

## BOARD OF COUNTY COMMISSIONERS

Randy Ognio, Chairman  
Charles W. Oddo, Vice Chairman  
Edward Gibbons  
Eric K. Maxwell  
Charles D. Rousseau



## FAYETTE COUNTY, GEORGIA

Steve Rapson, County Administrator  
Dennis A. Davenport, County Attorney  
Tameca P. White, County Clerk  
Marlena Edwards, Deputy County Clerk

140 Stonewall Avenue West  
Public Meeting Room  
Fayetteville, GA 30214

## RETREAT MINUTES

April 5, 2019  
8:00 a.m.

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Welcome to the meeting of your Fayette County Board of Commissioners. Your participation in County government is appreciated. All regularly scheduled Board meetings are open to the public and are held on the 2<sup>nd</sup> and 4<sup>th</sup> Thursday of each month at 6:30 p.m.

### Call to Order

Chairman Randy Ognio called the April 5, 2019 Board of Commissioners Retreat meeting to order at 8:00 a.m. All members of the Board were present.

### Acceptance of Agenda

Commissioner Charles Oddo moved to accept the agenda as written. Commissioner Edward Gibbons seconded. The motion passed 5-0.

Chief Financial Officer Mary Parrott and Assistant Chief Financial Officer Sheryl Weinmann made the following presentation:

**Financial Overview/Forecast;** General Operating Fund Balance as of June 30, 2018 was \$29,419,503. The three-month reserve (Stabilization Fund) was \$12,849,272. There was \$6,421,779 assigned for the 5-year Capital Improvement Program (CIP), \$4,014,314 was designated as Unassigned. These funds are available for the Board to determine how it would be used. Nonspendable totaled \$3,801,491 and included the Stormwater Advance and Inventories. The Assigned was where the Board approved to set aside \$2,000,000 for any type of emergency. These funds have never been used. The Restricted funds was \$332,647 and was set aside by the District Attorney. She stated that \$29,419,503 was a strong fund balance in comparison to other counties.

Mrs. Parrott continued that the fiscal year (FY) 2019 revenues are estimated to be \$52,802,510; expenditures were \$51,143,878, with a remaining \$1,658,632 to be added to the fund balance.

**Tax Digest/Revenue History;** Property Digest History: Mrs. Parrott stated that there was an increase for the property digest. She stated that real property was the bulk of the revenue; 84% was from taxes. She stated that there was an 8.3% increase; 2% growth and 6.2% of reassessments.

County Administrator Steve Rapson explained rollbacks and tax increases. He stated that a rollback meant that the millage rate would be rolled back to the equivalent to the local option sales tax. He stated the County would not have to rollback the 2% growth but would have to rollback the 6.2% assessment. He stated that the County would have to advertise a tax increase even if the millage rate remained the same because we did not rollback the 6.2% assessment. He stated that it was critical for the Board to understand the 2% and the 6% difference.

Mrs. Parrott stated that the County did a rollback for the past six years with no increases to the taxes. She stated that 59% was from property tax and 33% was from sales tax.

**Motor Vehicle/True-Up/TAVT Sales Tax:** Mrs. Parrott continued that there would no longer be a true-up on the auto tags. She stated that in 2020 it would be all TAVT and the Sheriff and local government would receive 65% and the State would receive 39%. Currently, the county was receiving 54%.

**LOST/SPLOST Sales Tax:** Over the last several years there was an increase. The expectation was that in 2020 there would be a 9% increase. The county received \$11.5 million from the SPLOST collection in 2018. It was expected that 2019 would be similar at approximately \$12 million to be allocated to the various projects. Mrs. Parrott stated that staff would recommend some adjustments for where the funding should be used.

**911 Operations Fund:** Ms. Weinmann stated that 911 Fund Balance was \$3,817,556 as of June 30, 2018. The Restricted fund was \$1,747,560, Stabilization fund was \$819,996 and Capital Projects was \$1,250,000. The revenues increased by approximately \$260,000, due in part to the change in the wireless surcharge. The projection was an increase of \$911,647 to the Special Revenue Fund balance.

**Fire Services Fund:** \$2,086,601 was set aside for Capital Projects and \$2,303,832 for Stabilization fund. The Unrestricted was negative (-)\$300,316, for a fund balance of \$4,090,117. The negative amount was driven by the two new fire stations. The estimated revenue fund for FY2019 was \$5,594,483.

**Emergency Medical Services Fund:** Capital Projects was \$256,000; Stabilization fund was \$831,922, \$669,177 for Unassigned and Fund Balance was \$1,757,099. The estimated revenue for FY2019 was \$1,933,087.

**County Jail Surcharge Fund History/Projections:** The average daily population decreased to 240 for FY2019. Fine surcharges for Peachtree City and the County have decreased and increased for City of Fayetteville and Town of Tyrone. This account was under budget by -\$19,042 and a request was to be made at the April 23 Board of Commissioners meeting to transfer \$40,000 from the General Fund. A similar request was made in prior years.

**Water System and Solid Waste Net Assets:** The capital assets were \$68,544,341, the debt service decreased to \$7,382,051 and \$4,027,551 for CIP. The total net assets were \$86,382,439. Solid Waste net assets were \$183,918 and Unrestricted was \$169,856 for total net assets of \$353,774.

**Workers Compensation:** The funding comes from different funding sources. The settlements made throughout the year impacted this account. Staff projected a negative fund balance for the year and will make a request of transfer of \$230,000.

**Employee Insurance: Medical/Dental/Vision:** There are two revenue sources. The County paid 80% of the premiums and the employees pay 20%. The County also paid a premium toward StopLoss. Staff estimated that the County would receive \$1,500,000 from CIGNA. This was an issue when discussing renewals for the premiums with CIGNA.

Mr. Rapson stated that the recommendation was not to raise the premiums and to keep the deductibles the same. He stated that there were discussions of raising the out-of-pocket cost. He stated that would impact about 5% to 6% of the workforce.

Staff projected a negative fund balance for Dental/Vision by the end of FY2019. Staff will make a request to transfer \$40,000 from the General Fund at the April 23 Board of Commissioners meeting. The major cause for this need was because the premiums had not been adjusted since 2011. The recommendation was to increase the dental rate by 5% in FY2020.

**Tax Digest/Millage Rate Statistics:** The estimated amount for FY2019 was \$6,327,818,828. Real property; \$5869,352 (increase from last year), Personal Property; \$385,624 (same from last year), Motor Vehicle; \$68,777 (decrease from last year).

The population was estimated to increase for FY2020 to approximately 118,000. The millage rate for the county had steadily declined since FY 2014. Last year Fayette County was 14 of 19 counties in comparison for millage rates. This year the County was the second lowest, at number 18 of 19 counties, with Forsyth county being the lowest.

The breakdown of the tax bill showed Fayette County receiving 15.16%, 911 District; 0.72%, EMS District; 1.57%, Fire District; 10.61% and the Board of Education receiving the largest percentage at 71.94%.

The financial impact to the General Fund and Maintenance and Operations of a rollback versus no rollback, from 2014 to 2019, was a cumulative rollback loss of \$21.7 million.

**CIP and 2017 Special Purpose Local Option Sales Tax (SPLOST) Projects:** There was a presentation of the various projects within the county to include active projects and approximately \$1,862,472.18 in projects that were completed/closed projects for FY2018. There were \$770,497.57 in projects completed/closed for FY2019 to-date. The presentation also included the active 2017 SPLOST projects for FY2019 and the completed/closed 2017 SPLOST for FY2018 and 2019.

**SPLOST Implementation Overview:** The County's SPLOST website was updated on a regular basis of the ongoing, completed and road closures for projects. Assistant Director Environmental Management Bryan Keller explained Category I, II and III projects. There are over 238 SPLOST projects. The 2017 SPLOST Stormwater, Category I, II and III projects, expended to date totaled \$6,211,704. Mr. Keller also gave an update on Graves Road. He stated that due to the safety concerns the road was closed. There were some difficulties with the right-of-way acquisition but once that was resolved there was movement on the project. Staff was working as quickly as possible to complete the project.

Commissioner Rousseau stated that he would like to emphasize, when possible, to work on the projects during a time when school was closed, so not to impede on traffic. Mr. Keller stressed that the plan was to have Kenwood Road closed during the summer, as long as, the right-of-way was acquired.

The 2017 SPLOST Fire Station #4, to-date \$983,338 had been expended towards design and getting a pad ready site.

The 911 Radio System under the 2017 SPLOST expenditures to-date totaled \$681,231. The system was in process and the towers were under review. She stated that there was a lot of behind-the-scene work being done and not a lot of things that can be shown.

Mr. Rapson stated that the municipalities and school board are saving a lot of money by "piggy backing" from the County's contract. He stated that staff was optimistic of acquiring a Verizon tower or building a new tower if needed.

Chairman Ognio asked for an update on the Carbyne project. 911 Director Amber Smith informed that a demo would be launched soon but that it was not yet operational. She stated that she was receiving updates from the technician but did not have a date that it would be ready.

**Transportation Project Delivery Overview:** Public Works Director Phil Mallon stated that he was interested in hearing from the Board, any concerns, what projects they believe should be priority projects and/or any citizen complaints/concerns that he needed to address. He stated that the projects were categorized into five categories; maintenance, corridor improvements, intersections, bike/path projects and studies. He stated that the emphasis was on the studies because they were needed to help prioritize the best use for the corridor studies.

**Maintenance:** Mr. Mallon stated that he tried to get as much federal aid as possible. He stated that the maintenance projects included the Ebenezer Bridge project, over \$650,000,000 for resurfacing with \$1.3 million for Fayette County and the rest to the municipalities, the McDonough Road bridge replacement with a minimum contribution with a recommendation to be paid from the SPLOST and other pavement and safety improvements.

**Corridor Improvements:** \$8.4 million of SPLOST dollars were set aside to be used on one or more corridors in the county; Sandy Creek, Tyrone Road, Banks Road, SR279 and Kenwood Road. Studies are being conducted on these roads. He stated that he believed there was a strong Board support for the possible realignment of SR279 and Corinth Road. He stated that staff was in the process of having the consultant look at the options and should have some concepts to bring before the Board soon.

Mr. Mallon stated that a study was conducted for Sandy Creek. He stated that the study was geared at keeping traffic moving north and south of SR 74 at the expense of a longer que at the side street approach. The outcome would be a much safer intersection. The 2017 SPLOST list had \$720,000 for improvements on SR 74 following the study. Mr. Mallon asked for guidance from the Board. He stated that there was not much control that the County had on SR 74. He stated that he was not sure if any of the other municipalities had set aside money for any improvements on this road. There were several challenges if they plan to move forward.

Mr. Rapson stated that his conversation with the city managers was to encourage to put money in the SPLOST but that did not happen. He stated that he communicated that the County would not be paying for improvements within the cities. He stated that he was fine with the County being the conduit for funds but he did not have any commitment from the Board to make improvements on SR74 within the municipalities using SPLOST dollars. Mr. Rapson stated that was not how the SPLOST was pitched.

Chairman Ognio stated that he believed that the Town of Tyrone was initially concerned with meeting a 20% match and that Fairburn was the same. He stated that he believed that ARC would like to move the projects. He stated that at some point something would need to be done to keep the projects moving. Mr. Mallon agreed.

Commissioner Gibbons stated that he agreed. He stated that this would affect attracting corporate businesses to the county.

Chairman Ognio stated that at some point the Board needed to give direction on how to address the funding.

Mr. Mallon stated that his position was to bow out, but what he heard from the Board was the interest to stay involved.

Intersection Improvements: Redwine, Bernhard and Peachtree Parkway roundabout to include a multi-use path. Brogdon Road and New Hope Road final design was being reviewed by staff. Ebenezer Church, Ebenezer and Spear Road had environmental impacts that covered larger areas than originally anticipated. Staff was working through the Transportation Committee for a recommendation to present to the Board. Antioch and Goza Roads was a two-way stop that was converted to a four-way stop. An updated traffic study was being conducted to bring back recommendations to the Board as whether to leave it as a four-way stop or move forward with a roundabout.

Commissioner Rousseau asked if Antioch and Goza was a SPLOST project. Mr. Mallon stated that it was a "double" SPLOST project because there were funds for the project in the 2004 SPLOST as well.

Commissioner Rousseau stated that since the four-way stop appeared to be working, staff was working to determine whether to proceed with a roundabout. He asked if there were illegal implications because it was SPLOST dollars.

County Attorney Dennis Davenport stated that the topic invited many questions for the topic. He stated that it would be hard to answer the questions.

Pedestrian, Bicycle and Multi-Use Path Projects: Redwine Road Multi-Use Path was scheduled for an October letting. The project was in the land acquisition phase and would be advertised and awarded by Georgia Department of Transportation (GDOT). The Starr's Mill School Tunnel concept was ready for Board consideration.

Detailed Planning Studies: There are studies underway for the following: Banks Road, Tyrone and Palmetto Roads and SR 279. Studies also include Lees Mill, New Hope and Kenwood, Inman Road and other transportation studies.

**HB 316 Mandated Electronic Ballot Marking Device:** Elections Director Floyd Jones made a presentation regarding the significant changes due to House Bill 316. Changes included: Georgia will utilize "Ballot Marking Devices" in a uniform election system. Voter Registration requirements provide an applicant greater opportunities to verify their identity. Voters will stay on the inactive list longer before being removed from voter rolls. Georgia will enroll in a 25-state collaboration to track and cancel voters who move out of state. Requirements for removing felons have been revised. Consolidating precincts was more restrictive.

Absentee voting opportunities are loosened for individuals in certain situations. Additional steps are required before a provisional ballot can be rejected. There are more days to certify an election due to audits being required. There was concerns regarding enough machines and equipment, the unknown budgetary impact to the County and whether the system would require an overhaul in the future.

The Board recessed for a break at 9:54 a.m.  
The Board reconvened at 10:18 a.m.

**Employee Referral Program:** Human Resource Director Lewis Patterson stated that the County was always looking for exceptional candidates. Positions are marketed on the County's website, Indeed ® and Facebook pages. Mr. Patterson stated that the proposed employee referral program would be a way for employees to refer someone to Fayette County. If the person was hired the employee would get an award of \$250. Full and part-time employees would be eligible to receive the incentive. Positions that do not qualify: a current part-time employee who becomes full-time, a volunteer who becomes an employee and an individual who has a prior association with the County; for example, contract, temporary employee through agency and a prior employee. Employees not eligible to receive the incentive included: county administrator, contract employees, division directors, department heads and assistant department heads, elected officials, employees of human resources and any employees in a position that was considered to be a conflict of interest by the county administrator and the director of human resource, any employee who participates in the hiring/selection process and any current employee who recruits an immediate family member regardless of the department the new employee was hired into. If approved and the program guidelines are satisfied, a \$250 gift card would be awarded to the referring employee once the new employee was hired and commenced employment. The referring employee must be on active payroll when the gift card was awarded.

Commissioner Maxwell asked if there were any gratuity issues with this proposal.

Mr. Davenport stated that there were always gratuity issues with this type of proposal. He stated that the task was to keep the amount to the nominal level. He stated that it was a gray area.

Mr. Rapson stated that the policy would be placed on the agenda for a vote from the Board.

Chairman Ognio stated that he would like to see the \$250 delayed until the new employee had worked for 30 days.

Mr. Rapson stated that if the hire was a bad hire, that would be on the person that hired them and not the person that recruited the person.

Chairman Ognio stated that he was saying 30 days because he wanted to make sure the employee planned to stay.

The award would come from the Human Resource budget.

The policy would be presented to the Board for a vote with the 30-day requirement for the new hire included.

The meeting was progressing along. The Board asked a few questions of staff.

Commissioner Rousseau stated that there were two listings for "park security cameras", one for \$80,000 and another for \$45,000. He asked why two references was there instead of being combined into one.

Park and Recreation Director Anita Godbee stated that the one was for the parking lots and the other was for cameras around the buildings. She stated, in regard to the Needs Assessment, it would be presented to the Recreation Commission and then brought to the Board of Commissioners. She stated that she hoped to bring it to the Board in May.

Commissioner Rousseau asked about the park lighting. Ms. Godbee stated that the park lighting would be placed in the CIP for the upcoming budget to complete the soccer fields only.

Mr. Rapson stated that it was \$150,000 for the next two fiscal years for McCurry and another \$150,000 for the following two years. It was part of the 5-year CIP.

**Development Authority:** Director Joan Young stated that the Development Authority identified things that they thought would be important to Fayette. One of the changes was changing the focus of recruiting companies to Fayette County. She stated that the county was morphing from traditional manufacturing type jobs to specialty jobs. She continued that after inventorying Fayette County there was less than 1,000 acres of land for future development and with that in mind, they would take an intentional prospective on what should come into the county.

Commissioner Rousseau asked about site ready options. Ms. Young stated that the Development Authority was trying to set up a training for elected officials and community leaders to help identify the direction that they wanted to take, bring in a global site team and to get input. The team would come in and assess the community and those at the training would review the information and determine what would be needed. Some of the target sectors need to have site specific things, for example, it may need to be a pad ready site or clear graded site or that the land be owned and controlled by the Development Authority. She encouraged the Board to respond to the invitation to be a part of this.

Commissioner Maxwell asked if the Development Authority had anything in place if the governor signed the "Heartbeat Bill". Ms. Young stated, "None at this point."

Mr. Davenport congratulated Ms. Young and the Development Authority for being featured in the Georgia Trend Magazine.

#### **EXECUTIVE SESSION:**

**One item involving Threatening Litigation:** Chairman Ognio moved to go into Executive Session. Commissioner Gibbons seconded. The motion passed 5-0.

The Board recessed into Executive Session at 11:17 a.m. and returned to Official Session at 12:13 p.m.

#### **OFFICIAL SESSION:**

**Return to Official Session and Approval to Sign the Executive Session Affidavit:** Commissioner Gibbons moved to return to Official Session and for the Chairman to sign the Executive Session Affidavit. Commissioner Rousseau seconded. The motion passed 5-0.

**Public Safety Compensation Analysis:** Sheriff Barry Babb gave a presentation to the Board of Commissioners. He gave an overview of crime in Fayette that included Part I Crimes by location, crash analysis, average response times, dispatched calls for service, traffic stops, deputy initiated activity, calls activity, arrests comparison, jail admission summary, patrol staffing, sister agency comparison, recruitment and retention, employee resignations/retirements/terminations, loss of deputies, application/hiring data, retention data, lost personnel and training costs, long term trends and daily forecast.

Sheriff Babb stated that the overall Part I Crime was up 28% from last year. Zone 2 accounted for 21% of the total crimes in the county, totaling 110 Part I Crimes. He stated that the time of day analysis showed the highest incidences of crime. The Crash Analysis showed that the hot spots for crashes near intersections at Hwy 279 and Hwy 85, Hwy 279 and Hwy 314, Hwy 54 East and Banks Road, Hwy 54 West and Broken Bow Drive. Sheriff Babb reported the comparison of Part I Crimes for Coweta, City of Fayetteville, Peachtree City, Town of Tyrone and Fayette County.

The Jail admissions summary by county for 2018: Fayette-1,732; Clayton-895; Fulton-776; Coweta-359; Spalding-112. In 2018, 79% of the time the shifts at the Sheriff's Office were staffed by 7 deputies or less. There was one deputy per 750 citizens. Fayette County's population: 114,000.

There were 43 total employees that resigned, retired or was terminated at the Sheriff's Office in 2018. Fourteen of those were deputies (8 deputy sheriffs, 4 investigators, 2 sergeants) that went to work with other law enforcement agencies, private security, or private investigations, sixteen detention officers and two administrative employees; one retired and one resigned.

In 2018, there were 185 applicants with 39 hires. According to Ziprecruiter.com, there are 138 agencies (state and local only) recruiting within 25 miles of Fayette County.

The total overall fiscal loss for Fayette County and gain for other law enforcement agencies acquiring well trained personnel from the County was \$439,516.28. This was for deputies and detention officers. Personnel lost to non-law enforcement jobs personnel and training cost loss was \$79,270.08 from Fayette County, for a total loss of \$518,786.36.

As of April 2019, 13 total employees resigned, retired or was terminated; six sworn and seven non-sworn. There were 31 actual position not staffed (14%), not including part-time maintenance technician. Sheriff Babb stated that they maintained a 6% shortfall in staffing until 2018 and that the national average was 10% for law enforcement. He stated that he believed applicants see the compensation package and pass over Fayette; more appealing packages elsewhere. He stated that the good economy and the views of law enforcement hampered recruitment and retention. He stated that he had done all that he could do. He continued that there was only so many times to ask someone to come in to work overtime.

The Board recessed at 2:15 p.m.

The Board reconvened at 2:25 p.m.

Mr. Rapson stated that this was not just a Sheriff's issue but a public safety issue. He stated that when referencing public safety throughout the presentation, he would be referring to all public safety and not just the Sheriff's Office.

**Healthcare Analysis:** Mr. Rapson begin the presentation that if staff used the same guidepost as in the last five years, with no tax increase, the presentation can "stop right here". He stated that the County would be fortunate to fund healthcare and stay flat, in regard to what a property tax would be. He stated that he was not presenting options for the healthcare because it was not optional. There was no change in the healthcare rate or deductible but there would be a change in the out-of-pocket. An increase in individual and family out-of-pocket maximums. The County could do a full rollback at 4.097 millage rate. The County would not have to advertise a tax increase. He stated that he did not have all the request and the numbers from the different departments but based the numbers on a 2% growth in property taxes.

**Public Safety Compensation Analysis:** Recruiting and retaining good employees require competitive salaries that match or exceed the local market average. The Defined Benefit (DB) retirement benefits was another key factor.

Public Safety was Sheriff's Office, EMS, Marshal and 911 make up 53.5% of the workforce. Currently, the base pay for a Deputy Sheriff was \$38,609.44 and the proposed base pay was \$42,117.13 which was \$3,507.69 or 9.09% increase.

Mr. Rapson presented the following options:

Option #1: To allocate \$3,507.69 increase to each Public Safety position. The remainder of the workforce would be eligible for a 5.0% merit increase based on employee performance using a forced bell curve allocation of 15-35-35-15.

Under option #1 meant that if the deputy was at the lower end of the scale he/she would get a 9% increase and the higher the deputy was on the scale; the percentage amount would lower. The pros of this option were that it was less expensive for the County and that it created the lower end of the rate scale for retention. The con was that on the other end of the rate scale, for the people that the Sheriff relied on mostly, would get less of an increase. In order to fund this option, the millage rate would increase to 4.290 with a legal property tax increase of 4.73%. Which was a little less than the current millage rate because it was not rolled back completely. The EMS would also require an increase to \$0.76/annually. This was not the favorable option recommendation.

Option #2: To allocate 9.09% increases to each Public Safety position. In this option if a deputy was at the lower end of the scale it would be a \$3,507.69 increase to bring them to \$42,117 and if they are at \$100,000 then it would be a \$9,000 increase because it was based on percentage. The remainder of the workforce would be eligible for a 5.0% merit increase based on

employee performance using a forced bell curve allocation of 15-35-35-15. The millage rate would be 4.323 for this option with a property tax increase of 5.54%. EMS portion would be \$1.42/annually. This option was a little higher to fund than option #1.

Option #3: To increase the retirement multiplier from 1.50 to 2.00 and at the same time ask employee to double their contribution from 2.5% to 5.0%. This option would require employees to make an irrevocable election and they would have one opportunity to go there or not. He stated that most of the employees were already ten-year employees and would immediately invest with this plan. He stated that it was an additional \$688,131 to the County and the employee's contribution was equivalent to about the same amount. This option put the millage rate at the current millage rate amount of 4.392. The County would have to advertise a 7.22% increase. This option would take the employee to the 9.09% across the board and fund the retirement multiplier. Mr. Rapson stated that there may not be 100% participation in the retirement but about 75% participation. The EMS portion was \$1.63/annually. He stated that staff's recommendation would be option #3.

Sheriff Babb stated that he preferred option #3. He stated that he had responsibility to take care of the people of the county and his staff. He stated that he needed the Board's help.

Commissioner Gibbons stated that he was in favor of option #2 and #3. He stated that for him, the fact that Fayette County had the second highest median income and the third worst deputy/citizen ratio said a lot. He wanted to know why the county was playing "catch up". He stated that he wanted to know what it would take to go 10% across the board. Mr. Rapson stated \$100,000 to \$200,000.

Commissioner Maxwell stated that he had no criticism of the Sheriff's Office or one of the options. He stated that the problem he had was with the tax increase. He stated that he made a commitment that he would not raise taxes. He stated that all three options increase taxes. He stated that he understood that the County had to come up with the money from somewhere but he did not support a tax increase.

Sheriff Babb stated that he believed that the citizens thought that the SPLOST would be for more than just the radio system. He stated that some citizens have asked about passing another SPLOST. He stated that it was safer in Fayette County but it was perception. He stated that he understood Commissioner Maxwell's position about the tax increase but if he visited some of the places that he visited, he might find that people did not mind paying for a tax increase to fund public safety.

Mr. Rapson stated that SPLOST was not a revenue source to use for salary and retirement. He stated that the amount of money to fund this, without healthcare was approximately \$3 million.

Commissioner Oddo stated that when he ran for office, he said that a tax increase was a last resolve. He stated that he had worked with Mr. Rapson and staff and been able to not have a tax increase in the past six years. He stated that he wanted to do something. One of his questions was what the salary range for the long-time employees compare with similar positions of other counties.

Sheriff Babb stated that if the Board approved this it would be like reduced steps.

Mr. Rapson stated that compared to neighboring counties, Fayette was competitive but it was about the message being sent to the workforce. He stated that it would be hard to do a reset at the bottom of the scale and not take care of the ones who take care of the county. He stated that the difference between option #1 and option #2 was about \$400,000.

Sheriff Babb stated that he picked option #3 because he believed it would stop the bleeding.

Mr. Rapson stated that if the Board wanted to go beyond the 9.09% then he could not say that he could keep it at the same millage rate.

Chairman Ognio stated that he was all in on option #3. He stated that as an elected official, one of his tasks was public safety and it was not limited to a certain fund and to not raise taxes but it was to keep the public safe. He stated that the Board should be giving option #3 and not debating this.

Commissioner Gibbons stated that he would support option #3.

Commissioner Maxwell stated that he would support all options but he wanted to see if could be done without raising the taxes.

Commissioner Rousseau stated that showing all the options would give the citizens the opportunity to see what the difficult decisions that the Board had to make. He stated that this was getting into budget discussions, which this meeting was not.

Mr. Rapson stated that he was not asking for a vote. He was asking for direction from the Board.

Commissioner Rousseau stated that he recommended to show the two options because the public could see the latitude of the decisions the Board needed to make to fund this agency.

Chairman Ognio stated that this was an open meeting and all the material was posted.

Mr. Rapson stated that he needed to get the staff moving on the budget and if option #1 or #2 was not an option he needed to know what should be included.

Commissioner Gibbons summed up direction to staff to keep the mileage rate the same, try implement option three, as much as possible, within a balanced budget and to Commissioner Maxwell's concern, what other "bill payers" might there be to offset this other than raising taxes.

**Municipal Growth Areas:** Planning and Zoning Director Pete Frisina stated that the coordinated planning between the County and municipalities in regard to municipal growth areas where annexation was a probable. He stated that the question was, "what increase in density and/or intensity would the County be comfortable with and what would the Cities be comfortable with." The cities are growing inward and outward. When someone applies for annexation, the city must let the County know in five days and the County must respond in 30 days.

Mr. Frisina stated that developing an intergovernmental agreement (IGA) would allow more time for the County and municipalities to evaluate and negotiate an annexation. The IGA would allow the County and municipalities to work within a framework, outside of state law. Peachtree City has a two-step process and the best time to get involved in the process would be during the first step. The City of Fayetteville will or has implement a two-step process. The Town of Tyrone does not have a two-step process. Mr. Frisina stated that the Town of Tyrone did not have sewer capacity, so he anticipated some annexations in the future with an increase in density. He continued that staff would also have to evaluate the delivery of public service for annexations. He reviewed some past annexations with the Board. He stated that if the County agreed to a range and the municipalities go over that number, the County would fall back to the state process to implement any objections and go to an arbitration panel. Mr. Frisina stated that he would like to know if the Board had a planning density that they were comfortable with or if the Board would like to only work with what was in the Land Use Plan.

Commissioner Rousseau asked City Manager Jon Rorie if he had floated this conversation with the Council. Mr. Rorie confirmed that he had. He stated that the city did not want to have annexations that occur from city boundaries to city boundaries and then have to expand public services. He stated that there was no desire to increase density but to rezone to what was reasonable for the area.

Vice Chairman Oddo stated that it concerned him that the City of Fayetteville kept trying to put high density on the border, so they can say there was high density on the border.

Commissioner Maxwell referenced the 270 apartment units that will be going up in the City of Fayetteville. He stated that he and the Mayor argued about apartments for two years. He continued that he did not know how they would be able to reach an agreement, that would be acceptable to him, with the City of Fayetteville because he could not deal with them already.

Mr. Rapson stated that the question was if there was a factor that the Board was comfortable with instead of debating every annexation.

Commissioner Maxwell stated that it would depend on what was being requested. He stated that he felt that Peachtree City, Brooks, Woolsey, Town of Tyrone all worked well with the County. He stated that he believed that the process already worked.

Mr. Rapson stated that staff would use the map in the future when reviewing annexations.

**Water System - Meter Replacement Options:** Water System Director Lee Pope stated that the Metropolitan North Georgia Water Planning District adopted a new plan last year for the AMI (advanced metering infrastructure) feasibility study and the County was past the deadline date. He explained advanced metering infrastructure. Mr. Pope suggested partnering with the Engineer of Record to handle this replacement.

Citizens would be able to read their meters online and do a "soft" turnoff or have it to send notifications if the meter was running and no one was home.

The options were:

Option #1: A Georgia Environmental Finance Authority (GEFA) loan at \$10 million for 10 years with a 0.79%. The annual payment would be \$1,043,963. This would replace all meters in year one.

Option #2: GEFA loan for \$10 million for 10 years and meter replacement fee. This option would replace all meters in year one. The \$3 leak protection would be reallocated and \$1 would go toward the leak protection and \$2 toward the meter replacement fee. This would have no impact to existing residents in the program. The \$2 fee would be restricted to offset the new loan payment.

Option #3: GEFA \$10 million for 15-year loan with a 1.25% interest. The annual payment would be \$735,265 and this option would replace all meters in year one.

Option #4: Pay-As-You-Go; \$10 million project cost and leak protection program revenue at \$680,646. This option would take 15 years to replace meters. The leak protection revenues would be restricted to fund the pay-as-you-go program.

Staff recommended Option #2.

Commissioner Rousseau left the meeting at approximately 4:00 p.m.

**Water System – Interconnectivity – GEFA Redundancy/Reliability Act:** Mr. Pope stated that this was put in place to help jurisdictions in the event of a crisis or drought. He stated that he recommended a Hydraulic System Modeling and Mapping be completed. The model system would allow the ability to meet demands and push water to neighboring areas with no impact to operations. A Safe Yield Analysis would ensure that the County would have water available to meet system demands. The long-term water supply and forecasting would project future water demands using each municipality's Land Use and Comprehensive Plan. Mr. Pope recommended a rate study that would provide a wholesale water rate developed by a consultant. The rate study would identify if rates are sufficient to meet the Water System's financial and service obligations, while maintain sufficient reserves.

Mr. Rapson stated that staff would put out four Request for Proposals (RFP) and then answer questions about capacity. The information would be based on the studies conducted.

**Signature Capital Project Overview:**

Public Safety Training Facility: Mr. Rapson stated that the shooting range was complete. Phase II for the Training Center building renovation was approximately 50% complete. Phase III for the Public Safety Driver training course would be addressed as part of the FY2020 CIP budget. The five-year capital plan will be reviewed to determine if adequate funds are still available for this purpose.

Water System - Water Selector Project: This process would integrate components with dedicated purpose of monitoring reservoir water quality. Mr. Rapson stated that there would not be a notice to proceed for the second unit until the analysis for the first one was complete. To determine the cost savings.

Comprehensive Transportation Program (CTP): Mr. Mallon briefed the Board on the following: 2004 SPLOST funds and projects, local funding sources for the 2017 SPLOST, Comprehensive Transportation Plan draft recommendations, road widening, new roadways, corridor improvements and intersection and bridge improvements.

Mr. Mallon stated that the CTP was nearly complete and it would put out for public comments. He stated that he would like to meet with each Board member to discuss the projects. The following projects have been raised as concerns and will need to be address as part of a final recommendation: TDK Extension, Lester Road Airport and Hood Avenue/Hood Road.

Commissioner Maxwell stated that he saw no reason for Hood Road to be on the CTP. He continued that it was a \$2 million bridge that had not been built in 45 years. He stated that he did not think this was a project that the County would fund.

Mr. Rapson stated that Peachtree City took official action to remove the TDK Extension from the CTP.

Chairman Ognio stated that it was in the County. He stated that he understood the concern from citizens but there needed to more conversations with the city to see if it could happen. He stated that once it passed the Transportation Committee and was brought before the Board, Commissioner Maxwell could make a motion to remove it.

Commissioner Maxwell stated that this was a City of Fayetteville thing and not a County thing. He stated that it did not need to be on the CTP.

Vice Chairman Oddo stated that taking it off would not help either position. He stated that keeping it on would open the communication.

Commissioner Maxwell moved to take Hood Avenue off the Comprehensive Transportation Plan.

Chairman Ognio stated that the Board was not there to take a vote.

Mr. Mallon stated that he planned to bring the CTP before the Board in May or June.

Mr. Rapson stated that staff could take the information that Commissioner Maxwell had and share it with the Transportation Committee.

Chairman Ognio stated that the next Transportation Committee meeting was scheduled for April 9 at 2:00 p.m.

Mr. Mallon stated that the CTP was not on the agenda but citizens could make comments. The meeting after that would be May 7 at 2:00 p.m.

Commissioner Gibbons stated that he would also be in favor of Hood Avenue being removed from the CTP.

Mr. Mallon stated that there was a potential ARC project list coming out for the summer. He stated that there would be an application process and any substantial money would not be available until 2022. He stated that between now and September he needed to know what the top projects for the Board were. The realistic potential was \$2 million to \$3 million annually.

**ADJOURNMENT:**

Vice Chairman Oddo moved to adjourn the April 5, 2019 Retreat. Commissioner Gibbons seconded. The motion passed 4-1. Commissioner Rousseau left the meeting.

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Tameca P. White, County Clerk

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Randy O. Ognio, Chairman

The foregoing minutes were duly approved at an official meeting of the Board of Commissioners of Fayette County, Georgia, held on the 23<sup>rd</sup> day of April 2019. Referenced attachments are available upon request at the County Clerk's Office.

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Tameca P. White, County Clerk