

**Tyrone Town Council
Meeting Minutes
June 20, 2019**

Present:

Mayor, Eric Dial

Mayor Pro Tem, Gloria Furr

Council Member, Ken Matthews

Council Member, Ryan Housley

Council Member, Linda Howard

Town Manager, Brandon Perkins

Finance Manager, Sandy Beach

Police Chief, Randy Mundy

Engineer/Public Works Director, Scott Langford

Town Clerk, Dee Baker

Approval of Agenda

Council Member Howard made a motion to approve the agenda with the change of moving Executive Session after number four, under new business.

Council Member Furr seconded the motion. Motion was approved 4-0.

Consent Agenda: *All matters listed under this item are considered to be routine by the Town Council and will be enacted by one motion. There will not be separate discussion of these items. If discussion is desired, that item will be removed from the consent agenda and will be considered separately.*

Approval of minutes, June 13, 2019

Consider to approve the annual Intergovernmental Agreement with Fayette County for conducting the municipal election.

Consideration to approve the renewal of the Reese Services contract for HVAC services.

Scott Langford, Engineer/Public Works Director

Consideration to approve the renewal of the TruGreen contract for fertilizing and weed control.

Scott Langford, Engineer/Public Works Director

Council Meeting

June 20, 2019

Page 1 of 9

Consideration to approve Resolution No. 2019-08, revising Resolution No. 2018-02 as it pertains to the purchase of Grove Park property.

Consideration to approve the new Tyrone employee pay scale. ***Sandy Beach, Finance Manager***

Consideration to approve the Rushton and Company financial audit engagement letter.
Sandy Beach, Finance Manager

Council Member Matthews made a motion to approve the consent agenda.
Council Member Housley seconded the motion. Motion was approved 4-0.

Consideration to surplus Police Department Body Cameras. ***Randy Mundy, Police Chief***

Chief Mundy stated that currently there was a surplus of body cameras due to a recent upgrade and they were no longer being used. He recommended to surplus the cameras.

Council Member Housley made a motion to approve to surplus the Police Department Body Cameras.
Council Member Matthews seconded the motion. Motion was approved 4-0.

Presentations/Recognition:

Fayette Chamber of Commerce: Colin Martin, President, CEO.

Mr. Martin presented that several years ago the Fayette County Chamber, through a visioning process, created the Create Your Story brand. He gave examples of what Fayette County's story currently had to offer newcomers: Marvel Movies were now produced at Pinewood Studios, Peachtree City was the first planned community, advanced manufacturing, engineering, the county has world-class education, Piedmont Fayette Hospital is one of the top fifty hospitals in the nation, and we are a short drive from the airport and Atlanta. He added that Tyrone was special due to its rural feel. He informed Council that currently, the County's story was changing. In 2010, 12% of our population was sixty-years or older, in 2018 it increased to 18% while the 20-64 and the 0-19 age brackets shrank. Mr. Martin shared that in 2023 it was expected that the aging population would grow to 22%, the 0-19 age would reflect 22%, and the 20-64 bracket would be estimated at 56%. He explained that as more people turn sixty-five, the county could lose more of the education tax and the workforce would continue to shrink. He added that every day 14,432 people leave their homes and come to work in Fayette County, 29,203 live and work in the County, and 23,132 live here and commute to work.

Mr. Martin shared that if we could get a portion of the 14,000 to live in Fayette County and a portion of the 23,000 to work here, that would reduce the heavy traffic flow we currently have. He added that our citizens spend 34% of their income on housing, 25% on transportation and 59% of our income is going toward living here and commuting to work.

He explained that 61% of individuals that live less than .5 miles from work would walk to work. Those that live over .5 miles would drive. Mr. Martin shared that nationally, an average household would make 9.5 daily trips at 90.42 miles. He stated that among the U.S. News & World Report for 2019 top 100 High School rankings, the top ten Georgia schools were all in Atlanta. He added that all of Fayette County high schools were general admission, which required no admission testing. Some schools require entry testing. He mentioned that number five on the list was a school in Forsyth County, they are a “go there, because you’re zoned there” school. They have stepped up their game. Our schools are not bad, others are just making improvements in order to attract families. Mr. Martin stated that between 2007 and 2014, Fayette County lost 31% of its millennial population. This number led the entire Nation of Counties that lost their millennial population. This is important due to the fact that currently, millennials make up the largest workforce group, which leads to purchasing houses and growing their families. He stated that in the past, homes were built, then companies and families would move into that community. Now, young people chose where they want to live for the atmosphere and “cool” factor and the companies chase the talent. Fayette County needs to attract the workforce. Mr. Martin added, “our best corporate citizens are another community’s best corporate prospects”. He shared that NCR was a good example of what to do in a community, they left Peachtree City and moved near Georgia Tech, where the talent was. Another example was the merger between BB& T Bank and SunTrust Bank; they moved out of Atlanta to Charlotte because that was where the banking talent was located. He added that the next chapter was for Fayette County to write their own story, which should include: housing and development, arts, entertainment and culture and workforce development tactics. The new protagonists to our story are the “Zoomers”, these are kids between the ages of four and twenty-four. They are digital natives, social and interactive, multi-taskers and less focused, tech-savvy entrepreneurs, financially cautious, educated, and the most racially and ethnically diverse group. Mr. Martin added that last year, the Georgia public school system reported that minorities outnumbered majority students for the first time.

Mr. Martin shared that the new model of development was: live, work, play, gather, shop. Everything needs to be walkable, bikeable or golf cartable. Tyrone would be going back to what small towns used to be and to have “social collisions”. You would know all of your neighbors and be able to walk to your grocery store, this is what makes stronger communities.

Mr. Martin informed Council that the key-word to remember is “authenticity”. He described a few newer developments and redevelopments. One of which was Avalon in Alpharetta. He added that Avalon lacked in authenticity and in his opinion, had no soul. He shared that the new paradigm was, P4, which consists of public, private, philanthropic and partnership.

He added this was needed in order to assist Fayette County to move forward with their story. We need to find what is authentically Fayette County. He added that governments, investors and developers need to come together in order to develop an ideal community. He gave two examples of communities that did just that.

Mr. Martin stated that Columbus Georgia and Greenville South Carolina developed properly. He added that Columbus took advantage of being located on the water, and covered a sewerage pipe and made it the River Walk, walkway. Citizens then raised money and together with Columbus State University, built their Performing Arts Center/School, which was attributed to the P4 aspect. He stated that along with the River Center, the Arts Center, and Synovous Bank located downtown, this brought in locally owned restaurants and shops. He explained that Greenville was similar. A local family donated money to help build a conference center and performing arts center and the city is authentic and thriving.

Mr. Martin stated that the County does not have a river, university, or central downtown, but we do have governments that want to make things better along with developers and philanthropy. We all can come together to create that sense of place that the younger generation is looking for. He added that our next chapter would be to look at housing and development, arts, entertainment, culture, and workforce development tactics. Tyrone is still Tyrone, just be the best version you can. We need to have an environment that attracts young folks. We want to hear input and to bring the best ideas to governments, to private investors, and developers. The Chamber wants to lead the circle to get everyone working together. Our best story is yet to come. We need to create a quality place that talent and companies want to come to.

Mayor Dial agreed that the statistics were alarming. Mr. Martin reiterated that from 2016 to 2017 the County's median age moved from 45.2 to 45.8, other surrounding areas averaging in their 30's.

Council Member Housley asked Mr. Martin what was that big-ticket item that Tyrone needed in order to attract a younger crowd. Mr. Martin stated that there wasn't one special item, it goes back to authenticity. He added that there would be an arts and culture group working on the Talent Attraction and Retention project. Tyrone has the Legacy Theatre; Fayette County has the storytelling festival and Peachtree City has the Dragon Races. This would all assist with the attraction. He added that tonight he ate at She Craft Co., it is not a chain restaurant. Mr. Martin shared that he highlighted what Tyrone did for St. Patrick's Day this year. We need to get the word out. He quoted Christian writer Andy Crouch, "to change culture, you create more culture, to create more culture, you cultivate the culture you have." This is what will attract young people. He shared that folks were concerned about the influx in traffic. He wanted people to understand, that if we can help the people that are coming here to move here, this would make the traffic better.

Public Hearing:

1. Consideration to adopt the Mayor and Council salary increase to go into effect on January 1, 2020.

Mr. Perkins shared that it was requested that research be performed regarding the budget and the required procedure in order to increase Mayor and Council's salaries. He added that the process and advertisement requirements had been met in order to move forward with the public hearing.

Mayor Dial opened the public hearing for anyone that wished to speak in favor of the item. No one spoke.

Mayor Dial opened the public hearing for anyone that wished to speak in opposition of the item. No one spoke.

Council Member Housley made a motion to approve the Mayor and Council salary increase as presented.

Council Member Furr seconded the motion. Motion was approved 4-0.

New Business:

2. Consideration to approve the Georgia Safe Sidewalks, River Oaks, Farr Road, and South Hampton projects. ***Scott Langford, Engineer/Public Works Director***

Mr. Langford shared that the Town had utilized Georgia Safe Sidewalks services in the past. He added that there were three locations that were in need of repair, totaling three hundred and fifty-seven sections. The areas were River Oaks subdivision, South Hampton subdivision, and many needs on Farr Road. Mr. Langford recommended approval and for the projects to be funded through the FY 2019-20 Budget.

Council Member Housley made a motion to approve all described sidewalk projects from Georgia Safe Sidewalks in the amount of \$22,825.

Council Member Furr seconded the motion. Motion was approved 4-0.

3. Consideration to approve a financial journal entry to adjust the Sanitation Fund prior to the Fiscal Year 2018/2019-year end. ***Sandy Beach, Finance Manager***

Ms. Beach reminded Council that approximately one year ago, Republic Services took over customer billing and customer service.

She added that monies remained in the Sanitation Fund due to bad debt collection, which had now concluded. Ms. Beach requested that all but \$50,000 be moved into the General Fund for future Request for Proposals (RFP's), whether the contract expired or any unforeseen legal costs.

Council Member Furr made a motion to approve the journal entry to adjust the Sanitation Fund. Council Member Matthews seconded the motion. Motion was approved 4-0.

4. Consideration for the use of Shamrock Park for the Iglesia Ni Cristo: Church of Christ, Aid for Humanity event. ***Rebecca Brock, Recreation Manager***

Mr. Perkins stated that the Iglesia Ni Cristo, Church of Christ had requested the use of Shamrock Park for their event on Saturday, June 22nd. They had utilized the park in the past. They would be giving out school supplies and canned goods to the needy, as well as taking donations and conducting a cookout. All would be open to the public.

Council Member Furr made a motion to approve the use of Shamrock Park for the Iglesia Ni Cristo, Church of Christ event.

Council Member Housley seconded the motion. Motion was approved 4-0.

Executive Session:

Council Member Howard made a motion to move into Executive Session to discuss nine items of real estate acquisition and to review the Executive Session minutes from May 30, 2019.

Council Member Matthews seconded the motion. Motion was approved 4-0.

Council Member Furr made a motion to reconvene.

Council Member Howard seconded the motion. Motion was approved 4-0.

Council Member Furr made a motion to approve the Executive Session minutes from May 30, 2019.

Council Member Howard seconded the motion. Motion was approved 4-0.

5. Consideration to approve a final bid on the purchase of the Town's portion of Grove Park properties.

Mr. Perkins shared that on May 30th, Council directed staff to proceed with advertising nine parcels of land owned by the Town on Handley Road. He added that the deadline for bids was June 20th at 2:00 pm. One bidder bid on all nine parcels.

Mr. Perkins read all nine parcels and amounts:
Parcel G, 1.01 acres, the bid amount was \$18,750
Parcel H, 1.004 acres, the bid amount was \$28,125
Parcel I, 1.001 acres, the bid amount was \$18,750
Parcel L, 0.163 acres (pad), the bid amount was \$30,600
Parcel N, 0.105 acres, (sliver) the bid amount was \$1,000
Parcel R, 0.096 acres, (pad) the bid amount was \$25,200
Parcel S, 0.160 acres, (pad) the bid amount was \$ 42,000
Parcel T, 0.090 acres, (pad) the bid amount was \$24,000
Parcel U, 0.140 acres, the bid amount was \$36,600
All totaling \$225,025, from High Sierra Investments, LLC.

Council Member Housley made a motion to approve all bids from High Sierra, LLC.
Council Member Howard seconded the motion. Motion was approved 4-0.

Public Comments

Mr. Mike Server who lives on Winfair Drive spoke regarding the employee pay scale. He stated that his background was in Human Resource policies. He added that it was important to show the difference between job descriptions, indicating one director from another. He gave examples of job description/pay scales; the number of employees in a department, the budget of the department and the impact on the community. He shared that when he reviewed the Town's version of the Library department, the balance seemed disproportioned to the job responsibilities associated with the position. He requested that Council consider a load balancing on the salary end for the Library Director position as it related to similar positions in the Town. He requested that there needed to be a differentiator in the job description to better articulate why "X" would be paid at this level and "Y" at another level.

Ms. Marge Garrett who lives on Whitney Court wished to speak regarding the employee pay scale. Ms. Garrett shared that she has lived in Tyrone for thirty-five years. She retired as a Library Assistant in 2016 and was currently the treasurer for the Friends of the Tyrone Public Library. She added that no one asked her to comment on the topic, the observations and opinions were solely her own. She stated that she was there because she valued the Town Library and that it needed an advocate. The statistics included in her presentation were presented at the May 2019 Friends of the Tyrone Public Library meeting. She added that she was not sure how the Step system worked and how an employee moved from Step to Step.

She stated that she would appreciate it if a Council Member, Finance Manager or the Town Manager would explain it sometime during the meeting. She shared that her other question was, “is a step increase different than a COLA and merit raise?” Ms. Garrett stated that her concern was that the Town of Tyrone does not value the staff and Branch Manager of the Tyrone Public Library as much as Town employees in other departments. She added that first, in her opinion, Grade 46, Step 1 salary of \$11.17 does not recognize the value of the library staff. Grade 46, Step 1 was \$11.80, sixty-three cents more per hour. Both grades were entry-level positions for the Town of Tyrone. The Library Assistant should be changed to Grade 47. Ms. Garrett added that even at \$11.80, the salary was below the entry positions of other Libraries in Fayette County. Living in a digital age does not negate the need for a Library, it increases the need. She stated that the Library was more than a place to check out books, it was the heart of the community. Many times, it was the first place families visit when they moved to town. She shared that currently, 4,229 patrons consider the Tyrone Public Library as their “home” library. In 2018, the Library circulated 71,141 items and hosted 147 programs with 5,122 attendees. All was completed with two full-time employees, three part-time employees, and the Branch Manager. She continued and stated that a few of the Library Assistant duties were: interacting with the public, caring for a collection of over 30,000 items, staying current with the latest technology, and the extra activities associated with the summer reading program. Ms. Garrett shared that there were also the physical demands of lifting, pulling, reaching, standing, kneeling, walking and bending. It is a very demanding, but rewarding position and in her opinion was deserving of the Grade 47 pay scale. She shared that in regard to the Library Branch Manager position, the pay scale, Step 56, was listed as Librarian. The other departments were listed with their respective titles: Recreation Manager, Planning and Development Manager, Stormwater Specialist and Maintenance Supervisor. She asked Council to please consider changing the document from Librarian to Library Branch Manager to reflect the position title. Ms. Garrett stated her second concern, the pay scale of the Library Branch Manager. She asked, why was there a gap? She compared Step 1, Maintenance Supervisor at \$19.10 per hour, to the Librarian position at \$17.16 an hour. She added that there was a difference of \$1.94 per hour. She added that over several Steps, leaves a gap of thousands of dollars. Currently, the Maintenance Supervisor had two employees and reported to the Town Engineer. The Library Branch Manager supervises five employees and reports directly to the Town Manager. She asked, why was the Maintenance Supervisor position given such a higher grade? She closed by asking Council to consider making the Library Assistant a Grade 47 position and the Library Branch Manager a Grade 59. Staff and department heads of both departments were vital and essential parts of the Town of Tyrone and should receive the same respect and salary.

Staff Comments

Ms. Baker revealed the new Tyrone street maps. She thanked Mr. Billy Campbell for doing the “leg work”. She also thanked Library Supervisor, Patty Newland; Recreation Assistant, Lynda Owens; and Planning and Zoning Coordinator, Phillip Trocquet for their efforts. It turned out really nice. She stated that the map would be online soon and that the ads, when clicked, would take the user directly to the sponsor’s website.

Chief Mundy informed Council that former Police Officer, Colson, was recently hired by the Bremen Police Department. Chief Mundy requested to donate Officer Colson’s ballistic vest to Bremen for Officer Colson. He added that due to Mr. Colson’s unique size, it would be prudent to donate the vest to Bremen’s Department for Officer Colson’s use.

Council Member Howard made a motion to donate Officer Colson’s ballistic vest to the Bremen Police Department.

Council Member Furr seconded the motion. Motion was approved 4-0.

Mr. Perkins shared that a good time was had by all at the staff picnic, held at Shamrock Park on June 18th, which was International Picnic Day. He said that he looked forward to having our next one soon.

Adjournment

Council Member Furr made a motion to adjourn. Motion was approved 4-0. The meeting adjourned at 8:02 pm.

Eric Dial, Mayor

Dee Baker, Town Clerk