



BOARD OF COMMISSIONERS

Work Session

MINUTES

April 7, 2016

10:00 a.m.

Commission Conference Room – Ste. 168

Chairman Jones called the Work Session to order at 10:00 a.m. Commissioner Becky Denney and Commissioner Jerry Barnes were both present.

Items for Discussion:

1) Report on the Salary and Classification Study

Jan Hanford, Vice President of Condrey & Associates and Principal Consultant Mark Knowles, provided the Board with the final report – Draft - of the job classification and compensation plan they have been working on since November 2015 at the request of the Board and provided explanation. Mr. Knowles said they reviewed and revised the current classification system and pay plan for all county employees; collected salary data from the cities and counties requested: Cities of Alpharetta, Calhoun, Canton, Cartersville, Ellijay, Holly Springs, Jasper, Roswell, Smyrna, Woodstock and the Counties of Cherokee, Dawson, Forsyth, Gilmer and Lumpkin. They produced a recommended pay plan based on job analysis, job evaluation, and wage survey data. Approximately 60% of full-time position incumbents were personally interviewed for the study. He stated that their experience in interviewing the county's employees was a positive one. They evaluated each classification for grade assignment. The pay plan consists of nineteen grades (7-25) and 3 plans. Cost of Implementation: Plan A- Cost to implement is 6.78% of current payroll- approximately 100% relative to labor market; Plan B – Cost to implement is 3.74% of current payroll - approximately 95% relative to labor market; Plan C – Cost to implement is 2.25% - 90% of market. Condrey and Associates recommends that a one-time equity adjustment be applied to employee salaries. The cost of the equity adjustment is approximately 2.60% of adjusted payroll cost. An alternative equity adjustment is also presented; its cost is approximately 1.97% of adjusted payroll. This will help ameliorate the problem of pay compression that may occur (position salaries grouped closely together regardless of length or quality of service to the organization). He stated that this plan was based on the new FLSA law regarding exempt/ non-exempt status which changes the minimum salary for exempt employees to \$50,440 this year.

The Board will review this study for future discussion.

- 2) **Text Amendment – subdivisions with gravel private streets in certain cases**
Richard Osborne, Director of Planning and Development, stated that representatives of RLF Talking Rock Properties (Greg Boree, Mark Chastain, and Ed Marger) have been in discussions with staff regarding possible development of subdivision(s) on approximately 3,000 acres in northwest Pickens County. The representatives would like to amend the Pickens County Code of Ordinances regarding developments proposed to have gravel private streets. Currently, Section 38-180(2) states the following: *2) Streets proposed as private streets shall meet the private street standards as outlined in division 6 of this article. All streets which are proposed as private streets shall comply with the ownership and maintenance provisions outlined in section 38-351 of this chapter and be so noted on the final plat.* The representatives would like to amend this section so that subdivisions having lot sizes of 10 acres or greater in gated communities could occur on gravel private streets with a minimum of 40 feet of right-of-way, provided that there be a property owners association required for the private streets. Streets in these types of subdivisions would have gated entrances. In addition to the existing requirements for commonly owned property in a subdivision as found in Section 38-351 regarding the property owners association, the legal document creating the property owners association would need to contain provisions for acknowledgement, acceptable to the County Attorney, that the gravel private streets would not be paved and would not be accepted as County-maintained streets.

Commissioner Denney asked if there are any other subdivisions like this in our County. Chairman Jones replied “no”. Commissioner Denney asked if 10 years down the road with different commissioners this could be changed. Mr. Osborne said the county attorney said anything can be changed. Ordinances can be changed. Mr. Mark Chastain addressed Commissioner Denney’s question. He said that people would buy the lots knowing the roads were private and behind a gate.

100% of the property owners would have to agree to make any changes.

Commissioner Denney and Commissioner Barnes asked what the price range of the homes would be. Mr. Chastain said he doesn’t know.

Ed Marger said they would be substantial homes and that Mr. Boree is interested in bringing in good development and it will bring in tax dollars to our county.

Commissioner Denney said she felt the Board should look at some counties that have done this and see how it is going.

Chairman Jones said he will get with Mr. Osborne on this.

- 3) **Recycling county electronic equipment**

Chairman Jones reported that he has a lot of old computers that can’t be upgraded. Premier Surplus has provided a Service Proposal. This is at no cost. They pick up or we can deliver to them. Pickens County Government will have access to free hard drive shredding while utilizing Premier Surplus for electronic equipment recycling.

Chairman Jones asked the Board to look at the proposal and take it under consideration.

- 4) **Statewide Mutual Aid and Assistance Agreement**

The Georgia Emergency Management Act, as amended (The Act) gives the local governments of the State the authority to make agreements for mutual aid assistance in emergencies. Pre-existing agreements for mutual aid assistance in emergencies help to ensure the timely provision of mutual aid assistance and the reimbursement of costs incurred by those parties who render such assistance. Rodney Buckingham, Assistant Director of Emergency Management, said the biggest change in this agreement is authorizing a particular person to request assistance and to send assistance to another area. He stated that this agreement has to be signed by June 30, 2016. Once the Agreement is executed it is valid until March 1, 2020.

There being no further discussion, the Work Session was adjourned at 10:58 a.m.

These Minutes were approved at the April 21, 2016 BOC meeting.

Commission Meetings are videotaped and may be viewed at www.knowpickens.com.