



City of Fairburn
Mayor and Council Meeting Minutes
February 24, 2020
7:00 p.m. @ City Hall

- I. The meeting was called to order at 7:00 p.m. by the Honorable Mayor Carr-Hurst.
- II. Roll Call was taken by City Clerk, Arika Birdsong-Miller with the following members present:

Mayor Elizabeth Carr-Hurst

The Honorable Linda J. Davis
The Honorable Alex Heath
The Honorable Pat Pallend

The Honorable Hattie Portis-Jones
The Honorable James Whitmore

Mayor Pro-Tem Ulysses J. Smallwood was absent.

The attendance of Council constituted a quorum and the meeting proceeded.

- III. The invocation was led by Apostle Danita Jones of In His Great Name Ministries.
- IV. The Pledge of Allegiance was recited in unison.
- V. Presentation:
Mr. John Childs, Executive Director of Mental Fitness 21st Century Learning, informed Mayor and Council that Fulton County Community Service Program awarded Mental Fitness a \$50,000 Scholarship. The donation will be used to subsidize tuition cost for families needing financial assistance to attend the afterschool program as well as the summer enrichment program. Another \$3,000 donation was also made by Waste Industries for scholarships.

Mr. Childs also stated that Bright from the Start Georgia Department of Early Care and Learning performed an annual review of the program offered by Mental Fitness and the review yielded great results. Mental Fitness results were good standings, which is the highest rank you can receive from the evaluation.
- VI. Public Comment: There was no public comment.
- VII. Adoption of the Council Agenda. Mayor Carr-Hurst with the addition of Item #10 and Item #11 for Resolutions to abandon Public Right of Way and to Authorize Disposition in favor of Landmark Christian School. Motion to approve the Council Agenda with additions was made by Councilman Whitmore and the second was provided by Councilman Heath.

Vote: 5-0: Motion Carried.

- VIII. Adoption of Consent Agenda Items: Agenda Item #1, #3, #4, #5, #6, #7, #8, and #9 were moved to the Consent Agenda. Motion to approve the Consent Agenda items was made by Councilman Heath and the second was provided by Councilwoman Davis.

Vote (5-0) Motion Carried.

The Consent Agenda Items were:

1. **Office of the Mayor** **Mayor Elizabeth Carr-Hurst**
For Mayor and Council to approve Appointments to the Art Advisory Council.
2. **Police Department** **Chief Stoney Mathis**
For Mayor and Council to approve the purchase of Radar Speed Detection Trailer in the amount of \$15,000.
3. **Finance Department** **Ms. Angela Jackson**
For Mayor and Council to approve the Proposed Funding for Utility Projects approved on February 10, 2020.
4. **Engineering/Community Development** **Mr. Lester Thompson**
For Mayor and Council to approve Contract Award with Clark Patterson Lee for Parking Lot Design Services at the Train Depot; future location of Casablanca Restaurant.
5. **Utility Department** **Mr. Steven Jackson**
For Mayor and Council to approve the Landscape Irrigation System Requirements Ordinance.
6. **Utility Department** **Mr. Steven Jackson**
For Mayor and Council to approve the Licensing and Conversion from the Itron Meter Reading System to the Neptune Cloud based Electronic Meter Reading System from Delta Municipal in the amount of \$26,000.
7. **Parks and Recreation** **Mr. Dennis Stroud**
For Mayor and Council to approve the Usage Agreement for Southside Kickers Kickball League.
8. **Parks and Recreation** **Mr. Dennis Stroud**
For Mayor and Council to approve the Usage Agreement for South Fulton Little League.

- IX. Adoption of City Council Meeting and Executive Session Minutes from February 10, 2020 was presented and approved. Motion to approve the Council Meeting Minutes was made by Councilwoman Davis and the second was provided by Councilman Heath.

Vote: 5-0: Motion Carried.

- X. Public Hearing: There was no public hearing.

- XI. Agenda Items:

1. **Human Resources** **Mrs. Linda Johnson**
For Mayor and Council to approve the proposed changes to the City of Fairburn Personnel Policy Handbook Section 2-52.16 (Resignation), Section 2-53.5 (Education Assistance) and Section 2-53.13 (Bereavement Leave). Mrs. Linda Johnson explained to Council the changes made to the Personnel Policy Handbook would include Section 2-52.16 (Resignation): The

City of Fairburn's Personnel Handbook, Section 2-52.16 (Resignation), did not specify who would present the exit interview form to the employee upon their resignation or involuntary termination nor by whom the exit interview would be conducted. The proposed revisions provide the exiting employee with a direct point of contact.

Additionally, the proposed addition to the City of Fairburn's Personnel Handbook, Section 2-52.16 (Resignation) notifies the exiting employee of a required doctor's note for use of sick leave during the two-week notice of resignation-period, and that the employee may use accrued vacation leave for such absences. Also, this proposed language deters misuse and abuse of sick leave.

Section 2-53.5 (Education Assistance): The City of Fairburn's Personnel Handbook, Section 2-53.5 Educations Assistance references eligible employees may be entitled to reimbursement of certain tuition and related expenses for certain job-related training or education, pursuant to the City's Education Assistance Plan. It further references a copy of the Education Assistance Plan as available from the Human Resources Department upon request. This section is inaccurate, irrelevant and misleading. No Education Assistance Plan is in place nor in use. Eligible employees attend job-related conferences and training, approved and budgeted by each department. Therefore, it is proposed to delete this section in its entirety.

Section 2-53.13 (Bereavement Leave): A proposal to revise this section to limit the use of bereavement leave to employee's immediate family members: spouse, children, parents, brothers, sisters, grandparents, and grandchildren, and any other person who resides in the employee's household and who is recognized by federal law as a dependent of the employee; thus, removing mother-in-law, father-in-law, son-in-law or daughter in-law. However, employees may take such leave for non-qualifying relatives by using annual leave.

Councilwoman Portis-Jones expressed concerns about the bereavement leave policy revision removing Mother-In-Law and Father-In-Law and proposed offering at least 1 day for bereavement leave to employees.

Councilwoman Portis-Jones made a motion to revise the proposed changes to the Personnel Policy Section 2-53.13 (Bereavement Leave) to add 1-day for bereavement if the Mother-In-Law or Father-In-Law of the employees dies. The motion failed due to a lack of a second.

Motion to approve the proposed changes to the City of Fairburn Personnel Policy Handbook Section 2-52.16 (Resignation), Section 2-53.5 (Education Assistance) and Section 2-53.13 (Bereavement Leave) was made by Councilman Whitmore and the second was provided by Councilwoman Davis.

Vote: 4-1: Motion Carried.

Opposed: Councilwoman Portis-Jones

2. City Attorney

Mr. Randy Turner

For Mayor and Council to approve the Resolution of the Mayor and City Council of the City of Fairburn, Georgia to Fully and Forever Abandon Approximately 0.29 Acres of Public Rights of Way and to Authorize Disposition of Same in Favor of Landmark Christian School, Inc. to be used for Educational Purposes; to Provide for an Effective Date; and For Other Purposes. Attorney Randy Turner explained to Mayor and Council that

the land would be used by Landmark Christian School, Inc. for educational purposes.

Vote: 5-0: Motion Carried.

3. City Attorney

Mr. Randy Turner

For Mayor and Council to approve the Resolution of the Mayor and City Council of the City of Fairburn, Georgia to Fully and Forever Abandon Approximately 0.28 Acres of Public Rights of Way and to Authorize Disposition of Same in Favor of Landmark Christian School, Inc. to be used for Educational Purposes; to Provide for an Effective Date; and For Other Purposes. . Attorney Randy Turner explained to Mayor and Council that the land would be used by Landmark Christian School, Inc. for educational purposes.

Vote: 5-0: Motion Carried.

XII. Council Comments:

Councilwoman Portis-Jones thanked Mr. John Childs for his contribution to the youth in the City of Fairburn.

Councilman Pallend had no comment.

Councilwoman Davis had no comment.

Councilman Heath thanked the employees for the hard work being done on the construction of the STEAM School.

Councilman Whitmore expressed gratitude to Mr. John Childs for bringing Mental Fitness to the City of Fairburn.

Mayor Carr-Hurst stated that it has been a pleasure working with Mr. John Childs and looks forward to many more years. Mayor Carr-Hurst acknowledged the new Director of Economic Development Mr. Kalanos Johnson. Mayor Carr-Hurst reminded citizens of the State of the City Address that will be held on Monday, March 23, 2020 at 7 p.m.

- XIII. Executive Session:** At 7:38 p.m. a Motion to enter executive session for real estate and pending litigation was made by Councilman Whitmore and the second was provided by Councilman Heath.

Vote: 5-0: Motion Carried.

At 8:28 p.m. a Motion to reconvene the open regular meeting was made by Councilman Heath and the second was provided by Councilman Whitmore.

Vote: 5-0: Motion Carried.

- XIV. Adjournment:** At 8:28 p.m., with no further business of the City of Fairburn, the Motion to adjourn was made by Councilman Whitmore and the second was provided by Councilman Heath.

Vote: 5-0: Motion Carried.



Arika Birdsong-Miller, City Clerk



Elizabeth Carr-Hurst, Mayor