



REGULAR MEETING

July 18, 2022
10:00 AM

Albany-Dougherty Government Center
222 Pine Ave, Room 100, Albany, GA 31701

AGENDA

To comply with the request set forth by the Chairman of Dougherty County, GA and the guidelines of the Center for Disease Control (CDC) regarding the Coronavirus (COVID19) pandemic and social distancing, face coverings (masks) are optional for all meeting participants.

The public will also have access to the live meeting by accessing the Dougherty County Georgia Government Facebook page at facebook.com/Dougherty.ga.us or viewing the public government access channel (Channel 16).

1. Call the meeting to order by Chairman Christopher Cohilas.
2. Roll Call.
3. Invocation.
4. Pledge of Allegiance.
5. Minutes.
 - a. Consider for action the Minutes of the June 27, 2022 Regular Meeting. **ACTION:**
6. SPLOST VIII- Public Hearing. ***(Those wishing to speak on these matters should print their name on the Sign Up Sheet in the rear of the Chamber prior to the start of the meeting).***
7. Delegations *(The Commission will hear comments on those items pertaining to Dougherty County for which a public hearing has not been held or scheduled. Please be brief, to the point, and considerate of time for others).*
 - a. Introduction of County Attorney Alex Shalishali by County Commission Chairman Christopher Cohilas.
 - b. Ms. Lou Ester Milledge Hardy present to accept the Proclamation recognizing her achievements in Dougherty County.

11. Updates from the County Administrator.
12. Updates from the County Attorney.
13. Updates from the County Commission.
14. Adjourn.

Individuals with disabilities who require certain accommodations in order to allow them to observe and/or participate in this meeting, or who have questions regarding the accessibility of the meeting or the facilities are required to contact the ADA Coordinator at 229-431-2121 promptly to allow the County to make reasonable accommodations for those persons.

DOUGHERTY COUNTY COMMISSION
REGULAR MEETING MINUTES

DRAFT

June 27, 2022

The Dougherty County Commission met in Room 100 of the Albany-Dougherty Government Center on June 27, 2022. Chairman Christopher Cohilas presided and called the meeting to order at 10 a.m. Present were Commissioners Victor Edwards, Gloria Gaines, Russell Gray, Clinton Johnson, Anthony Jones, and Ed Newsome. Also present were County Administrator Michael McCoy, Assistant County Administrator Scott Addison, County Attorney Spencer Lee, County Clerk Jawahn Ware, and other staff. The public and representatives of the media participated in person and via live streaming of the meeting on the County's Facebook page and the government public access channel.

After the invocation and Pledge of Allegiance, the Chairman called for approval of the minutes for the May 16th Regular Meeting, May 23rd Work Session and May 23rd Special Called Meeting.

Commissioner Newsome moved for approval. Upon a second by Commissioner Gray, the minutes were unanimously approved.

The Chairman recognized William Wright, the representative for AFRAM Tech, Inc. to share his concerns regarding the County not providing a budget forecast for SPLOST. He also gave an overview of the budget comparisons for four counties. He planned to give information on the July 11th meeting for a minority program which he suggested be known as DBE (disadvantaged business enterprise).

The Chairman opened the public hearing for Emily McAfee, Jean Haley & et. al., Laura Creel Haley & Lee Haley Jones c/o Larry Walden, Albany, GA, owner and Oxford Construction Company, J. Bruce Melton, applicant, (22-025) request for Special Approval to operate a surface mine borrow pit on 69.342 acres. The property is located on Fleming Road parcel #(00158/00001/79A). The property is zoned AG (Agricultural). The Planning Commission recommended denial. Angel Gray, Planning Manager, addressed. The project will be used to provide dirt to the GDOT. Applicant, Bruce Melton addressed his concern to the Board and shared that the approval has been established by the GDOT and will help expedite the expansion of State Route 133. Mrs. Takeashi Price spoke in opposition of the project, her home is on Fleming Road on the west adjacent parcel. There being no additional comments regarding the proposed matter, the Chairman closed the public hearing.

The Chairman opened the public hearing for Jessica Fields, owner and applicant (22-026) request to rezone 106.639 acres from R-1 (Single Family Residential District) to AG (Agricultural District). The property is located at 5913 Old Dawson Road. The Planning Commission recommended approval with the following conditions: 1. commercial agricultural operations are not permitted, 2. a 100' buffer from all property lines must be maintained, and 3. Non-Commercial Farming Activities are not allowed within the 100' buffer. Angel Gray, Planning Manager, addressed. Lashawn Knight, Justin Gilbert, Dennis Alexander, Jeanette Henderson, George Maddox, Albert Jones, Joyce Barlow, Marcus Barlow, Willie McMillian, Salahuddin Harif were all in opposition to the zoning request. Several comments were provided and concerns were highlighted as follows:

- Potential wellness concerns due to animal fecal matters.
- The area was zoned as residential vs. agricultural which was the living choice of many.
- Potentially tainted water supply and increased flooding concerns.
- Potential impact on property values and expansion for agriculture.

Mr. Jones shared that the community previously opposed this application in 2019 which was never presented to the Board because the applicants withdrew the request.

There was a recess period from 11:40 a.m. to 11:50 a.m.

Mr. Fields, husband of the applicant, spoke in favor of the request. He shared that they would prefer another designation (as opposed to agriculture). He added that they do not have a desire to have a farm but wanted a self-sufficient homestead. He shared that he believes that the concerns presented in 2019 were resolved and he addressed all other mentioned concerns and included that the applicant volunteered to list the restrictions. In the packet presented by Mr. Fields, it was noted by the Chairman that thirteen individuals were in favor of the consideration. Commissioner Gaines asked that the Chairman also note the names of the individuals listed on the petition opposing the consideration received by Mr. Jones. The Chairman requested that Mr. Forgey provide clarification of questions for the Board. There being no additional comments regarding the proposed matter, the Chairman closed the public hearing.

The Chairman called for consideration of the resolution providing for the acceptance and execution of the bid for Facilities Management for the Interior Painting of the Dougherty County Police Department from the lowest responsive and responsible bidder meeting specifications, Empire Painting, LLC (Sylvester, GA) in the amount of \$28,625 subject to execution by the County Administrator. Funding is budgeted in SPLOST VII.

Commissioner Johnson moved for approval. Upon a second by Commissioner Gray, the motion for approval passed unanimously. Resolution 22-029 is entitled:

A RESOLUTION
ENTITLED
A RESOLUTION PROVIDING FOR THE APPROVAL OF A BID FROM
EMPIRE PAINTING LLC IN THE AMOUNT OF \$28,625.00 FOR THE
PURPOSE OF PAINTING THE INTERIOR OF THE DOUGHERTY COUNTY
POLICE DEPARTMENT; AND FOR THE PURPOSE OF AUTHORIZING
THE COUNTY ADMINISTRATOR TO SIGN ANY AND ALL DOCUMENTS
NECESSARY FOR FULL IMPLEMENTATION OF SAID PROJECT;
REPEALING RESOLUTIONS OR PARTS OF RESOLUTIONS IN
CONFLICT HEREWITH; AND FOR OTHER PURPOSES.

The Chairman called for consideration to accept the bid for Public Works for one Compact Excavator with Cab and one trailer from the lowest responsive and responsible bidder meeting specifications, Flint Equipment (Albany, GA) in the amount of \$64,850. Funding is budgeted in SPLOST VII.

Commissioner Jones moved for approval. Upon a second by Commissioner Johnson, the motion for approval passed unanimously.

The Chairman called for consideration of the resolution providing for acceptance and execution of the Amendment to the Service Agreement with Cornerstone Government Affairs, Inc. by the County Administrator providing for strategic consulting and advocacy services on behalf of Dougherty County, GA. County Administrator Michael McCoy addressed.

Commissioner Gray moved for approval. Commissioner Newsome seconded the motion. Under discussion, Mr. McCoy shared that we are extending the contract for an additional year. Commissioner Edwards requested that this [agreement] be brought back to the Board for review at the end of the renewal. Mr. McCoy will administratively handle and calendar time to present this 60 days in advance. Mr. Perry and Mr. Usry were on the audio line and was thanked for the services provided by Cornerstone. There being no further discussion, the motion for approval passed unanimously. Resolution 22-030 is entitled:

RESOLUTION
ENTITLED
A RESOLUTION PROVIDING FOR THE APPROVAL AND EXECUTION OF
AMENDMENT II TO THAT CERTAIN SERVICE AGREEMENT BETWEEN
DOUGHERTY COUNTY, GEORGIA AND CORNERSTONE GOVERNMENT
AFFAIRS, INC.; REPEALING RESOLUTIONS OR PARTS OF RESOLUTIONS
IN CONFLICT HEREWITH; AND FOR OTHER PURPOSES.

The Chairman called for consideration to approve a joint ordinance and resolution between the City of Albany and Dougherty County providing for an Amendment to Section 2-477(b)(3) of Article IV, Division 8 of Chapter 2 of the City Code of Albany, Georgia providing for housekeeping changes relative to penalties as provided in the Code Section. Director of Planning and Development Paul Forgey addressed. Mr. Forgey shared that this is housekeeping and penalty codes were referenced incorrectly.

Commissioner Johnson moved for approval. Upon a second by Commissioner Jones, the motion for approval passed unanimously. Resolution 22-031 is entitled:

A JOINT ORDINANCE OF THE CITY OF ALBANY, GEORGIA AND
DOUGHERTY COUNTY, GEORGIA SO AS TO PROVIDE FOR PENALTIES;
REPEALING PRIOR ORDINANCES IN CONFLICT AND FOR OTHER
PURPOSES.

The Chairman called for the zoning consideration of Emily McAfee, Jean Haley & et. al., Laura Creel Haley & Lee Haley Jones c/o Larry Walden, Albany, GA, owner and Oxford Construction Company, J. Bruce Melton, applicant, (22-025) request for Special Approval to operate a surface mine borrow pit on 69.342 acres. The property is located on Fleming Road parcel #(00158/00001/79A). The property is zoned AG (Agricultural). The Planning Commission recommended denial.

Commissioner Johnson moved for approval. Commissioner Newsome seconded the motion. The motion passed with six ayes and one nay by Commissioner Jones.

The Chairman called for the zoning consideration of Jessica Fields, owner and applicant (22-026) request to rezone 106.639 acres from R-1 (Single Family Residential District) to AG (Agricultural District). The property is located at 5913 Old Dawson Road. The Planning Commission recommended approval with the following conditions: 1. commercial agricultural operations are not permitted, 2. a 100' buffer from all property lines must be maintained, and 3. Non-Commercial Farming Activities are not allowed within the 100' buffer. Chairman Cohilas suggested there be a motion to deny the request under agricultural [district] but an application be submitted to the Planning Commission under R-1 with a variance. Commissioner Jones moved for approval to deny [his motion did not include the suggested conditions]. Commissioner Edwards seconded it. Commissioner Gaines stated that direction to staff should not be included in the motion. Under discussion, Commissioner Gray shared that Mr. Fields does have a right that the Board should consider. The motion to deny passed with six ayes and one nay by Commissioner Gray.

Chairman Cohilas offered an additional motion for the Planning Commission to work with the applicant for a variance. Commissioner Newsome seconded the motion. Commissioner

Johnson called for a point of order based on the previous action taken by the Board to not make an additional motion after one was made. The Chairman changed for a consensus on the direction of staff and it was passed unanimously.

The Chairman called for a discussion of SPLOST VIII. County Administrator Michael McCoy addressed. Mr. McCoy shared that action will need to be taken at the next meeting so that the meeting can proceed with the City of Albany. Mr. McCoy also shared that the Albany Technical College Law Enforcement Center project was removed due to the passing of Dr. Parker. However, two projects were added which are the roof for the Civil Rights Museum in the amount of \$650,000 and IT upgrades due to the equipment increasing to \$1,350,000.

The Chairman called for consideration to approve an option from the proposed compensation and classification study. County Administrator Michael McCoy, HR Director Dominique Hall and President of Management Advisory Group International Inc. Dr. Donald Long were present to address.

Commissioner Johnson moved to table this agenda item until the next work session. Commissioner Jones seconded the motion. The Board stated that this was too much information to digest and they requested Dr. Long be present in person to discuss. There being no further discussion, the motion was approved unanimously.

The Chairman called for consideration of the resolution for the purpose of amending Dougherty County's contract with Chief Johnson. County Administrator Michael McCoy was present to address.

Commissioner Jones moved to table this agenda item until the next work session. Upon a second by Commissioner Johnson, the motion for approval passed unanimously.

The Chairman called for a discussion of the proposed FY 2023 budget items by Commissioner Edwards. Commissioner Edwards stated that he had no budget items to present.

The Chairman called for the continued presentation and review of the proposed FY 2023 Budgets as recommended by the Finance Committee. County Administrator Michael McCoy, Assistant County Administrator Scott Addison and Finance Director Martha Hendley were present to address. Mrs. Hendley shared the changes to the proposed budget and the new budget request was \$91,155,768 which is a 5.7% increase from \$86,241,325.

The Chairman called for consideration of the proposed FY 2022-2023 Budget.

Commissioner Jones moved for approval of the numbers presented by Finance Director Martha Hendley. Commissioner Newsome seconded the motion. As continuation from the

previous discussion under the compensation study, Commissioner Johnson clarified that the FY 22/23 can be passed and amendments can be made later. Chairman Cohilas stated that he would like any salary increases to be made retroactive so that employees can receive 12 months of benefits. Commissioner Johnson was concerned because there still is not a line item to discuss the plans to increase the tax base. He added that it is a must to increase employees salaries but it is also a must not to put the burden on the taxpayer. There being no further discussion, the motion passed unanimously.

The Chairman called for consideration of the board appointment of the Albany Dougherty Land Bank. County Clerk Jawahn Ware was present to address. Upon a nomination by Commissioner Johnson, the recommendation from County Administrator Michael McCoy for Jim McBride was unanimously accepted for a two-year term ending July 31, 2024.

Mr. McCoy also recognized County Clerk Jawahn Ware for being selected as the 2022 Albany Herald County Employee Woman of the Year. County Attorney Spencer Lee was not present for an update (he left at an unknown time). Commissioner Edwards shared pictures of the logo in the past of the County fire trucks.

There being no further business to come before the Commission, the meeting adjourned at 1:22 p.m.

CHAIRMAN

ATTEST:

COUNTY CLERK

AFRAM Tech, Inc.

Information and knowledge is power and money!

July 28, 2021 **CFR49-26 Workshop for DBE's**

Mr Chris Cohilas, Chairman
Dougherty County Commission
Board of Commissioners
Mr. Michael McCoy, Administrator
P O Box 1827
Albany, GA 31702-1827

RE: Agenda Request Chatham County Vs. Dougherty County Presentation

This request is hereby presented as stipulated at your "work Session." held on June 28, 2021 a sort of a "curve ball." Consequently, we have finished all of that particular assignment. Therefore, we hereby report that the consolidated budgets of Chatham Come to a staggering \$ 1.05 billion dollars. Consequently; some 20 times greater or more concentrated than Dougherty County.

Consider if you will that Chatham County 2020 (Census Bureau) population is approximately 300,000 divided into \$ 1 billion would yield a per capita cost of some \$3,300 compared with Dougherty County per-capita cost of \$ 80 million dived by 100,000 yields a per capita cost of \$ 8,800 dollars or some three times greater than Chatham County in dollars of greater are more significant than the Dougherty county Commission with its consolidated budgets come to a staggering \$ 80 million dollars.

Next, we compare "General Fund," to General fund of Dougherty County with her sister counterpart in Chatham County. As you may consider with the Solid Waste Fund, Dougherty County consolidated budgets come to approximately \$ \$ 80 million dollars.

\$800

Whereas, the Chatham County consolidated budgets gross some .05% increase between 2021 vs. 2022.. Then it would prove to be most advantageous to review the Special Services District of of Dougherty County with Chatham County. and of course divide by the population for analysis purposes. W

We thought it helpful to allocate some 100,000 Dougherty County oo make it easier to recognize. the financial dynamics are significant when fund-to-fund is divided by the population one can easily see that the difference is quite significant, at any stage.

Chatham County General Fund

\$218,000,000

Chatham County 2020 Population

295,291

Government Expenditures per capita

\$738

Dougherty County General Fund

\$50,500,000

Dougherty County 2020 Population

85,790

Government Expenditures per capita

\$589

Comparison of Georgia Counties Revenue

	M & O	1 mill will produce	2020 Population	General Fund	Expenditures per Capita	Millage Rate
Dougherty County	2,011,965,474	2,011,965	85,790	50,522,894	589	15.569
Lee County	1,140,673,339	1,140,673	33,163	30,358,830	915	12.430
Valdosta-Lowndes County	3,305,205,069	3,305,205	118,251	69,123,316	585	13.156
Bartow County	4,591,403,143	4,591,403	108,901	94,522,788	868	8.560
Macon-Bibb County	4,397,817,338	4,397,817	157,346	181,212,933	1,152	19.901
Bulloch County	2,186,163,171	2,186,163	81,099	47,476,347	585	13.570
Tift County	1,080,931,109	1,080,931	41,344	32,023,793	775	13.258

Valdosta/Lowndes County

Unincorporated	8.406	
Fire District	2.5	
Development Authority	1	*Valdosta Dev Auth gets 5 mills on city tax digest
Recreation	1.25	
	13.156	

Bulloch County

Unincorporated	11.6
County Fire	1.97
	13.57

Tift County

Unincorporated	11.923
County Fire District	1.335
	13.258

Assumptions:

Revenues:

1. 2023 numbers reflect adopted budget
2. Property taxes are increased in 24 by 2%
3. Sales Taxes are increased in 24 by 2%
4. Other Taxes are increased in 24 by 2%
5. All expenses in 24 are increased by 5%. (Please note, inflation is 9.1%)
6. Property tax increase in 2023 of 4 mills: those revenues are increased by 2% in 24 and 0.50 mills
7. **Pay Study Implementation Option A**

	<u>2019</u>	<u>2020</u>	<u>2021</u>	<u>2022</u>	<u>2023</u>	<u>2024</u>
Revenues:						
Property Taxes	32,799,255	32,169,265	34,842,248	32,800,000	33,456,000	34,125,120
Sales Taxes	6,765,168	6,491,338	7,460,038	7,400,000	7,548,000	7,698,960
Other Taxes	2,576,247	2,835,508	3,156,198	3,300,000	3,366,000	3,433,320
Licenses and Permits	-	-	-	-	-	-
P&I Delinquent Taxes	-	-	511,246	375,500	-	-
Charges for Services	8,229,978	8,071,662	6,551,732	7,725,000	7,725,000	7,725,000
Fines and Forfeitures	701,258	491,168	595,480	430,000	430,000	430,000
Interest	200,086	153,408	14,200	9,100	10,000	10,000
ARP Funds				2,546,058		
Property tax increase					8,160,000	9,343,200
CARES Prior Year			831,454			
Elections 2020 Tech/Civic Life			295,235			
Other Revenues	<u>356,695</u>	<u>310,545</u>	<u>962,279</u>	<u>464,000</u>	<u>300,000</u>	<u>300,000</u>
Total Revenues	51,628,687	50,522,894	54,257,832	55,049,658	60,995,000	63,065,600
Expenditures:						
Current:						
Extra Exp due to COVID-19			-	-	-	-
General Government	9,411,849	10,162,105	12,274,074	11,500,000	12,455,751	13,078,539
Judicial	7,163,092	7,207,728	7,291,455	7,700,000	8,522,591	8,948,721
Public Safety	24,026,154	24,674,110	25,073,694	26,900,000	28,502,824	29,927,965
Public Works	2,583,848	2,576,105	2,798,654	3,365,000	3,879,486	4,073,460
Health and Welfare	2,228,412	2,363,251	2,410,504	2,650,000	1,512,500	1,588,125
Culture and Recreation	2,799,191	2,907,495	2,513,348	2,600,000	3,110,610	3,266,141
Housing and Development	544,229	597,516	450,000	520,000	572,000	600,600
Intergovernmental Payments	-	-	-	-	-	-
Pension Fund Contribution					-	-
Mental Health/Health Dept (Aspire)						1,000,000
Healthcare Shortfall due to Claims			-		-	-
Pay Study Implementation					3,000,000	3,150,000
Capital Outlay	-	-	-	-	-	-
Debt Service:						
Interest	-	-	-	-	-	-
Total Expenditures	48,756,775	50,488,310	52,811,729	55,235,000	61,555,762	65,633,550
Profit (Loss)	2,871,912	34,584	1,446,103	(185,342)	(560,762)	(2,567,950)
Other Financing Sources (Uses):						
Proceeds from sale of assets	1,046	-	-	-	-	-
Transfers in	-	-	-	-	-	-
Transfers out	-	-	-	-	-	-
Total Other Financing Sources	1,046	-	-	-	-	-
Net Profit (Loss)	2,872,958	34,584	1,446,103	(185,342)	(560,762)	(2,567,950)
Beginning Fund Balance	10,148,113	13,021,071	13,055,655	14,501,758	14,316,416	13,755,654
Ending Fund Balance	13,021,071	13,055,655	14,501,758	14,316,416	13,755,654	11,187,704
% of Annual Budget	26.71%	25.86%	27.46%	25.92%	22.35%	17.05%
# of Months in Reserve	3.20	3.10	3.30	3.11	2.68	2.05

By: Ed Wall and Martha Hendley
18-Jul-22

Assumptions:

Revenues:

1. 2023 numbers reflect adopted budget
2. Property taxes are increased in 24 by 2%
3. Sales Taxes are increased in 24 by 2%
4. Other Taxes are increased in 24 by 2%
5. All expenses in 24 are increased by 5%. (Please note, inflation is 9.1%)
6. Property tax increase in 2023 of 4.5 mills: those revenues are increased by 2% in 24 and another 0.50 mills

7. PayStudy Implementation Option B

	<u>2019</u>	<u>2020</u>	<u>2021</u>	<u>2022</u>	<u>2023</u>	<u>2024</u>
Revenues:						
Property Taxes	32,799,255	32,169,265	34,842,248	32,800,000	33,456,000	34,125,120
Sales Taxes	6,765,168	6,491,338	7,460,038	7,400,000	7,548,000	7,698,960
Other Taxes	2,576,247	2,835,508	3,156,198	3,300,000	3,366,000	3,433,320
Licenses and Permits	-	-	-	-	-	-
P&I Delinquent Taxes	-	-	511,246	375,500	-	-
Charges for Services	8,229,978	8,071,662	6,551,732	7,725,000	7,725,000	7,725,000
Fines and Forfeitures	701,258	491,168	595,480	430,000	430,000	430,000
Interest	200,086	153,408	14,200	9,100	10,000	10,000
ARP Funds				2,546,058		
Property tax increase					9,180,000	10,383,600
CARES Prior Year			831,454			
Elections 2020 Tech/Civic Life			295,235			
Other Revenues	356,695	310,545	962,279	464,000	300,000	300,000
Total Revenues	51,628,687	50,522,894	54,257,832	55,049,658	62,015,000	64,106,000
Expenditures:						
Current:						
Extra Exp due to COVID-19			-	-	-	-
General Government	9,411,849	10,162,105	12,274,074	11,500,000	12,455,751	13,078,539
Judicial	7,163,092	7,207,728	7,291,455	7,700,000	8,522,591	8,948,721
Public Safety	24,026,154	24,674,110	25,073,694	26,900,000	28,502,824	29,927,965
Public Works	2,583,848	2,576,105	2,798,654	3,365,000	3,879,486	4,073,460
Health and Welfare	2,228,412	2,363,251	2,410,504	2,650,000	1,512,500	1,588,125
Culture and Recreation	2,799,191	2,907,495	2,513,348	2,600,000	3,110,610	3,266,141
Housing and Development	544,229	597,516	450,000	520,000	572,000	600,600
Intergovernmental Payments	-	-	-	-	-	-
Pension Fund Contribution						
Mental Health/Health Dept (Aspire)						1,000,000
Healthcare Shortfall due to Claims			-		-	-
Pay Study Implementation					4,000,000	4,200,000
Capital Outlay	-	-	-	-	-	-
Debt Service:						
Interest	-	-	-	-	-	-
Total Expenditures	48,756,775	50,488,310	52,811,729	55,235,000	62,555,762	66,683,550
Profit (Loss)	2,871,912	34,584	1,446,103	(185,342)	(540,762)	(2,577,550)
Other Financing Sources (Uses):						
Proceeds from sale of assets	1,046	-	-	-	-	-
Transfers in	-	-	-	-	-	-
Transfers out	-	-	-	-	-	-
Total Other Financing Sources	1,046	-	-	-	-	-
Net Profit (Loss)	2,872,958	34,584	1,446,103	(185,342)	(540,762)	(2,577,550)
Beginning Fund Balance	10,148,113	13,021,071	13,055,655	14,501,758	14,316,416	13,775,654
Ending Fund Balance	13,021,071	13,055,655	14,501,758	14,316,416	13,775,654	11,198,104
% of Annual Budget	26.71%	25.86%	27.46%	25.92%	22.02%	16.79%
# of Months in Reserve	3.20	3.10	3.30	3.11	2.64	2.02

By: Ed Wall and Martha Hendley
18-Jul-22

Assumptions:

Revenues:

1. 2023 numbers reflect adopted budget
2. Property taxes are increased in 24 by 2%
3. Sales Taxes are increased in 24 by 2%
4. Other Taxes are increased in 24 by 2%
5. All expenses in 24 are increased by 5%. (Please note, inflation is 9.1%)
6. Property tax increase in 2023 of 4 mills: those revenues are increased by 2% in 24 and 0.50 mills

7. No Pay Study Implementation

	<u>2019</u>	<u>2020</u>	<u>2021</u>	<u>2022</u>	<u>2023</u>	<u>2024</u>
Revenues:						
Property Taxes	32,799,255	32,169,265	34,842,248	32,800,000	33,456,000	34,125,120
Sales Taxes	6,765,168	6,491,338	7,460,038	7,400,000	7,548,000	7,698,960
Other Taxes	2,576,247	2,835,508	3,156,198	3,300,000	3,366,000	3,433,320
Licenses and Permits	-	-	-	-	-	-
P&I Delinquent Taxes	-	-	511,246	375,500	-	-
Charges for Services	8,229,978	8,071,662	6,551,732	7,725,000	7,725,000	7,725,000
Fines and Forfeitures	701,258	491,168	595,480	430,000	430,000	430,000
Interest	200,086	153,408	14,200	9,100	10,000	10,000
ARP Funds				2,546,058		
Property tax increase					5,100,000	6,222,000
CARES Prior Year			831,454			
Elections 2020 Tech/Civic Life			295,235			
Other Revenues	<u>356,695</u>	<u>310,545</u>	<u>962,279</u>	<u>464,000</u>	<u>300,000</u>	<u>300,000</u>
Total Revenues	51,628,687	50,522,894	54,257,832	55,049,658	57,935,000	59,944,400
Expenditures:						
Current:						
Extra Exp due to COVID-19			-	-	-	-
General Government	9,411,849	10,162,105	12,274,074	11,500,000	12,455,751	13,078,539
Judicial	7,163,092	7,207,728	7,291,455	7,700,000	8,522,591	8,948,721
Public Safety	24,026,154	24,674,110	25,073,694	26,900,000	28,502,824	29,927,965
Public Works	2,583,848	2,576,105	2,798,654	3,365,000	3,879,486	4,073,460
Health and Welfare	2,228,412	2,363,251	2,410,504	2,650,000	1,512,500	1,588,125
Culture and Recreation	2,799,191	2,907,495	2,513,348	2,600,000	3,110,610	3,266,141
Housing and Development	544,229	597,516	450,000	520,000	572,000	600,600
Intergovernmental Payments	-	-	-	-	-	-
Pension Fund Contribution						
Mental Health/Health Dept (Aspire)						1,000,000
Healthcare Shortfall due to Claims			-		-	-
Pay Study Implementation					-	-
Capital Outlay	-	-	-	-	-	-
Debt Service:						
Interest	-	-	-	-	-	-
Total Expenditures	48,756,775	50,488,310	52,811,729	55,235,000	58,555,762	62,483,550
Profit (Loss)	2,871,912	34,584	1,446,103	(185,342)	(620,762)	(2,539,150)
Other Financing Sources (Uses):						
Proceeds from sale of assets	1,046	-	-	-	-	-
Transfers in	-	-	-	-	-	-
Transfers out	-	-	-	-	-	-
Total Other Financing Sources	1,046	-	-	-	-	-
Net Profit (Loss)	2,872,958	34,584	1,446,103	(185,342)	(620,762)	(2,539,150)
Beginning Fund Balance	10,148,113	13,021,071	13,055,655	14,501,758	14,316,416	13,695,654
Ending Fund Balance	13,021,071	13,055,655	14,501,758	14,316,416	13,695,654	11,156,504
% of Annual Budget	26.71%	25.86%	27.46%	25.92%	23.39%	17.86%
# of Months in Reserve	3.20	3.10	3.30	3.11	2.81	2.14



MEMORANDUM

Date: July 7, 2022

To: The Board of County Commissioners

From: Albany Dougherty Planning Commission

Subject: #22-037 Rezone (3420 Sylvester Road)

Ronnie Gay & Charlotte A. Gay (22-037) has submitted an application to the Albany Dougherty Planning Commission requesting that the Official Zoning Map of Dougherty County be amended to rezone 4.195 acres from R-2 (Single Family Residential District) to C-8 (Commercial Recreation District). The proposed use is for Recreational Vehicle Park. The property is located at 3420 Sylvester Road (087-1/00000/049). The property owners are the applicants; Ronnie Gay & Charlotte A. Gay **(District 6)**

Jimmy Hall offered a motion to approve the request to rezone 4.195 acres from R-2 to C-8; seconded by Art Brown, the motion carried 7-0 with the following votes:

William Geer	Tie or Quorum
Billy Merritt	Yes
Art Brown	Yes
Jimmy Hall	Yes
Sanford Hillsman	Yes
Yvonne Jackson	Absent
Aaron Johnson	Absent
Charles Ochie	Yes
Helen Young	Yes
Willie Simmons	Yes

**STAFF ANALYSIS AND REPORT
APPLICATION #22-037 REZONING**



OWNER/APPLICANT: Ronnie & Charlotte Gay (owner & applicants)

LOCATION: 3420 Sylvester Rd.
Tax Parcel 087-1/00000/049

CURRENT ZONING/USE:
Zoning: R-2 (Single-Family Residential District)
Use: Vacant developed lot. Previous Mobile Home Park

PROPOSED ZONING/USE:
Zoning: C-8 (Commercial Recreation District)
Use: Recreational Vehicle Park

ZONING/ADJACENT LAND USE:

North: Zoning:	C-3 (Commercial District)
Land Use:	Vacant: Previously residential use destroyed by storms 2017
Zoning:	Mixed C-1, C-3, and C-2 c
Land Use:	Single-Family Residential and Commercial businesses car lot and convenience store
South: Zoning:	M-2 (Heavy Industrial District)
Land Use:	Maple Hill Land Fill
West: Zoning:	C-3 (Commercial District)
Land Use:	Southern AG
East: Zoning:	C-3 (Commercial District)
Land Use:	Transportation Equipment Co.

2. Will the rezoning proposal adversely affect the existing use or usability of adjacent or nearby property?

Commercial Recreational use should not adversely affect the existing use or usability of the adjacent nearby properties.

3. Does the property to be affected by the rezoning proposal have a reasonable economic use as currently zoned?

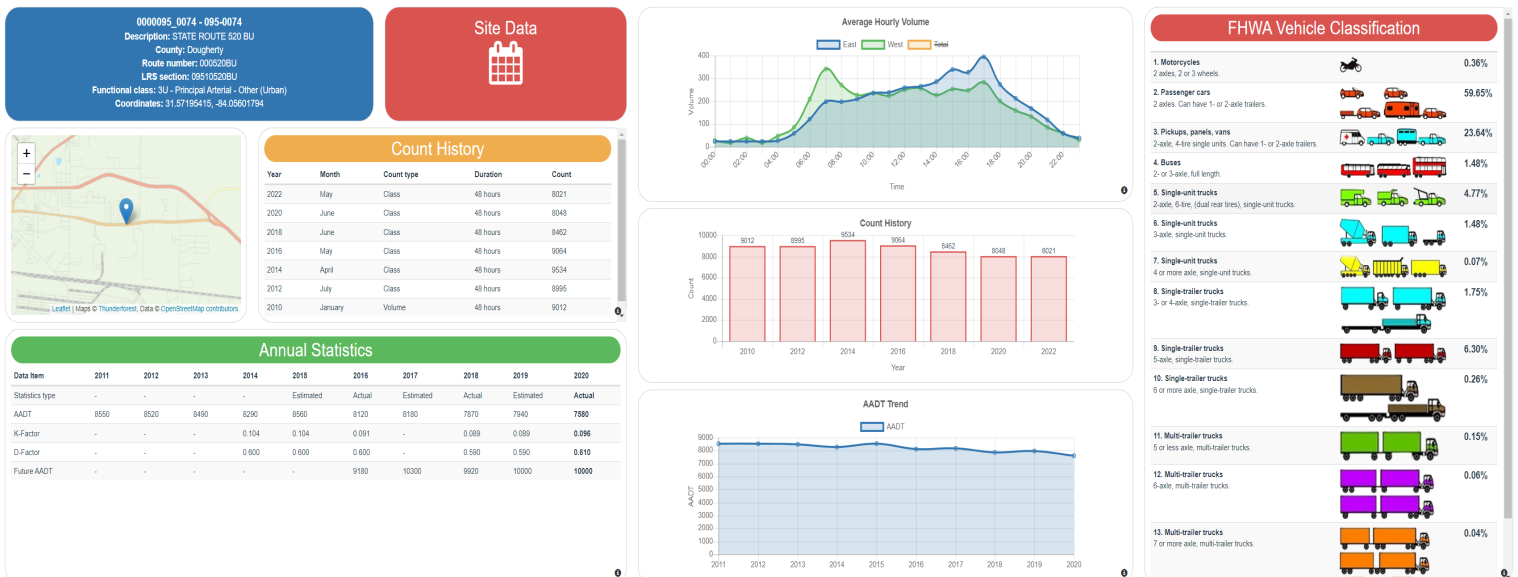
The property is zoned R-2 for single-family residences and is currently vacant. Due to the property's location on an arterial road between two heavy commercial uses, it does not have a reasonable economic value as currently zoned. It was developed previously a non-conforming mobile home park that was destroyed by the 2017 storms. The previous use can no longer be rebuilt as the "grandfathering" expires after one year. The proposed use as a recreational vehicle park is considered a reasonable economic use.

4. Will the rezoning proposal result in a use that will or could cause an excessive or burdensome use of existing streets, transportation facilities, utilities, or schools?

- **Impact on Utilities:** The proposed use will not impact utilities.
- **Impact on the School System:** The proposed use will not impact the school system.
- **Impact on Transportation Network:** Staff estimates that the impact of the rezoning on the surrounding transportation network would be as follows:

Trip Generation: Based on information from **Trip Generation, 10th Edition, (2018)**, it is estimated that a recreational vehicle park could generate nine (9) daily weekday trips.

AADT: The Georgia Department of Transportation's Traffic Analysis and Data Application (TADA!) The Annual Average Daily Trip generation for Sylvester Road between Bennett Drive and Ramsey Road for 2020 count is 7,580.



Accident Information: Information from the Georgia Electronic Accident Reporting System (GEARS) indicates that the property **is not** near a high-accident location.

Analysis: No adverse impact to the surrounding transportation network is anticipated as a result of the proposed use.

5. *Is the rezoning proposal in conformity with the policy and intent of the Albany-Dougherty Comprehensive Plan for Development (2026)? No*

6. *Are there other existing or changing conditions affecting the use and development of the property that provide grounds for approval or disapproval of the rezoning proposal as submitted?*

Rezoning to C-8 will allow for commercial recreation vehicle park.

Staff has not identified further changing conditions affecting the use and development of the property that provide grounds for approval or disapproval of the rezoning proposal as submitted.

RECOMMENDATION

Staff recommends **approval** to rezone to C-8 (Commercial Recreation District).

INSTITUTE OF TRANSPORTATION ENGINEERS COMMON TRIP GENERATION RATES (PM Peak Hour)

(Trip Generation Manual, 10th Edition)

Code	Description	Unit of Measure	Trips Per Unit	Setting/Location	
				General Urban/ Suburban	Dense Multi- Use Urban
PORT AND TERMINAL					
30	Intermodal Truck Terminal	1,000 SF GFA	1.72		
90	Park-and-Ride Lot with Bus Service	Parking Spaces	0.43		
INDUSTRIAL					
110	General Light Industrial	1,000 SF GFA	0.63		
130	Industrial Park	1,000 SF GFA	0.40		
140	Manufacturing	1,000 SF GFA	0.67		
150	Warehousing	1,000 SF GFA	0.19		
151	Mini-Warehouse	1,000 SF GFA	0.17		
154	High-Cube Transload & Short-Term Storage Warehouse	1,000 SF GFA	0.10		
155	High-Cube Fulfillment Center Warehouse	1,000 SF GFA	1.37		
156	High-Cube Parcel Hub Warehouse	1,000 SF GFA	0.64		
157	High-Cube Cold Storage Warehouse	1,000 SF GFA	0.12		
160	Data Center	1,000 SF GFA	0.09		
170	Utilities	1,000 SF GFA	2.27		
180	Specialty Trade Contractor	1,000 SF GFA	1.97		
RESIDENTIAL					
210	Single-Family Detached Housing	Dwelling Units	0.99		
220	Multifamily Housing (Low-Rise)	Dwelling Units	0.56		
221	Multifamily Housing (Mid-Rise)	Dwelling Units	→	0.44	0.18
222	Multifamily Housing (High-Rise)	Dwelling Units	→	0.36	0.19
231	Mid-Rise Residential with 1st-Floor Commercial	Dwelling Units	0.36		
232	High-Rise Residential with 1st-Floor Commercial	Dwelling Units	0.21		
240	Mobile Home Park	Dwelling Units	0.46		
251	Senior Adult Housing - Detached	Dwelling Units	0.30		
252	Senior Adult Housing - Attached	Dwelling Units	0.26		
253	Congregate Care Facility	Dwelling Units	0.18		
254	Assisted Living	1,000 SF GFA	0.48		
255	Continuing Care Retirement Community	Units	0.16		
260	Recreation Homes	Dwelling Units	0.28		
265	Timeshare	Dwelling Units	0.63		
270	Residential Planned Unit Development	Dwelling Units	0.69		
LODGING					
310	Hotel	Rooms	0.60		
311	All Suites Hotel	Rooms	→	0.36	0.17
312	Business Hotel	Rooms	0.32		
320	Motel	Rooms	0.38		
330	Resort Hotel	Rooms	0.41		
RECREATIONAL					
411	Public Park	Acres	0.11		
416	Campground / Recreation Vehicle Park	Acres	0.98		
420	Marina	Berths	0.21		
430	Golf Course	Acres	0.28		
431	Miniature Golf Course	Holes	0.33		

Code	Description	Unit of Measure	Trips Per Unit	Setting/Location	
				General Urban/ Suburban	Dense Multi- Use Urban
432	Golf Driving Range	Tees/Driving Positions	1.25		
433	Batting Cages	Cages	2.22		
434	Rock Climbing Gym	1,000 SF GFA	1.64		
435	Multi-Purpose Recreational Facility	1,000 SF GFA	3.58		
436	Trampoline Park	1,000 SF GFA	1.50		
437	Bowling Alley	1,000 SF GFA	1.16		
440	Adult Cabaret	1,000 SF GFA	2.93		
444	Movie Theater	1,000 SF GFA	6.17		
445	Multiplex Movie Theater	1,000 SF GFA	4.91		
452	Horse Racetrack	Seats	0.06		
454	Dog Racetrack	Attendees	0.15		
460	Arena	1,000 SF GFA	0.47		
462	Professional Baseball Stadium	Attendees	0.15		
465	Ice Skating Rink	1,000 SF GFA	1.33		
466	Snow Ski Area	Slopes	26.00		
473	Casino/Video Lottery Establishment	1,000 SF GFA	13.49		
480	Amusement Park	Acres	3.95		
482	Water Slide Park	Parking Spaces	0.28		
488	Soccer Complex	Fields	16.43		
490	Tennis Courts	Courts	4.21		
491	Racquet/Tennis Club	Courts	3.82		
492	Health/Fitness Club	1,000 SF GFA	3.45		
493	Athletic Club	1,000 SF GFA	6.29		
495	Recreational Community Center	1,000 SF GFA	2.31		
INSTITUTIONAL					
520	Elementary School	1,000 SF GFA	1.37		
522	Middle School / Junior High School	1,000 SF GFA	1.19		
530	High School	1,000 SF GFA	0.97		
534	Private School (K-8)	Students	0.26		
536	Private School (K-12)	Students	0.17		
537	Charter Elementary School	Students	0.14		
538	School District Office	1,000 SF GFA	2.04		
540	Junior / Community College	1,000 SF GFA	1.86		
550	University/College	1,000 SF GFA	1.17		
560	Church	1,000 SF GFA	0.49		
561	Synagogue	1,000 SF GFA	2.92		
562	Mosque	1,000 SF GFA	4.22		
565	Daycare Center	1,000 SF GFA	11.12		
566	Cemetery	Acres	0.46		
571	Prison	1,000 SF GFA	2.91		
575	Fire and Rescue Station	1,000 SF GFA	0.48		
580	Museum	1,000 SF GFA	0.18		
590	Library	1,000 SF GFA	8.16		

LOCATION



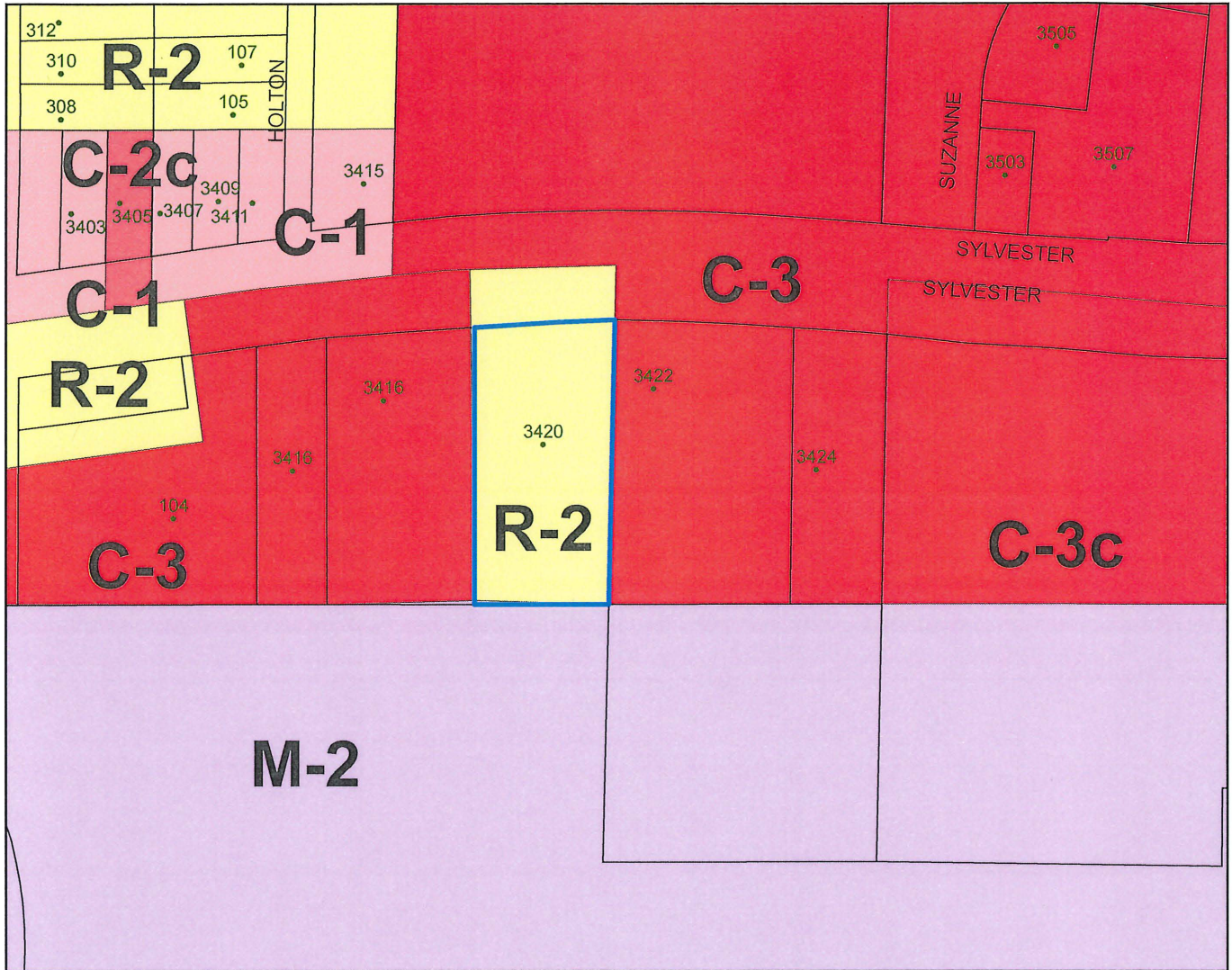
22-037
 REZONING R-2 TO C-8
 3420 Sylvester Rd
 087-1/00000/049
 Proposed Use as Commercial
 Recreational Vehicle Park



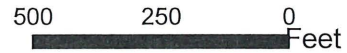
Disclaimer; Albany GIS makes every effort to produce the most accurate information possible. No warranties, expresses nor implied, are provided for the data herein, its use or interpretation. All data is subject to change.



ZONING



22-037
 REZONING R-2 TO C-8
 3420 Sylvester Rd
 087-1/00000/049
 Proposed Use as Commercial
 Recreational Vehicle Park



Disclaimer; Albany GIS makes every effort to produce the most accurate information possible. No warranties, expresses nor implied, are provided for the data herein, its use or interpretation. All data is subject to change.



AERIAL



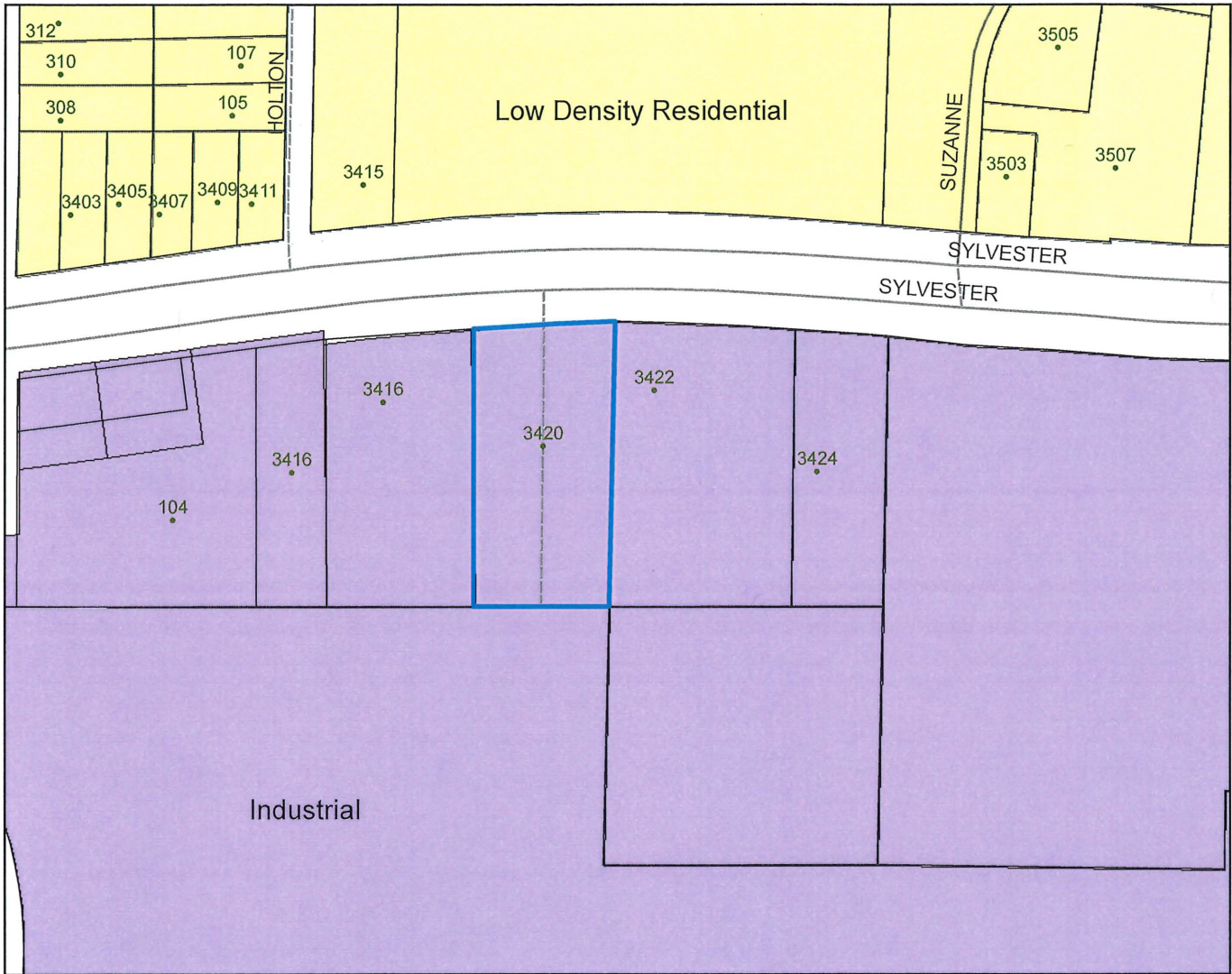
22-037
 REZONING R-2 TO C-8
 3420 Sylvester Rd
 087-1/00000/049
 Proposed Use as Commercial
 Recreational Vehicle Park



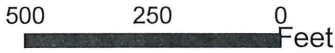
Disclaimer; Albany GIS makes every effort to produce the most accurate information possible. No warranties, expresses nor implied, are provided for the data herein, its use or interpretation. All data is subject to change.



FUTURE LAND USE



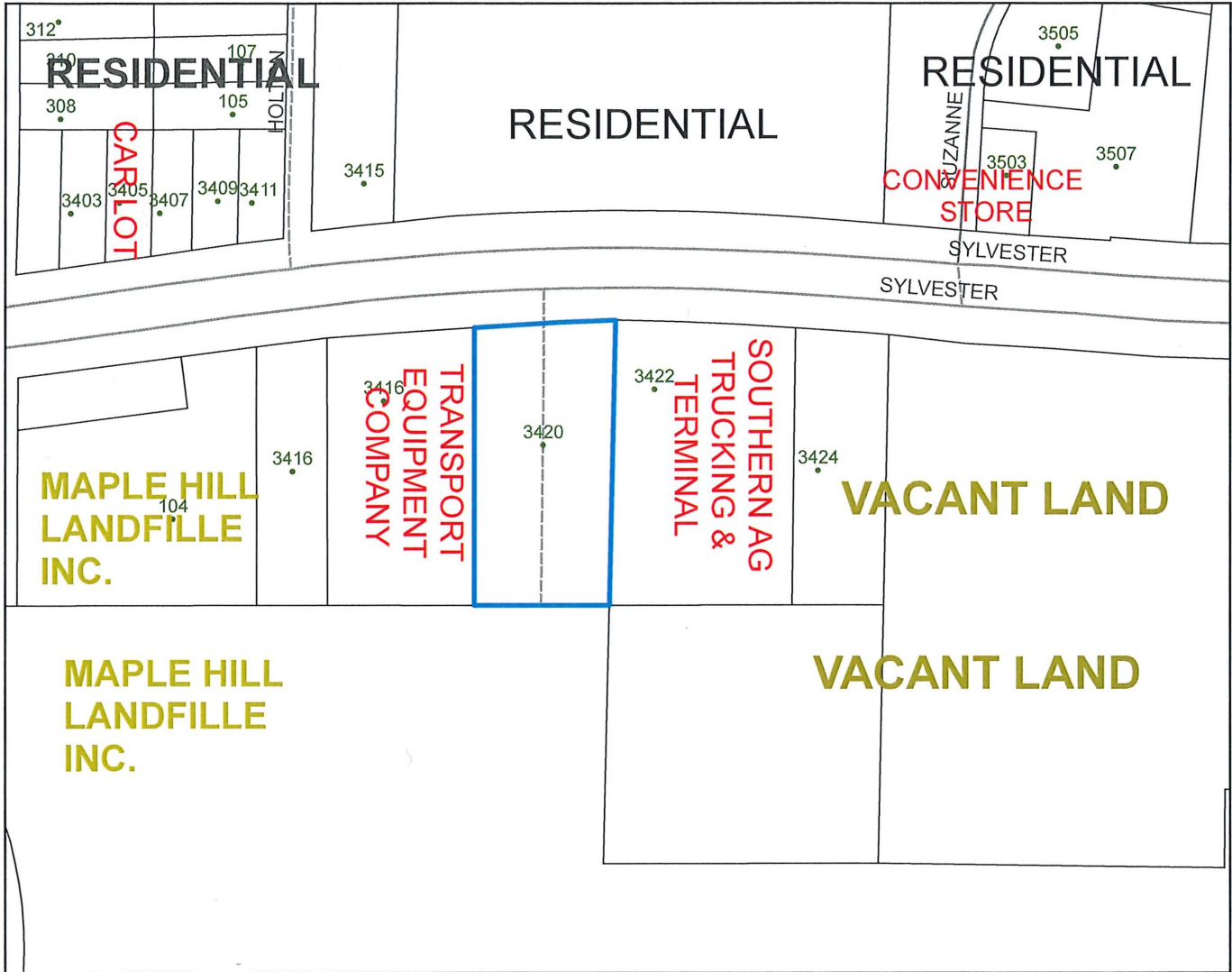
22-037
 REZONING R-2 TO C-8
 3420 Sylvester Rd
 087-1/00000/049
 Proposed Use as Commercial
 Recreational Vehicle Park



Disclaimer; Albany GIS makes every effort to produce the most accurate information possible. No warranties, expresses nor implied, are provided for the data herein, its use or interpretation. All data is subject to change.



CURRENT LAND USE



22-037
 REZONING R-2 TO C-8
 3420 Sylvester Rd
 087-1/00000/049
 Proposed Use as Commercial
 Recreational Vehicle Park

Disclaimer; Albany GIS makes every effort to produce the most accurate information possible. No warranties, expresses nor implied, are provided for the data herein, its use or interpretation. All data is subject to change.





APPLICATION TO AMEND THE ZONING MAP OF:
Albany, Georgia ✓ Dougherty County, Georgia

Property address: 3420 Sylvester Road
Name of property owner(s): Ronnie Gay Charlotte Annette Gay
Mailing address: 141 Canuga Drive
City: Albany State: GA Zip code: 31707 Telephone: 229 344-2910

Name of applicant: Ronnie Gay
Mailing address: 141 Canuga Drive
City: Albany State: GA Zip code: 31707 Telephone: 229 344-2910

Zoning Classification:

Present zoning district R-2
Proposed zoning district C-8

Current use: MHP
Proposed use: RV Park

Please attach the following documents:

- A written legal description of the property giving the full metes and bounds description rather than plat reference.
- A copy of the deed verifying ownership status.
- Authorization by property owner form (if the property owner and applicant are not the same).
- A plat showing property lines with lengths and bearings, adjoining streets, locations of existing buildings, north arrow and scale (submit one copy of the plat if it is 11" x 17" or smaller. For larger plats, submit twenty copies).
- An 8" x 11" size map of the area (The map should be the same as the larger map).
- A disclosure of campaign contributions and gifts form.
- Filing fees should be paid when submitting the application. These fees are based on the zoning district that the applicant is applying for, and should be payable to the City of Albany.

This application must be filed by the 10th of the month to be considered for the Planning Commission meeting of the following month.

I hereby authorize the Planning & Development Services Department staff to inspect the premises of the above described property and to place a public notice sign on the premises as required by law. I also hereby depose and say that all statements herein, and attached statements submitted are true and accurate to the best of my knowledge and belief.

Sworn to and subscribed before me this 31st day of May, 2022.

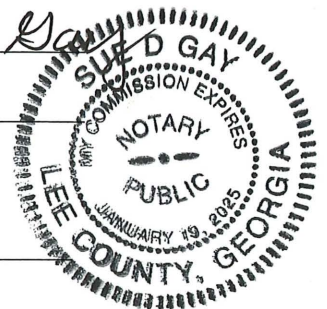
Signature of applicant: Ronald V Gay Charlotte Annette Gay

Notary Public: Lee D. Gay

My commission expires: _____

(Staff use)

Posting fee: _____ Date paid: _____ Receipt: _____



June 9, 2022
EMC JOB #22-*6077
Surveyed Legal – Lot 4 McCord heights

**SURVEYED LEGAL DESCRIPTION
PART OF LOT 4 McCORD HEIGHTS**

ALL OF THAT TRACT OR PARCEL OF LAND LYING AND BEING IN LAND LOT 86, 1ST LAND DISTRICT, ALBANY, DOUGHERTY COUNTY, GEORGIA AND BEING ALL OF LOT 4 OF McCORD HEIGHTS AS RECORDED IN PLAT CABINET 1, SLIDE A-14 IN THE DOUGHERTY COUNTY, GEORGIA CLERK OF COURTS OFFICE AND BEING MORE PARTICULARLY DESCRIBED AS FOLLOWS:

BEGIN AT A CONCRETE MARKER FOUND AT THE SOUTHEAST CORNER OF LOT 4 OF McCORD HEIGHTS AND GO SOUTH 89 DEGREES 42 MINUTES 41 SECONDS WEST ALONG THE SOUTHERN LINE OF LOT 4 McCORD HEIGHTS ALSO BEING THE SOUTHERN LINE OF LAND LOT 86 FOR A DISTANCE OF 291.43 FEET TO A 1" REBAR FOUND; THENCE LEAVING THE SOUTHERN LINE OF LAND LOT 86 AND GO NORTH 00 DEGREES 16 MINUTES 07 SECONDS WEST ALONG A COMMON PROPERTY LINE WITH TRANSPORT EQUIPMENT COMPANY PROPERTY FOR A DISTANCE OF 604.22 FEET TO A 1" REBAR FOUND ON THE SOUTHERLY RIGHT-OF-WAY LINE OF SYLVESTER ROAD/U.S. BUSINESS 82/STATE ROUTE BUSINESS 520 (250' R/W); THENCE GO ALONG THE SOUTHERLY RIGHT-OF-WAY LINE OF SYLVESTER ROAD/U.S. HIGHWAY 82/STATE ROUTE 520 AROUND A CURVE CONCAVE TO THE RIGHT HAVING A RADIUS OF 6548.89 FEET AN ARC LENGTH OF 307.47 FEET SUBTENDED BY A CHORD BEARING OF NORTH 87 DEGREES 46 MINUTES 33 SECONDS EAST HAVING A CHORD DISTANCE OF 307.44 FEET TO A 5/8" REBAR FOUND; THENCE LEAVING THE SOUTHERLY RIGHT-OF-WAY LINE OF SYLVESTER ROAD/U.S. HIGHWAY 82/STATE ROUTE 520 GO SOUTH 01 DEGREES 12 MINUTES 25 SECONDS WEST ALONG A COMMON PROPERTY LINE WITH HHG PROPERTIES, LLC. FOR A DISTANCE OF 614.81 FEET TO A CONCRETE MARKER FOUND AND THE POINT OF BEGINNING.

SAID TRACT CONTAINS 4.195 ACRES ~ 182,754 SQ.FT.

THE ABOVE-DESCRIBED PARCEL OF LAND IS ALL OF LOT 4 OF McCORD HEIGHTS AS RECORDED IN PLAT CABINET 1, SLIDE A-14, LESS AND ACCEPT THAT PORTION THAT LIES WITHIN THE RIGHT-OF-WAY OF SYLVESTER ROAD/U.S. BUSINESS 82/STATE ROUTE BUSINESS 520.

DOC# 001249
FILED IN OFFICE
2/28/2017 03:50 PM
BK:4395 PG:235-236
EVONNE S. MULL
CLERK OF COURT
DOUGHERTY COUNTY

WHEN RECORDED, RETURN TO:
RONNIE GAY
141 CANUGA DRIVE
ALBANY, GA 31707

E. S. Mull
REAL ESTATE TRANSFER TAX
PAID: \$0.00

PT-61 047-2017-000288

QUIT-CLAIM DEED

STATE OF GEORGIA,
COUNTY OF DOUGHERTY.

THIS INDENTURE made the 22 day of February, 2017 between RONNIE GAY of the State of Georgia, as Party of the First Part, hereinafter called "GRANTOR", and CHARLOTTE ANNETTE GAY, as Party of the Second Part, hereinafter called "GRANTEE", (the words "GRANTOR" and "GRANTEE" to include their respective heirs, personal representatives, successors and assigns where the context requires or permits).

WITNESSETH: That GRANTOR, for and in consideration of Ten Dollars (\$10.00) and has bargained, and does by these presents bargain, remise, release and forever quit claim to the said GRANTEE all the right, title, interest, claim, or demand which the said GRANTOR has or may have had in and to the following described property:

A one-half (½) undivided interest and to all that tract or parcel of land lying and being in land lot 86 in the 1st Land District of Dougherty County, Georgia and being all of Lot 4 of McCord Heights Subdivision, according to a map or plat of said subdivision as same is recorded in Plat Book 1 Page 108 (Plat Cabinet 1, Slide A-14), in the Office of the Clerk of Superior Court of Dougherty County, Georgia; except portion lying within the present right of way of US Highway 82.

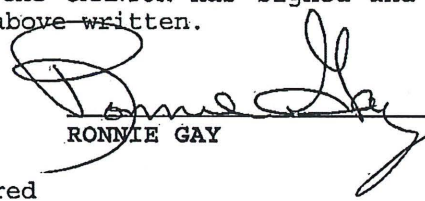
This conveyance is made subject to Security Deed(s) secured by the above property.

with all rights, members, and appurtenances to the said premises in anyway appertaining or belonging.

QUIT-CLAIM DEED
PAGE TWO


TO HAVE AND TO HOLD the said described premises unto the said GRANTEE so that neither the said GRANTOR, nor any person or persons claiming under the said GRANTOR shall at any time claim or demand any right, title, or interest to the above described premises or its appurtenances.

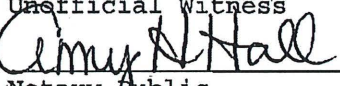
IN WITNESS WHEREOF, the GRANTOR has signed and sealed this deed on the day and year above written.



RONNIE GAY (Seal)

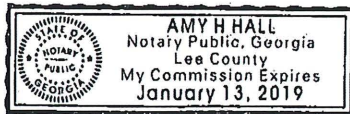
Signed, sealed and delivered
in the presence of:



Unofficial Witness


Notary Public
My Commission Expires: _____

(Notary Seal)





VERIFICATION OF OWNERSHIP

Name of all owners: Ronnie Gay
Charlotte Annette Gay

Address: 3420 Sylvester Rd

City/State/Zip Code: Albany Georgia 31705

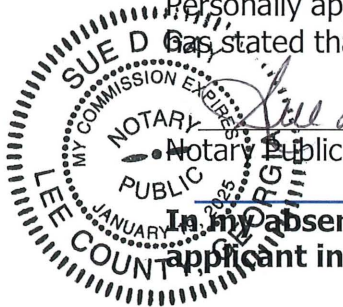
Telephone Number: 229-344-1401

Property Location (give description if no address):
3420 Sylvester Road

I am the owner of the property listed above, which is the subject matter of the attached application, as shown in the records of the City of Albany, or Dougherty County.

Owner Signature (all owners must sign) Bonnie Gay Charlotte Annette Gay

Personally appeared before me Ronnie Gay & Charlotte Annette Gay, who has stated that the information on this form is true and correct.

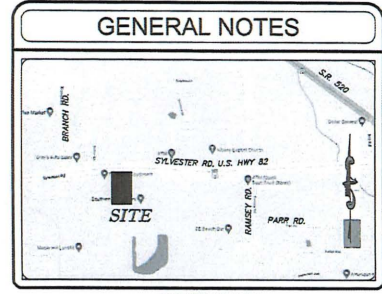
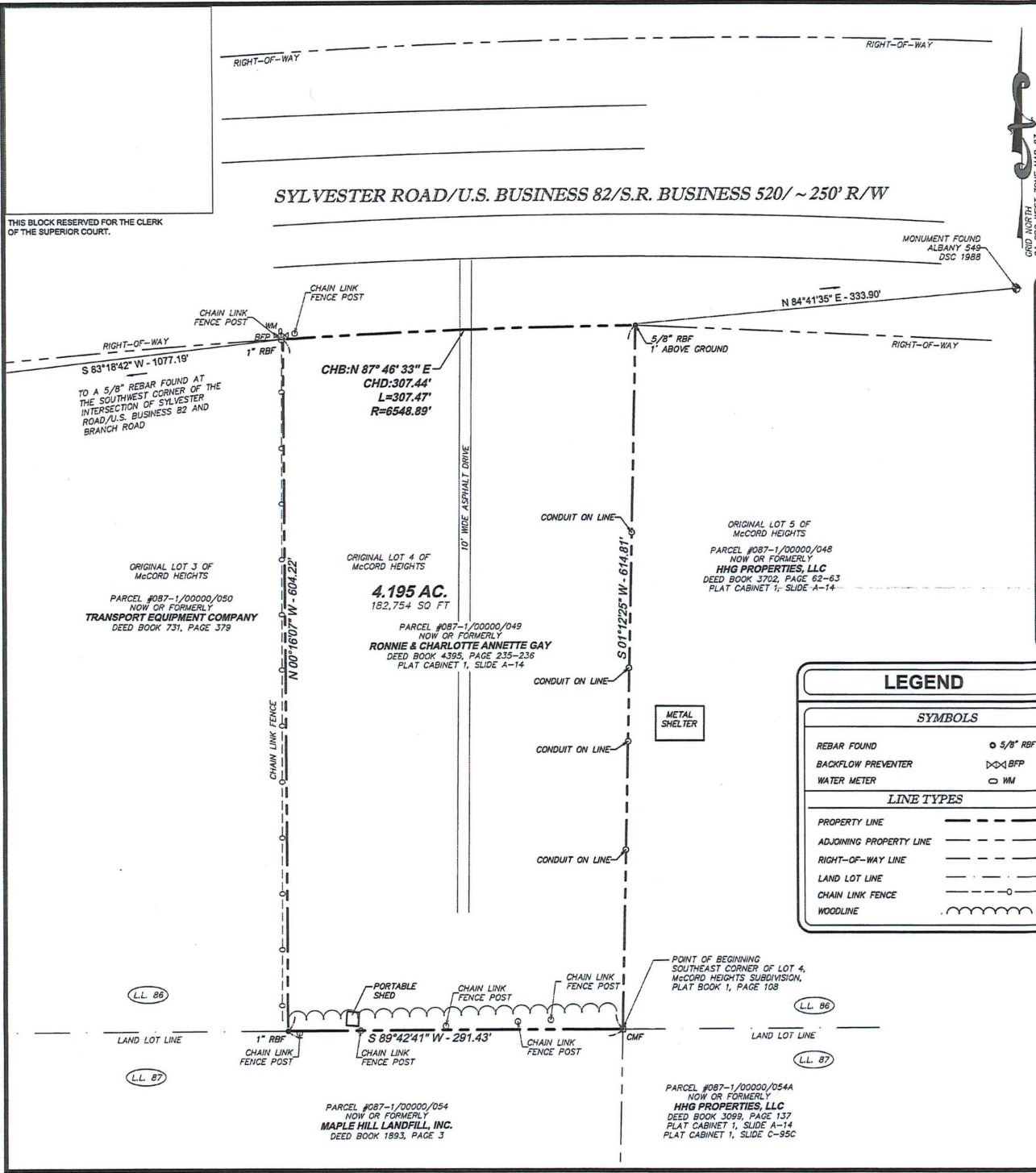


Notary Public Lee D. Gay Date May 31, 2022

In my absence, I authorize the person named below to act as the applicant in the pursuit of action for the attached application.

Name:
Address:
City/State/Zip Code:
Telephone Number:

G:\2022\12-6077 RONNIE GAY - 3420 SYLVESTER HWY ALBANY GA SURVEY\DWG\12-6077\1_BOLDDING 6/29/2022 4:55 PM



SURVEYORS CERTIFICATION

THIS PLAT IS A RETRACEMENT OF AN EXISTING PARCEL OR PARCELS OF LAND AND DOES NOT SUBDIVIDE OR CREATE A NEW PARCEL OR MAKE ANY CHANGES TO ANY REAL PROPERTY BOUNDARIES. THE RECORDING INFORMATION OF THE DOCUMENTS, MAPS, PLATS, OR OTHER INSTRUMENTS WHICH CREATED THE PARCEL OR PARCELS ARE STATED HEREON. RECORDATION OF THIS PLAT DOES NOT IMPLY APPROVAL OF ANY LOCAL JURISDICTION, AVAILABILITY OF PERMITS, COMPLIANCE WITH LOCAL REGULATIONS OR REQUIREMENTS, OR SUITABILITY FOR ANY USE OR PURPOSE OF THE LAND. FURTHERMORE, THE UNDERSIGNED LAND SURVEYOR CERTIFIES THAT THIS PLAT COMPLIES WITH THE MINIMUM TECHNICAL STANDARDS FOR PROPERTY SURVEYS IN GEORGIA AS SET FORTH IN THE RULES AND REGULATIONS OF THE GEORGIA BOARD OF REGISTRATION FOR PROFESSIONAL ENGINEERS AND LAND SURVEYORS AND AS SET FORTH IN O.C.G.A. SECTION 15-6-67.

Cary F. Reed 6/09/2022
 DATE

CARY F. REED
 GEORGIA REGISTERED LAND SURVEYOR #2896
 CERTIFICATE OF AUTHORIZATION
 LAND SURVEYOR FIRM #000051

LEGEND

SYMBOLS	
REBAR FOUND	○ 5/8" RBF
BACKFLOW PREVENTER	⊗ BFP
WATER METER	⊗ WM

LINE TYPES	
PROPERTY LINE	—————
ADJOINING PROPERTY LINE	—————
RIGHT-OF-WAY LINE	—————
LAND LOT LINE	—————
CHAIN LINK FENCE	—○—○—○—
WOODLINE	~~~~~

PROJECT NOTES

- TOTAL AREA IN TRACT = 4.185 ACRES.
- THIS SURVEY WAS MADE USING A GEOMAX ZOOM 95 ROBOTIC TOTAL STATION TO OBTAIN LINEAR AND ANGULAR MEASUREMENTS.
- I, CARY F. REED, GA-RLS#2896 DECLARE THAT THIS MAP (OR REPORT) WAS PREPARED UNDER MY SUPERVISION ON JUNE 9, 2022 FROM AN ACTUAL GPS SURVEY MADE UNDER MY SUPERVISION; THAT THIS GPS SURVEY WAS PERFORMED TO CONFORM TO THE SPECIFICATIONS IN GA 180-7-01 THROUGH 03, AND O.C.G.A. 44-4-1 THROUGH 3; THAT I USED REAL TIME KINEMATIC GPS FIELD PROCEDURES AND REDUNDANT MEASUREMENT TECHNIQUES; AND COORDINATES WERE OBTAINED BY USE OF THE REAL TIME NETWORK OPERATED BY EGPS SOLUTIONS, INC. THAT THIS SURVEY WAS PERFORMED USING A EGPS 20LT RECEIVER WITH MESA 3 DATA COLLECTION SOFTWARE, AND ALL COORDINATES ARE BASED ON NAD83(2011) AND GEOID12B. THE INITIAL CONTROL POINTS FOR THIS SURVEY WERE LOCATED UTILIZING GPS. THE EQUIPMENT USED WAS A EGPS 20LT RECEIVER WITH A MESA3 DATA COLLECTOR RUNNING CARLSON SOFTWARE. NETWORK RTK CORRECTIONS WERE RECEIVED VIA A MOBILE DATA. THE TYPE OF SURVEY WAS NETWORK RTK UTILIZING THE TRIMBLE VRS REAL TIME NETWORK OPERATED BY EGPS SOLUTIONS, INC. THE RELATIVE POSITIONAL ACCURACY, AS CALCULATED ACCORDING TO THE FEDERAL GEOGRAPHIC DATA COMMITTEE PART 3 NATIONAL STANDARD FOR SPATIAL DATA ACCURACY, IS 0.3 FT. HORIZONTAL AT THE 95% CONFIDENCE LEVEL.
- ALL DISTANCES SHOWN HEREON ARE GROUND DISTANCES.
- THIS MAP OR PLAT HAS BEEN CALCULATED FOR CLOSURE AND IS FOUND TO BE ACCURATE WITHIN ONE FOOT IN 369,212 FEET.
- THERE IS NO KNOWN NATIONAL GEODETIC SURVEY MONUMENT WITHIN 500 FEET OF ANY POINT ON THE PROPERTY PLATTED, OR ANY POINT OF REFERENCE THEREON.
- THIS PLAT WAS PREPARED WITHOUT THE BENEFIT OF A ABSTRACT OR TITLE.
- ALL IMPROVEMENTS NOT SHOWN.

NO.	BY	Item 8a.

EMC ENGINEERING SERVICES, INC.
 1344 US Hwy 198, Suite A
 Leesburg, GA 31763
 Ph: (228) 435-6193
 Fax: (228) 439-7979
 www.emc-eng.com
 www.emc-eng.com

CIVIL ENGINEER
 MARINE ENVIRONMENTAL

ALBANY • ATLANTA • SAVANNAH • BRUNSWICK
 COLUMBUS • SAVANNAH • STATESBORO
 THOMASTON • VALDOSTA • WARNER ROBINS

RETRACEMENT SURVEY

PART OF LOT 4, MCCORD HEIGHTS

PART OF LAND LOT 86, 1ST LAND DISTRICT

ALBANY, DOUGHERTY COUNTY, GEORGIA

Prepared for:
RONNIE GAY

PROJECT NO.:	22-6077
DRAWN BY:	MDR
DESIGNED BY:	JCR
SURVEYED BY:	JCR
SURVEY DATE:	06/06/2022
CHECKED BY:	CFR
SCALE:	1" = 80'
DATE:	06/09/2022

SHEET

1

OF 1



(307)

294

73/50

87-1/0/49
4.52 AC

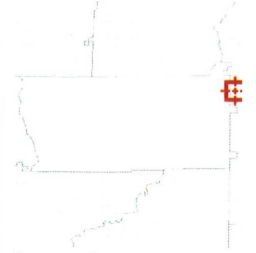
3420

(602)

(296)



Overview



Legend

- Parcels
- Roads

Parcel ID	087-1/00000/049	Owner	GAY RONNIE & CHARLOTTE ANNETTE	Last 2 Sales			
Class Code	Commercial		141 CANUGA DR	Date	Price	Reason	Qual
Taxing	02 DOUGHERTY		ALBANY, GA 31707	2/22/2017	15	U	
District	COUNTY	Physical Address	3420 SYLVESTER HWY	9/25/2009	06	U	
Acres	4.52	Fair Market Value	Value \$51700				
		Land Value					
		Improvement Value					
		Accessory Value					

(Note: Not to be used on legal documents)

Date created: 5/26/2022
 Last Data Uploaded: 5/26/2022 2:28:31 AM

Developed by **Schneider**
 GEOSPATIAL



APPLICANT/AGENT DISCLOSURE
CAMPAIGN CONTRIBUTIONS
(Required by Title 36, Chapter 67A, Official Code of
Georgia Annotated)

The applicant filed on this date: 31 May 2022, to apply for a rezoning approval affecting described property as follows:

3420 Sylvester Road Albany GA 31705

Yes No

Within the last two years preceding the above filing date, the applicant has made campaign contributions aggregating \$250 or more to a member or members of the City Commission or County Commission who will consider application number.

(Please list the name(s) and official position of the local government official; the dollar amount; description, and date of each campaign contribution).

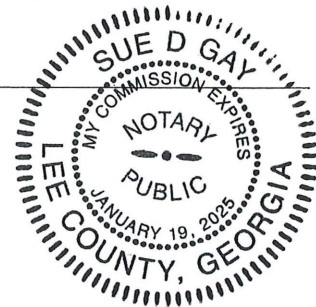
I hereby depose and say that all statements herein are true, correct, and complete to the best of my knowledge and belief.

Sworn to and subscribed before me this 31st day of May, 2022.

Ronnie Gay
Signature of Applicant

Sue D. Gay
Notary Public

Commission expires: _____





APPLICANT/AGENT DISCLOSURE
CAMPAIGN CONTRIBUTIONS
(Required by Title 36, Chapter 67A, Official Code of Georgia Annotated)

The applicant filed on this date: 31 May 2022, to apply for a rezoning approval affecting described property as follows:

3420 Sylvester Rd Albany GA 31705

Yes No

Within the last two years preceding the above filing date, the applicant has made campaign contributions aggregating \$250 or more to a member or members of the City Commission or County Commission who will consider application number _____.

(Please list the name(s) and official position of the local government official; the dollar amount; description, and date of each campaign contribution).

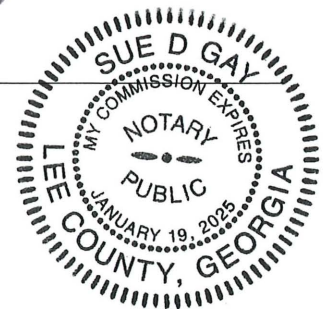
I hereby depose and say that all statements herein are true, correct, and complete to the best of my knowledge and belief.

Sworn to and subscribed before me this 31st day of May, 2022.

Charlotte Annetted Gay
Signature of Applicant

Sue D. Gay
Notary Public

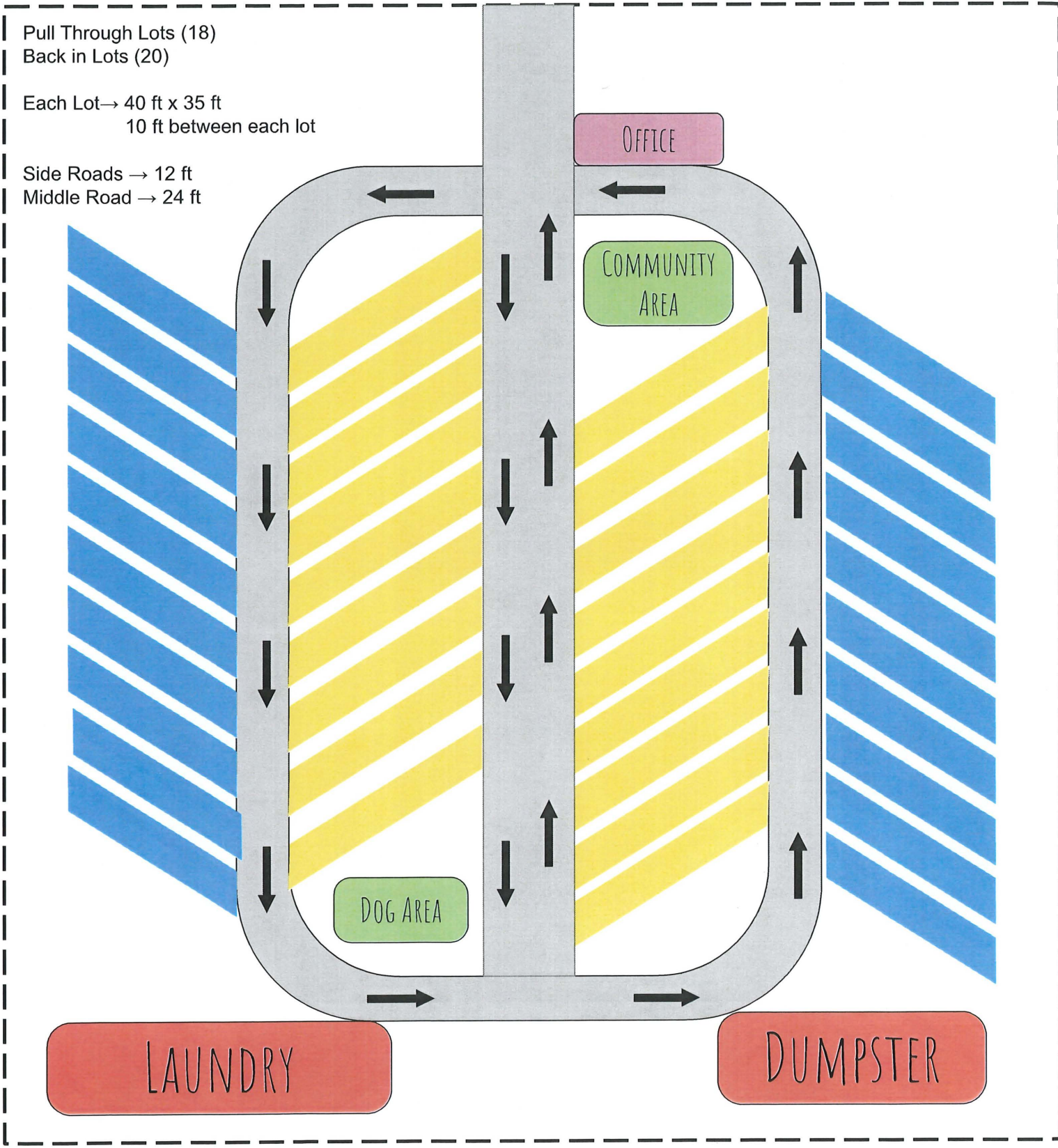
Commission expires: _____



Pull Through Lots (18)
Back in Lots (20)

Each Lot → 40 ft x 35 ft
10 ft between each lot

Side Roads → 12 ft
Middle Road → 24 ft





KERMIT S. DOROUGH, JR., LLC

A LIMITED LIABILITY COMPANY

ATTORNEY AT LAW
POST OFFICE BOX 383
ALBANY, GA 31702

1151 DAWSON ROAD, SUITE J
STREET ZIP CODE 31707

TELEPHONE: 229.888.2757
FACSIMILE: 229.888.2959
E-MAIL: bodorough@att.net

May 25, 2022

Mr. Ronnie Gay
141 Canuga Dr.
Albany, GA 31707

RE: *Ronnie Gay and Charlotte Gay v. Henry H. Griffin, et al.*
Superior Court of Lee County
Civil Action File No. 2021-CV-00173RS

Dear Ronnie:

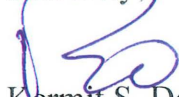
I spoke with Paul Forgey, who is the Director of Planning & Development Services, yesterday. Mr. Forgey informed me that the property would have to be rezoned to be operated as a campground. The property is currently zoned R-2. A campground requires a R-MPH or C-8 (Commercial Recreation) designation.

I would suggest that you complete and submit the necessary paperwork to initiate the rezoning process. Mr. Forgey informed me he sees no reason why staff would not recommend approval of the request. The application would then be considered by the Albany-Dougherty Planning Commission and would ultimately be decided by the County Commission. Mr. Forgey stated that while a campground would not be consistent with the zoning of the adjoining properties, he does not believe such a designation would present a greater burden on the operation of the businesses (a truck terminal and a manufacturing facility) than a mobile home park.

I will, of course, assist you in this process should you wish to proceed with legal representation. It would be my recommendation that we resume prosecution of the civil case, as Mr. Griffin and the new owners would probably be more receptive to the rezoning should it involve resolution of the pending lawsuit.

We appreciate your attention to this correspondence and await further instruction in this regard.

Sincerely,



Kermit S. Dorough, Jr.

KSDjr/ap

NOTICE OF PUBLIC HEARING

Ronnie Gay & Charlotte A. Gay (22-037) has submitted an application to the Albany Dougherty Planning Commission requesting that the Official Zoning Map of Dougherty County be amended to rezone 4.195 acres from R-2 (Single Family Residential District) to C-8 (Commercial Recreation District). The proposed use is for Recreational Vehicle Park. The property is located at 3420 Sylvester Road (087-1/00000/049). The property owners are the applicants; Ronnie Gay & Charlotte A. Gay **(District 6)**

Darin & Maria Wood (22-035) has submitted an application to the Albany Dougherty Planning Commission requesting a variance of the Zoning Ordinance Title III Article I Section 1.33 (5) to increase the square footage from 800 square foot to 1,300 square foot. The purposed use of a Single-Family as Accessory Structures. The property is 7.9 acres and zoned R-1 (Single Family Residential District). The property is 215 Byron Ridge Drive (073-2/00000/015). The property owner is the applicants, Darin and Maria Wood. **(District 1)**

Wind Energy Conversion Systems ("WECS"): The Planning Commission will conduct a final draft review of the Dougherty County Wind Energy Conversion Systems (WECS) Odinance.

The Albany Dougherty Planning Commission will conduct a public hearing on this request **on Thursday, July 7, 2022, at 2:00 p.m. at the Robert Cross Multipurpose Facility** at 3085 Martin Luther King, Jr. Dr., Albany, GA. The Planning Commission will forward its recommendation to the Board of County Commissioners based on information presented at the public meeting.

The Dougherty County Board of Commissioners will conduct a public hearing on **Monday, July 18, 2022, at 10:00 a.m.** in the Government Center, 222 Pine Avenue, Room 100, Albany, GA 31701. Meetings of the Albany Dougherty Planning Commission and the Dougherty County Board of Commissioners are open to the public.

The property's exact legal description is available for inspection at Planning & Development Services, 240 Pine Avenue, Room 300, Albany, GA, and may be reviewed along with any other information regarding this request between 8:00 a.m. and 5:00 p.m., Monday through Friday. Electronic copies may be requested by calling Planning & Development Services at (229) 438-3901.

Georgia law requires that all parties who have made campaign contributions to any member of the Board of Commissioners in excess of two hundred fifty dollars (\$250) within two (2) years immediately preceding the filing of this request and who desire to appear at the public hearing in opposition to the application, shall, at least five (5) days prior to the public hearing, file a campaign contribution report with the Albany Dougherty Planning Commission. As set forth in the Americans with Disabilities Act of 1990, Dougherty County does not discriminate on the bases of disability and will assist citizens with special needs given proper notice (seven (7) workdays). The meeting room and building are handicap accessible. Any requests for reasonable accommodation required by individuals to fully participate in an open meeting, program, or activity of Dougherty County, Georgia, should be directed to Michael McCoy, County Administrator, 222 Pine Avenue, Suite 540, Albany, Georgia (229) 431-2121

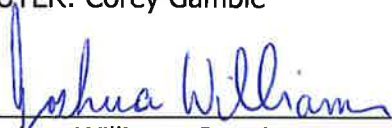


PROCUREMENT RECOMMENDATION

DATE: July 7, 2022

TITLE: Three Police Interceptor SUVs
REFERENCE NUMBER: 22-071
OPENING DATE: May 3, 2022
BUYER: Corey Gamble

DEPARTMENT: ADDU-3222
ACCOUNT NUMBER: ARPA
BUDGETED AMOUNT: \$300,000.00
DEPARTMENT CONTACTS: Ryan Ward


Joshua Williams, Interim Procurement Manager

RECOMMENDATION:

Recommend the purchase of Three (3) Pursuit Utility Vehicles, from Wade Ford for a total expenditure of \$103,627.02.

BACKGROUND INFORMATION:

Bid Ref. #22-071 was advertised, on May 27, 2022, in the local paper, on the local access channel, and on the Georgia Procurement Registry. Six (6) vendors were directly solicited. The bid opening was June 24, 2022. One (1) vendors submitted a bid. It was determined, after research, that no other vendors submitted a Bid due to a lack of vehicle availability. The apparent lowest and most responsible bidder, Wade Ford, is recommended for award.

COUNTY ADMINISTRATOR ACTION:

APPROVED () DISAPPROVED () HOLD

COMMENTS:

7-13-22
DATE


COUNTY ADMINISTRATOR

List of Documents Attached:



PROCUREMENT RECOMMENDATION

DATE: July 13, 2022

TITLE: Solid Waste F-150

DEPARTMENT: 4530 Solid Waste

REFERENCE NUMBER: N/A

ACCOUNT NUMBER: S.W. Enterprise Fund

OPENING DATE: N/A

BUDGETED AMOUNT: \$40,000.00

BUYER: Corey Gamble

DEPARTMENT CONTACTS: Campbell Smith

Joshua Williams

Joshua Williams, Interim Procurement Manager

RECOMMENDATION:

Recommend the purchase of one (1) 2022 F-150s from Wade Ford for a total expenditure of \$38,942.68.

BACKGROUND INFORMATION:

The F-150 truck will be purchased from Wade Ford for \$38,942.68 each utilizing an existing Ga State Contract #10590-WS. Wade Ford of Smyrna Ga. has inventory already in the order bank with Ford Motor Company. The order bank was closed in December of last year. This unit will replace a Director's 5 year old Nissan Pathfinder.

COUNTY ADMINISTRATOR ACTION:

APPROVED

DISAPPROVED

HOLD

COMMENTS:

7-15-22
DATE

[Signature]
COUNTY ADMINISTRATOR

List of Documents Attached:

- Wade Ford Quote
- Wade Ford Email



PROCUREMENT RECOMMENDATION

DATE: May 04, 2022

TITLE: Public Works F-150s

DEPARTMENT: 4110 Public Works

REFERENCE NUMBER: N/A

ACCOUNT NUMBER: 425025063

OPENING DATE: N/A

BUDGETED AMOUNT: \$70,000.00

BUYER: Corey Gamble

DEPARTMENT CONTACTS: Russell

Joshua Williams

Allenbaugh

Joshua Williams, Interim Procurement Manager

RECOMMENDATION:

Recommend the purchase of two (2) 2022 F-150s from Wade Ford for a total expenditure of \$60,934.00.

BACKGROUND INFORMATION:

The two F-150 trucks will be purchased from Wade Ford for \$30,467.00 each utilizing an existing Ga State Contract #10590-WS. Wade Ford of Smyrna Ga. has inventory already in the order bank with Ford Motor Company. The order bank was closed in December of last year. These units will replace one unit that is sixteen (16) years old and one unit that is twenty-two (22) years old.

COUNTY ADMINISTRATOR ACTION:

APPROVED

DISAPPROVED

HOLD

COMMENTS:

7-18-22
DATE

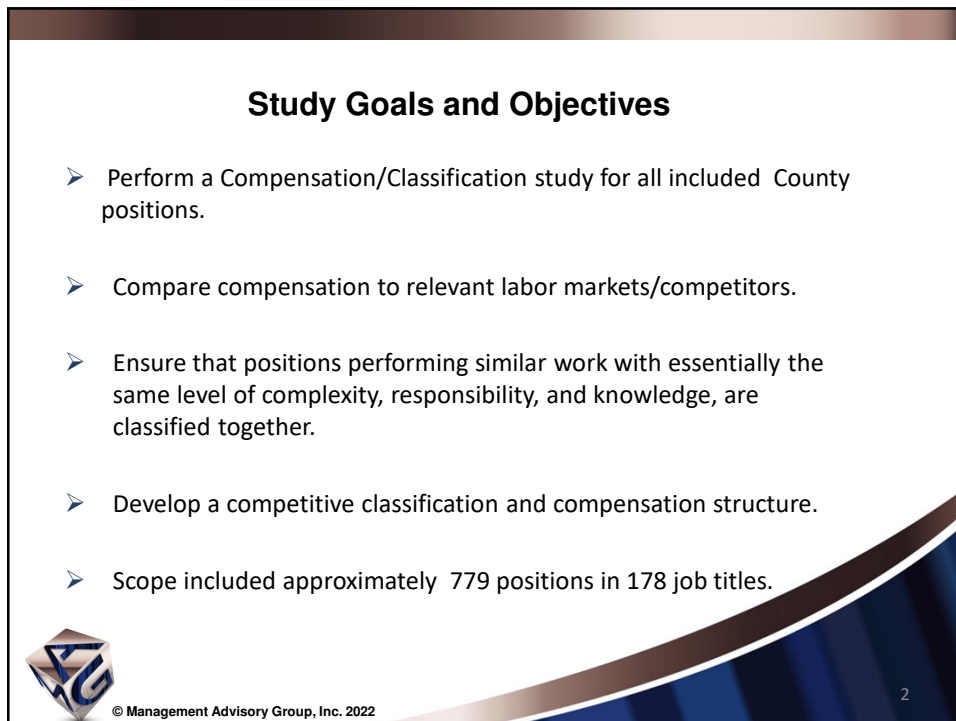
[Signature]
COUNTY ADMINISTRATOR

List of Documents Attached:

- Wade Ford Quote
- Wade Ford Email



1



2

This project **was not** designed to:

- Evaluate individual employee performance/capabilities.
- Reorganize departments.
- Identify staffing levels.
- Guarantee salary increases.
- Recommend salary decreases.



© Management Advisory Group, Inc. 2022

3

3

Methodology Overview

- Captured key employee data.
- Provided information to explain project to employees.
- Identified jobs where recruitment and retention are concerns.
- Requested top management input.
- Gathered salary and compensation data from competitor organizations;
- Reviewed 425 completed Job Questionnaires to evaluate classifications.
- Developed an internally equitable and externally competitive system.
- Provided implementation/transition costs.



© Management Advisory Group, Inc. 2022

4

4

Job Evaluation Factors

- Data Responsibility
- Judgment
- People Responsibility
- Complexity of Work
- Assets Responsibility
- Impact of Decisions
- Education
- Equipment Usage
- Physical Demands
- Communications
- Math
- Unavoidable Hazards
- Safety of Others
- Experience



© Management Advisory Group, Inc. 2019

5

5

MAG's Review of Markets

- Albany
- Americus
- Carroll County
- Colquitt County
- Dothan
- Dougherty City Schools
- Lee County
- Leon County
- Macon-Bibb County
- Thomasville
- Tift County
- Troup County
- Onet Online, a source for private sector data, published by the US Department of Labor.



© Management Advisory Group, Inc. 2022

6

6

MAG's Review of Markets

Summary of Market Survey Results:

- "Lag" at the minimums: 14.82%
- "Lag" at the midpoints: 22.01%
- "Lag" at the maximums: 22.95%



© Management Advisory Group, Inc. 2022

7

7

Recommendations

- ✓ Unified Plan created for all position titles.
- ✓ Open ranges are recommended due to increasingly "best practice".
- ✓ MAG recommends setting the ranges at 50%, (minimum to maximum).
- ✓ There is 5% between proposed grades.
- ✓ Results:
 - ✓ Establish a competitive position overall and for all jobs.
 - ✓ Make the entry levels competitive.
 - ✓ Bring the ranges in line with the markets.



© Management Advisory Group, Inc. 2022

8

8

Implementation

- ✓ The recommended implementation target date is set at October 1, 2022.
- ✓ First action step is to provide an adjustment of 2.5% to all eligible employees.
- ✓ Second action step is to ensure employees are brought to range minimums.
- ✓ Third action step is to provide in-range equity adjustments to recognize time in position and relieve “compression”.
- ✓ Equity adjustments are based on promotion dates provided.
- ✓ Implementation approaches are on the following pages:



© Management Advisory Group, Inc. 2022

9

9

Estimated Annualized Implementation Costs Option A: \$12.59 Starting Amount

Total of 779 Positions	Annualized Impact
Flat 2.5% Adjustment	\$ 689,937
Adjustment to Minimums (563 people)	\$ 1,401,374
Employee equity adjustments based on promotion date (490 people)	\$ 406,978
Total Annualized Cost of Adjustments	\$2,498,289
Number of people with adjustments of any kind (not adjusted: 20)	759
Change in Total Payroll for included positions	8.92 %



© Management Advisory Group, Inc. 2022

10

10

Estimated Annualized Implementation Costs Option B: \$13.00 Starting Amount

Total of 779 Positions	Annualized Impact
Flat 2.5% Adjustment	\$ 690,180
Adjustment to Minimums (619 people)	\$ 2,125,915
Employee equity adjustments based on promotion date (505 people)	\$ 459,161
Total Annualized Cost of Adjustments	\$ 3,275,257
Number of people with adjustments of any kind (not adjusted: 20)	759
Change in Total Payroll for included positions	11.70 %



© Management Advisory Group, Inc. 2022

11

11

Estimated Annualized Implementation Costs Option C: \$14.00 Starting Amount

Total of 779 Positions	Annualized Impact
Flat 2.5% Adjustment	\$ 690,180
Adjustment to Minimums (677 people)	\$ 4,026,763
Employee equity adjustments based on promotion date (513 people)	\$ 539,887
Total Annualized Cost of Adjustments	\$ 5,256,831
Number of people with adjustments of any kind (not adjusted: 20)	759
Change in Total Payroll for included positions	18.77 %



© Management Advisory Group, Inc. 2022

12

12

Transition Plan

Next steps include the following:

- ✓ Option A is recommended.
- ✓ Adopt the new compensation plan structure and ranges.
- ✓ Adopt the classification levels.
- ✓ Administrative assignment of incumbents to classifications.
- ✓ Implement new structure and equity adjustments effective October 1, 2022.



**Proposed Pay Plans
Dougherty County, GA**

<i>Code</i>	<i>Proposed Class Title</i>	<i>Ann Min</i>	<i>Mkt</i>	<i>Ann Max</i>	<i>Hrly Min</i>	<i>Mkt</i>	<i>Hrly Max</i>
Unified							
10		\$26,177	\$29,580	\$36,679	\$12.59	\$14.22	\$17.63
ADCL	ADMINISTRATIVE CLERK						
CMSP	COMMUNITY SERVICE SUPERVISOR						
CUSD	CUSTODIAN						
GRMT	GROUND MAINTENANCE TECHNICIAN						
MLCL	MAIL CLERK						
MLCR	MAIL CLERK-PART TIME						
WHWR	WAREHOUSE WORKER						
11		\$26,546	\$31,059	\$38,513	\$12.76	\$14.93	\$18.52
CSOR	COURT SECURITY OFFICER						
CSOP	COURT SECURITY OFFICER-PART TIME						
HRCK	HR CLERK						
JSOR	JUDICIAL SECURITY OFFICER						
JSRP	JUDICIAL SECURITY OFFICER-PART TIME						
LABR	LABORER						
LBAS	LIBRARY ASSISTANT						
LBAP	LIBRARY ASSISTANT-PART TIME						
PIRP	PUBLIC INFORMATION REPRESENTATIVE						
12		\$26,952	\$32,612	\$40,439	\$12.96	\$15.68	\$19.44
ADSC	ADMINISTRATIVE SECRETARY						
CTCP	COURT CLERK						
CUS2	CUSTODIAN II						
EQUO	EQUIPMENT OPERATOR						
WGHM	WEIGHMASTER						
13		\$28,300	\$34,243	\$42,461	\$13.61	\$16.46	\$20.41
ADAP	ADMINISTRATIVE ASSISTANT-PART TIME						
RPDC	REAL PROPERTY DATA CLERK						
TRDR	TRUCK DRIVER						
VCAD	VICTIM ADVOCATE						
14		\$29,715	\$35,955	\$44,584	\$14.29	\$17.29	\$21.43
ACCL	ACCOUNTING CLERK						
ADAS	ADMINISTRATIVE ASSISTANT						
ACAG	ANIMAL CONTROL AGENT						
AICC	ASSET/INVENTORY CONTROL CLERK						
FCCR	FRAUD COURT COORDINATOR						
SCCL	SENIOR COURT CLERK						
TXSR	SENIOR TAX CLERK						
TTTT	TAG & TITLE TECHNICIAN						
15		\$31,200	\$37,752	\$46,813	\$15.00	\$18.15	\$22.51
AUDT	AUDITOR						
CLDP	CLERK DISPATCHER						
FCT2	FACILITIES TECHNICIAN II						
HEOP	HEAVY EQUIPMENT OPERATOR I						
LGSC	LEGAL SECRETARY						
SCCP	SENIOR COURT CLERK-PART TIME						
LBSA	SENIOR LIBRARY ASSISTANT						

DRAFT

**Proposed Pay Plans
Dougherty County, GA**

<i>Code</i>	<i>Proposed Class Title</i>	<i>Ann Min</i>	<i>Mkt</i>	<i>Ann Max</i>	<i>Hrly Min</i>	<i>Mkt</i>	<i>Hrly Max</i>
Unified							
16		\$32,760	\$39,640	\$49,154	\$15.75	\$19.06	\$23.63
ACCT	ACCOUNTING TECHNICIAN						
EMTB	EMT BASIC						
EMPB	EMT BASIC-PART TIME						
HRAC	HR ADMINISTRATIVE COORDINATOR						
MEC1	MECHANIC I						
PCCL	PRINCIPAL COURT CLERK						
TTTS	SENIOR TAG & TITLE TECHNICIAN						
17		\$34,398	\$41,622	\$51,611	\$16.54	\$20.01	\$24.81
ADSP	ADMINISTRATIVE SPECIALIST						
APPR	APPRAISER						
EMPI	EMT INTERMEDIATE-PART TIME						
MEC2	MECHANIC II						
CLDS	SENIOR CLERK DISPATCHER						
VRSP	VOTER REGISTRATION SPECIALIST						
WHSP	WAREHOUSE SUPERVISOR						
18		\$36,118	\$43,703	\$54,192	\$17.36	\$21.01	\$26.05
BMSP	BUILDING MAINTENANCE SUPT						
LBCM	CIRCULATION MANAGER						
CUSS	CUSTODIAL SUPERVISOR						
EMTA	EMT ADVANCE						
EMPA	EMT ADVANCE-PART TIME						
GCOA	GRANT COORDINATOR/OFFICE ASST						
HEO2	HEAVY EQUIPMENT OPERATOR II						
HRSL	HR SPECIALIST (LIBRARY)						
MEC3	MECHANIC III						
PAYC	PAYROLL COORDINATOR						
JCPO	PROBATION OFFICER						
AUDS	SENIOR AUDITOR						
LBWM	WEB MASTER						
WELD	WELDER						
19		\$37,924	\$45,888	\$56,901	\$18.23	\$22.06	\$27.36
ACC1	ACCOUNTANT I						
AICD	ASSET/INVENTORY CONTROL COORD						
BMSR	BUILDING MAINTENANCE SUPERVISOR						
DRAS	CDBR-DR GRANTS ASSISTANT						
CONS	CONSTRUCTION /MAINTENANCE SUPE						
CCCD	COURT CASE COORDINATOR						
TXDC	DELINQUENT TAX COORDINATOR						
DEPP	DEPUTY						
DEPT	DEPUTY-PART TIME						
DEPR	DEPUTY-REG PART TIME						
DTOP	DETENTION OFFICER						
DTPT	DETENTION OFFICER-PART TIME						
EGA2	ENGINEERING AIDE II						
ENCT	ENVIRONMENTAL CONTROL TECH						
LFSP	LANDFILL SUPERVISOR						

DRAFT

DRAFT

Proposed Pay Plans
Dougherty County, GA

<i>Code</i>	<i>Proposed Class Title</i>	<i>Ann Min</i>	<i>Mkt</i>	<i>Ann Max</i>	<i>Hrly Min</i>	<i>Mkt</i>	<i>Hrly Max</i>
Unified							
19		\$37,924	\$45,888	\$56,901	\$18.23	\$22.06	\$27.36
LLCP	LAW CLERK						
PGCD	PARKS & GARDEN COORDINATOR						
PATP	PATROL OFFICER						
PAPT	PATROL OFFICER (LIB)						
APPS	SENIOR APPRAISER						
LBTS	TECHNICAL SERVICES SPECIALIST						
20		\$39,820	\$48,183	\$59,747	\$19.14	\$23.16	\$28.72
HRSP	HR SPECIALIST I						
PCSP	PROCUREMENT SPECIALIST						
21		\$41,811	\$50,592	\$62,734	\$20.10	\$24.32	\$30.16
ACC2	ACCOUNTANT II						
ADAN	ADMINISTRATIVE ANALYST						
ADSR	ADMINISTRATIVE SUPERVISOR						
CORP	CORPORAL						
CTCS	COURT CLERK SUPERVISOR						
DRHS	HOUSING SPECIALIST (DR&G)						
EMSP	PARAMEDIC						
EMPF	PARAMEDIC/FTO						
EMPP	PARAMEDIC-PART TIME						
PPMG	PERSONAL PROPERTY MANAGER						
APPP	PRINCIPAL APPRAISER						
EGSR	SENIOR ENGINEERING AIDE						
LBST	SENIOR TECHNICAL SERVICES SPEC						
VTCO	VIDEO TECHNOLOGY COORDINATOR						
22		\$43,902	\$53,121	\$65,871	\$21.11	\$25.54	\$31.67
CONM	CONSTRUCTION /MAINTENANCE MGR						
JCIO	INTAKE OFFICER						
LLNV	LEGAL NAVIGATOR						
LLNP	LEGAL NAVIGATOR-PART TIME						
LFOM	LF OPERATIONS MANAGER						
PWSM	SHOP MANAGER						
SYAN	SYSTEMS ANALYST						
23		\$46,097	\$55,778	\$69,164	\$22.16	\$26.82	\$33.25
ACSP	ACCOUNTING SUPERVISOR						
LFOA	ADMIN OPERATIONS MANAGER						
APSA	APPRAISAL SYSTEM ANALYST						
JCIA	ASSISTANT CHIEF INTAKE OFFICER						
CCMR	COURT CASE MANAGER						
HRS2	HR SPECIALIST II						
EMS2	PARAMEDIC LEVEL II						
EMSF	PARAMEDIC LEVEL II/FTO						
SERG	SERGEANT						
24		\$48,402	\$58,566	\$72,622	\$23.27	\$28.16	\$34.91
DAAC	DA CHIEF MANAGER						
CCLD	DEPUTY COUNTY CLERK						

DRAFT

**Proposed Pay Plans
Dougherty County, GA**

<i>Code</i>	<i>Proposed Class Title</i>	<i>Ann Min</i>	<i>Mkt</i>	<i>Ann Max</i>	<i>Hrly Min</i>	<i>Mkt</i>	<i>Hrly Max</i>
Unified							
24		\$48,402	\$58,566	\$72,622	\$23.27	\$28.16	\$34.91
JCCC	JUVENILE COURT CLERK						
LBRN	LIBRARIAN						
NTSP	NETWORK SPECIALIST						
JCSI	SENIOR INTAKE OFFICER						
25		\$50,822	\$61,495	\$76,253	\$24.43	\$29.56	\$36.66
CAPA	ASSISTANT CHIEF APPRAISER						
EMAS	ASSISTANT SHIFT SUPERVISOR						
SOEA	ASSISTANT SUPV OF ELECTIONS						
EGSP	ENGINEERING SPECIALIST						
DRHM	HOUSING CONSTRUCTION MANAGER (
INVS	INVESTIGATOR						
LGAS	LEGAL ASSISTANT						
LIEU	LIEUTENANT						
LIEE	LIEUTENANT EXEMPT						
SACS	SENIOR ACCOUNTING SUPERVISOR						
26		\$53,363	\$64,569	\$80,066	\$25.66	\$31.04	\$38.49
ENCM	ENVIRONMENTAL CONTROL MANAGER						
28		\$58,833	\$71,188	\$88,273	\$28.29	\$34.22	\$42.44
CAPT	CAPTAIN						
INVD	DEPUTY CHIEF INVESTIGATOR						
EMST	EMS TRAINING OFFICER						
LBSM	SENIOR BRANCH MANAGER						
LBSR	SENIOR LIBRARIAN						
EMSS	SHIFT SUPERVISOR						
29		\$61,775	\$74,747	\$92,687	\$29.70	\$35.94	\$44.56
DAAS	ASSISTANT DISTRICT ATTORNEY						
DRCM	CASE MANAGER (DR&G)						
DRGA	GRANTS ANALYST (DR&G)						
30		\$64,863	\$78,485	\$97,321	\$31.18	\$37.73	\$46.79
PIOF	PUBLIC INFORMATION OFFICER						
31		\$68,106	\$82,409	\$102,187	\$32.74	\$39.62	\$49.13
LBAD	ASSISTANT LIBRARY DIRECTOR						
FMDA	ASST DIRECTOR OF FACILITIES MANAGEMENT						
DRPM	PROGRAM MANAGER (DR&G)						
SSDR	SUPPORT SERVICES DIRECTOR						
32		\$71,512	\$86,529	\$107,296	\$34.38	\$41.60	\$51.58
CDPA	ASSISTANT CHIEF DEPUTY						
CJLA	ASSISTANT CHIEF JAILER						
EMSA	ASSISTANT EMS DIRECTOR						
CAPR	CHIEF APPRAISER						
CDCK	CHIEF DEPUTY CLERK						
DASR	SENIOR ASST DISTRICT ATTORNEY						
33		\$75,087	\$90,856	\$112,661	\$36.10	\$43.68	\$54.16

DRAFT

**Proposed Pay Plans
Dougherty County, GA**

<i>Code</i>	<i>Proposed Class Title</i>	<i>Ann Min</i>	<i>Mkt</i>	<i>Ann Max</i>	<i>Hrly Min</i>	<i>Mkt</i>	<i>Hrly Max</i>
Unified							
33		\$75,087	\$90,856	\$112,661	\$36.10	\$43.68	\$54.16
	FNDA	ASSISTANT FINANCE DIRECTOR					
	AHRD	ASST HR DIRECTOR					
	CCLK	COUNTY CLERK					
	EGPJ	ENGINEERING MANAGER					
34		\$78,842	\$95,398	\$118,294	\$37.90	\$45.86	\$56.87
	PWDA	ASSISTANT PUBLIC WORKS DIRECTOR					
	DRDR	DRG DIRECTOR (DR&G)					
35		\$82,784	\$100,168	\$124,209	\$39.80	\$48.16	\$59.72
	CPOA	ASSISTANT CHIEF OF POLICE					
	CJLR	CHIEF JAILER					
	EMSD	EMS DIRECTOR					
	FMDR	FACILITIES MANAGEMENT DIRECTOR					
	SWDR	SOLID WASTE DIRECTOR					
	SOEL	SUPERVISOR OF ELECTIONS					
36		\$86,923	\$105,177	\$130,419	\$41.79	\$50.57	\$62.70
	CDPY	CHIEF DEPUTY					
	TXDR	TAX DIRECTOR					
37		\$91,269	\$110,436	\$136,940	\$43.88	\$53.09	\$65.84
	FNDR	FINANCE DIRECTOR					
	HRDR	HR DIRECTOR					
	LBDR	LIBRARY DIRECTOR					
38		\$95,833	\$115,957	\$143,787	\$46.07	\$55.75	\$69.13
	PWDR	PUBLIC WORKS DIRECTOR					
39		\$100,624	\$121,755	\$150,977	\$48.38	\$58.54	\$72.58
	CADA	ASSISTANT COUNTY ADMINISTRATOR					
40		\$105,655	\$127,843	\$158,525	\$50.80	\$61.46	\$76.21
	ASJD	ASSOCIATE JUDGE					

178 Active Proposed Classes in the Unified Pay Plan

DRAFT

DRAFT

**Proposed Pay Plans
Dougherty County, GA**

<i>Code</i>	<i>Proposed Class Title</i>	<i>Ann Min</i>	<i>Mkt</i>	<i>Ann Max</i>	<i>Hrly Min</i>	<i>Hrly Max</i>
Unified						
10		\$27,050	\$30,566	\$37,902	\$13.00	\$14.70
ADCL	ADMINISTRATIVE CLERK					
CMSP	COMMUNITY SERVICE SUPERVISOR					
CUSD	CUSTODIAN					
GRMT	GROUNDS MAINTENANCE TECHNICIAN					
MLCL	MAIL CLERK					
MLCR	MAIL CLERK-PART TIME					
WHWR	WAREHOUSE WORKER					
11		\$27,431	\$32,094	\$39,797	\$13.19	\$15.43
CSOR	COURT SECURITY OFFICER					
CSOP	COURT SECURITY OFFICER-PART TIME					
HRCK	HR CLERK					
JSOR	JUDICIAL SECURITY OFFICER					
JSRP	JUDICIAL SECURITY OFFICER-PART TIME					
LABR	LABORER					
LBAS	LIBRARY ASSISTANT					
LBAP	LIBRARY ASSISTANT-PART TIME					
PIRP	PUBLIC INFORMATION REPRESENTATIVE					
12		\$27,850	\$33,699	\$41,787	\$13.39	\$16.20
ADSC	ADMINISTRATIVE SECRETARY					
CTCP	COURT CLERK					
CUS2	CUSTODIAN II					
EQUO	EQUIPMENT OPERATOR					
WGHM	WEIGHMASTER					
13		\$29,243	\$35,384	\$43,876	\$14.06	\$17.01
ADAP	ADMINISTRATIVE ASSISTANT-PART TIME					
RPDC	REAL PROPERTY DATA CLERK					
TRDR	TRUCK DRIVER					
VCAD	VICTIM ADVOCATE					
14		\$30,705	\$37,153	\$46,070	\$14.76	\$17.86
ACCL	ACCOUNTING CLERK					
ADAS	ADMINISTRATIVE ASSISTANT					
ACAG	ANIMAL CONTROL AGENT					
AICC	ASSET/INVENTORY CONTROL CLERK					
FCCR	FRAUD COURT COORDINATOR					
SCCL	SENIOR COURT CLERK					
TXSR	SENIOR TAX CLERK					
TTTT	TAG & TITLE TECHNICIAN					
15		\$32,240	\$39,011	\$48,373	\$15.50	\$18.76
CLDP	CLERK DISPATCHER					
HEOP	HEAVY EQUIPMENT OPERATOR I					
LGSC	LEGAL SECRETARY					
SCCP	SENIOR COURT CLERK-PART TIME					
LBSA	SENIOR LIBRARY ASSISTANT					
16		\$33,852	\$40,961	\$50,792	\$16.28	\$19.69

DRAFT

DRAFT

**Proposed Pay Plans
Dougherty County, GA**

<i>Code</i>	<i>Proposed Class Title</i>	<i>Ann Min</i>	<i>Mkt</i>	<i>Ann Max</i>	<i>Hrly Min</i>	<i>Hrly Max</i>
Unified						
16		\$33,852	\$40,961	\$50,792	\$16.28	\$19.69
ACCT	ACCOUNTING TECHNICIAN					
EMTB	EMT BASIC					
EMPB	EMT BASIC-PART TIME					
HRAC	HR ADMINISTRATIVE COORDINATOR					
MEC1	MECHANIC I					
PCCL	PRINCIPAL COURT CLERK					
TTTS	SENIOR TAG & TITLE TECHNICIAN					
17		\$35,545	\$43,009	\$53,332	\$17.09	\$20.68
ADSP	ADMINISTRATIVE SPECIALIST					
APPR	APPRAISER					
AUDT	AUDITOR					
EMPI	EMT INTERMEDIATE-PART TIME					
FCT2	FACILITIES TECHNICIAN II					
MEC2	MECHANIC II					
CLDS	SENIOR CLERK DISPATCHER					
VRSP	VOTER REGISTRATION SPECIALIST					
WHSP	WAREHOUSE SUPERVISOR					
18		\$37,322	\$45,160	\$55,998	\$17.94	\$21.71
BMSP	BUILDING MAINTENANCE SUPT					
LBCM	CIRCULATION MANAGER					
CUSS	CUSTODIAL SUPERVISOR					
EMTA	EMT ADVANCE					
EMPA	EMT ADVANCE-PART TIME					
GCOA	GRANT COORDINATOR/OFFICE ASST					
HEO2	HEAVY EQUIPMENT OPERATOR II					
HRSL	HR SPECIALIST (LIBRARY)					
MEC3	MECHANIC III					
PAYC	PAYROLL COORDINATOR					
JCPO	PROBATION OFFICER					
LBWM	WEB MASTER					
WELD	WELDER					
19		\$39,188	\$47,418	\$58,798	\$18.84	\$22.80
ACC1	ACCOUNTANT I					
AICD	ASSET/INVENTORY CONTROL COORD					
DRAS	CDBR-DR GRANTS ASSISTANT					
CONS	CONSTRUCTION /MAINTENANCE SUPE					
CCCD	COURT CASE COORDINATOR					
TXDC	DELINQUENT TAX COORDINATOR					
DEPP	DEPUTY					
DEPT	DEPUTY-PART TIME					
DEPR	DEPUTY-REG PART TIME					
DTOP	DETENTION OFFICER					
DTPT	DETENTION OFFICER-PART TIME					
EGA2	ENGINEERING AIDE II					
ENCT	ENVIRONMENTAL CONTROL TECH					
LFSP	LANDFILL SUPERVISOR					

DRAFT

DRAFT

**Proposed Pay Plans
Dougherty County, GA**

<i>Code</i>	<i>Proposed Class Title</i>	<i>Ann Min</i>	<i>Mkt</i>	<i>Ann Max</i>	<i>Hrly Min</i>	<i>Hrly Max</i>
Unified						
19		\$39,188	\$47,418	\$58,798	\$18.84	\$22.80
LLCP	LAW CLERK					
PGCD	PARKS & GARDEN COORDINATOR					
PATP	PATROL OFFICER					
PAPT	PATROL OFFICER (LIB)					
APPS	SENIOR APPRAISER					
AUDS	SENIOR AUDITOR					
LBTS	TECHNICAL SERVICES SPECIALIST					
20		\$41,148	\$49,789	\$61,738	\$19.78	\$23.94
HRSP	HR SPECIALIST I					
BMSR	MAINTENANCE SUPERVISOR					
PCSP	PROCUREMENT SPECIALIST					
21		\$43,205	\$52,278	\$64,825	\$20.77	\$25.13
ACC2	ACCOUNTANT II					
ADAN	ADMINISTRATIVE ANALYST					
ADSR	ADMINISTRATIVE SUPERVISOR					
CORP	CORPORAL					
CTCS	COURT CLERK SUPERVISOR					
DRHS	HOUSING SPECIALIST (DR&G)					
EMSP	PARAMEDIC					
EMPF	PARAMEDIC/FTO					
EMPP	PARAMEDIC-PART TIME					
APPP	PRINCIPAL APPRAISER					
EGSR	SENIOR ENGINEERING AIDE					
LBST	SENIOR TECHNICAL SERVICES SPEC					
VTCO	VIDEO TECHNOLOGY COORDINATOR					
22		\$45,365	\$54,892	\$68,066	\$21.81	\$26.39
CONM	CONSTRUCTION /MAINTENANCE MGR					
JCIO	INTAKE OFFICER					
LLNV	LEGAL NAVIGATOR					
LLNP	LEGAL NAVIGATOR-PART TIME					
LFOM	LF OPERATIONS MANAGER					
PPMG	PERSONAL PROPERTY MANAGER					
PWSM	SHOP MANAGER					
SYAN	SYSTEMS ANALYST					
23		\$47,634	\$57,637	\$71,470	\$22.90	\$27.71
ACSP	ACCOUNTING SUPERVISOR					
LFOA	ADMIN OPERATIONS MANAGER					
APSA	APPRAISAL SYSTEM ANALYST					
JCIA	ASSISTANT CHIEF INTAKE OFFICER					
CCMR	COURT CASE MANAGER					
HRS2	HR SPECIALIST II					
EMS2	PARAMEDIC LEVEL II					
EMSF	PARAMEDIC LEVEL II/FTO					
SERG	SERGEANT					
24		\$50,015	\$60,519	\$75,043	\$24.05	\$29.10

DRAFT

**Proposed Pay Plans
Dougherty County, GA**

<i>Code</i>	<i>Proposed Class Title</i>	<i>Ann Min</i>	<i>Mkt</i>	<i>Ann Max</i>	<i>Hrly Min</i>	<i>Hrly Max</i>	
Unified							
24		\$50,015	\$60,519	\$75,043	\$24.05	\$29.10	\$36.08
DAAC	DA CHIEF MANAGER						
CCLD	DEPUTY COUNTY CLERK						
JCCC	JUVENILE COURT CLERK						
LBRN	LIBRARIAN						
NTSP	NETWORK SPECIALIST						
JCSI	SENIOR INTAKE OFFICER						
25		\$52,516	\$63,545	\$78,795	\$25.25	\$30.55	\$37.88
CAPA	ASSISTANT CHIEF APPRAISER						
EMAS	ASSISTANT SHIFT SUPERVISOR						
SOEA	ASSISTANT SUPV OF ELECTIONS						
EGSP	ENGINEERING SPECIALIST						
DRHM	HOUSING CONSTRUCTION MANAGER (
INVS	INVESTIGATOR						
LGAS	LEGAL ASSISTANT						
LIEU	LIEUTENANT						
LIEE	LIEUTENANT EXEMPT						
SACS	SENIOR ACCOUNTING SUPERVISOR						
26		\$55,142	\$66,722	\$82,735	\$26.51	\$32.08	\$39.78
ENCM	ENVIRONMENTAL CONTROL MANAGER						
28		\$60,794	\$73,561	\$91,215	\$29.23	\$35.37	\$43.85
CAPT	CAPTAIN						
INVD	DEPUTY CHIEF INVESTIGATOR						
EMST	EMS TRAINING OFFICER						
LBSM	SENIOR BRANCH MANAGER						
LBSR	SENIOR LIBRARIAN						
EMSS	SHIFT SUPERVISOR						
29		\$63,834	\$77,239	\$95,776	\$30.69	\$37.13	\$46.05
DAAS	ASSISTANT DISTRICT ATTORNEY						
DRCM	CASE MANAGER (DR&G)						
DRGA	GRANTS ANALYST (DR&G)						
30		\$67,025	\$81,101	\$100,565	\$32.22	\$38.99	\$48.35
PIOF	PUBLIC INFORMATION OFFICER						
31		\$70,377	\$85,156	\$105,593	\$33.83	\$40.94	\$50.77
LBAD	ASSISTANT LIBRARY DIRECTOR						
FMDA	ASST DIRECTOR OF FACILITIES MANAGEMENT						
DRPM	PROGRAM MANAGER (DR&G)						
SSDR	SUPPORT SERVICES DIRECTOR						
32		\$73,895	\$89,414	\$110,873	\$35.53	\$42.99	\$53.30
CDPA	ASSISTANT CHIEF DEPUTY						
CJLA	ASSISTANT CHIEF JAILER						
EMSA	ASSISTANT EMS DIRECTOR						
CAPR	CHIEF APPRAISER						
CDCK	CHIEF DEPUTY CLERK						

**Proposed Pay Plans
Dougherty County, GA**

<i>Code</i>	<i>Proposed Class Title</i>	<i>Ann Min</i>	<i>Mkt</i>	<i>Ann Max</i>	<i>Hrly Min</i>	<i>Hrly Max</i>
Unified						
32		\$73,895	\$89,414	\$110,873	\$35.53	\$42.99
DASR	SENIOR ASST DISTRICT ATTORNEY					\$53.30
33		\$77,590	\$93,884	\$116,416	\$37.30	\$45.14
FNDA	ASSISTANT FINANCE DIRECTOR					
AHRD	ASST HR DIRECTOR					
CCLK	COUNTY CLERK					
EGPJ	ENGINEERING MANAGER					
34		\$81,470	\$98,578	\$122,237	\$39.17	\$47.39
PWDA	ASSISTANT PUBLIC WORKS DIRECTOR					
DRDR	DRG DIRECTOR (DR&G)					
35		\$85,543	\$103,507	\$128,349	\$41.13	\$49.76
EMSD	EMS DIRECTOR					
FMDR	FACILITIES MANAGEMENT DIRECTOR					
SWDR	SOLID WASTE DIRECTOR					
SOEL	SUPERVISOR OF ELECTIONS					
36		\$89,820	\$108,683	\$134,767	\$43.18	\$52.25
TXDR	TAX DIRECTOR					\$64.79
37		\$94,311	\$114,117	\$141,505	\$45.34	\$54.86
CPOA	ASSISTANT CHIEF OF POLICE					
CJLR	CHIEF JAILER					
FNDR	FINANCE DIRECTOR					
HRDR	HR DIRECTOR					
LBDR	LIBRARY DIRECTOR					
38		\$99,027	\$119,823	\$148,580	\$47.61	\$57.61
CDPY	CHIEF DEPUTY					
PWDR	PUBLIC WORKS DIRECTOR					
39		\$103,978	\$125,814	\$156,009	\$49.99	\$60.49
CADA	ASSISTANT COUNTY ADMINISTRATOR					
40		\$109,177	\$132,105	\$163,810	\$52.49	\$63.51
ASJD	ASSOCIATE JUDGE					\$78.75

178 Active Proposed Classes in the Unified Pay Plan

DRAFT

Proposed Pay Plans
Dougherty County, GA

Pay Study B

Item 10a.

Code Proposed Class Title Ann Min Mkt Ann Max Hrly Min Hrly Max

178 Active Proposed Classes in Dougherty County, GA

DRAFT

Sunday, June 26, 2022

8:30:58 PM

Page 7

61

DRAFT

**Proposed Pay Plans
Dougherty County, GA**

<i>Code</i>	<i>Proposed Class Title</i>	<i>Ann Min</i>	<i>Mkt</i>	<i>Ann Max</i>	<i>Hrly Min</i>	<i>Hrly Max</i>
Unified						
10		\$29,128	\$32,915	\$40,815	\$14.00	\$15.82
ADCL	ADMINISTRATIVE CLERK					
CMSP	COMMUNITY SERVICE SUPERVISOR					
CUSD	CUSTODIAN					
GRMT	GROUNDS MAINTENANCE TECHNICIAN					
MLCL	MAIL CLERK					
MLCR	MAIL CLERK-PART TIME					
WHWR	WAREHOUSE WORKER					
11		\$29,539	\$34,561	\$42,855	\$14.20	\$16.62
CSOR	COURT SECURITY OFFICER					
CSOP	COURT SECURITY OFFICER-PART TIME					
HRCK	HR CLERK					
JSOR	JUDICIAL SECURITY OFFICER					
JSRP	JUDICIAL SECURITY OFFICER-PART TIME					
LABR	LABORER					
LBAS	LIBRARY ASSISTANT					
LBAP	LIBRARY ASSISTANT-PART TIME					
PIRP	PUBLIC INFORMATION REPRESENTATIVE					
12		\$29,991	\$36,289	\$44,998	\$14.42	\$17.45
ADSC	ADMINISTRATIVE SECRETARY					
CTCP	COURT CLERK					
CUS2	CUSTODIAN II					
EQUO	EQUIPMENT OPERATOR					
WGHM	WEIGHMASTER					
13		\$31,490	\$38,103	\$47,248	\$15.14	\$18.32
ADAP	ADMINISTRATIVE ASSISTANT-PART TIME					
RPDC	REAL PROPERTY DATA CLERK					
TRDR	TRUCK DRIVER					
VCAD	VICTIM ADVOCATE					
14		\$33,065	\$40,008	\$49,610	\$15.90	\$19.23
ACCL	ACCOUNTING CLERK					
ADAS	ADMINISTRATIVE ASSISTANT					
ACAG	ANIMAL CONTROL AGENT					
AICC	ASSET/INVENTORY CONTROL CLERK					
FCCR	FRAUD COURT COORDINATOR					
SCCL	SENIOR COURT CLERK					
TXSR	SENIOR TAX CLERK					
TTTT	TAG & TITLE TECHNICIAN					
15		\$34,718	\$42,009	\$52,091	\$16.69	\$20.20
CLDP	CLERK DISPATCHER					
HEOP	HEAVY EQUIPMENT OPERATOR I					
LGSC	LEGAL SECRETARY					
SCCP	SENIOR COURT CLERK-PART TIME					
LBSA	SENIOR LIBRARY ASSISTANT					
16		\$36,454	\$44,109	\$54,695	\$17.53	\$21.21

DRAFT

DRAFT

**Proposed Pay Plans
Dougherty County, GA**

<i>Code</i>	<i>Proposed Class Title</i>	<i>Ann Min</i>	<i>Mkt</i>	<i>Ann Max</i>	<i>Hrly Min</i>	<i>Hrly Max</i>	
Unified							
16		\$36,454	\$44,109	\$54,695	\$17.53	\$21.21	\$26.30
ACCT	ACCOUNTING TECHNICIAN						
EMTB	EMT BASIC						
EMPB	EMT BASIC-PART TIME						
HRAC	HR ADMINISTRATIVE COORDINATOR						
MEC1	MECHANIC I						
PCCL	PRINCIPAL COURT CLERK						
TTTS	SENIOR TAG & TITLE TECHNICIAN						
17		\$38,277	\$46,315	\$57,430	\$18.40	\$22.27	\$27.61
ADSP	ADMINISTRATIVE SPECIALIST						
APPR	APPRAISER						
AUDT	AUDITOR						
EMPI	EMT INTERMEDIATE-PART TIME						
FCT2	FACILITIES TECHNICIAN II						
MEC2	MECHANIC II						
CLDS	SENIOR CLERK DISPATCHER						
VRSP	VOTER REGISTRATION SPECIALIST						
WHSP	WAREHOUSE SUPERVISOR						
18		\$40,190	\$48,630	\$60,302	\$19.32	\$23.38	\$28.99
BMSP	BUILDING MAINTENANCE SUPT						
LBCM	CIRCULATION MANAGER						
CUSS	CUSTODIAL SUPERVISOR						
EMTA	EMT ADVANCE						
EMPA	EMT ADVANCE-PART TIME						
GCOA	GRANT COORDINATOR/OFFICE ASST						
HEO2	HEAVY EQUIPMENT OPERATOR II						
HRSL	HR SPECIALIST (LIBRARY)						
MEC3	MECHANIC III						
PAYC	PAYROLL COORDINATOR						
JCPO	PROBATION OFFICER						
LBWM	WEB MASTER						
WELD	WELDER						
19		\$42,200	\$51,062	\$63,317	\$20.29	\$24.55	\$30.44
ACC1	ACCOUNTANT I						
AICD	ASSET/INVENTORY CONTROL COORD						
DRAS	CDBR-DR GRANTS ASSISTANT						
CONS	CONSTRUCTION /MAINTENANCE SUPE						
CCCD	COURT CASE COORDINATOR						
TXDC	DELINQUENT TAX COORDINATOR						
DEPP	DEPUTY						
DEPT	DEPUTY-PART TIME						
DEPR	DEPUTY-REG PART TIME						
DTOP	DETENTION OFFICER						
DTPT	DETENTION OFFICER-PART TIME						
EGA2	ENGINEERING AIDE II						
ENCT	ENVIRONMENTAL CONTROL TECH						
LFSP	LANDFILL SUPERVISOR						

DRAFT

**Proposed Pay Plans
Dougherty County, GA**

<i>Code</i>	<i>Proposed Class Title</i>	<i>Ann Min</i>	<i>Mkt</i>	<i>Ann Max</i>	<i>Hrly Min</i>	<i>Hrly Max</i>	
Unified							
19		\$42,200	\$51,062	\$63,317	\$20.29	\$24.55	\$30.44
LLCP	LAW CLERK						
PGCD	PARKS & GARDEN COORDINATOR						
PATP	PATROL OFFICER						
PAPT	PATROL OFFICER (LIB)						
APPS	SENIOR APPRAISER						
AUDS	SENIOR AUDITOR						
LBTS	TECHNICAL SERVICES SPECIALIST						
20		\$44,310	\$53,615	\$66,483	\$21.30	\$25.78	\$31.96
HRSP	HR SPECIALIST I						
BMSR	MAINTENANCE SUPERVISOR						
PCSP	PROCUREMENT SPECIALIST						
21		\$46,525	\$56,296	\$69,807	\$22.37	\$27.07	\$33.56
ACC2	ACCOUNTANT II						
ADAN	ADMINISTRATIVE ANALYST						
ADSR	ADMINISTRATIVE SUPERVISOR						
CORP	CORPORAL						
CTCS	COURT CLERK SUPERVISOR						
DRHS	HOUSING SPECIALIST (DR&G)						
EMSP	PARAMEDIC						
EMPF	PARAMEDIC/FTO						
EMPP	PARAMEDIC-PART TIME						
APPP	PRINCIPAL APPRAISER						
EGSR	SENIOR ENGINEERING AIDE						
LBST	SENIOR TECHNICAL SERVICES SPEC						
VTCO	VIDEO TECHNOLOGY COORDINATOR						
22		\$48,852	\$59,111	\$73,297	\$23.49	\$28.42	\$35.24
CONM	CONSTRUCTION /MAINTENANCE MGR						
JCIO	INTAKE OFFICER						
LLNV	LEGAL NAVIGATOR						
LLNP	LEGAL NAVIGATOR-PART TIME						
LFOM	LF OPERATIONS MANAGER						
PPMG	PERSONAL PROPERTY MANAGER						
PWSM	SHOP MANAGER						
SYAN	SYSTEMS ANALYST						
23		\$51,294	\$62,066	\$76,962	\$24.66	\$29.84	\$37.00
ACSP	ACCOUNTING SUPERVISOR						
LFOA	ADMIN OPERATIONS MANAGER						
APSA	APPRAISAL SYSTEM ANALYST						
JCIA	ASSISTANT CHIEF INTAKE OFFICER						
CCMR	COURT CASE MANAGER						
HRS2	HR SPECIALIST II						
EMS2	PARAMEDIC LEVEL II						
EMSF	PARAMEDIC LEVEL II/FTO						
SERG	SERGEANT						
24		\$53,859	\$65,169	\$80,810	\$25.89	\$31.33	\$38.85

**Proposed Pay Plans
Dougherty County, GA**

<i>Code</i>	<i>Proposed Class Title</i>	<i>Ann Min</i>	<i>Mkt</i>	<i>Ann Max</i>	<i>Hrly Min</i>	<i>Hrly Max</i>
Unified						
24		\$53,859	\$65,169	\$80,810	\$25.89	\$31.33
DAAC	DA CHIEF MANAGER					
CCLD	DEPUTY COUNTY CLERK					
JCCC	JUVENILE COURT CLERK					
LBRN	LIBRARIAN					
NTSP	NETWORK SPECIALIST					
JCSI	SENIOR INTAKE OFFICER					
25		\$56,552	\$68,428	\$84,851	\$27.19	\$32.90
CAPA	ASSISTANT CHIEF APPRAISER					
EMAS	ASSISTANT SHIFT SUPERVISOR					
SOEA	ASSISTANT SUPV OF ELECTIONS					
EGSP	ENGINEERING SPECIALIST					
DRHM	HOUSING CONSTRUCTION MANAGER (
INVS	INVESTIGATOR					
LGAS	LEGAL ASSISTANT					
LIEU	LIEUTENANT					
LIEE	LIEUTENANT EXEMPT					
SACS	SENIOR ACCOUNTING SUPERVISOR					
26		\$59,380	\$71,849	\$89,093	\$28.55	\$34.54
ENCM	ENVIRONMENTAL CONTROL MANAGER					
28		\$65,466	\$79,214	\$98,225	\$31.47	\$38.08
CAPT	CAPTAIN					
INVD	DEPUTY CHIEF INVESTIGATOR					
EMST	EMS TRAINING OFFICER					
LBSM	SENIOR BRANCH MANAGER					
LBSR	SENIOR LIBRARIAN					
EMSS	SHIFT SUPERVISOR					
29		\$68,739	\$83,175	\$103,136	\$33.05	\$39.99
DAAS	ASSISTANT DISTRICT ATTORNEY					
DRCM	CASE MANAGER (DR&G)					
DRGA	GRANTS ANALYST (DR&G)					
30		\$72,176	\$87,333	\$108,293	\$34.70	\$41.99
PIOF	PUBLIC INFORMATION OFFICER					
31		\$75,785	\$91,700	\$113,708	\$36.44	\$44.09
LBAD	ASSISTANT LIBRARY DIRECTOR					
FMDA	ASST DIRECTOR OF FACILITIES MANAGEMENT					
DRPM	PROGRAM MANAGER (DR&G)					
SSDR	SUPPORT SERVICES DIRECTOR					
32		\$79,574	\$96,285	\$119,393	\$38.26	\$46.29
CDPA	ASSISTANT CHIEF DEPUTY					
CJLA	ASSISTANT CHIEF JAILER					
EMSA	ASSISTANT EMS DIRECTOR					
CAPR	CHIEF APPRAISER					
CDCK	CHIEF DEPUTY CLERK					

DRAFT

**Proposed Pay Plans
Dougherty County, GA**

<i>Code</i>	<i>Proposed Class Title</i>	<i>Ann Min</i>	<i>Mkt</i>	<i>Ann Max</i>	<i>Hrly Min</i>	<i>Hrly Max</i>
Unified						
32		\$79,574	\$96,285	\$119,393	\$38.26	\$46.29
DASR	SENIOR ASST DISTRICT ATTORNEY					
33		\$83,553	\$101,099	\$125,363	\$40.17	\$48.61
FNDA	ASSISTANT FINANCE DIRECTOR					
AHRD	ASST HR DIRECTOR					
CCLK	COUNTY CLERK					
EGPJ	ENGINEERING MANAGER					
34		\$87,731	\$106,154	\$131,631	\$42.18	\$51.04
PWDA	ASSISTANT PUBLIC WORKS DIRECTOR					
DRDR	DRG DIRECTOR (DR&G)					
35		\$92,117	\$111,462	\$138,213	\$44.29	\$53.59
EMSD	EMS DIRECTOR					
FMDR	FACILITIES MANAGEMENT DIRECTOR					
SWDR	SOLID WASTE DIRECTOR					
SOEL	SUPERVISOR OF ELECTIONS					
36		\$96,723	\$117,035	\$145,123	\$46.50	\$56.27
TXDR	TAX DIRECTOR					
37		\$101,559	\$122,887	\$152,380	\$48.83	\$59.08
CPOA	ASSISTANT CHIEF OF POLICE					
CJLR	CHIEF JAILER					
FNDR	FINANCE DIRECTOR					
HRDR	HR DIRECTOR					
LBDR	LIBRARY DIRECTOR					
38		\$106,637	\$129,031	\$159,999	\$51.27	\$62.03
CDPY	CHIEF DEPUTY					
PWDR	PUBLIC WORKS DIRECTOR					
39		\$111,969	\$135,483	\$167,998	\$53.83	\$65.14
CADA	ASSISTANT COUNTY ADMINISTRATOR					
40		\$117,568	\$142,257	\$176,398	\$56.52	\$68.39
ASJD	ASSOCIATE JUDGE					

178 Active Proposed Classes in the Unified Pay Plan

DRAFT

DRAFT

Proposed Pay Plans
Dougherty County, GA

Pay Study C

Item 10a.

<i>Code</i>	<i>Proposed Class Title</i>	<i>Ann Min</i>	<i>Mkt</i>	<i>Ann Max</i>	<i>Hrly Min</i>	<i>Hrly Max</i>
-------------	-----------------------------	----------------	------------	----------------	-----------------	-----------------

178 Active Proposed Classes in Dougherty County, GA

DRAFT

Sunday, June 26, 2022

8:29:26 PM

Page 7

67

**A RESOLUTION
ENTITLED
A RESOLUTION PROVIDING FOR THE ACCEPTANCE AND EXECUTION OF AN
INTERGOVERNMENTAL AGREEMENT BETWEEN THE CITY OF ALBANY AND DOUGHERTY
COUNTY RELATIVE TO A 2022 BYRNE JUSTICE ASSISTANCE (JAG) PROGRAM AWARD;
REPEALING RESOLUTIONS OR PARTS OF RESOLUTIONS IN CONFLICT HEREWITH;
AND FOR OTHER PURPOSES.**

WHEREAS, the Board of Commissioners of Dougherty County, Georgia is hereby desirous of approving and executing an Intergovernmental Agreement between the City of Albany and Dougherty County relative to a 2022 Byrne Justice Assistance Grant (JAG) Program Award.

NOW THEREFORE BE IT RESOLVED by the Board of Commissioners of Dougherty County, Georgia and it is hereby resolved by Authority of same as follows:

SECTION I The attached Intergovernmental Agreement between the City of Albany and Dougherty County relative to a 2022 Byrne Justice Assistance Grant (JAG) Program Award is hereby approved and the County Administrator is hereby authorized to execute same. The County Administrator is hereby authorized to execute any and all other documents necessary to full implementation of the Intergovernmental Agreement.

SECTION II All Resolutions or parts of Resolutions in conflict herewith are hereby repealed.

This the 18th day of July, 2022.

BOARD OF COMMISSIONERS OF
DOUGHERTY COUNTY, GEORGIA

BY: _____
Christopher S. Cohilas, Chairman

ATTEST:

County Clerk

THE STATE OF GEORGIA
DOUGHERTY COUNTY

**INTERGOVERNMENTAL AGREEMENT
BETWEEN THE CITY OF ALBANY, GEORGIA
AND DOUGHERTY COUNTY, GEORGIA**

2022 BYRNE JUSTICE ASSISTANCE GRANT (JAG) PROGRAM AWARD

KNOW ALL BY THESE PRESENTS:

This Agreement is made and entered into this ____ day of _____, 2022, by and between COUNTY OF DOUGHERTY, GEORGIA, acting by and through its governing body, the Dougherty County Commission (hereinafter referred to as COUNTY), and the CITY OF ALBANY, GEORGIA, acting by and through its governing body, the City Commission (hereinafter referred to as CITY),

Witnesseth:

WHEREAS, this Agreement is made under the authority of Article IX, Section III, Paragraph I(a) of the Constitution of the State of Georgia; and

WHEREAS, each governing body, in performing governmental functions or in paying for the performance of governmental functions hereunder, shall make that performance or those payments from current revenues legally available to that party; and

WHEREAS, each governing body finds that the performance of this Agreement is in the best interests of both parties, that the undertaking will benefit the public, and that the division of costs fairly compensates the performing party for the service or functions under this agreement; and

WHEREAS, by mutual agreement the COUNTY as the required disparate jurisdiction receives 20% of the JAG award each year; and

WHEREAS, the COUNTY’S appropriation is \$21,200.00 for the JAG award for the JAG Program; and

WHEREAS, the CITY and COUNTY believe it to be in their best interest to reallocate the JAG funds as stated herein.

NOW, THEREFORE, the COUNTY and CITY agree as follows:

Section 1.

CITY and COUNTY agree that the COUNTY should receive a total of \$21,200.00 with the balance of JAG funds in the amount of \$84,800.00 to go to the CITY.

Section 2.

COUNTY understands that this grant program ends on September 30, 2025 and all funds must have been disbursed by said date; that in order to enable CITY to comply with the program's reporting requirements, COUNTY agrees to provide CITY with copies of purchase orders, invoices and receiving reports within 30 days of each such event. COUNTY also agrees to submit a request for approval to change spending plan to CITY grant administrator as they occur prior to spending.

Section 3.

COUNTY agrees to use \$21,200.00 for the JAG Program until September 30, 2025.

Section 4.

All of the privileges and immunities from liability which exist in favor of the COUNTY or CITY are not affected by this Agreement.

Section 5.

Each party to this Agreement will be responsible for its own actions in providing services under this Agreement and shall not be liable for any civil liability that may arise from the furnishing of the services by the other party.

Section 6.

The parties to this Agreement do not intend for any third party to obtain a right by virtue of this Agreement.

Section 7.

COUNTY and CITY agree as follows:

Pre-Requirements. COUNTY shall adopt a policy on grant management. The policy shall include provisions for pre-award, award monitoring, post award and close out. CITY has such a policy in place dated 11/2021.

Monitoring Requirements.

- COUNTY and CITY must comply with Department of Justice part 200 of uniform requirements. The part 200 uniform requirements are the requirements set out at 2 C.F.R. Part 200.
- COUNTY must provide grant progress reports and finance reports to CITY.
- COUNTY shall be accountable to CITY for how it uses federal funds under subaward.
- COUNTY shall follow all applicable federal rules referencing financial management, internal controls, indirect cost, records retention and access.
- COUNTY shall collect and provide performance data quarterly to CITY.
- COUNTY agrees to comply with all site visits and desk review requests as it pertains to sub-award.

- COUNTY agrees to provide CITY and auditors access to COUNTY’S records and financial statements as necessary.

Post Award:

- COUNTY shall review and comply with all sub-award provisions and/or special conditions.
- COUNTY shall submit all required sub-award documents with certified executive officer’s signatures and return to CITY prior to any spending.

Closeout Requirements:

- COUNTY agrees to submit to CITY, no later than thirty (30) calendar days after the end date of the grant, all performance, financial and other reports as required by the terms and conditions of the federal award.
- The Federal awarding agency or pass-through entity must make prompt payments to the non-Federal entity for allowable reimbursable costs under the Federal award being closed out.
- The non-Federal entity must account for any real and personal property acquired with Federal funds or received from the Federal Government in accordance with §§ 200.310 Insurance coverage through 200.316 Property trust relationship and 200.329 Reporting on real property.

Section 8.

By entering into this Agreement, the parties do not intend to create any obligations express or implied other than those set out herein; further, this Agreement shall not create any rights in any party not a signatory hereto.

CITY OF ALBANY, GEORGIA

DOUGHERTY COUNTY, GEORGIA

City Manager

County Administrator

Attest:

Attest:

City Clerk

County Clerk

Approved as to Form:

Approved as to Form:

C. Nathan Davis, City Attorney

Alex Shalishali, County Attorney