

APRIL 27, 2021

SPECIAL CALLED MEETING OF THE BOARD OF CITY COMMISSIONERS OF THE  
CITY OF ALBANY, GEORGIA  
GOVT. CTR. – RM. 100 (Virtual Meeting)

PRESENT Mayor Bo Dorough  
Commissioners: Jon Howard, Chad Warbington and Demetrius Young  
City Attorney: Nathan Davis  
(Virtual participants: Bob Langstaff, Jr.  
Interim City Manager Steven Carter)

Mayor Dorough called the (virtual) meeting to order at 5:03 p.m. and confirmed the attendance of those on the virtual conference call.

The Asst. Clerk read the call as follows:

Mayor and Board of City Commissioners  
P.O. Box 447  
Albany, Georgia

Dear Mayor and Commissioners:

There will be a Special Called Committee of the Whole/Work Session virtual meeting on Tuesday, April 27, 2021 at 5:00 p.m., in room 100 of the Government Center Building located at 222 Pine Ave., Albany, Georgia. The purpose of the meeting is to discuss the following resolution:

1. Accept award of Planning Grant through the Community Development Block Grant, Disaster Recovery (CDBG-DR) program
2. Executive Recruitment Consultant Selection re: City Manager's Position

Sincerely,

/s/ Steven Carter  
STEVEN CARTER,  
INTERIM CITY MANAGER

/s/ Bo Dorough  
BO DOROUGH, MAYOR

/s/ Jon Howard  
JON HOWARD, WARD I  
CITY COMMISSIONER

Notified via email  
MATT FULLER, WARD II  
MAYOR PRO TEM

Notified via email  
BJ FLETCHER, WARD III  
CITY COMMISSIONER

Notified via email  
CHAD WARBINGTON, WARD IV  
CITY COMMISSIONER

Notified via email  
BOB LANGSTAFF, JR., WARD V  
CITY COMMISSIONER

Notified via email  
DEMETRIUS YOUNG, WARD VI  
CITY COMMISSIONER

ACCEPT AWARD OF PLANNING GRANT RE: COMMUNITY DEVELOPMENT BLOCK  
GRANT DISASTER RECOVERY PROGRAM (CDBG-DR)

Planning and Development Services Director Paul Forgey briefly discussed information (copy on file) regarding the receipt of the \$855,000.00 grant award from the Department of Community Affairs, which is a Community Development Block Grant specifically for Planning. He advised that the purpose of the grant is to identify needs resulting from the storms in our area within the past few years and briefly discussed the plans/process to take an inventory of properties and develop a resiliency plan, adding that the grant is for a two-year period, with no match required.

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Commissioner Howard asked if the funds will be divided between the City and County. Mr. Forey advised that the County received a similar grant and both entities will coordinate with each (entering data into the database); however, these funds are solely for the City, with the end result benefitting both, adding that the intent is to look at the remaining damage from the storms and develop measures for better storm protection in the future.

Mayor Dorough mentioned the buy-out plan subsequent to the 1994 flood, with FEMA paying the tax value and asked if there will be recommendations for problematic properties. Mr. Forgey explained the process regarding these type properties, which are addressed through FEMA; they are aware of properties through the Flood Insurance Program and repetitive loss properties and, periodically offer to buy-out those properties. He stated that through the survey, they will identify neighborhoods with a lot of storm issues, with the City using the data to make decisions for a buy-out. Additionally, it will help with grants as areas are identified in advance. In reply to Mayor Dorough, Mr. Forgey explained that 'existing damage' refers to damages that have not been repaired from both tornadoes and Hurricane Michael; they want to differentiate these structures/properties from that with normal damage or lack of maintenance. Mayor Dorough asked if we are past the deadline to ask for funding to renovate properties with residual damage. Mr. Forgey stated yes and explained that the City and County have been awarded funding to address those issues, adding that Georgia Collier-Bolling will address this Commission at the next work session to explain the program that the County is running. He stated that there is money available to address these issues; 'resiliency' means that in future events, we will be prepared to survive storms [requiring higher standards of: construction/roofing, ensuring that houses in the flood plain have proper requirements (flood vents)] to help make them more resilient and prevent having to be bought-out.

Commissioner Fletcher had virtually joined the meeting by this time.

Commissioner Howard moved to approve the resolution, seconded by Commissioner Young and, following a roll call vote, the motion unanimously carried. *(The resolution was formally adopted in the Commission's regular meeting immediately following this Special Called Committee of the Whole/Work Session)*

EXECUTIVE RECRUITMENT CONSULTANT SELECTION RE: CITY MANAGER'S POSITION

Yvette, Fields, Central Services Director, discussed information (copy on file) regarding advertising the RFP and receiving three responses from reliable firms.

In reply to Commissioner Warbington regarding the fee proposals, Ms. Fields explained that all three gave a 'not to exceed' amount and were in the same ballpark; however, some included pricing for specific items, if the Commission wants more than what they included in their 'not to exceed' fee. She further explained that it can be looked at like a construction bid, the 'not to exceed' amount is the base bid and these are the items included in the base bid; pricing is included if any of the other services are wanted.

Mayor Dorough asked if the City has used any of these other firms before. Ms. Fields replied that we have used SGR before and, in reply to Mayor Dorough she advised that her preference is GovHR.

Commissioner Fletcher moved to approve the proposal from GovHR.

Mayor Dorough asked to hold the motion until they have discussed this matter.

In reply to Commissioner Howard, Ms. Fields explained the process, i.e., notification to the firm that is chosen, development of a brochure, receiving Commission input and advertising, etc..

Commissioner Warbington suggested doing an internal process to solicit potential candidates. A brief discussion followed with Commissioner Warbington confirming with Veronica Wright, Risk Management Director/HR Managing Director, the cost to use other resources with Ms.

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Wright commenting on the cost (approximately \$500-800.00) and use of external links to recruit, i.e., GMA, ICMA and GLPA which are governmental sites the City contracts with and have been used before to post for positions. Commissioner Warbington asked if the City took this direction, would the same quality of candidates be found using those tools as opposed to a recruiting firm. Ms. Wright explained that most recruiting firms have direct contact with those type positions when recruiting at this level of executives, adding that the hiring of the City Manager has never been done in-house in the 13 years she has been with the City. She stated that she cannot speak to the quality of candidates going this route as the City has always used headhunters. In reply to Commissioner Warbington, Ms. Wright advised that the City has the resources for performing background checks, drug screenings, credit checks, etc. Commissioner Warbington stated that it's an option, adding that if a firm is hired, Commissioners would not have the opportunity to see all the resumes as the firm would whittle the list down to five or so candidates.

Commissioner Young recommended a separation of Commissioners and staff in the selection process in order to be able to objectively evaluate candidates, which is the biggest value in hiring an outside firm.

Mayor Dorough stated that this is fundamentally different from any other hiring as it is one of the five-six positions in which Commissioners do the hiring and recommended the use of a consultant. He agreed with Commissioner Warbington that there may be someone in the mix who is an excellent candidate, but in the view of the consultant lacks the requisite experience or some other factor and asked Ms. Fields if the number of applicants can be expanded. Ms. Fields agreed, adding that Commissioners have the discretion to ask the consultant to bring all applications, but at a cost. Mayor Dorough explained that if the consultant brings the five-best candidates, Commissioners can ask to see the ten-best candidates; Ms. Fields agreed.

A brief discussion ensued regarding having an opportunity to interview the firms, having a special called meeting to vote on the firm, today being a day to discuss, choosing two firms to interview rather than all three.

Commissioner Young moved to table until next Tuesday and have a special called meeting to vote, seconded by Commissioner Warbington and, following a roll call vote, the motion unanimously carried.

A discussion to eliminate one firm ended with Commissioner Young stating that he is not prepared to eliminate anyone at this point. Mayor Dorough asked Ms. Fields to have representatives from all three firms at the meeting Tuesday.

There being no further business, the meeting adjourned at 5:30 p.m.

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MAYOR

ATTEST

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ASST. CITY CLERK