

**MINUTES
 SPECIAL CALLED MEETING
 GLYNN COUNTY BOARD OF COMMISSIONERS
 W. HAROLD PATE BUILDING
 1725 REYNOLDS STREET, 2ND FLOOR CONFERENCE ROOM
 TUESDAY, JUNE 2, 2015 AT 2:00 PM**

PRESENT: Dale Provenzano, Chairman, District 2
 Richard Strickland, Vice Chairman, District 3
 Michael Browning, Commissioner, District 1
 Bill Brunson, Commissioner, District 4
 Allen Booker, Commissioner, District 5
 Mark Stambaugh, Commissioner, At Large Post 1
 Bob Coleman, Commissioner, At Large Post 2

ALSO PRESENT: Alan Ours, County Administrator
 Aaron Mumford, County Attorney
 Cindee Overstreet, County Clerk

Discussion and consideration of the following:

1. FY16 proposed budget-

- Consider budget requests from:
 - Probate Court Judge Debbie Howes
 Judge Howes requested a part-time audit clerk.
 It was the consensus of the Board to add this position to the proposed FY16 budget.
- Review of capital improvements to parks in Sterling
 Staff provided a list of upgrades needed at the Sterling Park. The list included:

STERLING PARK - BALLFIELDS			
Task	Units	Unit Cost	Total Cost
Dugout's	4	\$1,000.00	\$4,000.00
Ball field Lighting Repair	1	\$6,200.00	\$6,200.00
Existing Pavilion Painting	2	\$400.00	\$800.00
New Pavilion/Bathrooms	1	\$254,500.00	\$254,500.00
A&E for Park, Pavilion/Bathrooms	1	\$31,876.00	\$31,876.00
Picnic Tables	6	\$700.00	\$4,200.00
BBQ Grills	2	\$825.00	\$1,650.00
Irrigating, Grading, and Sprigging (2) Fields	1	\$125,000.00	\$125,000.00

ADA Compliance	1	\$113,000.00	\$113,000.00
New Fencing for both fields	2	\$38,739.00	\$38,739.00
New water system	1	\$14,100.00	\$14,100.00
Total			\$594,065.00

STERLING PARK – BY FIRE STATION

TASK	UNITS	UNIT COST	TOTALS
Pavilion	1	\$26,000.00	\$26,000.00
Playground	1	\$110,000.00	\$110,000.00
Replace basketball goals	2	\$4,500.00	\$4,500.00
Remove/Replace Basketball Court	1	\$50,000.00	\$50,000.00
Parking Pad & Sidewalks	1	\$8,000.00	\$8,000.00
Total			\$198,500.00
TOTAL COST			\$792,565.00

The commissioners decided to budget \$400,000 in FY16 for park improvements. Funding will be provided by the Capital Improvements Project Fund fund balance.

- Receive update on 2015 Classification & Compensation Study

At the request of the Board, the Archer Company was hired to conduct a classification and compensation study. The findings were that Glynn County's compensation schedule was much lower than other counties surveyed. The pay ranged from 6 to 17% lower.

HR Director Orah Reed provided three options for the Board to consider:

Option 1:

Increase the pay scale for all positions by 2.8%.

Increase the salary of entry-level public safety employees to the hiring rate of the new pay range. These positions included: firefighter 1, firefighter/EMT 1, Firefighter/paramedic 1, Police Officer 1, Communications Officer 1, and Detention Officer 1.

Approve the reclassification of several positions.

The total cost of this option for FY16: \$2,004,298

Option 2:

Increase salary for employees whose current salaries are below the newly proposed minimum rates.

Approve the reclassification of several positions.

Reinstate the Career Track Program.

Allow for the continuance of merit increases.

The total cost of this option for FY16: \$1,078,632

Option 3:

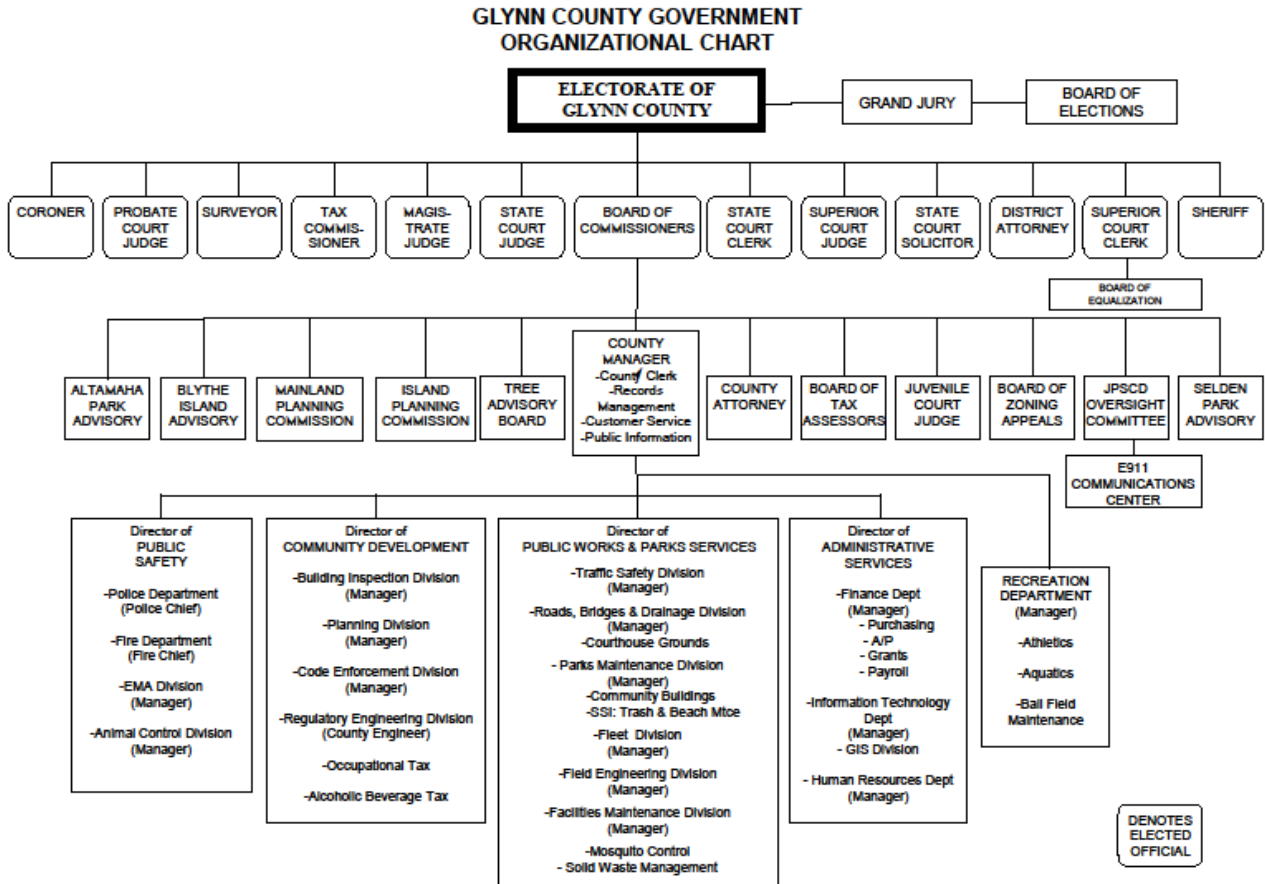
Provide a 3% cost of living adjustment for all employees.

The total cost of this option for FY16: \$1,067,217

- Reviewed of additions/deletions to the proposed budget
- Reviewed proposed organizational changes
The proposed changes to the organization included the following:
 - Establish a Department of Public Safety, which would include the Police Department, Fire Department, Animal Control Division, and the Emergency Management Division. Under this proposal, the Police Chief would no longer serve under the direction of the Board of Commissioners. The Animal Control Division and Emergency Management Agency would no longer fall under the Police Department.
 - The Facilities Management Division, formerly under the Administration Department, would move to the Public Works Department.
 - The Parks Maintenance, Courthouse Grounds Maintenance, Community Buildings, and St. Simons Trash and Beach Maintenance, formerly under the Recreation & Parks Department, would move to the Public Works & Parks Services Department. The Public Works Director would become the Public Works & Parks Services Director.
 - The Information Technology Department, Human Resources Department, and the Finance Department would merge under the newly created Administrative Services Department. These directors' titles would change from director to manager. The Finance Department Director, Tonya Miller, would serve as the Administrative Services Department Director and Chief Financial Officer. The Assistant Finance Director would serve as Finance Manager.
 - The Recreation Department would continue to report to the County Administrator and would oversee athletics, aquatics, and ball field maintenance. The Recreation Director would become the Recreation Manager.
 - The County Administrator's title would change to County Manager to more closely match his job duties. In Georgia, County Administrators are not usually responsible for the hiring and firing of department directors. This is usually left to the Board of Commissioners; however, County Managers are usually responsible for this.

Commissioners Booker, Stambaugh, and Browning were opposed to the Police Chief reporting through a Public Safety Director to the County Manager rather than directly to the Board of Commissioners.

2. Consider approval of proposed organizational changes.



The organizational changes were to become effective July 1, 2015.

A motion was made by Commissioner Strickland and seconded by Commissioner Brunson to approve the proposed organizational changes. The motion carried 4-3 with Commissioner Stambaugh, Commissioner Browning, and Commissioner Booker opposed. Resolution #R-25-15

A motion was made by Commissioner Strickland and seconded by Commissioner Brunson to approve the job description for the Public Safety Director at a pay range of 36. The motion carried 4-3 with Commissioner Stambaugh, Commissioner Browning, and Commissioner Booker opposed.

3. Consider approval of an amendment to the Glynn County Code of Ordinances, Glynn County, Georgia, to add a new Section 2-2-1.5 to the Administration Ordinance to create the office of county manager, to provide that the board of commissioners shall contract with the county manager; to provide for the powers, duties, and responsibilities of the county manager, to provide for the designation of an interim or acting county manager under certain circumstances, and for other purposes.

A motion was made by Commissioner Strickland and seconded by Commissioner Coleman to approve the amendment to the Code of Ordinances to add Section 2-2-1.5. The motion carried unanimously. Ordinance #O-2015-04

EXECUTIVE SESSION/POST EXECUTIVE SESSION ACTION

There being no further business, the meeting was adjourned.

Dale Provenzano, Chairman
Board of Commissioners
Glynn County, Georgia

Attest:

Cindee S. Overstreet, Clerk