



REGULAR MEETING

February 06, 2023
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 Lorenzo Heard.
2. Roll Call.
3. Invocation.
4. Pledge of Allegiance.
5. Minutes.
 - a. Consider for action the Minutes of the January 9, 2023 Regular Meeting. **ACTION:**
6. 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. Sherwood Christian Academy Head Master, Kenny Roberts, Varsity Football team, Cheer Squad and Head Coaches are present to be recognized for their recent accomplishments and accept the Proclamation from the Board of Commissioners commemorating the season.

7. Purchases.

- a. Consider for action the Resolution providing for the acceptance of the bid from the lowest, most responsive and responsible vendor Preventia Security (Albany, Ga) to replace the fire alarm system for the Department of Human Services in the amount of \$72,333.73, subject to the execution of the contract by the County Administrator. Funding is budgeted in DHS CIP. **ACTION:**
- b. Consider for action the Resolution providing for the acceptance of the bid from the most responsive and responsible vendor Metro Waterproofing (Scottdale, Ga) to weatherproof and restore the exterior wall for the Dougherty County Health Department in the amount of \$135,000, subject to execution by the County Administrator. Funding is budgeted in SPLOST VII. **ACTION:**
- c. Consider for action the Resolution providing for the acceptance of the bid from the most responsive and responsible vendor Crosby Roofing and Gutter, LLC (Macon, Ga) to provide roof restoration services for the Albany Rescue Mission in the amount of \$57,500, subject to the execution of the contract by the County Administrator. Funding is budgeted in ARPA. **ACTION:**

8. Additional Business.

- a. Consider for action the Resolution providing for the amendment of Section II-4: Compensation Administration of the Dougherty County Board of Commissioners Personnel Policies & Procedures manual retroactive January 1, 2023. **ACTION:**
- b. Consider for action the Resolution declaring the listed vehicles and equipment as surplus and authorizing the disposal of or sale of same via an online auction. **ACTION:**
- c. Consider for action the proposed Board Appointments. ***Appointments are made by nominations.***

Golden Triangle RC&D (Resource Conservation & Development) **Council** – One (1) appointment with a two-year unexpired term ending December 31, 2024. Three new applicants: Earnest Christian Sr., David Gregors and Julian Marcus. There is one vacancy. **ACTION:**

Retirement Fund Committee – One (1) appointment with a four-year unexpired term ending December 31, 2026, the position must be a citizen appointee. One new applicant: Rhonda Stewart. There is one vacancy. **Commission Chairman makes all appointments to the Board. ACTION:**

- d. Consider for action a Budget Amendment to the FY23 approved budget for the Tax Department. The Commission approved Cell Tower Solutions to re-evaluate the cell towers in Dougherty County in the January 23, 2023 Regular Meeting. The total cost for the re-valuation is \$170,000 and the amount was not budgeted. The recommendation is utilize the Fund Balance to increase the FY23 Budget. Finance Director Martha Hendley will address. **ACTION:**

- e. Consider for action the recommendation to accept the Criminal Justice Coordinating Council (CJCC) VOCA Grant # C22-8-076 for FY 2022-2023 in the amount of \$210,319. The local matching funds amount of \$52,580 was waived for all offices. The grant acceptance is required annually. Donna Garcia, Victim Witness Assistance Director will address. **ACTION:**

9. Updates from the County Administrator.
10. Updates from the County Attorney.
11. Updates from the County Commission.
12. 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

January 9, 2023

The Dougherty County Commission met in Room 100 of the Albany-Dougherty Government Center on January 9, 2023. Chairman Lorenzo Heard presided and called the meeting to order at 10:00 a.m.

Probate Court Judge Leisa Blount swore in incumbent District 2 Victor Edwards, incumbent District 4 Commissioner Russell Gray, and incumbent District 6 Commissioner Anthony Jones. Newly elected Chairman Lorenzo Heard was sworn in on Sunday, January 8, 2023 at another location.

Present for the meeting were Commissioners Victor Edwards, Gloria Gaines, Russell Gray, Anthony Jones, Clinton Johnson and Ed Newsome. Also present were County Administrator Michael McCoy, County Attorney Alex Shalishali, 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 recognized Commissioner Russell Gray as the Vice Chairman for Calendar Year 2023 per Resolution No. 91-011.

The Chairman called for approval of the December 5th Regular Meeting, December 12th Work Session, December 12th Special Called Meeting and December 16th Special Called Meeting minutes.

Commissioner Gaines moved for approval. Upon a second by Commissioner Johnson, the minutes were unanimously approved.

The Chairman recognized Steven Belk, Parks and Recreation Director, to provide an update to the Board. Mr. Belk shared that he planned on collaborating with Rockdale County Recreation Department to establish ways to expand recreation. He said that the idea goal is to make an attractive destination for others when visiting Albany, Georgia. He mentioned steps to include engaging the community, examining our current recreation center, creating plans, and utilizing resources that were provided. Mr. Belk said the City-County programs were progressing well and highlighted that 90 percent of participants were from areas within the County. He added that he plans to collaborate with other providers to assist all the citizens in the community. Commissioner Johnson asked Mr. McCoy to reach out to Mayor Bo Dorough for an update on

the use of the land for the National Guard Armory. Mr. Belk confirmed for Commissioner Edwards that addresses are validated from the County areas.

The Chairman recognized citizen of District 6 Temisi Barney to voice her concern regarding a potential liquor store on Liberty Expressway. She asked that the Commission consider other methods of revenue in the area other than placing a liquor store in the community.

The Chairman called for consideration the recommendation from the Emergency Medical Services Department to apply for the FY 2023 EMS Trauma Related Equipment Reimbursement Grant through the Georgia Trauma Commission in the amount of \$10,723. This is a 100% grant with no local match. EMS Director Sam Allen addressed. Mr. Allen said that this purchase will allow EMS to purchase equipment to treat patients with trauma.

Commissioner Johnson moved for approval. Commissioner Newsome seconded the motion. Under discussion, Commissioner Gray verified the grant amount of \$10,723 and it was confirmed by Mr. Allen as the correct amount. There being no further discussion, the motion for approval passed unanimously.

County Administrator McCoy shared that the next meeting will be held on Monday, January 23rd due to the observance of the Martin Luther King Jr. holiday the next week. He also shared that the County Commission Annual Retreat is scheduled for Friday, January 27, 2023 in Columbus, Ga. The Commission was scheduled to take photographs immediately following the meeting.

Commissioner Newsome congratulated the new Chairman and looked forward to working with him. Commissioner Edwards asked the County Administrator to provide him with the visitor attendance at the Southside Library. He also asked for updates on the Horace King project and wanted a written decision from Georgia Power, not staff, regarding the request to remove the utility light on Mockingbird Drive. Commissioner Edward's final request was to go visit the site for the handicap rails at Radium Springs with staff. The Chairman asked that Mr. McCoy schedule a visit with Commissioner Edwards. County Attorney Shalishali shared how directives should be given to staff. Commissioner Johnson congratulated the three incumbents and the new Chairman on four years of upcoming service. Commissioners Gray and Gaines echoed the same sentiments. Commissioner Gaines noted the presence of former Commissioners Arthur K. Williams, John Hayes, Henry Mathis, and Muarlean Edwards. She shared that the City of Albany will soon reallocate funding for the sewer project and she proposed that the County Commission reallocate our contribution to the project. Attorney Shalishali said that he will have to research the legality of the reallocation of line items within SPLOST and noted that no official action had been taken by the City of Albany. Commissioner Gaines asked to see if a grant could be found to install solar panels on some of our facilities and wanted to know the written rule on addressing community sponsorships for private activities. City Commissioner Demetrius Young and former Commissioner Harry James were recognized. Commissioner Jones thanked all his fellow Commissioners and staff. Commissioner Gaines also thanked

former Chairman Christopher Cohilas for his eight years of service. Chairman Heard recognized the Chairman and CEO Oz Nesbitt from Rockdale County. Commissioner Johnson provided kudos for the swearing-in ceremony for Chairman Heard which was led by Mrs. Leslie Heard. Chairman Heard closed with sharing words of appreciation.

There being no further business to come before the Commission, the meeting adjourned at 11:12 a.m.

CHAIRMAN

ATTEST:

COUNTY CLERK

Board Of Commissioners

Dougherty County Georgia



Proclamation

**BY THE BOARD OF COMMISSIONERS OF DOUGHERTY COUNTY, GEORGIA
COMMEMORATING THE EXTRAORDINARY SEASON OF THE SHERWOOD
CHRISTIAN ACADEMY EAGLES FOOTBALL TEAM.**

WHEREAS, the State Champion Sherwood Christian Academy Eagles football team, led by head coach, Kenneth Roberts, achieved a historic season this year, finishing No. 1 in the State of Georgia and 295th nationally;

WHEREAS, in winning the Georgia Association of Private and Parochial Schools AA Division 8-Man Football State Championship on November 25, 2022, the Eagles won their second football state championship in school history;

WHEREAS, on October 21, 2022, the Eagles also won the Georgia Association of Private and Parochial Schools Region 2AA Championship, which was its fourth region championship in school history;

WHEREAS, the Eagles finished their historic 2022 Season with eleven wins and one loss;

WHEREAS, the Eagles were led by seniors William Price, Hudson Carter, Graham Anderson and Maddox Powers, and featured All-State and All-Region players William Price, Hudson Carter, Graham Anderson, Easton Enfinger, and Tripp Roberts along with other key contributors;

NOW THEREFORE, BE IT RESOLVED that the Board of Commissioners of Dougherty County acknowledges Sherwood Christian Academy for its historic championship season. As a Board we wish to extend our warmest congratulations to the SCA Eagles football team and commend them for the pride they brought to Dougherty County.

This the 6th day of February, 2023.

BOARD OF COMMISSIONERS OF
DOUGHERTY COUNTY, GEORGIA

BY: _____
LORENZO L. HEARD, Chairman
Dougherty County Commission



**A RESOLUTION
ENTITLED
A RESOLUTION PROVIDING FOR THE ACCEPTANCE AND EXECUTION OF THE
CONTRACT TO ACCEPT THE BID TO REPLACE THE FIRE ALARM SYSTEM FOR
THE DEPARTMENT OF HUMAN SERVICES FROM THE LOWEST RESPONSIVE
AND RESPONSIBLE VENDOR MEETING SPECIFICATIONS, PREVENTIA
SECURITY; REPEALING RESOLUTIONS OR PARTS OF RESOLUTIONS IN
CONFLICT HEREWITH;
AND FOR OTHER PURPOSES.**

WHEREAS, Dougherty County, Georgia issued an invitation to bid for the replacement of the fire alarm system for the Department of Human Services and received three bids with highest submitted in the amount \$112,080.04;

WHEREAS, funding to replace the fire alarm system is budgeted in the Department of Human Services Capital Improvements Program:

WHEREAS, the Dougherty County Administrator and Facilities Management Director recommend that Dougherty County, Georgia accept the bid to replace the fire alarm system for the Department of Human Services from the lowest responsive and responsible vendor meeting specifications, Preventia Security out of Albany, Georgia; and in the amount of \$72,333.73, subject to execution by the County Administrator; and

WHEREAS, the Board of Commissioners of Dougherty County, Georgia is hereby desirous of approving and executing the contract to accept the bid to replace the fire alarm system for the Department of Human Services with Preventia Security attached hereto and specifically incorporated herein by reference.

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 contract to accept Preventia Security’s bid to replace the fire alarm system for the Department of Human Services 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 said contract.

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

This the 6th day of February, 2023.

BOARD OF COMMISSIONERS OF
DOUGHERTY COUNTY, GEORGIA

BY: _____
Lorenzo L. Heard, Chairman

ATTEST:

County Clerk



PROCUREMENT RECOMMENDATION

DATE: January 19, 2023

TITLE: Fire Alarm Replacement: Department of Human Services 200 W. Oglethorpe Blvd.

DEPARTMENT: DOCO Public Works

REFERENCE NUMBER: 23-036

ACCOUNT: 1565

OPENING DATE: November 21, 2022

BUDGET AMOUNT: \$80,000.00

BUYER: Ricky Gladney

DEPARTMENT CONTACTS: Heidi Hailey

Joshua Williams
Joshua Williams, Procurement Manager

RECOMMENDATION:

Recommend contracting with Preventia Security, of Albany, GA for fire alarm system replacement for the Department of Human Services, 200 W. Oglethorpe Blvd. in accordance with referenced bid for a total expenditure of \$72,333.73.

BACKGROUND INFORMATION:

Bid Ref. #23-036 was advertised in the Albany Herald, on the access channel, Facebook, on our website, and posted to the Georgia Procurement Registry. Bids were directly solicited to 10 potential vendors of which three (3) attended the pre-bid meeting. Three (3) bids were received. The scope of work in this project includes installation of a new fire alarm system. Three (3) references were checked on behalf of Preventia Security, with all references providing positive feedback on the company's previous work. Preventia Security has met all the requirements for contract award.

Heidi Hailey, Dougherty County Facilities Management Director concurs with this recommendation.

COUNTY ADMINISTRATOR ACTION:

APPROVED

DISAPPROVED

HOLD

COMMENTS: _____

DATE _____

[Signature] 1-19-23
COUNTY ADMINISTRATOR

List of Documents Attached:

- Business Documents
- Bid Tabulation Sheet

CENTRAL SERVICES

CITY OF ALBANY GEORGIA PROCUREMENT DIVISION											
TABULATION OF BIDS		Preventia Security		Invision Technologies LLC		MetroPower Inc. dba ESS					
DEPT: Central Services		1104 N Westover BLVD		310 Over Ct		798 21st Ave					
OPEN DATE: 12/21/2022		Albany, GA 31707		Albany, GA 31721		Albany, GA 31701					
TIME OF OPENING: 2:30 p.m.		229-431-0800		229-446-2004		229-364-1758					
BID REF: 23-036		jsheffield@preventiasecurity.com		billing@invtech.com		duncan.crannis@metropower.com					
Est. QTY	DESCRIPTION	LUMP SUM	TOTAL	LUMP SUM	TOTAL	LUMP SUM	TOTAL	UNIT PRICE	TOTAL	UNIT PRICE	TOTAL
1	Fire Alarm Replacement		\$72,333.73		\$109,697.09		\$112,080.04				
TOTAL			\$72,333.73		\$109,697.09		\$112,080.04				\$0.00
COMMENTS PENDING APPROVALS											

**A RESOLUTION
ENTITLED**

A RESOLUTION PROVIDING FOR THE ACCEPTANCE AND EXECUTION OF THE CONTRACT TO ACCEPT THE BID TO WEATHERPROOF AND RESTORE THE EXTERIOR WALL FOR THE DOUGHERTY COUNTY HEALTH DEPARTMENT FROM THE LOWEST RESPONSIVE AND RESPONSIBLE VENDOR MEETING SPECIFICATIONS, METRO WATERPROOFING; REPEALING RESOLUTIONS OR PARTS OF RESOLUTIONS IN CONFLICT HEREWITH; AND FOR OTHER PURPOSES.

WHEREAS, Dougherty County, Georgia issued an invitation to bid for the weatherproofing and restoration of the exterior wall of the Dougherty County Health Department and received six bids with highest submitted in the amount \$297,000.00, but the apparent low bidder was not deemed the most responsive;

WHEREAS, the Dougherty County Administrator and Facilities Management Director recommend that Dougherty County, Georgia accept the bid to weatherproof and restore the exterior wall of the Dougherty County Health Department from the lowest responsive and responsible vendor meeting specifications, Metro Waterproofing out of Scottsdale, Georgia; and in the amount of \$135,000.00, subject to execution by the County Administrator;

WHEREAS, funding to weatherproof and restore the exterior wall of the Dougherty County Health Department is budgeted in SPLOST VII; and

WHEREAS, the Board of Commissioners of Dougherty County, Georgia is hereby desirous of approving and executing the contract to accept the bid to weatherproof and restore the exterior wall of the Dougherty County Health Department with Metro Waterproofing attached hereto and specifically incorporated herein by reference.

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 contract to accept Metro Waterproofing’s bid to weatherproof and restore the exterior wall of the Dougherty County Health Department 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 said contract.

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

This the 6th day of February, 2023.

BOARD OF COMMISSIONERS OF
DOUGHERTY COUNTY, GEORGIA

BY: _____
Lorenzo L. Heard, Chairman

ATTEST:

County Clerk



PROCUREMENT RECOMMENDATION

DATE: January 25, 2023

TITLE: Health Department Exterior Weatherproofing Dougherty County

DEPARTMENT: DOCO Facilities Management

REFERENCE NUMBER: 23-019R

ACCOUNT: 2306-1565

OPENING DATE: December 28, 2022

BUDGET AMOUNT: \$145,000.00

BUYER: Ricky Gladner

DEPARTMENT CONTACTS: Heidi Hailey

Joshua Williams
Joshua Williams, Procurement Manager

RECOMMENDATION:

Recommend contracting with Metro Waterproofing Inc., of Scottdale, GA for weatherproofing and exterior wall restoration for the Dougherty County Health Department located at 1710 South Slappey Albany, GA in accordance with referenced bid for a total expenditure of \$135,000.00.

BACKGROUND INFORMATION:

Bid Ref. #23-019R was advertised in the Albany Herald, on the access channel, Facebook, on our website, and posted to the Georgia Procurement Registry. Bids were directly solicited to 16 potential vendors. Six (6) bids were received. The scope of work in this project includes weatherproofing and exterior wall restoration for the Dougherty County Health Department located at 1710 South Slappey Albany, GA. Three (3) references were checked on behalf of Metro Waterproofing, Inc., with all references providing positive feedback on the company's previous work. Metro Waterproofing, Inc. has met all the requirements for contract award.

Heidi Hailey, Dougherty County Facilities Management Director concurs with this recommendation.

COUNTY ADMINISTRATOR ACTION:

APPROVED

DISAPPROVED

HOLD

COMMENTS:

1-26-23
DATE

[Signature]
COUNTY ADMINISTRATOR

List of Documents Attached:

- Business Documents
- Bid Tabulation Sheet

CENTRAL SERVICES

CITY OF ALBANY GEORGIA PROCUREMENT DIVISION		Metro Waterproofing, Inc		J.J. Morley Enterprises		Waterproofing Contractors		Midwest Maintenance, Inc.		Ketom Construction	
TABULATION OF BIDS		2935 Alcove Dr		7560 Industrialk Ct.		4527 South Old Peachtree Rd.		101 Fox Dr		3735 Harrison Rd.	
DEPT: Central Services		Scottsdale, GA 30079		Alpharetta, GA 30004		Norcross, GA 30071		Piqua, OH 45356		Loganville, GA 30052	
OPEN DATE: 1/11/2023		404-292-8013		770-569-1100		770-449-5552		937-773-9236		678-544-6606	
TIME OF OPENING: 2:30 p.m.		Kenneth.Strickland@metrowp.com		markkelley@morleycompany.com		blovelady@wcinc.com		wjm@mmirestoration.com		jacobd@spsatl.com	
BID REF: 23-019R											
	DESCRIPTION	UNIT PRICE	TOTAL	UNIT PRICE	TOTAL	UNIT PRICE	TOTAL	UNIT PRICE	TOTAL	UNIT PRICE	TOTAL
13.23 miles	Health Dept. Weatherproofing DOCO	N/A	\$135,000.00	N/A	\$142,675.00	N/A	\$144,998.00	N/A	\$234,770.00	N/A	\$297,499.00
TOTAL			\$135,000.00		\$142,675.00		\$144,998.00		\$234,770.00		\$297,499.00
FOB Point/Terms											
COMMENTS PENDING AWARD											

**A RESOLUTION
ENTITLED
A RESOLUTION PROVIDING FOR THE ACCEPTANCE AND EXECUTION OF THE
CONTRACT TO ACCEPT THE BID TO PROVIDE ROOF RESTORATION SERVICES
FOR THE ALBANY RESCUE MISSION FROM THE LOWEST RESPONSIVE AND
RESPONSIBLE VENDOR MEETING SPECIFICATIONS, CROSBY ROOFING AND
GUTTER, LLC; REPEALING RESOLUTIONS OR PARTS OF RESOLUTIONS IN
CONFLICT HEREWITH;
AND FOR OTHER PURPOSES.**

WHEREAS, Dougherty County, Georgia issued an invitation to bid for roof restoration services of the Albany Rescue Mission and received four bids with highest submitted in the amount \$159,700.00, but the apparent low bidder was not deemed the most responsive;

WHEREAS, the Dougherty County Administrator and Facilities Management Director recommend that Dougherty County, Georgia accept the bid to provide roof restoration services for the Albany Rescue Mission from the lowest responsive and responsible vendor meeting specifications, Crosby Roofing and Gutter, LLC, out of Macon, Georgia; and in the amount of \$57,500.00, subject to execution by the County Administrator;

WHEREAS, funding for roof restoration services for the Albany Rescue Mission is budgeted in ARPA; and

WHEREAS, the Board of Commissioners of Dougherty County, Georgia is hereby desirous of approving and executing the contract to accept the bid to provide roof restoration services for the Albany Rescue Mission with Crosby Roofing and Gutter, LLC, attached hereto and specifically incorporated herein by reference.

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 contract to accept Crosby Roofing and Gutter, LLC’s bid to provide roof restoration services for the Albany Rescue Mission 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 said contract.

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

This the 6th day of February, 2023.

BOARD OF COMMISSIONERS OF
DOUGHERTY COUNTY, GEORGIA

BY: _____
Lorenzo L. Heard, Chairman

ATTEST:

County Clerk



PROCUREMENT RECOMMENDATION

DATE: January 25, 2023

TITLE: Albany Rescue Mission Roof

DEPARTMENT: DOCO Facilities Management

REFERENCE NUMBER: 23-034

ACCOUNT: 2310-1565

OPENING DATE: November 3, 2022

BUDGET AMOUNT: \$59,000.00

BUYER: Ricky Gladney

DEPARTMENT CONTACTS: Heidi Hailey

Joshua Williams
Joshua Williams, Procurement Manager

RECOMMENDATION:

Recommend contracting with Crosby Roofing and Gutter LLC of Macon, GA for roof restoration services for the Albany Rescue Mission, located at 604 N. Monroe St. in accordance with referenced bid for a total expenditure of \$57,500.00.

BACKGROUND INFORMATION:

Bid Ref. #23-034 was advertised in the Albany Herald, on the access channel, Facebook, on our website, and posted to the Georgia Procurement Registry. Bids were directly solicited to 17 potential vendors of which two (2) attended the pre-bid meeting. Four (4) bids were received. The apparent low bidder was not responsive, and the second lowest bidder is being recommended for the award. The scope of work in this project includes installation of new roofing on the dormitory, kitchen, and office of the Albany Rescue Mission. Three (3) references were checked on behalf of Crosby Roofing and Gutter LLC, with all references providing positive feedback on the company's previous work. Crosby Roofing and Gutter LLC has met all the requirements for contract award.

Heidi Hailey, Dougherty County Facilities Management Director concurs with this recommendation.

COUNTY ADMINISTRATOR ACTION:

APPROVED

DISAPPROVED

HOLD

COMMENTS:

1-26-23
DATE

[Signature]
COUNTY ADMINISTRATOR

List of Documents Attached:

- Business Documents
- Bid Tabulation Sheet

CENTRAL SERVICES

CITY OF ALBANY GEORGIA PROCUREMENT DIVISION TABULATION OF BIDS DEPT: Central Services OPEN DATE: 12/5/2022 TIME OF OPENING: 2:30 p.m. BID REF: 23-034	Anderson Contracting & Roofing	Crosby Roofing Co.	Richter Contracting
	1725 N Washington	7628 Hawkville Rd	807 N Washington
	Albany, GA 31701	Macon, GA 31217	Albany, GA 31701
	Lance Moree 229-288-3557 lancemoree@gmail.com	Richard Crosby 478-256-3229 richardcrosbysr@gmail.com	Gregory Richter 229-436-0572 hollis.askew@richterroof.com

Est. QTY	DESCRIPTION	UNIT PRICE	TOTAL	UNIT PRICE	TOTAL	UNIT PRICE	TOTAL	UNIT PRICE	TOTAL
	Base Bid Dormitory		\$49,250.00		\$32,500.00		\$69,900.00		
	Base Bid Kitchen		\$7,870.00		\$7,200.00		\$29,900.00		
	Base Bid Office		\$40,250.00		\$17,800.00		\$59,900.00		
TOTAL			\$97,370.00		\$57,500.00		\$159,700.00		

FOB Point/Terms

COMMENTS **PENDING APPROVALS** Presentation to the Commission

**A RESOLUTION
ENTITLED
A RESOLUTION PROVIDING FOR THE AMENDMENT OF THE COMPENSATION
ADMINISTRATION OF THE DOUGHERTY COUNTY BOARD OF COMMISSIONERS
PERSONNEL POLICIES AND PROCEDURES MANUAL; REPEALING
RESOLUTIONS OR PARTS OF RESOLUTIONS IN CONFLICT HEREWITH;
AND FOR OTHER PURPOSES.**

WHEREAS, a proposed amendment to Section II-4 of the Compensation Administration of the Dougherty County Board of Commissioners Personnel Policies and Procedures Manual attached hereto has been prepared and was presented by the Dougherty County Interim Human Resources Director at the January 30, 2023 Work Session of the Dougherty County, Georgia Board of Commissioners; and

WHEREAS, the Dougherty County Administrator and Interim Human Resources Director recommend that the said proposed amendment to Section II-4 of the Compensation Administration of the Dougherty County Board of Commissioners Personnel Policies and Procedures Manual be accepted; and

WHEREAS, the Board of Commissioners of Dougherty County, Georgia is hereby desirous of approving and accepting the proposed amendment to Section II-4 of the Compensation Administration of the Dougherty County Board of Commissioners Personnel Policies and Procedures Manual attached hereto and specifically incorporated herein by reference.

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 proposed amendment to Section II-4 of the Compensation Administration of the Dougherty County Board of Commissioners Personnel Policies and Procedures Manual attached is hereby approved and the County Administrator is hereby authorized to execute any and all other documents necessary to full implementation retroactive to January 1, 2023.

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

This the 6th day of February, 2023

BOARD OF COMMISSIONERS OF
DOUGHERTY COUNTY, GEORGIA

BY: _____
Lorenzo L. Heard, Chairman

ATTEST:

County Clerk

II-4 Compensation Administration

Policy:

Each classified employee shall be placed on a pay range. Salaries of individual employees will be set by the County Administrator within those ranges of pay approved by the Board of Commissioners in accordance with budget resources. Any exceptions must be specifically approved by the Board of Commissioners.

The classification and job status of each regular employee are matters of importance to the employee and the County, and any change must be made with approval of the County Administrator. Any approved change shall be promptly communicated and explained to the affected employee(s).

As an employer, the County embraces a fair and equitable compensation plan to provide a total compensation program that is fiscally sound, equitable and competitive in the defined marketplace.

Opportunities exist for varied work experiences and career advancement within the County. The following outlines how associated pay changes can be administered based on the category of change. Unless otherwise stated, any change in pay would be effective with the next full pay period.

Provisions:

IV. Hiring Rate

The hire rate for a new employee is normally the minimum of the salary range to which the job classification is assigned. Employees who have left the county and have been officially terminated will be rehired using this formula and will not be rehired at the previous salary. Re-hires who have left the county's employ will be considered using the same formula as new hires.

Internal equity is an equally important consideration in filling a vacant position. It is the policy of the County to make every effort to avoid inverted salary relationships.

For Directorships or Assistant Director level positions, hiring range is typically considered that span in salary between the minimum of the range and the market point for most positions. The qualifications of the applicant and or the needs of the county should include the discretion to hire anywhere within the range. However, consideration should still be given to existing salaries of other employees who are in directly comparable leadership positions.

V. Salary Increase

The County may administer salary increases based on pay-for-performance. This salary increase is based solely on an individual's job performance. If an employee achieves a "meet expectations" rating or higher, an increase of at least 2.5% will be granted upon recommendation of the Department Manager. If an employee does not achieve a "meets expectations" rating, no increase will be granted. If an employee scores a "below expectations" or lower rating, he/she will be placed on a 90-day probationary period and reevaluated at 30-day increments until the end of that period. If performance does not improve, termination may result. Compensation for an increase shall be the first day of the pay period following or coinciding with the effective date.

VI. Change of Status

Accurate records of an employee's current status as well as records of all status changes made during the term of his employment shall be maintained for each employee by the Human Resources Director.

A. Promotions

Promotion from within is generally encouraged in filling vacancies. However, an employee must have an overall "meets expectations" performance record and proper qualifications in order to be considered a candidate for promotion. If an internal candidate is chosen to

fill a vacancy, adequate notice shall be given to the employee's current Department Manager before the action is implemented.

When an employee is promoted, as a result of a job change for job progression to a higher pay grade the salary placement within a new pay grade shall be determined as follows:

1. Apply a 5% increase on the employee's current salary for a one pay grade advancement.
2. Apply an additional 2.5% increase for each additional pay grade advanced up to a maximum of 15% (including the initial 5% in step "a").
3. The resulting pay will be no less than the minimum of the new pay grade and no less than a 5% salary increase but not more than the maximum salary of the assigned pay grade.
4. Effective Date of Promotion: However, the effective date of any accompanying salary change shall be the first day of the pay period following or coinciding with the effective date of the promotion.
5. Working Test Requirement: A promoted employee shall be required to serve a six (6) month working test period in the position to which promoted.

B. Lateral Transfer

A lateral transfer occurs when an employee is transferred from one job class to another in the same pay grade. When there is no change in pay grade there shall be no adjustment in salary. A lateral transfer is not considered a reclassification or a promotion.

C. Demotions

Demotion is the movement of an employee from a higher grade to a lower grade. Demotion for other than disciplinary reasons shall not be detrimental to the employees work record. In such cases, the employee's salary shall be reduced unless indicated below.

1. Reasons for Demotion:
 - a) Position Reclassified to a Lower Salary Grade: Reclassified to a lower salary grade due to changes in the evaluation of the requirements of the position. Incumbent salary may remain the same.
 - b) Inability to Perform: The employee is or becomes unable to meet the requirements of the position.
 - c) Voluntary: The employee requests to be moved to a position in a lower salary grade.
 - d) Position Elimination: The position is being eliminated because it is no longer needed and/or due to lack of funds.
 - e) Incumbent Returns from Authorized Leave: Where the current incumbent is acting in place of an employee out in an authorized leave status, he/she may be demoted upon return of employee to the position previously occupied.
 - f) Disciplinary Reasons: The employee may be demoted to a lower classified position as a disciplinary measure when alternative actions such as suspension or dismissal may not be warranted, appropriate or in the County's best interest.
2. Demotion Procedure: The appropriate Department Manager/Supervisor shall submit a recommendation in writing to the Appointing Authority. The recommendation shall state the reason for the demotion. If the demotion is for disciplinary purposes, the Department Manager/Supervisor shall state why demotion is recommended. This action is subject to the Review Hearing Policy.

F. Temporary Appointment

An employee may be temporarily appointed to another position at the discretion of the Department Manager or Appointing Authority. Such appointment is not a transfer and may

not exceed six continuous months. While appointed, the employee shall be paid his regular salary rate unless the appointment is to a higher rated position and lasts for longer than three continuous months. In such event, the employee will be paid at the salary rate of the position to which he has been appointed.

G. Reclassification

Incumbents of a position reclassified to a higher grade shall be given first consideration for the higher position provided they meet the new minimum qualification requirements of the position. If they do not meet the new minimum qualification requirements, they may either be grandfathered into the position, or allowed to receive appropriate training to qualify, at the discretion of the County Administrator.

VI. Salary Adjustments

Occasionally there may be compelling reasons to grant a salary increase for reasons other than performance or promotion. Such reasons may be based on labor market conditions or to correct identified salary inequities. Any such salary adjustments will be treated as an exception to policy and must be approved by the County Administrator.

VII. Maximum of the Range

Ranges are established to reflect the market value of a given job profile and not an incumbent. Once an employee reaches a maximum of his/her assigned range, the salary is frozen, and the employee is not eligible for any additional compensation unless there is a range movement (Cost of Living Adjustment) that would result in a higher maximum.

**A RESOLUTION
ENTITLED
A RESOLUTION DECLARING AS SURPLUS THE
ATTACHED LIST OF EQUIPMENT AND VEHICLES;
PROVIDING FOR DISPOSAL OF OR SALE OF SAME VIA
AN ONLINE AUCTION; REPEALING PRIOR RESOLUTIONS
IN CONFLICT; AND FOR OTHER PURPOSES.**

WHEREAS, Dougherty County, Georgia owns the attached list of equipment and vehicles; and

WHEREAS, the County has neither an immediate or foreseeable future use for said equipment and vehicles;

NOW THEREFORE, BE IT RESOLVED by the Board of Commissioners of Dougherty County, Georgia and **IT IS HEREBY RESOLVED** by Authority of same:

SECTION I. That the equipment and vehicles specified in the list attached hereto are hereby declared surplus and the County Administrator is authorized to dispose of or to sell the same via an online auction.

SECTION II. That the County Administrator or County Clerk are authorized to execute documents necessary to effectuate sale of said equipment and vehicles.

SECTION III. All resolutions or parts of resolutions in conflict herewith are repealed.

BOARD OF COMMISSIONERS OF
DOUGHERTY COUNTY, GEORGIA

By: _____
CHAIRMAN

COUNTY CLERK
Adopted: February 6, 2023

Administration		
Description	Unit Number	Condition
2 - Dell Keyboards		Fair
2 - Dell Mouse		Fair
Dell Optiplex 3040	2Z6RXG2	Fair
Black Office Chair		Fair

ADDU		
Description	Unit Number	Condition
15 - Dell CPU	On separate attachment	Fair
OCE Copier	UK0H7	Poor
Dell Monitor		Poor
Executive Desk		Good
Magnavox TV		Poor
3M Projector		Poor
Yamaha Speakers 4x2		Poor
Canon Camera		Poor
2 - Avaya Phones	700212184, 64080	Poor
HP Scanner	1119508	Poor
Sharp TV	LC10A3V-5	Poor
Kodak Digital Camera	7757	Poor
Oxford Metal File Cabinet		Good
Brother Fax Machine	2820	Poor
Brother Fax Cartridge	TN430	Good

Public Defender's Office		
Description	Unit Number	Condition
3 - Black Leather Office Chairs		Poor

Public Works		
Description	Unit Number	Condition
4 - Optiplex 3020	On separate attachment	Poor

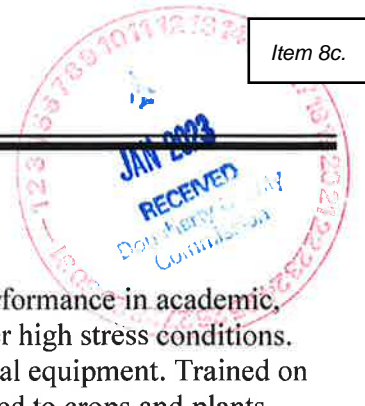
Public Works Continued		
Description	Unit Number	Condition
Optiplex 3080	BGDYZC3	Poor
2 - Optiplex 3050	2W2V0Q2, J9HS7M2	Poor
Optiplex 390	D2JYZQ1	Poor
Optiplex 3070	4N3MY23	Poor
10 - Dell Monitors	On separate attachment	Poor
5 - Dell Keyboards	On separate attachment	Poor
5 - Dell Mouses		Poor
69 - Motorola Batteries	NYN9858C	Poor
38 - Motorola Battery Chargers	377673	Poor
4 - Motorola Radio Microphones	PMMN4051B	Poor
34 - Motorola Radios	On separate attachment	Poor
3 Inch Water Pump	51033	Poor
15' Bat Wing Bushhog	551538	Poor
7' Mower Modern	551845	Poor
2013 Kubota Tractor	551305	Good
2008 Ford F-150	560834	Poor
2003 GMC Yukon	33260337	Good
2015 Dodge Charger	611508	Poor
2004 Crown Victoria	61120	Poor
2012 Dodge Charger	611207	Poor
2011 Dodge Charger	511103	Poor
2013 Dodge Charger	611345	Poor
2015 Dodge Charger	611506	Poor
Tax and Tag		
Description	Unit Number	Condition
4 - Office Chairs		Poor
2 - Monroe 7140 Calculators		Poor
Casio Calculator	DR370M	Poor
12 - Dell Keyboards		Poor
11 - Computer Mouses		Poor

Tax and Tag Continued		
Description	Unit Number	Condition
2 - Cumputer Stand Alone Speakers		Poor
8 - 12" Monitors	On separate attachment	Poor
9 - 16" Monitors	On separate attachment	Poor
6 - Optiplex 3020	On separate attachment	Poor
Optiplex 360	10323	Poor
Optiplex 380	1FMR9P1	Poor
Lexmark Printer	E352DM	Poor
HP Laserjet Enterprise Printer	M506	Poor
Hp Printer		Poor
2 - Heavy Duty Staplers		Poor
Computer Keyboard Shelf		Poor

EARNEST CHRISTIAN SR.

Item 8c.

Albany, GA 31721 • 2292910540 • echristian82@gmail.com



Professional Summary

12 year military veteran who earned multiple commendations and awards for superior performance in academic, tactical and technical capacities. Effectively trained, supervised and mentored teams under high stress conditions. Agricultural Worker acquainted with use, care and operation of light and heavy agricultural equipment. Trained on safety procedures for handling hazardous materials and operating heavy equipment. Tended to crops and plants while maximizing efforts to prevent pests and crop death using organic methods.

Work History

Business Owner/Operator, 01/2019 to Current

Nmadi Berry Farms LLC – Albany, GA

- Created farm strategies to maximize production and convert farm operations to commercial standards.
- Selected and purchased supplies and equipment such as seed, farm machinery and livestock.
- Visited fields regularly to inspect and estimate maturity dates of crops and damage due to weather.
- Put together realistic budgets based upon costs and fees for successfully operating business.
- Devised and deployed sales and marketing tactics to drive strategic growth and support achievement of revenue goals.

Gardener, 08/2018 to Current

S & E Organics – Albany, GA

- Used trimmers and chainsaws for grounds maintenance, brush clearing and tree removal and thinning.
- Provided expert lawn care, mulching, aerating and trimming around walks, walls and flower beds.
- Identified and removed invasive plants and noxious weeds for garden aesthetics and ecosystem health.
- Maintained routine landscaping schedules to boost lawn health.

Combat videographer/photographer, 10/2002 to 12/2013

United States Army – Albany, GA

- Operate television, video, or motion picture camera to record images or scenes for various purposes, such as TV broadcasts, advertising, video production, or motion pictures.

Education

High School Diploma: 05/2001

Westover High School - Albany, GA

Skills

- Weapons training
- Photography
- Videography
- First Aid Certified
- Fast-learner
- Flexible
- Excellent multi-tasking ability
- Organizational skills
- Data management
- Crop Planting and Fertilization
- Production Operations
- Executive Leadership



David J. Gregors

4000 Gillionville Road, Apartment 5

Albany, Georgia 31721

(904) 238-4130

E-Mail: david@moorheadlawfirm.com

Education

Hofstra University's Maurice A. Deane School of Law, Hempstead, New York

Master of Laws (LLM) in Health Law and Public Policy, May 2018

- Writing Samples Available Upon Request:
 - *Renal Rescue, Inc.*
 - *Factoids: How a Small-Town Georgia Hospital Defeated the Federal Trade Commission and the United States Supreme Court*

Florida Coastal School of Law, Jacksonville, Florida

Juris Doctor, May 2015

Honors: Member, The Honorable Robert M. Foster Chapter of the American Inns of Court

Member of the Honors Program

Member of the Nassau County Bar Association

Dean's List, Fall 2013

Research Assistant for Professor Jeffrey Schmitt, Spring 2014

- Writing Samples Available Upon Request:
 - *On Vengeance and Retribution: A Study of the Interpretive and Practical Elements of Vengeance and Retribution as Practiced in Capital Punishment Cases in the United States*
 - *Being and Cyberspace: An Ontological Inquiry into the Social and Legal Problems Arising in the Age of Digital Dualism*

Valdosta State University, Valdosta, Georgia

Bachelor of Arts in Philosophy and Religious Studies, Minor in Music, December 2012

Honors: President's List; Featured Speaker, Valdosta State University Undergraduate Research Symposium for *A Separate Peace: An Introduction to the Gullah-Geechee Nation*; Featured Composer for *Relativity for Clarinet Trio*; All-College Band

Activities: *Blazin' Brigade Marching Band*, Valdosta State Wind Ensemble, *Sweeney Todd* Pit Orchestra, Valdosta State University Opera Company

- Writing Samples Available Upon Request:
 - *Double Jeopardy: How a Patient's Autonomy Could Cause Severe Repercussions for Health Care Workers*
 - *Zombies!: How Zombies Have Become the Unintentional Representatives of the Vodou Religion, and How They Function Together as a Powerful Form of Psychosocial Control*
 - *A Separate Peace: An Introduction to the Gullah-Geechee Nation*

- *Founding Philosophies: The Sources, Controversies, and Ramifications of Thomas Jefferson's Declaration of Independence*

Experience

Moorhead Law Firm

Associate Attorney, January 2023-Present

Legal practice focusing on elder law, business and corporate law, and trusts and estates.

Guardian ad Litem Office

Senior Guardian ad Litem Attorney, April 2017-January 2023

Legal practice representing children who have been abused, abandoned, or neglected and placed in out of home care after being removed from their homes by the State of Florida. I routinely prepare legal documents, motions, petitions, et cetera. I try cases at the circuit court level. I spend three to four days in the courtroom every week in Nassau and Duval counties arguing cases and making reports to the Court. I conduct depositions and child interviews to determine the child's wishes. I work closely with volunteers and their supervisors to determine the best course of litigation. I have written appellate briefs on a voluntary basis for the Guardian ad Litem Appellate Team on multiple occasions through the GAL's Pro Bono Project. In addition, I have been tasked with rebuilding the staff and volunteers in our Nassau County office. As the only attorney in that office, I have been given many management and training tasks, as well as volunteer coordination and retention. In 2018, I was the attorney part of the Fourth Circuit GAL Advocacy Team of the Year in 2018. In addition, I have represented children's best interests in several complex Family Law cases at the request of Judge James Daniel and Judge Steven Fahlgren in Nassau County. These cases involved potential abuse, abandonment, or neglect by parents, and required in-depth investigation to provide the Court with recommendations involving custody matters, time sharing, and child support payments. Most recently, I have litigated issues in the Mental Health Court involving a dependent child and filed both Marchman and Baker Act petitions.

In 2022, I was selected to run a Pilot Project intended to study the traditional GAL model in comparison to a Pro Bono model similar to that found in Orange County. I have a caseload of 91 children with whom I worked directly to represent best interests. Interestingly, I served the roles of Attorney, Child Advocate Manager, Managing Attorney, and Recruiter all throughout the Project. While running the Project, I continued in a supervisory role over a newer attorney and have continued managing GAL operations in Nassau County.

- Writing Samples Available Upon Request:
 - In the Interest of K.H.: Memorandum on the Goal of APPLA, Federalism, and the Supremacy Clause (Duval County)
 - In the Interest of M.F., M.F., & L.F.: Written Closing Arguments for a Termination of Parental Rights Trial with a Complicated Procedural History
 - In the Interest of H.W.: Report on a Proposed Reopen of Permanent Guardianship
 - C.L. v. DCF, GAL: Appellate Brief
 - S.B. v. DCF, GAL: Appellate Brief
 - T.J. v. DCF, GAL: Appellate Brief

4th Circuit Public Defender's Office

Extern for the Nassau County Division, January 2015-May 2015

Prepared motions, case briefs, and research for various cases for the state and county courts. Met with clients to determine their eligibility for Public Defender services, as well as to discuss sensitive matters relating to their cases. Assisted my supervisor, Chris Clayton, in reviewing evidence including evidence of electronic communications via social media and encrypted communications, client interviews, and trial preparation for a major criminal trial involving charges of lewd and lascivious conduct with a minor child. Met with clients for intake and conflict checks in preparation for trial. Discussed plea agreements and trial strategy with clients.

- Writing Samples Available Upon Request:
 - Motion to Suppress Evidence (Granted)

The Fourth Judicial Circuit of Florida

Extern for the Honorable Robert M. Foster, May 2014-January 2015

Assisted at the state court level by conducting legal research and presenting findings to the Judge. Duties included researching, writing, producing legal memoranda, attending hearings, and other related assignments. I made recommendations to Judge Robert Foster based on my analysis of the law and evidence presented in hearings and pleadings. Responsibilities included work on criminal cases, family law cases, dependency cases, trusts, estates, and other subjects typical of Circuit Courts.

Florida Coastal School of Law

Pro Bono Chair, Florida Coastal School of Law Student Animal Legal Defense Fund

Organized and coordinated volunteer events with local animal rescue and relief organizations and coordinated pro bono assistance for local attorneys involved with animal law issues.

Member, Public Interest Research Bureau

Conducted legal research and wrote briefs for Florida attorneys who submitted special problems to the Bureau for research.

Research Assistant for Professor Jeffrey Schmitt, Spring 2014

Conducted scholarly research for Professor Schmitt's law review article, *In Defense of Shelby County's Principle of Equal State Sovereignty*, (Oklahoma Law Review, Winter, 2016) regarding equal sovereignty among the states as discussed in *Shelby Co. v. Holder*.

Terrell County EMS (Classified Part-Time, Averaged Full-Time Hours), Dougherty County EMS (Full-Time), Regional EMS (Part-Time), Heartland EMS (Full-Time), VitalCare EMS (Full-Time), Pioneer Community Hospital of Early (Classified Part-Time, Averaged Full-Time Hours), Georgetown-Quitman County EMS (Part-Time, Concurrent with Pioneer Community Hospital of Early), Okefenokee EMS (Full-Time)

Paramedic, 2006-2017

Served my community by working multiple jobs as a Paramedic concurrently, providing advanced medical and trauma life support for people in dire need. Recipient of the Dual Life Saver's Award, Life Saver's Award, and two Trauma Life Saver Awards. Served as a Field Training Officer and assisted with the hiring and training of new employees.

Skills & Interests

- Technology:

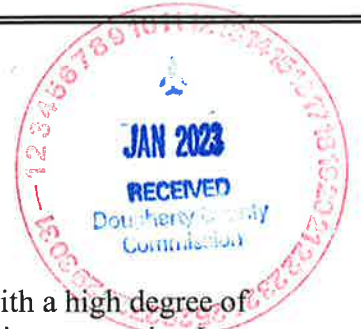
- Throughout my career, I have utilized technology in creative ways in order to maintain a high level of efficiency. At the GAL, I maintain a master Excel spreadsheet with complex formulas and color-coding to keep track of each child's time in dependency, next court dates, and assigned volunteers, as well as generating comparative data of my caseloads in Duval and Nassau.
- Perhaps the only upside to the global pandemic has been the widespread adoption of Zoom and other remote applications in conducting court hearings and other business. The potential applications for Zoom and other remote applications are limitless. I have fully utilized these tools by acquiring a professional Zoom account and incorporating Zoom into our weekly discussions and other trainings. The use of Zoom has greatly improved participation in court hearings by parents, children, and volunteers. This is an exciting time to be an attorney as the remote applications continue to proliferate and expand access to the judicial system. I will continue to utilize and expand my use of remote applications in my practice.
- During my work on the Pilot Project, I created a self-sustaining mobile office with a multisource electrical grid to be able to power a multitude of devices simultaneously, allowing for full remote office and remote court capabilities.
- Proficiency in Westlaw and Lexis legal research, including Westlaw Next Certification.
- Writing and research on matters in philosophy, religion, and U.S. Constitutional law, and the nexus between them all. I have most recently been intrigued by how our dependency system fits into a traditional libertarian view of governance and the use of State power.
- I am a classically trained clarinetist and composer. I am currently learning how to play guitar in a project to test the theory that it takes 10,000 hours of practice to master a certain artistic skill.
- I enjoy writing and have contributed to a number of publications. Most recently, I contributed a guest editorial to The Orlando Sun-Sentinel.
- Member of The Federalist Society.
- Member of the Jacksonville Bar Association.
- Member of Public Interest Law Section of the Florida Bar.
- Member of the Florida Bar's Governmental and Public Policy Advocacy Committee
- Admitted to the Florida Bar, Georgia Bar, and the United States District Court for the Middle District of Florida
- Admitted to the Bar of the United States Supreme Court
- Member of Leadership Nassau Class 22
- Member of the inaugural class of the Albany Area Political Leadership Institute
- In addition to the experience above, I have also represented clients on matters including dissolution of marriage and debt collection defense for acquaintances on a pro bono basis.

References

1. K.C. Tusher, Esq., Friend and Colleague
(904) 327-0706
2. Kelly Swartz, Friend and Former Coworker
(321) 302-1518
3. Jade Hunter-Smith, Friend and Former Coworker

(704) 858-0254

JULIAN OLIVER MARCUS
jolivermarcus01@hotmail.co.uk
715 Holly Drive ~ Albany, Georgia 31705
(229) 881-7669



CAREER SUMMARY

Experienced goal-oriented Production Manager and Bilingual Executive with a high degree of business acumen. Experience in management, and reduction of manufacturing cost using Lean Manufacturing and Streamline Production Processes. Facilitating the creation of quality products to satisfy contractual obligations. Skilled contract negotiator.

PROFESSIONAL HIGHLIGHTS

MANAGEMENT

- Proficient in Microsoft Word, Excel, Outlook, and PowerPoint.
- Experienced production manager with effective business development techniques.
- Create optimal work environment to maximize employees' performance.
- Identify problems, define solutions and implement new procedures.

PRODUCTION

- Twenty years live poultry production experience.
- Knowledge of product development.
- Adept in bilingual Spanish communication.
- Experienced in planning production schedules over multiple shifts.
- Highly focused, tenacious and quality-driven individual with solid production experience.
- Broad production supervisory capabilities enhanced by fluency in the Spanish language.
- Received Hazmat and Lock Out/Tag Out training.
- Exemplify excellent management skills used to exceed production goals.
- Strength in working within a team to achieve production objectives.

1994 – Present **MARCUS POULTRY** Pelham, GA

Position: Owner/Operator

- Directly responsible for production of Live Poultry that meets corporate standards for processing.
- Supervise daily production of a 40-acre farm, 4 poultry houses and a part-time crew of 25 employees including Hispanic poultry catchers, fork lift operators and semi operators.
- Created and implemented a sanitation process that reduced cost of products used by 20%, decreased sanitation time from 5 to 3 days and significantly reduced wear of equipment.
- Present, negotiate, and approve various contracts including but not limited to poultry and by-product sales.
- Directly supervise production of 40.5 million pounds of live chickens for processing annually for the past 20 years.
- Implemented process that increased By-product production by 25% and By-product sales by 20%

- Increased placement of live poultry for production from 18,000 birds per house to 20,000 birds per house.
- Increased average weight of live poultry for production from 6.89 pounds per bird to 8.6 pounds per bird.

2010 –2022 **INHEALTH SYSTEMS AND SERVICES** Albany, GA

Position: Mr. Neb Route & Service Specialist

- Increase sales by introducing Mr. Neb services to medical practices from 3 accounts beginning on the 20th of September, 2010 to 150 accounts as of the 1st of December 2014.
- Perform equipment training to medical staff.
- Increased distribution of Nebulizer units in the Field from 45 on the 20th of September 2010 to approximately 750 as of the 1st of December, 2014.
- Maintain and report inventory of equipment in 150 accounts and warehouse.
- Prepare and implement weekly and monthly reporting to management.

2008 – 2009 **DOUGHERTY COMPREHENSIVE HIGH SCHOOL** Albany, GA

Position: IBO 9th Grade Spanish Instructor

- Teach basic concept of Spanish to students.
- Develop Spanish/English communication skills via the instruction of Spanish grammar.
- Develop and created 180 day plan for classroom instructions.
- Manage eight classes daily.

2006 **SANDERSON FARMS** Moultrie, GA/McComb, MS

Position: Human Resources Supervisor

- Launched new hire orientation program for over 300 employees, including medical and dental benefits, short and long term disability, life insurance, and leave of absence processes.
- Implemented training programs, such as Safety, Hazmat, and Emergency Situation Analysis.
- Conducted and launched new hire processes.
- Monitored absenteeism and vacation time.

2004 – 2008 **MITCHELL COUNTY BOARD OF EDUCATION** Camilla, GA

Position: Elected Board Member

- Successfully lobbied for a majority vote to build the North Mitchell Elementary School in the District VI.
- Promoted and developed educational advancement in Mitchell County.
- Researched and considered various proposals brought before the Board of Education.
- Attended and facilitated local and state meetings, hearings, workshops, & seminars offered by the GA School Board Assn., GA Assn. of Educators (GAE), and various local entities.

1993 – 1999 **GEORGIA LOTTERY CORPORATION** Thomasville, GA

Position: Merchandising Representative

- Trained and motivated retailers to optimize sales, and services.
- Conveyed territory concerns to the District Manager.
- Managed lottery promotional items.

- Monitored sales volumes, and reviewed statistical reports and sales trends of individual lottery products.
- Maintained appropriate security control measures.

EDUCATION

- **Albany State University**, Albany, GA 12/03 *Bachelor of Arts • Foreign Language • Spanish*
- **Albany State University**, Albany, GA 12/03 *Certificate in Latin American Studies*
- **Universidad Autónoma de Yucatán**, Menda, Yucatán, MX Spring, 2001/2002
(2 - 4 month programs)
School of Anthropology – Studied Mexican History & Culture with native speaking teachers and students.
School of Law – Studied Civil Law, Penal Law, and General Theory of the Penal Process
School of Education – Studied Grammar, Conversational Spanish & Phonetics
- **University of Laval**, Quebec, Canada (6 week program) 1999
Studied French History, Grammar, Conversation and Phonetics.
- **Ft. Valley State College**, Ft. Valley, GA 1990
Bachelors of Science • Business Administration • Management
- **University of Georgia**, (London, England; Brussels, Belgium ~ 6 Week Program) 1989
Studied International Marketing and Law in London, England and Brussels, Belgium
Observed numerous companies and organizations to study structure, world position, and marketing strategy with regard to the 1992 European Economic Community Merger.

ACCOLADES

- 2002 - 2003 Probate Court of Georgia, Mitchell County; Spanish Interpreter
- 1997 - 1998 Top Ten Recruitment Award - Georgia Lottery
- 1996 - 1997 Top Ten Recruiter, Georgia Lottery, Ranked #1
- 1996 - 1997 Highest Percentage Increase in Sales - Georgia Lottery
- 1995 - 1996 Top Ten Recruiter - Georgia Lottery - Ranked #3
- 1994 - 1995 Top Ten Recruiter - Georgia Lottery - Ranked #6
- 1993 - 1997 # 1 Recruiter - Georgia Lottery - Thomasville District

R H O N D A S T E W A R T
3716 Castle Pines Ln ~ Albany, Georgia 31721
706-575-8630
lizrhomon@gmail.com



I am writing this letter to express my interest in joining the Retirement Fund Committee. The attached resumé accurately depicts my education and work history; however, it only begins to portray the level of dedication and vitality that I incorporate into any task that I am assigned.

It is my understanding that the purpose of this Board is to administer the plan for the exclusive benefit of participants and their beneficiaries. Through my banking and operational career, I can show my ability to amicably work with my peers, colleagues, and community. The extent of my employment history has entailed banking practices and procedures dealing with matters of tax value, and assessment of properties by using the methods of market, cost, and approach.

Thank you in advance for your time and your consideration; I look forward to hearing from you soon.

Sincerely,

Rhonda Stewart

ESOS 11/11
00000000

R H O N D A S T E W A R T
3716 Castle Pines Ln ~ Albany, Georgia 31721
706-575-8630
lizrhomon@gmail.com

PROFESSIONAL SUMMARY

Highly motivated professional with 20-year success in the banking industry. I possess exceptional interpersonal, organizational, analytical, operational, and time management abilities. I excel at interfacing with others at all levels to ensure organizational goals are attained. I take a proactive approach which results in capturing numerous accounts and expanding client base. I am motivated to grow and succeed by taking on a new role.

WORK EXPERIENCE

FLINT COMMUNITY BANK

Albany, GA.

11/2021-Present Position: Commercial Loan Processor

- Gathering information for the loan application.
- Evaluating credit histories for applications.
- Collecting data from clients such as their assets, salaries, debts and employment status to fill in information for the loan application
- Reviewing file documentation for missing or erroneous information.
- Researching and correcting mistakes in applications for clients.
- Meeting loan application deadlines.
- Assisting Loan Officer with requests and tasks needed to complete and process applications.

SYNOVUS BANK

Albany, GA.

11/2015-11/2021

2010 – 05/2011

Position: Senior Relationship Banker

2009 – 2010

Position: Senior Head Teller

2008 – 2009

Position: Travel Teller

- Marketed bank products and services to customers within the branch.
- Scheduled prospect appointments through initial contact or through follow up phone calls.
- Closed sales by engaging prospects in new or enhanced banking relationships and achieved monthly sales goals.
- Conducted customer transactions giving top quality customer service.
- Identified customer needs and refer additional products and services using Argo.
- Addressed and resolved customer complaints and issues concerning checking, savings, loans and other accounts.
- Assisted in training new hire on Argo, Teller Insight, Vision Archive, Synergy Web, and Metavante 3270 to assure commitment to the Customer Covenant and transaction accuracy.
- Researched teller outages and assisted in coaching opportunities to help eliminate errors.
- Problem-solving and critical thinking.
- Strong attention to small details.
- Assisted in gathering reports and other materials for audits.

- Maintained a proficient knowledge of all applicable banking rules and regulations.
- Ability to prioritize and function accurately under the pressure of deadlines.
- Works proactively and closely with bankers to maintain a consistent deposit and loan pipeline.
- Establishes and maintains relationships with community-based organizations in support of bank goals and programs.
- Opens and services accounts. Interview's consumer and small business loan applicants to identify loan opportunities and process and close loans

05/2011 – 11/2015 **SUNTRUST BANK** Albany, GA.

Position: Senior Personal Banker/Assistant Branch Manager

- Provide superb client service experience while assisting in and supporting service and sales-related activities within the branch.
- Develop new and strengthen and expand existing personal and business client relationships through daily client relationship management, providing financial solutions that meet clients' needs and goals, and promoting product and service lines.
- Provide financial solutions that meet clients' needs and objectives using sales activities, including conducting consultative conversations, online charts, teleconsulting and making referrals.
- Support the efforts and goals of the branch team through personal sales of a wide variety of SunTrust Bank's products and services and use of referrals, as appropriate, across Lines of Business.
- Provide direction and leadership to branch teammates with emphasis on superior client service skills, achieving sales goals, and teamwork.
- Provide operations oversight and ensure compliance with policies and procedures.
- Supervise branch teammates to include conducting performance reviews, selection, and participating in performance counseling.
- Guarantee business transactions and practices in the individuals' span of control comply with regulations and the SunTrust Code of Conduct
- Ability to deal with complex problems involving multiple facets.
- Reviewed the development of new banking products to ensure compliance.

2004 – 2008 **SYNOVUS FINANCIAL ADJUSTMENT** Columbus, GA

Position: Adjustment Specialist

- Researched and corrected proof adjustments and NCHA Banks regarding clearing work with the Federal Reserve Banks, determining the sources and resolution of problems through examination of various documents and records.
- Summarized actions taken to ensure accounts were accurately credited and debited.
- Maintained open communication with Synovus and Non-Synovus Banks.
- Used a myriad of computer applications including Synergy, VSU1, VSU2, Metavante, Intranet Applications, Excel, Word, Adobe Acrobat, Group Wise and Recon.

- 2003 – 2004 Position: Sr. Operations Associate Valparaiso, FL
- Supervised and trained employees, conducted group training, and organized monthly meetings.
 - Completed and maintained monthly KPI Total, Forecast, and Employee Error reports.
 - Met daily deadlines and direct workflow to minimize delays.
 - Proofed items and made teller and customer adjustments as needed.
- 1998 – 2003 Position: Entry Level Management/Trainer Albany, GA
- Performed the same duties as the above listed position.

EDUCATION & TRAINING

TROY UNIVERSITY

06/2022

Bachelor of Applied Science- Resources and Technology Mgt
Minor: Global General Business

DARTON COLLEGE- Albany, GA

05/2011

Applied Associate in Speech Communication

- | | |
|--|--|
| <ul style="list-style-type: none"> ○ Excellent attention to detail and accuracy and strong multi-tasking skills ○ Interpersonal and customer service skills ○ Ability to work independently | <p>Computer experience (Word, Excel, Microsoft Outlook)</p> <ul style="list-style-type: none"> ○ Impeccable attention to detail ○ Excellent Mathematics Skills |
|--|--|

**General Fund
Budget Amendment Request
1/30/2023**

General Fund FY23 Budget

Total Approved Adjusted General Fund Budget	\$	58,811,694
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	Tax & Tag Budget	2,346,718		
Increase Tax & Tag Budget from Fund Balance		170,000	\$	170,000
Cell Tower Solutions Contract - re-valuation of Cell Towers				
Total Tax & Tag Adjusted Budget		2,516,718		

Total General Fund Budget after Amendment	\$	58,981,694
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General Fund - Fund Balance Adjustment

Total Adjusted Fund Balance Appropriation Approved	\$	8,108,359
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Transfer to Tax and Tag Budget	\$	170,000
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Total General Fund - Fund Balance Budget after Amendment	\$	8,278,359
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