# Minutes

Board of Commissioners
November 13, 2014
7:00 P.M.

The Board of Commissioners of Fayette County, Georgia, met in Official Session on November 13, 2014 at 7:00 p.m. in the Public Meeting Room of the Fayette County Administrative Complex, 140 Stonewall Avenue, Fayetteville, Georgia.

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| **Commissioners Present:** | Steve Brown, Chairman<br>Charles Oddo, Vice Chairman<br>David Barlow<br>Allen McCarty<br>Randy Ognio |
| **Staff Present:** | Steve Rapson, County Administrator<br>Floyd L. Jones, County Clerk<br>Tameca P. White, Chief Deputy Clerk<br>Dennis Davenport, County Attorney |

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**Call to Order**

Chairman Brown called the November 13, 2014 Board of Commissioners meeting to order at 7:04 p.m.

**Invocation by Commissioner Ognio**

Commissioner Ognio introduced Minister of Worship Jeff Durham of Lisbon Baptist Church, and he asked Minister Durham to offer the Invocation. Minister Durham offered the Invocation.

**Pledge of Allegiance**

Chairman Brown led the audience in the Pledge of Allegiance.

**Introduction of Commissioner-elect Pota Coston:** Commissioner McCarty congratulated and introduced Commissioner-elect Pota Coston who will represent the 5th District of Fayette County. He stated that she would be the new Commissioner for the 5th District of Fayette County, and he stated that she would do a good job for Fayette County.

**Acceptance of Agenda**

Commissioner McCarty moved to accept the Agenda as published. Commissioner Ognio seconded the motion. No discussion followed. The motion passed unanimously.

## PROCLAMATION /RECOGNITION:

**1. Recognition of J.C. Booth Middle School as the "Scarecrow Grand Master," and the Town of Tyrone, and the Fayette County Sheriff's Office for placing first, second, and third place, respectively, in Fayette County's Inaugural Scarecrow Contest.**

Chairman Brown and a few members of the Fayette County Public Arts Committee presented prizes to those organizations who participated in the recent scarecrow competition. The Fayette County Sheriff's Office, who came in third place, received a gift certificate to Twisted Taco. The Town of Tyrone, who came in second place, received a gift certificate to Broadway Diner. J.C. Booth Middle School's Art Department was the first place winner and received an award of $150.00 and the title "2014 Scarecrow Grand Master." A copy of the request, identified as "Attachment 1," follows these minutes and is made an official part hereof.

**2. Recognition and presentation of three newly promoted Fire and Emergency Services officers to the rank of Lieutenant.**

Mr. Jason Crenshaw, Mr. Michael Hadden, and Mr. Ronald Redman were promoted to the rank of Lieutenant and sworn into office by Superior Court Judge W. Fletcher Sams. A copy of the request, identified as "Attachment 2," follows these minutes and is made an official part hereof.

**3. Recognition of Matt Bergen, Construction Inspector with Fayette County's Water System, who has been named Region Three Vice-Chairman of the year by the Georgia Utilities Coordinating Council.**

Water System Director Lee Pope recognized Mr. Matt Bergen who was named the Region Three Vice-Chairman of the year by the Georgia Utilities Coordinating Council. A copy of the request, identified as "Attachment 3," follows these minutes and is made an official part hereof.

**4. Proclamation honoring William and Gertrude Dreisbach who are celebrating their 50th wedding anniversary.**

Commissioner Oddo read the proclamation honoring William and Gertrude Dreisback who will celebrate their 50th anniversary on November 28, 2014. A copy of the request, identified as "Attachment 4," follows these minutes and is made an official part hereof.

## PUBLIC HEARING:

**5. Public Hearing on a request to approve a 2015 Alcohol License for retail sales of malt beverages and wine from Ram Nawas, doing business as Chevron Food Mart, which is located at 1488 Highway 92 North, Fayetteville, Georgia 30214, to Highway 92 Chevron with an equal partnership between Tushar Patel and Yijayh Pakikh, and to transfer as the licensee Mr. Tushar Patel.**

Code Enforcement Officer Kathy Hobbs briefed the Board on this request and informed the Commissioners that all the requirements were met.

No one spoke in favor of or in opposition to this request.

Commissioner Oddo moved to approve a 2015 Alcohol License for retail sales of malt beverages and wine from Ram Nawas, doing business as Chevron Food Mart, which is located at 1488 Highway 92 North, Fayetteville, Georgia 30214, to Highway 92 Chevron with an equal partnership between Tushar Patel and Yijayh Pakikh, and to transfer as the licensee Mr. Tushar Patel. Commissioner Ognio seconded the motion. No discussion followed. The motion passed unanimously. A copy of the request, identified as "Attachment 5," follows these minutes and is made an official part hereof.

**6. Public Hearing on a request to approve the renewal the 2015 Alcohol License and transfer of a 2014 Alcohol License for the retail sales of malt beverages and wine at 1552 Highway 85 South, Fayetteville, Georgia 30214, from Green Oil, doing business as South Fayette Chevron, to Pari USA, LLC., doing business as South Fayette Chevron, and licensee is Mr. Paresh Patel.**

Code Enforcement Officer Kathy Hobbs briefed the Board on this request and informed the Commissioners that all the requirements had been met. She added that the license under consideration for transfer was in good standing.

No one spoke in favor of or in opposition to this request.

Commissioner Oddo moved to approve the renewal the 2015 Alcohol License and transfer of a 2014 Alcohol License for the retail sales of malt beverages and wine at 1552 Highway 85 South, Fayetteville, Georgia 30214, from Green Oil, doing business as South Fayette Chevron, to Pari USA, LLC., doing business as South Fayette Chevron, and licensee is Mr. Paresh Patel. Commissioner Barlow seconded the motion. No discussion followed. The motion passed unanimously. A copy of the request, identified as "Attachment 6," follows these minutes and is made an official part hereof.

**CONSENT AGENDA:**

Commissioner Barlow moved to approve Consent Agenda Items 7 through 9. Commissioners Ognio and McCarty seconded the motion. No discussion followed. The motion passed unanimously.

**7. Approval of staff's recommendation to approve the "Right-of-Way Mowing and Maintenance Agreement," between the Georgia Department of Transportation and Fayette County, Georgia, in order to perform certain services relating to mowing and maintenance within the Georgia Department of Transportation's right of way. Copies of the request and maintenance agreement, identified as "Attachment 7," follow these minutes and are made an official part hereof.**

**8. Consideration of staff's recommendation to award the Chemical System and Actuator Improvements Project (Bid #913) to the low bidder, AllSouth Constructors, Inc. for the not to exceed amount of $2,059,730; and to award CH2M Hill for design and project construction management in the amount of $258,900. A copy of the request, identified as "Attachment 8," follows these minutes and is made an official part hereof.**

**9. Approval of the October 23, 2014 Board of Commissioners Meeting Minutes.**

**OLD BUSINESS:**

There was no item of Old Business for consideration.

## NEW BUSINESS:

**10. Consideration of staff's recommendation to enter into a contract with The Carl Vinson Institute of Government at the University of Georgia to conduct a classification and compensation study, beginning January 21, 2015 with a preliminary cost estimate and report submitted for review in May 2015, and a final report submitted in June 2015, at a cost of $26,250.00.**

Mr. Alex Daman, Public Service Assistant with the Carl Vinson Institute of Government, gave a PowerPoint presentation and spoke to the Board about staff's recommendation to enter into a contract with The Carl Vinson Institute of Government for the conduction of a classification and compensation study. Mr. Daman and County Administrator Steve Rapson answered several questions and addressed concerns expressed by the Commissioners. This discussion lasted more than one hour.

Mr. Daman made the following points about the classification and compensation study project:

a) The project would upgrade the current classification system and pay plan for all County employees. It would provide an updated description of each job in the County and project a classification system based on job content. The project would collect wage survey data and produce a recommended pay plan based on job analysis, job evaluation, and wage survey data. The project would provide technical assistance in implementing the study's recommendations.

b) The project would not recommend across-the-board salary increases for county employees, and it would not assess and determine appropriate staffing levels for Fayette County. The project would not review and assess the performance of individual employees of Fayette County.

Mr. Daman, utilizing his PowerPoint presentation, then described the various steps to the project and how they would be completed.

Commissioner Barlow stated that the project would last about eight months, and he asked if there would be monthly or periodic updates on the progress of the project. County Administrator Steve Rapson replied that there would be updates provided as the project progressed.

Mr. Rapson then stated that this project was recommended in order to ensure the County is on track with the Fiscal Year 2016 Budget in order to incorporate the budget dollars into the budget. He said the County would look at the budget comprehensively, and that the County would know the potential impact to the budget for Fiscal Year 2016. Mr. Rapson stated that this pay and classification study that the County is currently operating with was conducted in 2007, and he stated that best practices dictate that pay and classification studies need to be updated every five to seven years, meaning the county is outside of the time span needed to reevaluate its current compensation plan. Mr. Rapson also pointed out that due to the depressed economy there has not been a lot of salary increases for county employees. Mr. Rapson added that the county would compare itself with Henry, Spalding, Coweta Counties as well as the cities of Tyrone, Fayetteville, Newnan, and Griffin. He stated that the County would not compare itself with the Peachtree City study. Mr. Rapson emphasized that the recommendation was not to completely revise the 2007 Compensation and Classification Study but rather to walk that study up to current day. He stated that the county has had a working relationship with The Carl Vinson Institute of Government in the past, and he

provided examples of how the county has worked with the institute in the past. Mr. Rapson stated that he was not anticipating huge revisions of the pay scale, and that he did not anticipate a major impact to the budget.

Commissioner Ognio stated that he did not quite agree with the study. He stated that Fayette County has the best employees in the state, but that some people are happy with where they are at. He suggested that this study, however, would provide an automatic increase for low-scaled employees without requiring additional productivity. He stated that he liked to increase pay based on merit. Commissioner Ognio also questioned how employees in a small county compare to another employee with a larger county who has the same job description. He also suggested that the pay scale created an ever-increasing cycle where one jurisdiction raises their pay scale based on others who then feel compelled to raise their pay scale. Commissioner Ognio stated that the pay scale needed to be corrected internally without the assistance of The Carl Vinson Institute of Government. Mr. Daman replied that involving a third party would provide an objective study, and he stated that the study would provide apples-to-apples salary data comparisons. Commissioner Ognio asked why would there need to be a study if there is no employee retainment problem, and Mr. Daman answered explained why he thought there was such a need.

Commissioner Oddo said he understood Commissioner Ognio's point of view, but given the scope, complexities, and number of employees in the County, he was inclined to support the recommended study. He stated that this effort was a major undertaking, and he wanted everyone in the county to know why the county was doing what it was doing.

Chairman Brown stated that he looked at Mr. Daman's recent clients, and he noticed that there are not many clients using The Carl Vinson Institute of Government. Chairman Brown then asked Mr. Daman why the metropolitan Atlanta jurisdictions were not using The Carl Vinson Institute of Government. Mr. Daman stated that it was difficult to say why, but he added that the bulk of his work in the metropolitan area involved studies for higher education institutes. He reiterated that The Carl Vinson Institute of Government has worked with Fayette County since 2007.

Chairman Brown stated that the proposal was for Constitutional Officers and Department Directors would be responsible for reviewing and critiquing existing job descriptions, and he asked if there was a method or protocol for that effort. Mr. Daman replied that there were protocols and he briefly explained what the protocols and methodologies were. Chairman Brown asked, if the reviewed jobs have evolved, would The Carl Vinson Institute of Government recommend a new job classification. Mr. Daman replied that the recommendation would depend on how the job has evolved.

Chairman Brown asked Mr. Daman if his study would incorporate a broad approach to the data material or if the study would be specific to the cities and counties previously mentioned. Mr. Daman replied that the Department of Community Affairs information, from which he would draw some of his study, would specify the comparable cities and counties. He stated that the study from the Bureau of Labor Statistics Salary Survey for the Atlanta, Georgia Metropolitan Area and other studies would be similar. Chairman Brown asked if the Bureau of Labor Statistics study and other studies would include other metropolitan counties such as Fulton, DeKalb, Gwinnett and Cobb Counties. Mr. Daman replied that it would. Chairman Brown replied that was what he was trying to avoid since they represented vastly different markets with over-the-top compensation. Chairman Brown also expressed concern with factoring private sector jobs into the pay study, as indicated by Mr. Daman.

Chairman Brown pointed out that Mr. Daman had used the phrase "predicable salary increases," and he asked Mr. Daman what he meant by that phrase. Mr. Daman replied that the employees would be put on a step system, and that as an employee moves from step to step, then the employee would achieve predicable salary increases. Mr. Rapson gave an explanation of the step system and how it is implemented.

Chairman Brown clarified that Mr. Daman was not recommending the pay-band compensation structure, and Mr. Daman replied that the pay-band structure was provided only to show that other pay scales are available. Chairman Brown asked if The Carl Vinson Institute of Government ever recommends the pay-band compensation structure, and Mr. Daman replied that it did recommend the pay-band when warranted.

Chairman Brown asked if The Carl Vinson Institute of Government ever mixed its recommendations to lead, match, or lag with regard to positions and compensation. Mr. Daman replied that the Carl Vinson Institute of Government does not provide recommendations in that matter, but that it provides information, including pros and cons on leading, matching, or lagging in these areas.

Commissioner Ognio asked how many studies have been conducted that did not result in pay increases. Mr. Daman replied that the answer could be tricky, but that there have been studies where the department was found to be competitive although there were internal adjustments that had to be made. Commissioner Ognio asked if there is ever a recommendation to lower the scale, and Mr. Daman replied that it would be the County's decision to embrace a lag scale.

Chairman Brown stated that he did not like a system that weighs Fayette County against extremely populous counties with larger budgets. He said it worried him. He mentioned that the county would never compete with private wages in Information Technology, so it has to compensate through other ways. He said he was very nervous to make the reference point for the study to private citizens. Mr. Rapson stated that the study was limited to the counties and cities on the south side of metropolitan Atlanta, and he reiterated that the study would be narrowly defined.

Commissioner McCarty asked why this study could not be made internally without hiring an outside source. Mr. Rapson replied that there are more than three hundred classifications with about twelve funds. He stated that this study would be a comprehensive analysis.

Chairman Brown asked what were the significant differences between what was done in 2007 and what was being currently recommended. Mr. Daman replied that in 2007 the County enacted a comprehensive plan that included surveys and interviews with half of the county's workforce. He stated that the goal in 2007 was to start a new compensation and classification study from scratch. Mr. Daman continued saying the goal of this recommendation was to update the existing plan.

Commissioner Ognio stated that other counties may not have balanced budgets, and he asked why Fayette County would look at other counties that do not have balanced budgets. Mr. Daman replied that public sector is compared to other public sector work since public sector jobs are unique to local governments.

Mr. Rapson stated that the County is not currently having retention problems and that means this is the best time to have this type of study. He stated this recommendation was a best practice solution and that it was best not to have a compensation and classification study when there are retention problems.

Commissioner Barlow moved to enter into a contract with The Carl Vinson Institute of Government at the University of Georgia to conduct a classification and compensation study, beginning January 21, 2015 with a preliminary cost estimate and report submitted for review in May 2015, and a final report submitted in June 2015, at a cost of $26,250.00. Commissioner Oddo seconded the motion.

**Frank Gardner:** Mr. Gardner spoke in opposition to this recommendation. He stated that it would be common sense to continue with the 2007 compensation and classification study. He recommended that the Board not change the 2007 compensation and classification study since it could impact the county's budget.

Chairman Brown stated that he has worked interesting jobs in the private sector and he spoke about some of his jobs and responsibilities. He said his first two years in office caused him to contribute little since he was outvoted. So, he kept notes for two years, and he observed that there were structural problems in management, that there was low productivity in some areas, there was constricted work flow, there was a lack of system wide and departmental goals, and there were a deficit budgeting and a substantial underutilization of technology compared to other jurisdictions. He stated that communications both inside and outside the county was subpar, and budget decisions were irrational. He stated that he saw a great deal of cronyism and elected officials. Chairman Brown stated that over the past two years, he has seen most of the managerial obstacles eradicated, and many of the problems have been addressed. He stated that cronyism is extent and that productivity has increased dramatically. He said he was proud of the creation of a better work environment. He said some employees have been promoted and spot compensation adjustments. He stated that the county has given incentive pay increases and in so doing awarding the employees. He said there are a lot of good things to be proud of. He said there is more professionalism in the institution. That said, Chairman Brown stated that he wanted to see issues resolved before the County approves a pay study. He stated that sometimes bugs have to be worked out. He added that pay studies need to be reasonable both for the taxpayers as well as for the employees. Chairman Brown stated there needs to be firm procedures on pay incentives in the future. Chairman Brown stated that he still does not have a Policy and Procedures Manual for the County, but that it was remarkable to him that there is not a complete policy and procedures manual for the county.

Commissioner Barlow stated that the County Administrator Steve Rapson was the person who was to be credited for the good things in the county, and he spoke about the staff that has been empowered by Mr. Rapson.

Commissioner Oddo said he shared many of the concerns Chairman Brown outlined, but he thought that the County needed to make sure it was doing what it should be doing. He thought Fayette County should be compared to the proper counties, and that he was inclined to support the pay study.

Commissioner McCarty stated that other counties need to use Fayette County as a reference, not the other way around. He added that if a practice is not broken, then there is no need to fix it.

The motion to enter into a contract with The Carl Vinson Institute of Government at the University of Georgia to conduct a classification and compensation study, beginning January 21, 2015 with a preliminary cost estimate and report submitted for review in May 2015, and a final report submitted in June 2015, at a cost of $26,250.00 failed 2-3 with Chairman Brown, Commissioner Ognio, and Commissioner McCarty voting in opposition. Copies of the request and the PowerPoint presentation, identified as "Attachment 10," follow these minutes and are made an official part hereof.

**11. Consideration of staff's recommendation to adopt Ordinance 2014-18- Roads and Bridges, and in so doing deleting Article II pertaining to "Street Lighting," from Chapter 20, in its entirety, and by replacing it with a new Article II in Chapter 20 entitled "Article II. Street Lighting."**

Engineering Technician Deborah Sims briefed the Board regarding staff's recommendation to adopt Ordinance 2014-18. Ms. Sims stated that this matter was spoken at the Board of Commissioner's Retreat Meeting earlier in the year, and based on that discussion the ordinance has been amended. She explained that, upon passage of the Street Light Ordinance, if someone wants to start a street light district that person would have to pay two years ahead. She stated that this change would ensure the program is self-sustaining without the need for money being lent out from the county's general fund. Ms. Sims also briefly explained some of the other changes and answered questions from the Board.

Commissioner Oddo moved to adopt Ordinance 2014-18- Roads and Bridges, and in so doing deleting Article II pertaining to "Street Lighting," from Chapter 20, in its entirety, and by replacing it with a new Article II in Chapter 20 entitled "Article II. Street Lighting." Commissioner Ognio seconded the motion. No discussion followed. The motion passed 4-1 with Commissioner McCarty voting in opposition. Copies of the request and Ordinance 2014-18, identified as "Attachment 11," follow these minutes and are made an official part hereof.

**PUBLIC COMMENT:**

**Frank Gardner:** Mr. Gardner spoke about a grant related to the Fayette County Board of Education, and he said the grant could be withdrawn if it was awarded to the Fayette County Board of Commissioners. He thought that was a "slap in the face" for the County Commissioners where someone on the Board of Education said they would withdraw their request for a grant if it went through Fayette County. He thought that if the grant would do something for the county, then perhaps the county should look into obtaining that grant.

**Tom Waller:** Mr. Waller expressed his heartfelt appreciation to Commissioner Allen McCarty. He said Commissioner McCarty did a good job and he hoped his successor would also do a good job.

**ADMINISTRATOR'S REPORTS:**

**Planning and Zoning Commission:** County Administrator Steve Rapson stated that there was one position available on the Planning and Zoning Commission, and he asked for a Selection Committee to be formed to interview applicants to the position. Chairman Brown and Commissioner Barlow were appointed to the Selection Committee.

**Zoning Board of Appeals:** County Administrator Steve Rapson informed the Board that one position was available on the Zoning Board of Appeals, and he asked for a Selection Committee to be formed to interview applicants for the position. Chairman Brown and Commissioner Oddo were appointed to the Selection Committee.

**Recreation Commission:** County Administrator Steve Rapson told the Board that one position was available on the Recreation Commission, but that the appointment was tied to Post 3, meaning Chairman Brown would need to recommend the appointment. Chairman Brown and Commissioner Ognio were appointed to the Selection Committee. Mr. Rapson reiterated that this appointment was tied to a post so the recommendation would come from Chairman Brown.

**Ethics Board:** County Administrator Steve Rapson stated that the Board would need to advance an alternate member appointed to the Fayette County Ethics Board to a permanent position once Commissioner-elect Pota Coston, who is appointed to the Fayette County Ethics Board, is removed from the position upon being sworn in as a County Commissioner. Chairman Brown and Commissioner Barlow were appointed to the Selection Committee for this appointment.

**ATTORNEY'S REPORTS:**

**Notification of Executive Session:** County Attorney Dennis Davenport notified the Board that he had one item of Executive Session pertaining to Pending Litigation.

**COMMISSIONERS' REPORTS:**

**Commissioner Barlow:** *Verbatim as requested: The verbatim comments begin at 9:13:39 p.m. of the audio recording.*

**Barlow:** I do have something that Tuesday was Veteran's Day, and I'm just curious, we of course had the room clear out. I know that Steve Rapson, our fantastic manager, is a veteran. Do we have any other veterans in the room? Okay, thank you. I would like to thank you for your service. (Clapping.)

**Rapson:** And for purposes of that, it includes people who aren't in the Marine Corps.

**Barlow:** Yeah . . .

**Brown:** Lord, have mercy.

**Barlow:** Well I wanted to thank our veterans for not being selfish with their lives and believing in our nation's freedom. Many have served and are serving. Freedom has a taste to those who have fought and almost died that the protected never know. All gave some and some gave all. But there is One who gave His only Son, Jesus Christ, that whoever believeth in Him should not perish but have everlasting life. Jesus died that all of us can choose eternal life. And I believe that we are all created in the image of God and therefore we have value regardless of race, religion, or gender. The ultimate measure of a man is not when he stands in moments of comfort or convenience, but where he stands at times of challenge and controversy. Martin Luther King said that. We conservative Christians have been unmercifully attacked by the liberal demoncrats and the liberal press throughout Obama's presidency. November fourth changed all that. I will work tirelessly to see that in 2016 the GOP regains the presidency, thereby nullifying the evil that has been proliferating through our great nation. I declare this in the mighty name of Jesus. I would also like to congratulate Ms. Pota Coston on becoming the new Commissioner for District Five. I've known Pota for four years. We first met in Tyrone across the street from one another. She was campaigning for herself and I was campaigning for then candidate Eric Dial who became mayor of Tyrone. Pota and I would be on the street every morning hold signs, and so naturally we began to speak to one another. We even prayed together for God's will to be done. Even though I disagree with how she won, I look forward to working with her. And this is a comment from Terry Garlock that wraps up the thoughts about this district voting: "Furthermore, the whole racist district voting project had the underhanded goal of getting Democrats selected in a heavily Republican County. If I move to a heavily Democrat County, would I have any right to change the voting system and gerrymander a racial district trying to ensure a Republican result. Of course not. So pardon me if I don't buy the happy-happy-happy view on recent changes in Fayette that stole 4/5th of every voter's county votes." That's by Terry Garlock. That's all I have Mr. Chairman. (sic)

*The verbatim comments end at 9:16:29 of the audio recording.*

**Commissioner Oddo:** Commissioner Oddo congratulated those who ran their races and won their races. He also thanked Commissioner McCarty for his work on the Fayette County Board of Commission.

**Commissioner Ognio:** Commissioner Ognio thanked Commissioner McCarty for his service on the Fayette County Board of Commissioners and he congratulated Commissioner-elect Coston for her recent electoral victory. Commissioner Ognio also reminded everyone that Thanksgiving Day was coming up and he wished everyone a safe and happy holiday.

**Commissioner McCarty:** Commissioner McCarty asked everyone to have a safe and happy Thanksgiving Day, and he asked everyone to remember why they were giving thanks. He stated that the people live in a wonderful county in a wonderful country.

**Chairman Brown:** Chairman Brown thanked the veterans for their service and congratulated Commissioner-elect Pota Coston on her recent victory saying he looked forward to working with her.

**EXECUTIVE SESSION:**

**Pending Litigation:** Commissioner Oddo moved to recess into Executive Session to discuss Pending Litigation. Commissioner Barlow seconded the motion. No discussion followed. The motion passed unanimously.

The Board recessed into Executive Session at 9:18 p.m. and returned to Official Session at 9:26 p.m.

**Executive Session Affidavit:** Commissioner Ognio moved to authorize the Chairman to sign an Executive Session stating one item of Pending Litigation was discussed in Executive Session. Commissioner Barlow seconded the motion. No discussion followed. The motion passed unanimously. A copy of the request, identified as "Attachment 12," follows these minutes and is made an official part hereof.

**Settlement Agreement for Mr. Myron Hayes:** Chairman Brown moved to approve a settlement in the amount of $190,000.00 for Mr. Myron Hayes, who was injured in August 2012 and was unable to return to work as a firefighter, with this settlement being approved by the State Board of Worker's Compensation on October 30, 2014. Commissioner Barlow seconded the motion. No discussion followed. The motion passed unanimously.

## ADJOURNMENT:

Chairman Brown moved to adjourn the November 13, 2014 Board of Commissioners Meeting. Commissioners Barlow and McCarty seconded the motion. No discussion followed. The motion passed unanimously.

The November 13, 2014 Board of Commissioners meeting was adjourned at 9:27 p.m.

Floyd L. Jones, County Clerk

Steve Brown, Chairman

The foregoing minutes were duly approved at an official meeting of the Board of Commissioners of Fayette County, Georgia, held on the 11th day of December 2014.

Floyd L. Jones, County Clerk