the full pay table has moved every year, and he intends to continue moving the full pay table, so that five years from now, the City is not in the same position it is in today.

AUGUST 15, 2013  
COMMITTEE OF THE WHOLE  
GOVT. CTR. – RM. 100 (Virtual and in-person Meeting)

In reply to Commissioner Young, the information from Bolton vs. Mr. Carter's recommendation was explained, including Mr. Ripberger advising that the basic change is in implementation, adding that the City increased its pay table. Commissioner Young advised that he has been advocating a \$15/hr. threshold for at least three years, adding that while the \$14.30 as a base is progress, inflation continues and benefits of raises are negated and any progress made is immediately lost. Mr. Carter noted that the new starting pay is 40% more than previously and is a good start.

Mayor Dorough suggested discussing this at the retreat vs. immediate implementation, adding that he supports, however, he feels a better understanding of the long-term cost should be considered. The number of employees (approximately 866) was discussed, including maintaining funding and the need to hire additional employees, while retaining the current workforce. He asked Mr. Carter to poll the Commission to see if this should be discussed at the retreat.

HR Interim Director Angela Calhoun and Towanna Howard, Dep. Director, and, Tammi Starkey, NFP, were available to discuss the following (copy on file):

2. 2024 Employee Group Benefit Plan

Using a power point presentation, Ms. Starkey discussed information from last year, including paid claims, cumulative prescription trend claims, weight loss medications, wellness management/lifestyle related risk factors, calendar year 2024 renewal projected costs with a recommendation to remove weight loss drugs, Medicare eligible renewal, benefits changes regarding costs, etc., as noted on page 11.

Commissioner Young commented on weight loss medications, which are for diabetics, with Ms. Starkey stating that the medications are available for those diagnosed with diabetes. Commissioner Young asked the side effects, with Ms. Starkey noting the review of medications, cost, trends, etc., with a severe impact to pancreatitis, gall bladder disease and lately, lawsuits against drug companies due to digestion (stomach paralysis), including cancer diagnoses. In reply to Mayor Dorough, it was noted that 151 members/dependents may be using the drugs with Ms. Starkey stating that more employers are eliminating the drugs. Mayor Dorough asked the possibility of employees paying an additional premium or is the drug off the table; Ms. Starkey advised that to avoid discrimination, other than for diabetics, those medications have been taken off the table.

D. Public Administration/Finance

1. 2023 Edward Byrne Memorial Justice Asst. Grant

APD Chief Michael Persley discussed information (copy on file) regarding the request to apply for the 2023 Edward Byrne Justice Assistance Grant in the amount of \$102,564.

There were no questions/comments on this item.

2. FY 2024 Millage Rate

AUGUST 15, 2013  
COMMITTEE OF THE WHOLE  
GOVT. CTR. – RM. 100 (Virtual and in-person Meeting)

Derrick Brown, CFO, discussed information (copy on file) regarding the 2024 Millage rate and advised that the rollback rate of 9.528. He discussed the pros and cons and asked for approval.

There were no questions/comments on this item.

3. Public Works 2<sup>nd</sup> Floor Renovations – to be discussed at the Sept. 5 meeting.

Ricky Gladney, Buyer I, and Kurt Anthony, Water System Superintendent, were present to discuss the following (copy on file):

4. Service Line Material Inventory; H2O Techs, LLC, Albany, GA: Total exp. \$904,500

Mr. Anthony provided a power point presentation (copy on file) and discussed a recap of the new lead and copper rule, including what will be inspected, classifying service lines, results of the pilot phase, etc.

Mayor Dorough noted that the two bids received included a ‘per unit’ price, with Mr. Anthony explaining that the estimated number of units to be tested is 26,675.

Mr. Gladney, Robert Griffin, Interim Director of Engineering and Ken Breedlove, Traffic Engineering Manager, were available to discuss the following (copy on file):

5. Speed Table Construction; Legacy Construction & Consulting LLC; Albany, GA: Total expenditure - \$441,627.39

Questions included: when construction will start and there being no speed tables in ward 3 with the list being compiled by the prior commission. Mr. Maples explained receiving speed table requests, the process, many not meeting the criteria and no follow-through regarding the petition requiring signatures.

Mayor Pro Tem Warbington noted the cost per table, with the price decreasing.

In reply to Mayor Dorough, the length of the block and distance of speed tables were discussed with all being concrete humps.

In reply to Commissioner Howard, Mr. Maples discussed speed tubes being cut/vandalized, with Commissioner Howard suggesting providing public notifications.

Commissioner Gaines asked for a complete list of speed tables.

Commissioner Young noted playing catch-up in scheduling speed tables and asked if the website can post the location of speed tables and the process to request tables, etc.



AUGUST 15, 2013  
COMMITTEE OF THE WHOLE  
GOVT. CTR. – RM. 100 (Virtual and in-person Meeting)

John Dawson, CIO, and Joshua Williams, Procurement Manager, were available to discuss the following (copy on file):

6. Billing Software Maintenance; Tyler Technologies, Dallas, TX - Total exp. \$294,972.35

Mayor Dorough suggested increasing the Utility Board's spending limit to over \$200,000.

Mr. Dawson and Mr. Williams also discussed the following (copy on file):

7. Microsoft Enterprise Agreement; Dell Technologies: Total 3-Year exp. \$1,086,481.50

In reply to Commissioner Young, Mr. Dawson explained the license process, which is per user, with the agreement covering City/County to include MS 365. He explained the type of license employees get, i.e., G1-G5. Commissioner Young asked for a list of those who are classified/licensed to use the technology.

In reply to Mayor Dorough, it was noted that the County pays their portion of the bill.

Michael Eaton, Asst. CFO, Kendall Hodge, Utility Operations, and Mr. Williams were available to discuss the following (copy on file):

8. Consultant re: Leadership Development Program; MD Marketing Network, Lauderdale Lakes, FL, not to exceed \$299,400.00

Mr. Eaton discussed the company and the process of the program including five modules, strategic thinking, meeting people/building teams, coalitions, etc., with there being groups of 30 to include classroom instructors and virtual learning, with a project required before graduation. Melissa Dunn, MD Marketing Network CEO, briefly discussed MD Marketing creating a customized leadership academy for the City. She reviewed the five primary modules and the focus of each.

In reply to Commissioner Howard, Ms. Dunn provided her background/experience in developing leadership programs, and commented on companies she has worked with, etc., with Commissioner Howard confirming that high school diplomas are not necessary for certain jobs; Mr. Carter agreed.

Mayor Pro Tem Warbington left the meeting at 11:50 to attend an EDC lunch meeting.

In reply to Commissioner Young, Mr. Carter stated that this is for middle-management level employees, which prepares them to be future leaders.

Transit Director David Hamilton and Mr. Williams were available to discuss the following (copy on file):

9. Airport Master Plan; JVIation, Atlanta, GA; Total est. exp. \$879,862

AUGUST 15, 2013  
COMMITTEE OF THE WHOLE  
GOVT. CTR. – RM. 100 (Virtual and in-person Meeting)

Jim Echols, JVIation Planning Manager, provided a background of his company and discussed the process of a master plan though the FAA.

In reply to Mayor Dorough, Mr. Hamilton stated that the plan is over 600 pages and includes an executive summary that he will email to everyone.

## **MEMBER COMMENTS / ITEMS FOR FUTURE AGENDA**

Commissioner Howard stated that he will have a press conference at 1:00 pm to discuss the rehab of Roses Plaza and mentioned that Marina Rosen will be transferring to another department from the City Attorney's office, adding that today is her last day.

Mayor Dorough mentioned 1) situation at Eames Park and getting an answer on the concerns at the park, i.e., a report from staff on the City's relationship with the school board so that they can share in the expense; 2) Carver gym with the City submitting a request to the State on whether funds issued by the Governor can be used to repair, rather than tear down the gym; 3) renovating the Ritz Theatre separately from the Cultural Center to include finance from reserves/SPLOST and Congressman Bishop; 4) airport issue Sunday night with no one available at the airport to remove people from the airplane, it is unclear if employees walked off or whether it was a scheduling issue.

## **CITY MANAGER'S REPORT**

Mr. Carter mentioned a grant that is being added as a conditional item. He again congratulated Jimmy Norman, adding that Stephanie Josey, who works with Ms. Petty's group, is also retiring after 35 years of service with the City; he congratulated both.

Kendall Hodge, Utility Operations Deputy Director, discussed the following \$1.3 million grant (copy on file):

1. GEFA Grant Application Request for Lead and Copper Compliance Service Line Inventory

Mayor Dorough commented on funding, with money spent inspecting and replacing those with lead and asked if the cost can be recouped, with Mr. Hodge agreeing. Mayor Dorough asked the amount spent and was told that the information will be provided.

There being no further discussion, the meeting adjourned at 12:44 p.m.

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SONJA TOLBERT  
CITY CLERK