



LUMPKIN COUNTY
Board of Commissioners
Work Session II Agenda
Commissioners Boardroom

June 15, 2021
5:30 P.M.

- **CALL TO ORDER** Chairman Dockery
- **PRESENTATIONS**
 1. DLC Chamber Leadership Lumpkin County Update (*Chamber of Commerce Director Robb Nichols*) **Regular Meeting**
 2. 2020 Audit Presentation (*Mauldin & Jenkins*) **Regular Meeting**
 3. Classification and Compensation Study Implementation (*Community & Employee Services Director Alicia Davis*)
- **CONSIDERATION OF MINUTES**
 4. Board of Commissioners - Work Session - May 4, 2021 4:00 PM
 5. Board of Commissioners - Special Called Meeting - May 4, 2021 4:30 PM
 6. Board of Commissioners - SLUA Public Hearing - May 6, 2021 5:00 PM
 7. Board of Commissioners - Special Called Meeting - May 12, 2021 4:00 PM
 8. Board of Commissioners - Public Hearing - May 18, 2021 5:15 PM
 9. Board of Commissioners - Work Session II - May 18, 2021 5:30 PM
 10. Board of Commissioners - Regular Meeting - May 18, 2021 6:00 PM
 11. Board of Commissioners - BOC Retreat - May 24, 2021 9:00 AM
 12. Board of Commissioners - SLUA Public Hearing - May 27, 2021 5:00 PM
- **RESOLUTIONS**
 13. 2021 - 35 - Amend ACCG 457(b) Deferred Compensation Plan & Adopt ACCG 401(a) Senior Management Plan (*Community & Employee Services Director Alicia Davis*)
 14. 2021 - 37 - Consideration of Update to the Fixed Asset Policy (*Special Projects Director Ashley Peck*)
- **CONTRACTS/AGREEMENTS**
 15. 2021-035 - Medical Director - EMS - Jack Freeman (*EMA Director David Wimpy*)
 16. 2021-036 - ACCG-IRMA Property & Liability Insurance Renewal (*Community & Employee Services Director Alicia Davis*)
 17. 2021-037 - Consideration of Renewal of State Properties Commission Lease - Technical College System of GA (*Special Projects Director Ashley Peck*)
 18. 2021-038 - GDOC Inmate Work Detail Contract (*Special Projects Director Ashley Peck*)
 19. 2021-040 - Consideration of a Fuel Contract (*Finance Director Abby Branan*)

20. 2021-041 - Amend Kelley Building GMP (*Special Projects Director Ashley Peck*)

- **OTHER ITEMS**

21. Water Authority Request for Planning Inspector's Ford Ranger Pickup (*Water & Sewerage Authority Director Sean Phipps*)

22. Consideration of New Animal Shelter Facility Location (*Special Projects Director Ashley Peck*)

23. Kelley Building Dedication Plaque and Lettering (*Special Projects Director Ashley Peck*)

24. Special Event Permit Request – R-Ranch in the Mountains (*County Clerk Melissa Witcher*)

25. Road Acceptance Request – Whelchel Valley Subdivision (1.949 miles total) (*Public Works Director Larry Reiter*)

26. Consideration of 326 Fred Burns Road Abandonment (*Public Works Director Larry Reiter*)

27. Consideration of Transfer of Property to Development Authority (*Chairman Dockery*)

28. Naming of Commissioners Boardroom in Honor of Dr. David J. Miller (*Special Projects Director Ashley Peck*)

29. Consideration of Fencing for Yahoola Creek Park Basketball Court (*Finance Director Abby Branan*)

30. Set Time for Appeal to Planning Commission's Decision Regarding Jeffery Patterson Variance

- **COUNTY MANAGER**

- **COUNTY ATTORNEY**

- **COMMISSIONERS**

- **PUBLIC COMMENT (Agenda Specific)**

- **ADJOURNMENT**

LUMPKIN COUNTY
Board of Commissioners
Work Session II Minutes
Commissioners Boardroom



June 15, 2021
5:30 P.M.

CALL TO ORDER

The meeting was called to order at 5:40 PM by Chairman Chris Dockery

Attendee Name	Title	Status	Arrived
Chris Dockery	Chairman	Present	
Bobby Mayfield	District 2 Commissioner	Present	
Rhett Stringer	District 3 Commissioner	Present	
Jeffrey Moran	District 4 Commissioner	Remote	6:00 PM

PRESENTATIONS

1. DLC Chamber Leadership Lumpkin County Update (Chamber of Commerce Director Robb Nichols)

DLC Chamber Leadership Lumpkin County Update

2. 2020 Audit Presentation (Mauldin & Jenkins)

2020 Audit Presentation

3. Classification and Compensation Study Implementation (Community & Employee Services Director Alicia Davis)

Classification and Compensation Study Implementation

A representative from Evergreen, Nancy Berkeley, gave a presentation on the compensation study, which was followed by questions and comments from the Commissioners. Commissioner Mayfield asked if essentially every employee would get roughly an 8% pay increase with it costing almost \$1 million to enact the pay increases. Ms. Berkeley responded affirmatively. Commissioner Stringer asked about which counties and municipalities participated in the data set for the study, and Chairman Dockery asked if the ~\$910,000 included benefits. Stan Kelley, the County Manager, replied that it did not, and benefits would bring the total to around \$1.2 or \$1.3 million.

Chairman Dockery asked Ms. Berkeley some questions about how Lumpkin County could prevent from falling behind again without having to do a salary study every five years. He also observed that salaries would vary greatly across the data pool in Georgia depending on the size and wealth of the area, and this pool appeared to be weighed towards metropolitan areas judging by who participated. The Chairman said it would be impossible to tax our population enough to keep up with Forsyth County.

Mr. Kelley said that is true, but Lumpkin County is having to compete with many of those bigger or wealthier counties for employees. He said our goal is to retain good people within our means. Evergreen has provided different options for implementation of the results of the salary study. This is the top recommendation, but there are other options that are not as favorable to the employees, he added. Commissioner Mayfield said we may not

be able to go toe-to-toe with Gwinnett County, but we can try to encourage our employees to stay. Commissioner Stringer said the hardest part will be coming up with the funding for this.

The Chairman said this will probably be a recurring problem. Nancy Berkeley said the market has moved much faster and more aggressively than they anticipated, and Commissioner Mayfield observed the cost of everything has gone up. He agreed we need to have some type of system so this does not have to be done every five years. Chairman Dockery was concerned the County is 8% behind our peers and would like some guidance on how to keep pace. Ms. Berkeley said the County could do maintenance throughout and make paygrade changes in the interim.

CONSIDERATION OF MINUTES

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RESOLUTIONS

13. 2021 - 35 - Amend ACCG 457(b) Deferred Compensation Plan & Adopt ACCG 401(a) Senior Management Plan (Community & Employee Services Director Alicia Davis)

Amend ACCG 457(b) Deferred Compensation Plan & Adopt ACCG 401(a) Senior Management Plan

14. 2021 - 37 - Consideration of Update to the Fixed Asset Policy (Special Projects Director Ashley Peck)

Consideration of Update to the Fixed Asset Policy

CONTRACTS/AGREEMENTS

15. 2021-035 - Medical Director - EMS - Jack Freeman (EMA Director David Wimpy)

This is a renewal agreement between Lumpkin County Emergency Services hereinafter called LCES and Jack Miller Freeman, Jr., M.D. hereinafter called Medical Director.

16. 2021-036 - ACCG-IRMA Property & Liability Insurance Renewal (Community & Employee Services Director Alicia Davis)

ACCG General Liability, Law Enforcement Liability, Public Officials Liability, Automobile Liability, Automobile Physical Damage, Property, Equipment Breakdown, & Crime insurance renewal.

17. 2021-037 - Consideration of Renewal of State Properties Commission Lease - Technical College System of GA (Special Projects Director Ashley Peck)

18. 2021-038 - GDOC Inmate Work Detail Contract (Special Projects Director Ashley Peck)

GDOC Inmate Work Detail Contract

19. 2021-040 - Consideration of a Fuel Contract (Finance Director Abby Branan)

Consideration of a Fuel Contract

20. 2021-041 - Amend Kelley Building GMP (Special Projects Director Ashley Peck)

Amend Kelley Building GMP

Mr. Kelley said the cost went down significantly.

OTHER ITEMS

21. Water Authority Request for Planning Inspector's Ford Ranger Pickup (Water & Sewerage Authority Director Sean Phipps)

LCWSA respectfully requests the use of a 2003 Ford Ranger belonging to the Lumpkin County Division of Planning and Public Works.

22. Consideration of New Animal Shelter Facility Location (Special Projects Director Ashley Peck)

Consideration of site and plan for advancing project.

Mr. Kelley said we looked at all the County property that could be somewhat suitable, and after reviewing we felt like Blackburn Park would be the most suitable. The County has a lease agreement with DNR for the property, and Mr. Kelley sent a letter to Senator Gooch to change some of the lease agreement wording to allow for the construction of an animal shelter.

23. Kelley Building Dedication Plaque and Lettering (Special Projects Director Ashley Peck)

Kelley Building Dedication Plaque and Lettering

24. Special Event Permit Request – R-Ranch in the Mountains (County Clerk Melissa Witcher)

Special Event Permit allowing R-Ranch in the Mountains to hold the 4th of July Concert Festival event July 2-3, 2021 at the R-Ranch.

25. Road Acceptance Request – Whelchel Valley Subdivision (1.949 miles total) (Public Works Director Larry Reiter)

The HOA in Whelchel Valley is asking the BOC to accept the subdivision roads into the County Maintenance system when all repairs required by Staff are complete.

26. Consideration of 326 Fred Burns Road Abandonment (Public Works Director Larry Reiter)

Request to start the abandonment process for an approximately 0.25-mile portion of Fred Burns Road.

27. Consideration of Transfer of Property to Development Authority (Chairman Dockery)

Consideration of Transfer of Property to Development Authority

28. Naming of Commissioners Boardroom in Honor of Dr. David J. Miller (Special Projects Director Ashley Peck)

Naming of Commissioners Boardroom in Honor of Dr. David J. Miller

29. Consideration of Fencing for Yahoola Creek Park Basketball Court (Finance Director Abby Branan)

Consider adding a fence around the basketball court being constructed at Yahoola Creek Park

30. Set Time for Appeal to Planning Commission's Decision Regarding Jeffery Patterson Variance

Set Time for Appeal to Planning Commission's Decision Regarding Jeffery Patterson Variance

It was decided to schedule the appeal hearing for July 20th at 6:30 PM.

COUNTY MANAGER

COUNTY ATTORNEY

COMMISSIONERS

PUBLIC COMMENT (Agenda Specific)

ADJOURNMENT

The meeting was adjourned at 6:14 pm.

July 21, 2021

Date



Melissa Witcher
County Clerk, Lumpkin County



Chris Dockery, Chairman
Lumpkin County Board of Commissioners