



**CITY OF FAIRBURN  
CITY HALL  
56 Malone Street  
Fairburn, GA 30213  
September 28, 2015  
7:00 P.M.**

The Honorable Mayor Mario Avery

The Honorable Ron Alderman  
The Honorable Alex Heath  
The Honorable Marian Johnson

The Honorable Lydia Glaize  
The Honorable Elizabeth Hurst  
The Honorable Hattie Portis-Jones

Tom Barber  
Brenda B. James  
William Randy Turner

City Administrator  
City Clerk  
City Attorney

**I. MEETING CALLED TO ORDER: Honorable Mayor Mario Avery.**

**II. ROLL CALL:** Council Member Glaize was absent. She was representing the City of Fairburn in Germany at the American Council on Germany for the National League of Cities, John J. McCloy Fellowship Program. All others were present.

**III. INVOCATION:** was provided by Mayor Pro Tempore Heath

**IV. PLEDGE OF ALLEGIANCE:** was recited in unison.

**V. PRESENTATION:** None.

**VI. PUBLIC COMMENTS:** None.

**VII. ADOPTION OF THE COUNCIL AGENDA:**

Council Member Heath made a motion to adopt the Council Agenda with items #1, 4, 5, 6, 7, 8, 9, 10 and 11 to be placed on the Consent Agenda with Council Member Johnson providing the second. **The motion carried.**

**VIII. APPROVAL OF CONSENT ITEMS:**

Council Member Alderman made a motion to approve the Consent Items

**1. Resolution to Establish the Fiscal Year 2015-16 Maintenance and Operation**

Millage Rate

4. Resolution to Adopt the Fiscal Year 2015 Budget Adjustment
5. Task Order 2015.12- Right-Of-Way Services
6. Approval of the Agreement – CDBG Sidewalk Project
7. Ratification of the Purchase of Life Pack 15 V4 Cardiac Defibrillator Monitor for the Fire Department
8. Ratification of the Purchase of the Weather Warn Automatic Siren Activation System
9. Ratification of the Purchase of two Zero Turn Turf Mowers with A 60” Cutting Width and Mulch on Demand Deck
10. Ratification of the Purchase of Sewer Monitoring Equipment
11. Ratification of the Purchase of Employee Exercise Equipment

Council Member Johnson providing the second. **The motion carried.**

**IX. APPROVAL OF CITY COUNCIL MINUTES:** Council Minutes of September 14, 2015

Council Member Alderman made a motion to approve the City Council Minutes of September 14, 2015 with Council Member Heath providing the second. **The motion carried.**

**X. AGENDA ITEMS:**

12. Proposed 2015 Pay Scales (Civilian, Fire, Police and Civilian Pay Scale Bands

Human Resources Director David Johnson provided Mayor and Council with an overview of the Proposed 2015 Pay Scales.

Council Member Johnson made a motion to approve the Proposed 2015 Pay Scales with Council Member Heath providing the second.

Council Member Hurst stated for the record, “we have done some work, but as a whole, I just don’t believe in the pay scales. So, I want to be clear with everyone here tonight. I am not only speaking of maintenance workers; I’m speaking of other workers in the city. I am very disappointed after working with you for some weeks on this that we retracted some figures that I had no knowledge of until the last minute, that was a disappointment to me. If we are going to keep good people

we have to pay decent salaries. I understand our budget. I am one of those people that you don't spend if you don't have. So, I do understand budgets. I do believe we could have done a little more than what we did. At the very end, we came up with \$300,000.00. We had to get rid of some other stuff in order to get that \$300,000 to work with. I do appreciate what was given up for the employees. In my good conscience and I am speaking about Mrs. Hurst now, no one else; this is just not enough for our city employees, after not having anything since 2006 and it is now 2015."

Council Member Portis-Jones asked if the budget is \$300,000 or \$308,000 for the pay raise.

City Administrator Tom Barber said \$317,000.

Council Member Heath said we did comparisons with other cities. He referred to the City of Riverdale and said their starting pay is below our pay.

Mayor Avery thanked staff for the research. He said the HR Director David Johnson mentioned to him that we had to address this area. He also credited Council Member Glaize for bringing up the discussion. He said the results that we see here in the city is due to good management. Mayor Avery also thanked staff for a job well done.

After further discussion, **the motion carried. Council Member Hurst opposed.**

13. Proposed 2015 Pay Plans for Civilian/Utilities, Fire Department, and Police Departments and Public Safety Departments Merit Pay Systems

Human Resources Director David Johnson provided an overview of the Proposed 2015 Pay Plans for Civilian/Utilities, Fire Department, and Police Departments and Public Safety Departments Merit Pay Systems.

Council Member Johnson made a motion to approve with Council Member Heath providing the second.

Council Member Portis-Jones asked if the current employees' salaries would stay at the current level until they meet the first goal of the performance plan.

Mayor Avery asked David Johnson if I was hired as a police officer does the plan clearly state the steps for the merit increase.

Human Resources Director David Johnson provided an example of the steps for a Code Enforcement to receive a merit increase.

Mayor Avery said are there any circumstances that an employee would not receive the merit increase.

Human Resources David Johnson said disciplinary reasons based on the

Department Head recommendations can be considered. After some discussion, **the motion carried. Council Member Hurst opposed.**

2. Resolution to Adopt the Fiscal Year 2015-2016 General Obligation Bond Millage Rate

Finance Director David Smith provided Mayor and Council with an overview of the General Obligation Bond Millage.

Council Member Alderman made a motion to approve the General Obligation Bond Millage Rate of 1.63 mills with Council Member Portis-Jones providing the second.

Council Member Portis-Jones wanted to know how the millage rate was able to be lowered.

Finance Director David Smith said the city received a one-time property tax payment which increased the cash amount and decreased the amount in our calculation; this is a one-time item. **The motion carried.**

3. Ordinance to Establish the Fiscal Year 2015-2016 Budget

Finance Director David Smith provided an overview of the Ordinance to establish the Fiscal Year 2015-2016 Budget in the amount of \$36,244,051. He said the expenses were reduced from 14,160,150.00 to \$14,094,087. The total budget to include the Enterprise Fund is \$36,244,051 with expenses in the amount of \$41,436,755.

Council Member Heath made a motion to approve the 2015-2016 Budget in the amount of \$14,094,087 with Council Member Alderman providing the second.

Council Member Portis-Jones asked why the expenses were greater than the revenue.

Finance Director David Smith said in the General Obligation Bond Funds we actually received the monies ahead of time and we spend those monies down. In subsequent years, the expenditures are more than our revenue we take in. He said since we are including the General Obligation Bond Fund, Capital Projects Fund, Special Revenue in the total budget that is the difference revenue and expenditures overall; the revenue was accounted for in prior years.

Mayor Avery stated for the record, due to the staggering tax digest the City Council had an opportunity to move the roll back tax to make up for lost revenue as a result in the drop in the tax digest. We have lost 3 to 4 years and have absorbed that amount of money that would have been passed on to the taxpayers. I don't know if we will be able to do that for many more years. **The motion carried. Council Member Hurst opposed.**

#### 14. Rate Increase for City Attorney

Council Member Alderman made a motion to approve the rate increase for the City Attorney at an hourly rate of \$165 per hour with Council Member Johnson providing the second.

Council Member Portis-Jones requested that Council and staff take a look at how the City Attorney time is being utilized.

Council Member Hurst said she has great respect for Mr. Turner. She said Mr. Turner has performed a great job since 2010. Council Member Hurst reiterated about the employee pay scales. She said in good conscience, I cannot agree to a rate increase for the attorney and the employees are not receiving what they deserve.

Mayor Avery thanked the Randy Turner/Ross Firm for resolving matters in the city in 2012 and 2013. **The motion carried. Council Member Hurst voting “No”.**

#### 15. Award of Design-Build Contract for Duncan Park Aquatic Facility

Council Member Portis-Jones made a motion to Award of Design-Build Contract for Duncan Park Aquatic Facility in the amount of \$2,004,698.00 to include \$100,000.00 in city controlled contingency with Council Member Johnson providing the second. **The motion carried.**

### **XI. COMMENTS FROM COUNCIL:**

Council Member Portis-Jones had no comments.

Council Member Johnson stated that she is happy with the city’s budget and spoke on the raises. She said we did not have to lay off any employees.

Council Member Hurst said she voted the way that she felt. She said we have good employees that have always wanted the best for everyone. Council Member Hurst said if she has to stand alone in her belief, she will. She then thanked everyone for coming out to the meeting.

Council Member Heath thanked everyone for coming out to the meeting tonight. He said as a Council we are privilege to have the employees that we do. He reminded everyone to come out to the parade happening on this Saturday beginning at 9:30am to 10pm.

Council Member Alderman encouraged everyone to come to the Fairburn Festival this Saturday. He announced that First Baptist Church Pastor resigned.

Mayor Avery announced the Fairburn Festival will take place on this Saturday beginning at 9:30am. He said there will be a breakfast for the Mayors and the Lieutenant Governor beginning at 8:00am to 9:00am. Mayor Avery thanked the City Council for passing the budget. He also thanked staff, the Human Resources Director, all the Department Heads and Council Member Hurst. He wished everyone God's speed.

**XII. ADJOURN:**

Council Member Alderman made a motion to adjourn with Council Member Hurst providing the second. **The motion carried.** The meeting adjourned at 8:30pm.

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Brenda B. James City Clerk

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Mario Avery, Mayor