

**MINUTES
CITY COMMISSION WORK SESSION
MARCH 19, 2024**

The Cordele City Commission held a Work Session on March 19th at 10:25 AM, in the Cordele City Hall Courtroom, 501 North 7th Street, Cordele, Georgia with the following present:

Joshua Deriso, Commission Chair	Royce Reeves, Sr., Commission Vice Chair
Vesta Beal-Shephard, Commissioner	Wesley Rainey, Commissioner
Isaac Owens, Commissioner	Angela Redding, City Manager
Tommy Coleman, City Attorney	Genivieve Mumphery, Recording Secretary

STAFF PRESENT: Steve Fulford, Public Works Director/Assistant City Manager, Debbie Wright, U. C. & T Director, Police Chief Heard, Fire Chief Todd Alligood, David Wade – Human Resource Director.

CALL TO ORDER: Commission Chair Joshua Deriso called the Work Session to order at 10:25 AM.

INVOCATION AND PLEDGE: There was a moment of silence. The Pledge of Allegiance was led by Commissioner Rainey.

ROLL CALL: A quorum was established.

Attendee's Name	Title	Absent	Present
Joshua Deriso	Commission Chairman		✓
Royce Reeves, Sr.	Commission Vice Chairman		✓
Vesta Beal-Shephard	Commissioner Ward 1		✓
Isaac Owens	Commissioner Ward 3		✓
Wesley Rainey	Commissioner Ward 4		✓

APPROVAL OF WORK SESSION AGENDA – March 19, 2024: Commissioner Rainey moved to approve the Work Session Agenda for March 19, 2024; seconded by Commission Vice Chair Reeves; the Work Session Agenda was approved by the Commission.

AGENDA ITEMS

1. BOARD APPOINTMENTS

Animal Control Board – Term Five Years

Recommendation: Brandy Akin, Animal Control Manager to replace Amy Stokes

Cordele Building Code Board of Adjustments and Appeals – Term 3 years

One (1) New Board Member

Cordele Electrical Code Board of Adjustments and Appeals – Term 3 years

One (1) New Board Member

**CITY COMMISSION
WORK SESSION MINUTES
MARCH 19, 2024
PAGE 2**

Cordele Mechanical Board of Adjustments and Appeals – Term 3 years

Three (3) New Board Members

Cordele Tree Board Members

Two (2) New Board Members

Board of Zoning and Appeals – Three years term

One (1) New Board Member

Cordele Planning and Zoning Commission – Three years term

One (1) New Board Member

Cordele Historic Preservation Commission – Three years term

One (1) New Board Member

Mrs. Susan Barge accepted serving on the board.

Consideration and approval for the new board members will be made at the April 2, 2024 Commission Meeting.

2. **T SPLOST PROJECTS:** City Manager Angela Redding Reported.
New TSPLOST that began in 2023, the City received \$337,938.79.
2023 Expenditures totals \$297,819.71.
2023 TSPLOST Remaining balance is 40,000.00 plus.

TSPLOST funds can be used for any transportation related items. There are streets that need to be paved.

TSPLOST is used as the ten (10) percent match for the City's LMIG Projects. City Manager Angela Redding made the City Commission aware of the utilization of the funds. In 2023, a tractor or mower was purchased for the Public Works Department and then the remaining funds were used for 2023 LMIG and the LMIG Safety Program Award, which is the award the City received for replacing all the signage that is seen throughout the City. This also includes:

Placing flashing lights at 6th Avenue, the railroad trestle

Placing flashing light at 9th Avenue

City Manager Angela Redding stated, if the Commissioners have any projects in their area that need to be improved (streets), let her know, because between LMIG and TSPLOST, there is funding available. We have to make sure each year the ten (10) percent match is set aside. For LMIG, the City has a ten (10) percent match and we need set that amount aside.

Commission Vice Chair Reeves stated he drove down 27th Avenue, it is the worst street in Ward Two (2); 27th between 10th and Cloverdale. Vice Chair Reeves asked Steve

**CITY COMMISSION
WORK SESSION MINUTES
MARCH 19, 2024
PAGE 3**

Fulford, Public Works Director, to look at this street to see if it needed to be moved to the list.

3. LMIG PROJECTS: City Manager Angela Redding Reported.

City Manager Angela Redding stated the list that the Commission has in front of them is the list Koby Worley, Street Superintendent and Steve Fulford put together. The City has received additional LMIG fundings that required no match. The street that Vice Chair Reeves referred to will go on the list of Worst Condition Streets in Cordele.

City Manager Angela Redding stated, she thinks that first three (3) streets on the list are in the City's current LMIG. If the Commission know of any other streets that need to be repaired, it can be added to the list.

Commissioner Rainey suggested adding, 16th Avenue to 8th Avenue on Greer St.

4. SPLOST PROJECTS: City Manager Angela Redding Reported

The Commissioners should have a list of SPLOST Projects. Each department was asked to prioritize their projects and they are listed. The list that the Commissioners has and Debbie Wright, U. C. & T Director, has mentioned an UV Disinfection Equipment, it is on the list for U. C. & T top priority. Part of the focus today is about a New City Hall. If the Commission remember Mr. Kirby Glaze came and presented to the Commission. City Manager Angela Redding stated she wanted to receive feedback from the City Commission, in terms of, City Hall, what are we looking for? Because the City would have to start looking at space, in terms of a location, whether it is here or somewhere else, in terms of office space for offices that will be moving into the new building. Mr. Kirby Glaze – Public-Private Partnership Project Management, Inc., presented to the Commission a few months ago. Direction is needed, in terms of the new City Hall.

Mr. Kirby Glaze refreshed the memory of the Commission on Public-Private Partnership Project Management, Inc. and what they do and how they would assist the City in moving forward with this project.

Mr. Glaze is the President of Public-Private Partnership Project Management Inc. They have been Project Management for local government for over twenty-years. They recently completed Jonesboro new City Hall Project and currently doing Powder Springs City Hall Project, currently working as Project Managers for the Gainesville Arts Council on the redevelopment of a historic downtown Church Property that they are converting to a Performing Arts Center.

Public-Private Partnership Project Management Inc. want to assist the City with how this project is moved forward and we believe that there are some very definitive steps. The City Manager stated, that one of the first things that have to happen is determining what the City needs are; determining what kind of space is required; coming up with an estimate of a budget for what this will cost; determining a location for that and then moving into a design phase where an Architect will be selected for designing that facility,

**CITY COMMISSION
WORK SESSION MINUTES
MARCH 19, 2024
PAGE 4**

from that moving into actually selecting a Contractor and then ultimately managing the construction contract. Public-Private Partnership Project Management Inc., we are Owners, Representatives; we are not Architects, Engineers, or General Contractors. Public-Private Partnership Project management Inc, represent the City.

Commissioner Rainey asked if the funding for this is mostly SPLOST.

Mr. Glaze; "Yes." Right now, the City does not know what the cost will be verses what the funds will be. We have found it becomes a combination of multiple funding sources, but until a budget is established and know exactly what the need is going to be, to say that it will all be SPLOST, it is impossible to do. This is the primary funding.

Commissioner Rainey stated he is not in favor of spending money for a new City Hall. because the Water Treatment is in dire need of some replacement. We have Backhoes that are half working in Public Works. The City has a lot of infrastructure problems, in my opinion, that are more important than a new City Hall.

City Manager Angela Redding stated that those Projects are budgeted in SPLOST for each department. This was the SPLOST that was presented to the Commission months ago, City Hall was included, because that was part of the discussion. This is the list that the voters approved and this is what the City is suppose to do with the funding. We do have those items in here, we are saying this is not going to be first; City Manager Redding stated all she is saying is that, we do need to start planning for it because we know SPLOST is every six (6) years, but the City cannot wait until year six (6); we need to start planning now. The departments have prioritized their list; right now, the City is not collecting any SPLOST Funds because there is a Tier 1 Project, \$613,000.00. City Manager Angela Redding stated that it is about planning and being ready when the time comes.

Commissioner Vesta Beal Shephard stated she thinks that the Commission should proceed with a new City Hall; not only for the Commissioners because we met in the Courtroom, but for the employees. The employees need more space. It should be expanded, we need to see growth, it is time to move forward.

Commission Vice Chair Reeves stated it is a part of the SPLOST and we will move forward with it. Vice Chair stated that he thinks the majority of the Commission agrees with a new City Hall is needed.

City Manager Angela Redding stated, as the City start receiving funding, the Commission will be made aware of it; a SPLOST Budget will be prepared for each fiscal year, so the Commission will know what is being worked on.

Chairman Deriso asked if the City has started looking at the debt services the City has already?

**CITY COMMISSION
WORK SESSION MINUTES
MARCH 19, 2024
PAGE 5**

City Manager Angela Redding stated they are listed in each financial report that is received.

Chairman Deriso inquired about the City's debt services and how is it looking.

City Manager Angela Redding stated, right now the City is able to manage what we have, based on revenue.

5. CLASSIFICATION AND COMPENSATION STUDY

City Manager Angela Redding stated there was a presentation done by Condrey and Associates, Inc. regarding the City's Classification and Compensation Plan. There were three (3) plans that was presented to the City Commission. This was placed on the Agenda for discussion. The plan has been completed; it is a preliminary plan. We need to get an idea, in terms of the direction of the City Commission.

The information is listed and the cost for each plan. The Consultants are available to work through more plans, if it is needed. The three plans listed, Plans A, B, C are on page 10. It does cost money and the plans have been modified. The three plans listed shows at the top, the equity adjustment increases based on years of service, there is additional pay increases for employees with 1-3 years of service, two-step increase for employees with 4-6 years, and a three-step increase for employees with seven or more years of service. The bottom plan is where it is modified; it is based on a one step increase for employees with 1-3 years of service, and a two-step increase for employees for 4 or more years of service. The plans are based on what the City can afford. Can the City only afford the classification changes or does the Commission want to include equity adjustments. We do have some compression in some departments, you can have a person who has been here "x" number of years and a new person that is hired is making either the same or close to what that person is making. We do need to make sure that some room is added in between; based on employee's years of service. City Manager Angela Redding stated, if she remembers correctly, Plan C it takes the currently salary adjusted to 100% of the labor market; Plan B is 102.5% of the market, and Plan A is 105% of the market. City Manager Angela Redding asked the Commission if they wanted to bring the employees up to the current labor market; Plan B will put the City in the middle and Plan A will put the City at the top, in terms of the surveys that was conducted, based on a list of Cities that they receive.

Any discussion on a Plan to focus on. City Manager asked the Commission if they wanted some numbers based on the step increase and maybe not doing all of the steps that are recommended and bring something back to the Commission for approval.

Commission Vice Chair Reeves stated, he thinks that would be fine.

City Manager Angela Redding stated that this was mentioned back in Budget season and the City is in the Budget season now. Based on when the study was started, it was mentioned that we would not increase any salaries, so we have not given a cost-of-living

**CITY COMMISSION
WORK SESSION MINUTES
MARCH 19, 2024
PAGE 6**

adjustment for the employees. City Manager Angela Redding stated, she wants to make sure that we stay on top of this.

Chairman Deriso stated to look at Plan B or Plan C to be safe. We do the equity adjustment because we want the employees to feel like their time is valuable. Chairman Deriso stated when he looked over it, he definitely like Plan B with the equity, but that has to be balanced.

- 6. ADJOURNMENT:** Commissioner Rainey moved to adjourn the Work Session at 10:54 AM; seconded by Commissioner Owens; the motion was approved by the Commission,

APPROVED