

MINUTES

The Spalding County Board of Commissioners held their Extraordinary Session in Room 108 in the Courthouse Annex, Monday, August 20, 2012, beginning at 6:00 p.m. with Commissioner Gwen Flowers-Taylor presiding. Commissioners Bob Gilreath, Raymond Ray, Samuel Gardner and Eddie Freeman were present. Also present were County Manager William P. Wilson Jr., Attorney Jim Fortune and Ex Officio, County Clerk, Ricky L. Clark Jr. to record the minutes.

- I. OPENING (CALL TO ORDER) – Chairman, Gwen Flowers-Taylor
- II. INVOCATION – led by Dr. Bill Hardee, First Baptist Church of Griffin
- III. PLEDGE TO FLAG - led by Commissioner Freeman
- IV. PRESENTATIONS/PROCLAMATIONS/RECOGNITION –
 - A. Barry Gooden from the National Weather Service to present the Storm Ready certification

Barry Gooden, Warning Coordination Meteorologist, Ed Westbrook, Area 4 Field Coordinator, Pete Nelms, Fayette County EM Coordinator and Chief Kenny West all were present to receive the Spalding County StormReady designation.

- V. PRESENTATIONS OF FINANCIAL STATEMENTS –
 - A. Consider approval of Financial Statements for the one month period ended July 31, 2012.
Motion/Second by Gardner/Ray to approve Financial Statements for the one month period ended July 31, 2012. Motion carried unanimously by all.

VI. CITIZEN COMMENT

Speakers must sign up prior to the meeting and provide their names, addresses and topic in which they will speak on. Speakers must direct all comments to the Board only. Speakers will be allotted three (3) minutes to speak on their chosen topics and relate to matters pertinent to the jurisdiction of the Board of the Commissioners. No questions will be asked by any of the commissioners during citizen comments. Outbursts from the audience will not be tolerated. Common courtesy and civility are expected at all times during the meeting.

Christopher Brannon-1233 Everee Inn Rd. Griffin, Georgia- Mr. Brannon was present requesting the Board to approve the alcohol license for Buddy's located at 1779 South Zebulon Rd.

VII. MINUTES –

1. Consider approval of Minutes of the following: August 8, 2012 Regular Meeting; August 8, 2012 Executive Session Minutes.
Motion/Second by Gardner/Ray to approve Minutes of the August 8, 2012 Regular Meeting & August 8, 2012 Executive Session Minutes. Motion carried unanimously by all.

VIII. CONSENT AGENDA –

1. Consider approval, on second reading, Ordinance #2012-09, to amend the Spalding County Code of Ordinances, Part VI, Chapter 2, Section 6-2004, Item (E), Subsection (25), No Thru Truck Designation, to include both North Pine Hill Road and South Pine Hill Road.

After questioning from Commissioner Gilreath, Chairman Flowers-Taylor advised that a truck is defined as a truck with six or more wheels. Mr. Wilson noted that this ordinance is not intended to hinder trucks from pulling trailers but more so to limit large commercial trucks from North & South Pine Hill Road.

**SPALDING COUNTY, GEORGIA
STREET USE ORDINANCE
ORDINANCE NO. 2012-09**

**AN ORDINANCE
TO AMEND THE CODE OF SPALDING COUNTY, GEORGIA, TO PROVIDE
FOR NO
THROUGH TRUCKS ON CERTAIN COUNTY ROADS.**

BE IT RESOLVED AND ORDAINED by the Board of Commissioners of Spalding County, Georgia, as the governing authority of said County, as follows:

Section 1. That the Code of Spalding County, Georgia be amended in Part VI, Chapter 2, Section 6-2004, Item (e), relating to no through trucks on streets, by striking section (25) in its entirety and inserting in lieu thereof to read as follow:

(25) North Pine Hill Road & South Pine Hill Road

Section 2. The within ordinance shall be and become effective immediately upon its adoption by the affirmative vote of a majority of the members of the Board of Commissioners of Spalding County, Georgia, present at two meetings, as provided in Section 2-1005 of the Code of Spalding County, Georgia; and upon the erection of signs as required herein by the public works forces of Spalding County, Georgia.

Section 3. All ordinances, or parts of ordinances, in conflict herewith are hereby repealed.

Approved on first reading this sixth day of August, 2012

Approved on second reading this twentieth day of August, 2012.

Gwen Flowers-Taylor, Chairman

Motion/Second by Freeman/Ray to approve, on second reading, Ordinance #2012-09, to amend the Spalding County Code of Ordinances, Part VI, Chapter 2, Section 6-2004, Item (E), Subsection (25), No Thru Truck Designation, to include both North Pine Hill Road and South Pine Hill Road. Motion carried unanimously by all.

IX. OLD BUSINESS – NONE

X. NEW BUSINESS

1. Consider approval of new 2012 Alcohol License- Retail Sales of Beer and Wine for Christopher Allen Brannon DBA Buddy's 19 South located at 1779 Zebulon Rd.

Mr. Wilson noted that all requirements set forth within the Code are met. Mr. Wilson also noted that per Community Development there are no current violations on file and they recommend approval.

Commissioner Ray recused himself from voting stating that he had in fact helped with the license process.

Motion/Second by Gardner/Freeman to approve new 2012 Alcohol License- Retail Sales of Beer and Wine for Christopher Allen Brannon DBA Buddy's 19 South located at 1779 Zebulon Rd. Motion carried by a vote of 4-0-1 with Commissioner Ray abstaining.

2. Consider request of Kincaid Memorial United Methodist Church to close Tank Street between Peachtree Street and Popular Street on Sunday, September 16, 2012 from 9:30 a.m. until 3:00 p.m. and to allow parking on both streets during this time.

Mr. Wilson noted that Kincaid Memorial United Methodist Church has been in conversation with Sheriff Beam regarding this particular event. Both the Sheriff's Department and the Fire Department have granted approval of this request and have no objections. Mr. Wilson advised that staff would be responsible for notifying Emergency 911 and other Emergency Personnel of the street closing.

Chairman Flowers-Taylor questioned the location of the Church. Commissioner Freeman advised that the church was in Experiment by the water tank.

Motion/Second by Gardner/Freeman to approve request from Kincaid Memorial United Methodist Church to close Tank Street between Peachtree Street and Popular Street on Sunday, September 16, 2012 from 9:30 a.m. until 3:00 p.m. and to allow parking on both streets during this time. Motion carried unanimously by all.

3. Consider resolution to adopt the 2012 CIE-STWP. (Capital Improvement Element & Short Term Work Program)

Mr. Wilson noted that both the Department of Community Affairs and Three Rivers Regional Commission have approved the 2012 CIE/STWP Annual update. Spalding County must now official adopt the update and transmit the resolution to Three Rivers thus allowing the county to maintain its Qualified Local Government status.

RESOLUTION

SPALDING COUNTY

STATE OF GEORGIA

WHEREAS, with the passage of the Georgia Planning Act of 1989, all of Georgia's 159 counties and 529 cities were designated "Qualified Local Governments." Each of these local governments must maintain that status in order to remain eligible for a range of state and federal assistance programs; AND,

WHEREAS, this act requires local governments such as Spalding County, that adopt impact fees as a means of providing capital facilities funding, to update the Capital Improvements Element (CIE) and Short Term Work Program (STWP) Elements of the Comprehensive Plan; AND

WHEREAS, Spalding County 2025 Comprehensive Plan has held the required number of public hearings and has otherwise complied with the requirements of said Georgia Comprehensive Planning Act of 1989;

NOW, THEREFORE BE IT RESOLVED that the Board of Commissioners of Spalding County herewith adopt the 2012 Capital Improvements Element (CIE) and Short Term Work Program (STWP) update and incorporate these into the Spalding County 2025 Comprehensive Plan on this, the 18th day of June, 2012.

Chairman – Gwen Flowers-Taylor

Motion/Second by Ray/Freeman to approve resolution to adopt the 2012 CIE-STWP. Motion carried unanimously by all.

4. Consider reappointment of EMS Director Paul Beamon to the Region IV Emergency Medical Services Advisory Council for a term to expire August 20, 2014.

Motion/Second by Gardner/Ray to appoint EMS Director Paul Beamon to the Region IV Emergency Medical Services Advisory Council for a term to expire August 20, 2014. Motion carried unanimously by all.

5. Consider reappointment of Fire Chief Kenny West to the Region IV Emergency Medical Services Advisory Council for a term to expire August 20, 2014.

Motion/Second by Gardner/Ray to appoint Fire Chief Kenny West to the Region IV Emergency Medical Services Advisory Council for a term to expire August 20, 2014. Motion carried unanimously by all.

6. Consider appointment of Lt. Jeff Head to the Region IV Emergency Medical Services Advisory Council for a term to expire August 20, 2014.

Motion/Second by Gardner/Ray to appoint Lt. Jeff Head to the Region IV Emergency Medical Services Advisory Council for a term to expire August 20, 2014. Motion carried unanimously by all.

7. Discuss Spalding County Employee Incentive Program as recommended by the Budget Review Committee.

Mr. Wilson noted that the Budget Review Committee was formed for the FY 2013 Budget. He also stated that during the retreat the Board spoke about several projects in which they wished to work on for the year. Mr. Wilson noted that one project the Board wished to address was an Employee Incentive Program; hence, the Budget Review Committee has formed a subcommittee for recommendations. Mr. Wilson advised the Board that funds were budgeted within the FY 13 Budget for this incentive program. Mr. Wilson further stated that if an employee brings savings between \$5,000 and \$20,000 the employee receives \$200 in cash through payroll (taxable). Further, if an employee causes savings in the amount of \$20,000 and \$50,000, the employee will receive \$500. If an employee causes savings in the amount of \$50,000 or more, the employee will receive \$1,000. Additionally, Mr. Wilson informed the Board that if a group of employee provides the cost saving proposal, the amount rewarded will be divided amongst the group.

Chairman Flowers-Taylor questioned how the Budget Review Committee would determine if the employee's savings are real. Mr. Wilson advised that all savings must be realized within the current fiscal year of implementation. Additionally, Chairman Flowers-Taylor questioned when the employee/group would receive payment for savings. Mr. Wilson advised that staff would have to see an accounting of the savings before any money would be paid out.

After questioning from Commissioner Gilreath regarding the approval process, Mr. Wilson advised the following, in order, respectively would be the approval process: Department Head, Budget Review Committee, County Manager, Board of Commissioners. Commissioner Gilreath questioned how long it would take for the cost saving measure to be approved. Mr. Wilson stated that the final cost saving measure would be taken before the Board once the savings are actually realized. Commissioner Gilreath also questioned if savings continued from year to year, would the employee receive multiple payments every time the savings are realized. Mr. Wilson advised that the Incentive would be paid only once. Chairman Flowers-Taylor stated that employees should not have to wait until the end of the Budget Year to receive payment if the savings occur simply by changing vendors. Chairman Flowers-Taylor stated that there should be a way to track whether or not savings are actual.

Commissioner Gardner stated that he agrees with Chairman Flowers-Taylor that there should be ways to immediately determine cost savings. Mr. Gardner stated that there may be some items, dependent on the work, spread out over a period of time that the approval process may take longer; however, as soon as you can actually determine savings, the employee should be paid.

Chairman Flowers-Taylor stated that if it's a minor saving you should be able to realize if there is a saving immediately. Chairman Flowers-Taylor also stated that there will always be variables such as the market and this should not be the employee's responsibility. Chairman Flowers-Taylor attested that she doesn't think

it's necessary to wait twelve months. Staff should be able to look at the budget and verify if the savings actually pans out, said Chairman Flowers-Taylor. Chairman Flowers-Taylor also questioned why employees have to pay taxes on the incentive if it is only a mere bonus. Mr. Wilson stated that according to IRS guidelines it must be paid through payroll.

Commissioner Gardner stated that it's a great thing that we are going to allow the employees opportunity to help the County save money.

Chairman Flowers-Taylor questioned the Commissioners to see if any of them were interested in actually raising the individual bonus amounts. Commissioner Gardner stated that if the incentive program actually brings about a lot of cost savings, he would like to amend the budget at some point to continue paying out additional bonuses. At this point, Commissioner Gardner is happy with the recommendation from the Budget Review Committee.

Commissioner Ray stated that the subcommittee of the Budget Review Committee did in fact work on recommendations to facilitate adopting the idea by facilitating the payment upon return on investment. Commissioner Ray stated that he would like the issue to go back before the Budget Review Committee in two years to revisit changes that may need to be made.

Board Directives: Employee Incentive should be immediately paid once savings are realized. Mr. Wilson to investigate possibility of using gift cards in lieu of cash. Budget Review Committee to revisit Employee Incentive Program in two years to see if changes are necessary.

8. Discuss Longevity Pay Criteria as recommended by the Budget Review Committee.

Mr. Wilson stated that at the Commissioners February 2012 Retreat, the Board requested criteria for longevity. Mr. Wilson noted that at current, the only requirement to receiving longevity is to be an employee for 10-15 and 20 years. Mr. Wilson advised that the Budget Review Committee have developed seven basic criterions for receiving longevity. Mr. Wilson stated that at one time there was an ordinance that was never adopted regarding longevity pay. Mr. Wilson noted the following seven criteria for longevity pay:

1. Employee shall have accrued at least ten consecutive years of service to be vested in the program.
2. Employee must maintain a minimum balance of 40 hours sick leave and 40 hours annual leave during the fiscal qualifying year to be eligible.
3. Employee will forfeit longevity should they be subject to either two (2) oral or one (1) written reprimand taken against them during the fiscal qualifying year. Said forfeiture is only applicable during the year that the action(s) was taken and will not carry over to the next.
4. Upon review by the Accident Review Board, employee will forfeit longevity should they carry a three (3) point balance for accidents charged to them during the fiscal qualifying year.
5. The longevity payment is subject to a temporary reduction of benefit based on budgetary constraints.
6. The County Manager maintains discretion to waiver policy #2.
7. No longevity payment will be remitted for any employee terminated by Spalding County during the fiscal qualifying year.

Chairman Flowers-Taylor stated that this criterion really does not address the concerns made at the retreat. She requested the Committee to look for something that had more "teeth" to enforce.

Commissioner Gardner pointed out that the criterions did not address suspensions.

Commissioner Ray stated that the Budget Review Committee tried to look at ways to facilitate a criterion that got away from the concept of employees that had been here for 10 or more years receive longevity. Mr. Ray noted that good employee's that haven't cost the county tax payer's money and had no disciplinary actions, should be the ones that receive longevity pay.

Commissioner Gilreath questioned why would this item be discussed since two of the Commissioners currently on the Board will not in office after December 31st. Chairman Flowers-Taylor stated that she appreciates Commissioner Gilreath wishing to have input from new commissioner but the budget process is approaching and we should start doing the investigatory part of maintaining longevity pay and working on the process. Chairman Flowers-Taylor stated that she has an issue with item #2 and doesn't see the need to require employees to maintain a minimum sick and annual leave balance. She stated that it's the employee's leave that they accrue and they should be able to take it as they deem necessary and as it's approved by supervisors. If it affects how they come to work, it should be documented by their supervisors especially if it interferes with their performance. Chairman Flowers-Taylor also stated that the Board is opening themselves up to scrutiny if the County Manager can subjectively approve/disapprove longevity.

Mr. Wilson stated that if an employee is employed for ten (10) years and accrues eight (8) hours per month, in a period of ten years, if no leave is taken, that employee will have almost 1,000 hours. Mr. Wilson stated the Budget Review Committee wanted to create a hard and fast rule to come up with qualifications. Mr. Wilson also advised that he doesn't particularly care for the final decision being on the County Manager.

Commissioner Ray stated that the longevity pay criteria should also interact with the Shared Leave Policy. Mr. Wilson noted that with the Shared Leave Policy you must maintain a minimum of 40 hours sick and 40 hours annual time. Chairman Flowers-Taylor stated that if you are going to set a minimum balance, Mr. Wilson should not be able to waiver dependent on the situation. Chairman Flowers-Taylor stated that if an employee has been here for ten (10) years they are valuable employees; attendance is valued, sometimes you have a hard break. Chairman Flowers-Taylor also stated that no one from Budget Review Committee spoke with the Board and asked the Board about criteria. She had hoped that the criteria would be a benefit for someone who comes in and does a good job for the County by exhibiting good customer service and good relationships. Chairman Flowers-Taylor also stated how accidents play in to this policy when only a few amount of employees actually drive county vehicles. Mr. Wilson explained that the Accident Review Committee doesn't just hear accidents involving motor vehicles. Mr. Wilson stated that if an employee damages a piece of county property, if you are horse playing, break a chair, damage a wall, laptop falls, etc. all are chargeable accidents. Chairman Flowers-Taylor stated that in dire fiscal times, longevity pay should not be a bonus to just for showing up. Additionally, Chairman Flowers-Taylor questioned if Bill Gay was on the Budget Review Committee. Mr. Wilson advised that he was not on the Budget Review Committee but had in fact helped with the Longevity Pay criteria.

Board Directives: Staff to review original ordinance for Longevity which was never adopted and possibly modify language. Guidelines to be modified to include suspension.

9. Consider cancellation of the September 3, 2012 Regular Meeting due to observance of Labor Day Holiday.

Motion/Second by Gardner/Freeman to cancel the September 3, 2012 Regular Meeting due to observance of Labor Day Holiday. Motion carried unanimously by all.

10. Consider cancellation of the October 1, 2012 Regular Meeting due to a conflict with the 2012 ACCG Legislative Leadership Conference.

Motion/Second by Gardner/Freeman to cancel the October 1, 2012 Regular Meeting due to a conflict with the 2012 ACCG Legislative Leadership conference. Motion carried unanimously by all.

11. Consider setting a date for the Mid-Year Board of Commissioners Follow-Up Retreat.

Mr. Wilson stated that at the February retreat the Board requested having a Mid-Year retreat to follow-up on goals set. Mr. Wilson stated that the Department Head retreat is tentatively scheduled for September 27th and 28th and he would like to invite the Commission on September 28th.

Chairman Flowers-Taylor questioned if there would be an outside facilitator for the retreat. Mr. Wilson advised that the Budget Review Committee was working on obtaining one. Mr. Wilson further noted that he has obtained permission from the Development Authority to use Big Shanty and we would be utilizing Big Blue to tour the County to look at the Wastewater Treatment Plant, Sun City, New Senior Center and The Lakes at Green Valley. Mr. Wilson advised that the Retreat will begin at 9:00 a.m. and end around noon. Mr. Wilson stated that he will ask department heads to arrive at 8:00 a.m. where they will be given a copy of the goals and suggestions. Chairman Flowers-Taylor questioned if department heads will be given the opportunity to interact. Mr. Wilson advised that they will be allowed to interact and will also share their concerns.

Board Consensus to convene for Mid-Year Commissioners Follow-Up Retreat on Friday, September 28, 2012 from 9:00 a.m. until 12:00 p.m. to coincide with 2nd day of Department Head Retreat.

12. Consider approval of Intergovernmental Agreement between Spalding County and the City of Griffin for Tax Allocation District 2 Bonds to be utilized for construction of the new Kroger Shopping Center.

Mr. Fortune stated that the bonds will be paid off by the increase in ad valorem taxed generated from the tax district. Mr. Fortune noted that there is no obligation on the behalf of Spalding County or City of Griffin to step in and make payment if revenues are not there; Kroger will be responsible. Spalding County is only requesting the Tax Commissioner to pay the incremental increase to the City of Griffin who would then pay the bond trustee to pay bonds. Mr. Fortune also noted that once the bonds are paid off, this goes away and Spalding County would get the increased taxes derived from improvements to that tax allocation district.

Chairman Flowers-Taylor questioned how many years would this last. Mr. Fortune advised that this agreement would not exceed thirty years; however during the thirty years, Kroger has the ability to adjust during the term, if revenues are insufficient.

Chairman Flowers-Taylor questioned that by the County agreeing to tax allocation district funds, is it only the Kroger Shopping Center that includes Back Yard Burgers. Mr. Fortune advised whatever the value of the property is tax wise, this will be what the County is getting. Chairman Flowers-Taylor also questioned will the County receive taxes on an unimproved piece of property. Mr. Fortune responded yes and that the current year will stay constant. Any increase will be paid towards the payment of bonds up to \$2,000,000. There will only be \$866,000 issued in bonds.

Motion/Second by Freeman/Ray to approve Intergovernmental Agreement between Spalding County and the City of Griffin for Tax Allocation District 2 Bonds to be utilized for construction of the new Kroger Shopping Center. Motion carried unanimously by all.

13. Discuss submittal of a letter to Clerk of Superior Court requesting a formal update regarding the 2010 & 2011 appeals issued to the Board of Equalization.

Mr. Wilson stated that Chairman Flowers-Taylor requested this item on the agenda because of the concern with 2010 appeals not being heard. Mr. Wilson further stated that Legislation moved the Board of Equalization from the Tax Assessors to the Clerk of Court Office. Since this time, Marcia Norris, Clerk of Court has been in charge. Mr. Wilson advised that within the Clerk of Court budget, training and travel along with a part-time office assistant was approved strictly for the Board of Equalization. Mr. Wilson noted that he has written Mrs. Norris several emails over the past months for an update. Mr. Wilson stated that the Grand Jury makes appointments to the Board of Equalization and he is not sure who is on the Board or how many members there are.

Chairman Flowers-Taylor stated that her concern is that nobody has been hired for this position and it has been funded twice. She noted that consequently the County is behind on appeals from 2010 & 2011. Chairman Flowers-Taylor stated that it's a major concern of hers because tax payers assume that it's the County Commissioners not following up with appeals. Chairman Flowers-Taylor requests a letter to the Clerk of Court asking when will these issues be addressed and resolved.

Mr. Wilson stated that earlier in the year, there was a joint meeting with the School Board, City of Griffin & the County Commissioners hosted by Larry Griggers of

AVTACS. Mr. Griggers has since requested another update with the Boards to advise where Mrs. Norris stands on 2010 and 2011 appeals.

Commissioner Freeman and Commissioner Gardner both agreed that another workshop would be essential.

Commissioner Gilreath stated that an issue of this magnitude should have already been addressed. He further questioned if the Board had any authorization to step in and make a demand to the Clerk of Court that this issue be handled and resolved. Mr. Fortune stated that the Clerk of Court is a Constitutional Officer and she can't be required to do anything but the Board can request the status.

After questing from Chairman Flowers-Taylor regarding the negative impact of unheard appeals, Mr. Wilson advised that when an appeal is filed you pay 85% of the taxes that were due until the appeal is closed. Once your case is heard and adjudicated, then dependent upon whether your value was ruled higher or lower, the County issues a refund or the tax payer must pay the additional taxes. Dependent upon on how many appeals are out there, 85% School Board, 85% County, 85% City and Fire Districts, the County might have to refund tax money that has already been spent.

Commissioner Freeman questioned if appeals were overlapping. Mr. Wilson advised that some are overlapping and that Chief Tax Assessor Tim Whalen had advised that a few have appealed taxes in 2010, 2011 and 2012.

Commissioner Ray recommended a meeting with AVTACS to identify how many outstanding appeals and the monetary amount due or owed. Commissioner Ray stated that maybe this way the Clerk of Court will understand the importance of getting this issue handled.

Board consensus to have a Workshop with Larry Griggers of AVTACS and invite both the City of Griffin and the Board of Education. In addition, the Clerk of Court will be invited to update the Board on the status of the Board of Equalization. Workshop tentatively set for August 27th or 28th 2012 beginning at 10:00 a.m.

14. Consider approval of Policy establishing guidelines and regulations for training and travel expenditures for incumbent commissioners that have not been re-elected during the time following the date the results of the Primary Election are announced.

**SPALDING COUNTY, GEORGIA
BOARD OF COMMISSIONERS
TRAVEL/TRAINING POLICY**

PURPOSE:

The purpose of this Board of Commissioners Training and Training Policy is to establish guidelines and regulations for training and travel expenditures "INCUMBENT" Commissioners that have not been reelected during the time following the date the results of the Primary Election are announced. This policy is not intended to replace the Spalding County Travel Policy as outlined in Appendix D of the Spalding County Personnel Ordinance.

POLICY:

The expenditure of County funds for training, hereinafter defined as any course for which credit is given towards obtaining a certification for incumbent, shall not be permitted.

If an INCUMBENT, as defined above, has obligations as an Official Representative, Delegate, Board Appointed Representative, State or National Association Appointee, or other obligation determined necessary by the Board of Commissioners, said incumbent shall be allowed to attend only those meetings pertinent to their position.

Any change to this policy must be approved by the majority of the Board.

So approved this _____ day of _____, 2012

Approved as to form:

Gwen Flowers-Taylor
County Commission Chairman

James R. Fortune, Jr.
County Attorney

William P. Wilson, Jr.
County Clerk

Mr. Wilson noted that at a previous meeting, the Board requested a policy for Incumbent Commissioners that have not been re-elected for an additional term. Within the Policy, Staff has tried to cover as many official capacity meetings and to limit the training of which someone would obtain a certification.

Chairman Flowers-Taylor questioned what if you want to attend a meeting and pay for training yourself. Mr. Wilson advised that this was permissible.

Commissioner Gilreath questioned the definition of limited. Mr. Wilson advised that historically no one has attended meeting just to attend. If you are the County's appointed representative or the like such as Mr. Freeman which is the appointed representative for ARC, TAQC, RTC and the Board of Managers, this will be a permitted training/travel expense.

Motion/Second by Gilreath/Flowers-Taylor to approve Policy establishing guidelines and regulations for training and travel expenditures for incumbent commissioners that have not been re-elected during the time following the date of the result of the Primary Election are announced. Motion carried unanimously by all and to add the word County before funds.

15. Consider approval of recommendation from the Parks & Recreation Advisory Commission to establish facility room fees & criteria for complimentary use of pavilions and facilities.

Chairman Flowers-Taylor requested this item to be tabled and sent back before the Parks & Recreation Advisory Commission due to the list of items and fees for all the parks, pavilions and committee rooms not being included. Chairman Flowers-Taylor also stated that the fee increase is based on the fact that fees have not been increased in 10-11 years. She also noted that the Parks & Sixth rental rates were not included in the proposal.

Motion/Second by Ray/Freeman to table recommendation from the Parks & Recreation Advisory Commission to establish facility room fees & criteria for complimentary use of pavilions and facilities. Motion carried unanimously by all.

16. Consider request from Stalwart Films, LLC to close the Line Creek Road Bridge for a 24 hour period during the period of August 22nd – August 23rd.

Mr. Wilson stated that Mike Riley has proposed a detour and have distributed the map to the Commissioners. Stalwart Films has a special scene that they would like to have within Spalding County. Mr. Riley stated that he has communicated with his film crew and the dates will be August 29th and August 30th.

Mr. Riley stated that they will be filming for two days and would like to close the street to thru traffic and leave it closed overnight. They will be placing off-duty deputies to make sure equipment is not stolen. There are no residents within detour along Line Creek Road. Property is owned primarily by City of Griffin and Mr. Love which owns the property on the northwest portion.

Motion/Second to approve request from Stalwart Films, LLC to close the Line Creek Road Bridge for a 48 hour period between August 29th and 30th. Motion carried unanimously by all.

XI. REPORT OF COUNTY MANAGER

- A. Zoning Public Hearing to be held on August 23, 2012 is cancelled.
- B. The United Way Kick-Off Meeting will be held on Tomorrow, August 21st at 9:30 a.m. in the Meeting Room. Staff is asking for a representative from each Department to be in attendance. There will be representatives from United Way to discuss possible fund raising ideas and team competition.
- C. The Spalding County Re-entry task Force will meet Tomorrow, August 21st at 2:00 p.m. at the Griffin Police Department.
- D. The Fairmont Recreation Center Roof bid conference will be held Tomorrow, August 21st at 2:00 p.m. All sealed bids are due before 2:00 p.m.
- E. All County Offices will be closed on Monday, September 3rd in observance to Labor Day. Offices will re-open on Tuesday, September 4th.
- F. Deputy Blake Custer was involved in a motor vehicle accident on Sunday, August 19, 2012 while on duty. He was flown by helicopter from the scene to the Atlanta Medical Center and has since been released. Please keep his family in your thoughts and prayers.
- G. Pursuant to O.C.G.A. § 45-3-11, all County employees are required to sign a Loyalty Oath supporting the United states, the Constitution of the State of Georgia and also states that you are not a member of the Communist Party. William advised that after checking with the County Attorney, ACCG General Counsel and the Attorney General's Office. After checking with several counties, Mr. Wilson advised that none were aware of the oath requirement. Mr. Wilson further advised that he has asked our local legislators to consider proposing legislation in the 2012 Session to clarify its applicability and address the issue in conflict with the first and fourteenth amendment with regards to membership in the Communist Party.
- H. Ricky has prepared Guidelines & Request Form for Proclamations. This process will streamline proclamation requests submitted to staff and make it easier to prepare Proclamations. Each entity/person wishing to receive a proclamation must fill out the form. The form will be available for download on the County website.
- I. Staff is looking at having our Online Code updated immediately following adoption of an ordinance on second reading. Using this method, the online code will stay up to date on the County Website. We will continue to have paper supplements twice per year.
- J. Spalding County Parks & Recreation have been diligently working on implementing the Rec 1 system. I am happy to report that Rec 1 will be up and running around the beginning of September. This process will be implemented in several different phases. The first phase will be implementation of Rec 1 for picnic reservations. This way all office personnel will understand the process before going completing online. The next phases will include ceramics. The last phase will include implementing Rec 1 for Parks Rooms and Facility rentals. Park & Recreation will be providing a weekly progress report, beginning this Wednesday.
- K. Blue Cross Blue Shield Wellness Luncheon scheduled for August 29, 2012 at 12:15 p.m. at Cowan Road Fire Station on hypertension.
- L. Many employees recently received a letter from Cigna about a Health Insurance Premium Rebate. The County is in the process of reviewing what this new law requires us to do in order to distribute the rebate to eligible participants. Spalding County has received the rebate check from Cigna.

Eligible participants as of July 30, 2012 will receive the rebate on a payroll check. The rebate will be approximately \$46.62 and is taxable income.

- M. As part of the cost cutting measures approved in the FY 2013 Budget, a policy of mandatory direct deposit for all employees was instituted. This policy is for all “new hires” effective July 1, 2012 and have scheduled implementation for all current employees effective September 1, 2012. To date, only a few employees have not complied. Thanks to all.
- N. Board consensus to provide two port-a-potties at the Park @ Sixth along with rental of Park. No additional fee will be assessed for port-a-potties. If more port-a-potties are required the expense will be on the entity renting the facility.
- O. Board consensus not to adopt the local energy excise tax on manufacturing industries. Legislature enacted new law to decrease sales tax on energy by 1% for the next four years.

XII. REPORT OF COMMISSIONERS

Freeman- None

Gardner- Thanked Public Works crews for keeping right of ways cut.

Gilreath- None

Ray- Thanked EMA Director, Kenny West, Glenn Polk, Jamie Clark for work on obtaining StormReady designation for Spalding County. Commissioner Ray also would like the Board to consider evaluating the County Manager in the near future. Additionally, Commissioner Ray thanked City& County Staff for work on LOST renegotiations and noted that the process went very smooth.

Flowers- None

XIII. CLOSED SESSION

The Chairman requests an Executive Session to discuss or deliberate on the appointment, employment, compensation, hiring, disciplinary action or dismissal, or periodic evaluation or rating of a county officer or employee as provided in O.C.G.A. § 50-14-3(6).

No motion was made to enter Executive Session for the purpose of discussing personnel issues.

The County Attorney requests and Executive Session to discuss pending or potential litigation, settlement, claims, administrative § 50-14-2(1); proceedings, or other judicial actions brought or to be brought by or against the county or any officer or employee or in which the county or any officer or employee may be directly involved as provided in O.C.G.A. § 50-14-3(6).

Motion/Second by Ray/Freeman to enter Executive Session at 8:06 p.m. to discuss pending or potential litigation, settlement, claims, administrative § 50-14-2(1); proceedings, or other judicial actions brought or to be brought by or against the county or any officer or employee or in which the county or any officer or employee may be directly involved as provided in O.C.G.A. § 50-14-3(6). Motion carried unanimously by all.

Motion/Second by Gardner/Ray to adjourn closed session at 8:20 p.m. Motion carried unanimously by all.

XIV. ADJOURNMENT

Motion/Second by Freeman/Ray to adjourn at 8:21 p.m. Motion carried unanimously by

Gwen Flowers-Taylor, Chairman

William P. Wilson, Jr. - County Clerk

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