

JUNE 11, 2019

REGULAR MEETING OF THE BOARD OF COMMISSIONERS OF THE CITY OF ALBANY,
GEORGIA
GOVT. CENTER – RM 100

PRESENT: Mayor Dorothy Hubbard
City Commissioners: Jon Howard, Matt Fuller, BJ Fletcher, Roger Marietta and Bob
Langstaff, Jr.
City Manager: Sharon Subadan
City Attorney: C. Nathan Davis

Mayor Hubbard called the meeting to order at 9:39 a.m.; following a moment of silence and the Pledge of Allegiance; she instructed the audience on the policy to address the Commission, whether through Citizen's Comments or Speaker's Appearance Forms.

Commissioner Howard moved to approve the minutes of the previous meeting, seconded by Commissioner Fletcher; the motion unanimously carried.

PUBLIC HEARING re: FY 2020 BUDGET

1. David Maschke commented on needed cemetery repairs and upgrades and asked the Commission for support in allocating \$500,000 for this and funds for continuing maintenance. He also mentioned street and sidewalk infrastructure, with sidewalks needed near all schools as a public safety measure, adding that this dangerous situation needs to be addressed and needs to be in ADA compliance.

Commissioner Marietta stated that Mr. Maschke is one of his constituents and thanked him for speaking. He mentioned to Mr. Maschke that SPLOST/T-SPLOST and grants are available regarding this matter.

2. Darron Harpe stated that he and the Commissioner for his ward rode the alley in his area, took photos and discussed the horrible condition of the alley. On behalf of the Neighborhood Watch in his area, he thanked Commissioner Fletcher for taking time to look at the alley and addressing the issue, adding that Commissioner Fletcher said she would get the alley cleaned up.

3. William Wright distributed information (copy on file), regarding GASB 34, inaccuracies/misleading information in the disclosure, the fund groups being reported and differences on what is and has been reported over the recent years and the heavy tax burden in Albany.

Commissioner Fletcher stated that she disagrees with much of Mr. Wright's comments and countered that there are positive changes in all areas of Albany; we are not diminishing. She asked him to bring solutions to the table instead of negative comments.

4. James Pratt, Sr., stated that he is asking that the Gang Task Force be reorganized as a separate unit from the police Gang Unit; his request is that the Commission resolve to: institute an administrative person to take meeting notes; reorganize the unit to be more useful/productive for citizens; and a commitment to accurate and complete reporting. He asked that if the Commission cannot commit to a resolution today, that they commit to evaluating this proposal, adding that Sherrell Byrd and C. Bruce Capps, are among those who are both concerned and concur with the recommendation, etc.

Ms. Subadan stated that she will meet with Mr. Pratt to discuss further.

Mayor Hubbard told Mr. Pratt that the Commission will have discussion and that this will be an item for future discussion.

Mr. Pratt asked the Commission to consider and resolve this today with Mayor Hubbard reiterating that this will come back to a future meeting with recommendations from staff; it is not something that can be decided today.

Additional discussion followed with Mr. Pratt insisting on having the matter resolved today; Ms. Subadan explained the process and Mayor Hubbard again advised that it is not something that will be handled today. Commissioner Howard mentioned that in 2006-07 when the Gang Unit was

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established, it was noted that they would provide reports. Ms. Subadan stated that reports are provided by APD Chief Persley. Mr. Pratt continued expanding on his proposal to re-organize the task force and after a summation of the process, Mayor Hubbard advised that the public hearing portion of the meeting is now closed.

REPORT OF THE COMMITTEE OF THE WHOLE

Commissioner Fletcher moved to approve the following purchase, seconded by Commissioner Fuller; the motion unanimously carried.

- | | | |
|----|--|--------------|
| 1. | Temporary Labor Labor Finders; Albany, Georgia | |
| | Total est. exp. | \$382,800.00 |

APPOINTMENTS

1. Two appointments to Chehaw Park Authority for two-year terms ending July 2021

Commissioner Langstaff moved to reappoint Mary Ligon and Ivy Chupp and to continue advertising due to the resignation of Mark Pickett, seconded by Commissioner Fletcher; the motion unanimously carried.

RESOLUTIONS

Commissioner Langstaff moved to adopt the following resolutions, seconded by Commissioner Fletcher; the motion unanimously carried.

A RESOLUTION NO. 19-R144

Establishing Five Principles that Govern the Conduct of City of Albany Officials

A RESOLUTION NO. 19-R145

Accepting Easement Agreement from Thronateeska Heritage Foundation, Inc. RE: Connector Trail

A RESOLUTION NO. 19-R146

Accepting the Recommendation from the Community Development Council to Fund Public Service Grants through Community Development Block Grant Funds

A RESOLUTION NO. 19-R147

Authorizing the use of SPLOST VII Funds for Purchase of Radio Upgrades for Fire and Police Departments as well as the 911 Call Center

EXECUTIVE SESSION

At 10:09 a.m., Commissioner Marietta moved to enter into Executive Session to discuss personnel matters and property acquisition, seconded by Commissioner Fuller; the motion unanimously carried as follows:

Ward I	yes
Ward II	yes
Ward III	yes
Ward IV	yes
Ward V	yes
Ward VI	absent
Mayor	yes

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At 11:04, Commissioner Fuller moved to exit executive session, seconded by Commissioner Howard, the motion unanimously carried as follows:

Ward I	yes
Ward II	yes
Ward III	yes
Ward IV	yes
Ward V	yes
Ward VI	absent
Mayor	yes

Mayor Hubbard reconvened the meeting and advised that a vote was not taken in Executive Session.

Commissioner Fletcher moved to raise the salary of the City Attorney, City Clerk and Asst. City Clerk by 6.5%, and that the Commission-appointed Municipal Court staff come before the Board with a proposal of what they want and why, seconded by Commissioner Marietta.

Commissioner Langstaff stated that he is voting against the motion, with the reason that none of the individuals have asked for a raise from the entire Commission, adding that the Commission is trying to do some type of COLA, which would normally be a lower percentage. However, each position needs to be looked at and compared to a comparable city to see what the standards are, which has not adequately been done and therefore, he is uncomfortable with a blanket percentage. That is not to say he does not think the employees are doing a good job or deserving of a raise, but as professionals and appointed positions, they should approach this Board, stating what they think their salary should be and provide comparable information. He mentioned the City Manager's raise, in which there was a comparison of other cities and what city managers are commanding now and he was comfortable with the salary increase, because he knew what the market would bear.

Mayor Hubbard stated that she thinks this Board needs to share what it expects from those who report to it. If it is determined to use the process of the appointed officials coming to the Board and present data about what they do, they need to be made aware of this so that they can follow what is expected of them. There has been no clear-cut process in the past and they are not aware that this is what the Commission wants. If the intent is to have them 'market' themselves (what they do, where they are, their plans, accomplishments, etc.) it needs to be written and clear to them so that at the next evaluation they will be prepared to follow the procedure.

Commissioner Fuller referred to standard evaluation forms; Mayor Hubbard agreed that can be considered, adding that these employees had no idea that this is now expected of them.

Commissioner Fletcher stated that the City Manager received her raise due to presenting the reasons why; they had facts to help them determine that a raise for her was in order; to which they all agreed. She asked that Ms. Subadan help set those guidelines for the future.

Commissioner Howard said that he will vote with the majority. When looking at appointed officials, it should be kept in mind that they see the Board as their boss. While he is reluctant to use the word intimidated, they realize that if there is disagreement, it might backfire on their efforts to secure a raise. He said that he has heard rumblings about the raises the City Manager has given to those who report to her, adding that appointed employees depend on this Board for their raises. The City Clerk, Asst. Clerk and City Attorney do outstanding jobs. Mayor Hubbard agreed, explaining that often, at the last minute, a request will come in for a proclamation, letter, etc., and someone will have to bring them to her house on a Saturday. She said that she recognizes the extra mile they go to represent the City in a positive light. Commissioner Howard mentioned irate, unreasonable citizens calling the office and that he has observed the professional manner in which staff handles them and calms the situation. They do much more than some people are aware of and he commends them.

Commissioner Langstaff stated that for the record, not one of these officials being voted on today has come to him and asked for a raise. Consequently, they have never set an amount that they want; therefore, the amount being set today may be more than what they wanted/requested; it is an arbitrary

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percentage number. Some of them may not have felt as though they needed a raise, and may have been content with their salary. That is one reason the across the board raise does not make any sense to him and why he is saying it for the record. While some other Commissioners may have been contacted by them, he has not, and all seven Commissioners... Mayor Hubbard interjected that there was no process in place. Commissioner Langstaff said that a process needs to be created, if that is what is wanted/needed; these employees work for all seven elected officials, they don't just work for one or two.

Hearing no further comments, the motion carried 5-1 with Commissioner Langstaff voting no.

There being no further business, the meeting adjourned at 11:13 a.m.

MAYOR

ATTEST

SONJA TOLBERT
CITY CLERK