



WORK SESSION

April 29, 2024
10:00 AM

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

AGENDA

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. Minutes.
 - a. [Minutes of April 1st Regular Meeting, April 8th Work Session, and April 8th Special Called Meeting.](#)
4. 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. Chief Executive Officer of the Boys and Girls Clubs of Albany, Jacqueline Robinson, is present to introduce herself to the Board.
 - b. Clennon L. King, Cultural Projects Consultant, AugustineMonica Films, present to inform the Commission of the historic and cultural significance of events and individuals from Albany, GA, and request the Commission establish a Dougherty County Black Heritage Trail, to include the commissioning of the design and erecting of historic markers to underscore the region's cultural value and enhance it as a tourist destination.
5. Zoning.
 - a. JFT Public Properties LP, Mark Taylor, applicant and owner (24-015) requests to rezone a 20.37-acre undeveloped parcel from C-3c (Commercial Business District, Conditional) to C-R (Community Residential Multiple Dwelling District). The rezoning would allow the development of a townhouse subdivision. The property is on South Mock Road parcel. The Planning Commission's public hearing will be May 2, 2024 and a recommendation will be provided. Angel Gray, Deputy Planning Director will address. The Board of Commissioner's Public Hearing and Action on this item are scheduled for the May 6, 2024 Regular Meeting.

- b. Tommy Crosby, applicant and owner (24-021) requests to rezone a 3.69-acre from AG (Agricultural District) and C-2 (General Mixed-Use Business District) to C-3 (Commercial District). The rezoning would allow for the operation of a manufactured home sales and repair business. The property address is 1932 Liberty Expressway. The Planning Commission's public hearing will be May 2, 2024 and a recommendation will be provided. Angel Gray, Deputy Planning Director will address. The Board of Commissioner's Public Hearing and Action on this item are scheduled for the May 6, 2024 Regular Meeting.

6. Purchases.

- a. Recommendation from the Dougherty County Sheriff's Office to purchase one (1) 2024 Ford F150 Police Responder 4X4 in the amount \$55,095 from State Contract vendor, Wade Ford (Smyrna, Ga). Funding is available in SPLOST VIII. Assistant County Administrator Barry Brooks will address. Major Ken Faust is present.
- b. Recommendation from Facilities Management to purchase one (1) 2023 Ford F350 Super Duty Service Truck in the amount \$75,414 from State Contract vendor, Wade Ford (Smyrna, Ga). Funding is available in SPLOST VIII. The truck is upfitted with a service body and is available for delivery. Assistant County Administrator Barry Brooks will address. Facilities Management Director Heidi Hailey is present.
- c. Recommendation from Facilities Management to accept the quotes to replace the Air Handling Unit (AHU) #9 and controls at the Dougherty County Health Department for a total expenditure of \$130,917.20. Service Pro's (Leesburg, Ga) is the lowest quoted vendor to replace the AHU in the amount of \$62,317.20. Sole source vendor, ESS (Albany, Ga) will replace the controls in the amount of \$68,600. Funding is budgeted in SPLOST VII. Assistant County Administrator Barry Brooks will address. Facilities Management Director Heidi Hailey is present.
- d. Recommendation from Facilities Management to accept the quote to paint the hallways on the first floor of the Central Square Building from the lowest quoted vendor MSK, LLC (Leesburg, Ga) in the amount of \$27,950. Funding is budgeted in SPLOST VII. Assistant County Administrator Barry Brooks will address. Facilities Management Director Heidi Hailey is present.

7. Additional Business.

- a. Recommendation to accept the Work Based Learning Program Agreement between Dougherty County and Turner Job Corps (TJC) Center. Assistant County Administrator Barry Brooks and HR Director Erica Potts will address. TJC Director of Finance and Administration, Demetrius Love is present.
- b. Recommendation from the Retirement Fund Committee to accept Amendment Number Two to the Dougherty County Defined Benefit Retirement Plan and Trust. Assistant County Administrator Barry Brooks, HR Director Erica Potts, and County Attorney Alex Shalishali will address. Benefits Law Group Attorney Terri Taylor is present.

- c. Recommendation from the Retirement Fund Committee to change Dougherty County's current Retirement Life Insurance (Death Benefit) from Lincoln Financial to Securian. Assistant County Administrator Barry Brooks and HR Director Erica Potts will address. HUB International representatives, FSA Glen Gahan and Senior Strategic Account Executive Christi Speck are present.
 - d. Recommendation to ratify the application to the FEMA Hazard Mitigation Assistance (HMA) Grant Program and accept the award in the amount of \$40,485. There is a local fund share amount of \$2,429.10 required. The grant will be used to update the Dougherty County Multi-Jurisdictional Hazard Mitigation Plan to meet the federal requirements of the Disaster Mitigation Act of 2000. The local funding requirements will be offset by volunteer time. EMA Director Chief Cedric Scott will address. Consultant, Disaster Recovery & Grant Programs, Georgia Collier-Bolling is present.
 - e. Recommendation to transfer property to the Albany Dougherty Land Bank. County Attorney Alex Shalishali and Planning & Development Services Director, Paul Forgey will address.
 - f. Recommendation to work with the Artesian Alliance to demo the current Festival Springs Fountain for the drafting and construction of plans that will replace the current splashpad. Dougherty County will work in partnership with the Artesian Alliance for Phase I. Assistant County Administrator Barry Brooks and Facilities Management Director Heidi Hailey will address. Artesian Alliance Executive Director Tommy Gregors is present to share the Flint RiverQuarium Master Plan and the redevelopment of River Front Park.
8. Board Appointments. County Clerk Jawahn Ware will address.
- a. **Albany-Dougherty Land Bank Authority-** One (1) County appointment with a two-year term ending July 31, 2026. Assistant County Administrator Barry Brooks recommends the reappointment of incumbent Jim McBride. The bylaws require a recommendation be provided from the listing of applicants.
- ASPIRE Behavioral Health & Developmental Disability Services Board-** One (1) appointment with a three-year term ending June 30, 2027. Incumbent Dr. Eugene Sherman desires reappointment. Two new applicants: Nathaniel Cooper III and Commissioner Clinton Johnson.
- Citizens Transportation Committee** – One (1) appointment with a three-year unexpired term ending December 31, 2025. No new applicants. There is one vacancy.
- Department of Family & Children Services** – Two (2) appointments with a five-year term ending June 30, 2029. Incumbents Henry Mathis, Jr. and Barbara Johnson Clark desire reappointment. Three new applicants: Nathaniel Cooper III, Christy Faison, and Martez Favis.
- Electrical Board** – Four (4) appointments: one (1) County appointment for a Master Electrician, one (1) joint appointment for an Electrical Supplier, one (1) joint appointment for a Professional Engineer and one (1) appointment for a joint citizen member, all with a one-year term ending December 31, 2024. No new applicants. All joint appointments must be ratified by the City of Albany. There are four vacancies.

Fire Code Board of Appeals – Three (3) appointments with a three-year unexpired term ending December 31, 2025. No new applicants. There are three vacancies.

Flood Plain Management Review Board – One (1) County appointment with a three-year unexpired term ending December 31, 2024. There are no new applicants. There is one vacancy.

Gas Board – One (1) County appointment with a one-year term ending December 31, 2024. No new applicants. All joint appointments must be ratified by the City of Albany. There is one vacancy.

Planning Commission – One (1) County appointment with a three-year unexpired term ending December 31, 2025. Incumbent Billy Merrit is no longer able to serve. Two new applicants: Casey Beane and Demetrius Love. There is one vacancy.

9. Updates from the Assistant County Administrator.
 - a. **REMINDER** - The Finance Committee Meeting will be held at 1pm in Room 120.
10. Updates from the County Attorney.
 - a. Update on the Dougherty County Development Authority.
11. Updates from the County Commission.
12. Adjourn.

Dougherty County's Vision Statement

Dougherty County will be a committed leader in sustaining a high quality of life by partnering with citizens, businesses, and other government agencies to make this a community of choice for living, working, and leisure activities.

Dougherty County's Mission Statement

To improve the quality of life for all our citizens by being accessible and good stewards of our resources while delivering cost-effective, responsive, services with integrity, fairness, and friendliness.

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

DRAFT

REGULAR MEETING MINUTES

April 1, 2024

The Dougherty County Commission met in Room 100 of the Albany-Dougherty Government Center on April 1, 2024. Chairman Lorenzo Heard presided and called the meeting to order at 10:00 a.m. Present were Commissioners Victor Edwards, Gloria Gaines, Russell Gray, Anthony Jones, and Ed Newsome. Also present were Assistant County Administrator Barry Brooks, 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. County Attorney Alex Shalishali participated via teleconference and County Clerk Jawahn Ware was present online. Commissioner Clinton Johnson was absent.

After the invocation and Pledge of Allegiance by the Chairman, he called for approval of the minutes of the March 4th Regular Meeting and March 11th Work Session.

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

The Chairman called for consideration of the resolution providing for the acceptance and execution of the proposal for Disaster Debris Removal Services from the most responsive and responsible vendor meeting specifications, Ceres Environmental Services, Inc. (Sarasota, FL), subject to execution of the contract by the Acting County Administrator. The proposal is for a total, complete, turn-key disaster disposal relief service to be utilized on an as needed basis in the occurrence of a major storm event. This will be a one-year contract with four options to renew for additional one-year terms. If required, funding will be provided by the Special Services District Fund.

Commissioner Newsome moved for approval. Upon a second by Commissioner Gray, the motion for approval passed unanimously. Resolution 24-010 is entitled:

A RESOLUTION
ENTITLED A RESOLUTION PROVIDING FOR THE ACCEPTANCE OF
THE PROPOSAL FOR DISASTER DEBRIS REMOVAL SERVICES FROM
THE LOWEST RESPONSIVE AND RESPONSIBLE VENDOR MEETING
SPECIFICATIONS, CERES ENVIRONMENTAL SOLUTIONS, INC.;
REPEALING RESOLUTIONS OR PARTS OF RESOLUTIONS IN
CONFLICT HEREWITH;
AND FOR OTHER PURPOSES.

The Chairman called for consideration of the resolution providing for the acceptance and execution of the bid for Phase III Alley Improvements for Public Works from the most responsive and responsible bidder meeting specifications, Concrete Enterprises (Albany, GA) in the amount of \$1,496,873.04, subject to execution by the Acting County Administrator. Funding is budgeted in T-SPLOST.

Commissioner Gray moved for approval. Upon a second by Commissioner Newsome, the motion for approval passed unanimously. Resolution 24-011 is entitled:

A RESOLUTION
ENTITLED A RESOLUTION PROVIDING FOR THE
ACCEPTANCE AND EXECUTION OF THE CONTRACT TO
ACCEPT THE BID FROM THE LOWEST RESPONSIVE AND
RESPONSIBLE BIDDER MEETING SPECIFICATIONS,
CONCRETE ENTERPRISES, FOR PHASE III ALLEY
IMPROVEMENTS FOR PUBLIC WORKS; REPEALING
RESOLUTIONS OR PARTS OF RESOLUTIONS IN CONFLICT
HEREWITH; AND FOR OTHER PURPOSES.

The Chairman called for consideration of the resolution providing for the acceptance and execution of the agreement from Granicus (Denver, Colorado) in the amount of \$48,820, subject to execution by the Acting County Administrator. The recommendation includes the product, maintenance, and services for Government Experience Cloud (SERVE), Government Experience Cloud (SERVE) Set-up and Configuration, and Government Experience Cloud (SERVE) Training. Maintenance costs for year two is \$21,464.20 and year three is \$22,966.69. Funding for the first year will be available in General Fund-Contingency.

Commissioner Gaines moved for approval. Commissioner Newsome seconded the motion. Under discussion, Commissioner Gaines requested a schedule of implementation for the new web services. There being no further discussion, the motion for approval passed unanimously. Resolution 24-012 is entitled:

A RESOLUTION
ENTITLED
A RESOLUTION PROVIDING FOR THE ACCEPTANCE AND
APPROVAL AND EXECUTION OF AGREEMENT WITH GRANICUS
TO PROVIDE PRODUCT, MAINTENANCE, SET UP,
CONFIGURATION AND SERVICES FOR GOVERNMENT
EXPERIENCE CLOUD (SERVE); REPEALING RESOLUTIONS OR
PARTS OF RESOLUTIONS IN CONFLICT HEREWITH; AND FOR
OTHER PURPOSES.

The Chairman called for consideration of the resolution declaring the listed vehicles and equipment as surplus and authorizing the disposal of or sale of same via an online auction.

Commissioner Gaines moved for approval. Upon a second by Commissioner Newsome, the motion for approval passed unanimously. Resolution 24-013 is entitled:

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.

The Chairman called for consideration to approve the alcohol application from Jimmy Sylvester Investments LLC, Azim Abdul Sultan Shroff licensee, dba Kash Food Mart, at 3333 Sylvester Road for Package- Beer and Wine. The Albany-Dougherty Marshal's Office recommended approval.

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

The Chairman called for consideration to approve the alcohol application from SVR Brands, Inc., Prashant Patel licensee, dba Big E Country Store, at 2100 Cordele Road for Package-Beer and Wine. The Albany-Dougherty Marshal's Office recommended approval.

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

The Chairman called for consideration of the resolution providing for the acceptance and execution of the Statewide Mutual Aid and Assistance Agreement with the State of Georgia. The contract allows Dougherty County to make agreements for mutual aid assistance in emergencies.

Commissioner Newsome moved for approval. Upon a second by Commissioner Gray, the motion for approval passed unanimously. Resolution 24-014 is entitled:

A RESOLUTION
ENTITLED
A RESOLUTION FOR APPROVAL AND EXECUTION OF THE
MUTUAL AID AND ASSISTANCE AGREEMENT RENEWAL
WITH THE STATE OF GEORGIA ALLOWING DOUGHERTY
COUNTY TO MAKE AGREEMENTS FOR MUTUAL AID

ASSISTANCE IN EMERGENCIES; REPEALING RESOLUTIONS
OR PARTS OF RESOLUTIONS IN CONFLICT HEREWITH;
AND FOR OTHER PURPOSES.

The Chairman called for consideration of the resolution declaring two Stryker Pro-Cot Stretchers as surplus and authorizing the Intergovernmental Transfer of the same at no cost of the same to Albany Technical College. The equipment will be used by the college's Paramedicine Program.

Commissioner Gray moved for approval. Upon a second by Commissioner Gaines, the motion for approval passed unanimously. Resolution 24-015 is entitled:

A RESOLUTION
ENTITLED
A RESOLUTION DECLARING TWO COUNTY-
OWNED STRYKER PRO-COT STRETCHERS AS
SURPLUS AND AUTHORIZING THE TRANSFER
AT NO COST FOR THE SAME TO ALBANY
TECHNICAL COLLEGE; REPEALING
RESOLUTIONS OR PARTS OF RESOLUTIONS IN
CONFLICT HEREWITH; AND FOR OTHER
PURPOSES.

The Chairman called for consideration of the resolution providing for the acceptance of the proposed Emergency Medical Service Standby Event & Service Priority Policy effective April 1, 2024.

Commissioner Gray moved for approval. Commissioner Newsome seconded the motion. Under discussion, Commissioner Edwards' questions were addressed by Mr. Brooks, Commissioner Gaines, Gray, and Jones. Attorney Shalishali interjected and redirected the conversation to that subject to an open meeting. There being no further discussion, the motion for approval passed with six ayes and one nay by Commissioner Edwards. Resolution 24-016 is entitled:

A RESOLUTION
ENTITLED
A RESOLUTION FOR APPROVAL AND ACCEPTANCE OF
THE RECOMMENDATION FROM THE PUBLIC HEALTH
COMMITTEE TO ACCEPT THE EMERGENCY MEDICAL
SERVICE STANDBY EVENT & SERVICE PRIORITY POLICY;
REPEALING RESOLUTIONS OR PARTS OF RESOLUTIONS
IN CONFLICT HEREWITH;
AND FOR OTHER PURPOSES.

The Chairman called for consideration of the recommendation to present to the City of Albany the proposed Memorandum of Understanding regarding the construction of a tennis center. Commissioner Gaines moved for approval. Upon a second by Commissioner Gray, the motion for approval passed unanimously.

Commissioner Edwards shared that he distributed a memorandum of the County Government structure and requested that it be reviewed and submitted for ordinance review. He also inquired about the requested meeting regarding the County’s Internship Program and the expectations of the Board. He also reported a roadway issue in the Radium Springs area, noting that it may be in the city limits. Commissioner Jones updated the Board on the funding received from the State Legislators for the Westtown Library improvements. The Board and the public were invited to the upcoming Dollars Make Sense Literacy program graduation. The Chairman requested prayers for the Board’s Clerk and Deputy Clerk who both experience death in their families.

There being no further business to come before the Commission, the meeting adjourned at 10:38 a.m.

CHAIRMAN

ATTEST:

COUNTY CLERK

DOUGHERTY COUNTY COMMISSION
WORK SESSION MEETING MINUTES

DRAFT

April 8, 2024

The Dougherty County Commission met in Room 100 of the Albany-Dougherty Government Center on April 8, 2024. Chairman Lorenzo Heard presided and called the meeting to order at 10:02 a.m. Present were Commissioners Victor Edwards, Gloria Gaines, Russell Gray, Clinton Johnson, Anthony Jones, and Ed Newsome. Also present were Assistant County Administrator Barry Brooks, County Attorney Alex Shalishali, Deputy County Clerk Bristeria Clark, 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 by Chairman Heard, he asked the Commission to review the minutes of the March 18th Regular Meeting and March 25th Work Session.

The Chairman recognized Coroner Michael Fowler to update the Commission on the 2024 Swim for Life program. Coroner Fowler shared his presentation and said that registration will be held on May 25th at the Riverfront Turtle Park starting at 10 am. He mentioned the partnerships for this event included Morehouse School of Medicine and Phoebe Network of Trust. He introduced the YMCA, ASU, Albany Recreation Department, and the Boys & Girls Clubs staff members present at the meeting.

The Chairman called for a recommendation from Juvenile Court to apply for a Criminal Justice Incentive Grant Program in the amount of \$410,000 for Functional Family Therapy use. This is an annual request for the 100% grant with no local match. Juvenile Court Judge Herbie Solomon addressed. Judge Solomon shared that this program was developed to create an intervention for families with behavioral substance problems. Upon a question by Commissioner Johnson, Judge Solomon said that classes were taught to juveniles throughout the functional family program.

The Chairman called for a recommendation from the Dougherty County Jail and Dougherty County Public Defender's Office to participate in the "My Justice Portal" pilot program. The "My Justice Portal" is an application that can be deployed on inmate tablets and enhances the quality, frequency, and confidentiality of inmate/attorney communication between the inmate and Public Defender's Office. The program anticipates reducing back-logged cases in the court system and the average length-of-stay for jail inmates. The cost of the program is \$136,464 and funding is available in SPLOST V. Grant funding is desired. The Public Safety Committee recommends the use of the application. Public Safety Committee Chairman Anthony Jones, Assistant County Administrator Barry Brooks, and Chief Jailer John Ostrander addressed. Chief Ostrander said that this program was designed to help facilitate communication between the Public Defenders and inmates. It was noted that the application will be on the existing tables where the Public Defenders would have the ability to communicate with the inmate electronically. If savings occurred after the first year, Chief Ostrander said that he would want to extend the use for additional years.

Commissioner Gaines wanted to make sure that we were maximizing the funds and asked that a comprehensive look be done. Commissioner Jones suggested that a grant administrator be hired to monitor federal grant funds. Commissioner Edwards asked that a survey be placed on the tablets to allow the inmates to provide feedback to measure the success of usage.

The Chairman called for a recommendation from the Dougherty County Jail and Dougherty County Public Defender’s Office to apply for a Georgia Bar Foundation Grant in the amount of \$140,000 for the "My Justice Portal" pilot program. Approval of the grant application is requested to offset the cost of the program. Chief Jailer John Ostrander and Disaster Recovery and Grants, Program Manager, Harriet Hollis addressed. Ms. Hollis shared that her office was short-staffed and mentioned that she was working hard to serve in all the vacant roles. Upon a question by Commissioner Jones, Mr. Brooks mentioned that the regional team and Georgia Collier-Boiling were assisting with grant assistance. He added that the lobbyist team has taken the initiative to assist with weekly updates on various grants to see if Dougherty County meets the qualifications to apply.

The Chairman called for a recommendation to approve the Memorandum of Agreement with Albany Technical College on behalf of the Dougherty County Sheriff’s Office authorizing assistance to each other during a local emergency. Chief Jailer John Ostrander addressed. Assistant County Administrator Barry Brooks was present. Chief Ostrander asked the Board to disregard this item.

Mr. Brooks shared information pertaining to sewer easements relative to the County-owned property across from the National Guard Armory between N. Jefferson and Monroe Street. He added that the City of Albany wanted the area to be viewed and easements approved so that work could be continued. Commissioner Edwards wanted to know if direction needed to be given to Mr. Brooks to hire a third-party grant writer to assist and solely focus on grants. Commissioner Johnson congratulated Commissioner Jones on his successful Financial Literacy Program graduation. Commissioner Gaines echoed the same sentiments of Commissioner Johnson and added that the citizens should view the eclipse if possible. She recognized Councilman Corey Morgan and SOWEGA Rising member Maggie Bell. Commissioner Jones thanked his colleagues for the accolades and asked for a moment of silence for County Clerk Ware and Deputy County Clerk Clark's family members who died. Chairman Heard shared that we need to consider the grant opportunities on a larger scale and look at other counties to see how they operated with grants based on the focused need for the area.

There being no further business to discuss the Commission the meeting adjourned at 11:13 a.m.

CHAIRMAN

ATTEST:

COUNTY CLERK

DOUGHERTY COUNTY COMMISSION
SPECIAL CALLED MEETING MINUTES

DRAFT

April 8, 2024

The Dougherty County Commission met for a Special Called Meeting in Room 100 of the Albany-Dougherty Government Center on April 8, 2024 immediately following the Work Session. Chairman Lorenzo Heard presided and called the meeting to order at 11:22 a.m. Present were Commissioners Victor Edwards, Gloria Gaines, Russell Gray, Clinton Johnson, Anthony Jones and Ed Newsome. Also present were Assistant County Administrator Barry Brooks, County Attorney Alex Shalishali, Deputy County Clerk Bristeria Clark, 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.

The Chairman called for consideration of the recommendation from the County Attorney to enter into Executive Session for the purpose of discussing real estate, pending litigation, and then to adjourn.

Commissioner Johnson moved for approval. Upon a second by Commissioner Edwards, the motion for approval passed unanimously via roll call.

There being no further discussion, the Board entered into Executive Session at 11:23 a.m.

CHAIRMAN

ATTEST:

COUNTY CLERK



Jacqueline Robinson, CEO **Boys and Girls Club of Albany, GA**

Item 4a.

Jacqueline Robinson, a dynamic leader with a passion for youth development, serves as the Chief Executive Officer of the Boys and Girls Clubs of Albany. With a distinguished career spanning across various locations, Jacqueline brings a wealth of experience and dedication to her role.

A proud graduate of the University of North Carolina at Greensboro, Jacqueline's journey in youth advocacy began early on. Hailing from North Carolina, she discovered her calling in community service and youth empowerment. Her career took her to different corners of the country, including Naples, Florida, where she honed her skills and expertise in nurturing young minds.

Jacqueline's commitment to fostering positive change led her to a pivotal role with the Georgia Alliance of Boys & Girls Clubs. Here, she demonstrated exceptional leadership, managing a significant \$38 million contract spanning 36 organizations, showcasing her ability to navigate complex organizational landscapes.

Despite her extensive career achievements, Jacqueline's heart remained tied to her roots. A 'club kid' herself, she found solace and inspiration within the Boys & Girls Clubs' nurturing environment during her formative years. Holding the prestigious membership number 1,309 in Albany, Jacqueline's personal connection to these organizations fuels her drive to provide transformative experiences for today's youth.

As CEO, Jacqueline oversees the operations of seven Albany clubs, in addition to clubs in Montezuma and Plains. Her leadership ensures the seamless delivery of after-school and enrichment programs tailored to students starting at six years old. Under her guidance, the clubs cater to the holistic development of over 1,400 enrolled students across nine locations.

One of Jacqueline's key priorities is to provide diverse learning opportunities for club members. From tutoring to hands-on experiences in culinary arts, drones, and computer-generated design, the clubs offer a rich tapestry of educational experiences. Moreover, Jacqueline places a significant emphasis on promoting physical and emotional wellness through health and life skills programming.

Throughout the year, Jacqueline and her dedicated team of more than 35 employees work tirelessly to create a safe and nurturing environment for club members. During the summer months, the clubs expand their reach, employing 50-60 staff members to facilitate engaging summer programs.

Jacqueline Robinson's unwavering dedication to empowering youth and her profound personal connection to the Boys & Girls Clubs make her a transformative leader in the realm of youth development in Albany and beyond. Under her guidance, the Boys and Girls Clubs of Albany continues to serve as beacons of hope and opportunity for the next generation.



Barry Brooks
Assistant County Administrator

**DOUGHERTY COUNTY BOARD OF COMMISSIONERS
ADMINISTRATION**

Agenda Item

Date: April 10, 2024
Meeting Date: April 29, 2024
Subject/Title: Dougherty County Sheriff's Office New Vehicle
Presented for: Decision
Presenter: Barry Brooks, Assistant County Administrator

Statement of Issue:

The Dougherty County Sheriff's Office is requesting to purchase one (1) new 2024 Ford F150 Police Responder 4x4 Truck.

History/Facts and Issues:

The Dougherty County Sheriff's Office is requesting to purchase one (1) 2024 Ford F150 Police Responder 4x4 Truck from Wade Ford in Smyrna, GA for a total amount of \$55,095. The vehicle is a scheduled purchase.

Recommended Action:

Recommend Dougherty County Commission approves the purchase of one (1) new 2024 Ford F150 Police Responder 4x4 Truck for a total expenditure of \$55,095 from the State Contract vendor, Wade Ford.

Funding Source:

SPLOST VIII





Barry Brooks

Assistant County Administrator

Item 6b.

**DOUGHERTY COUNTY BOARD OF COMMISSIONERS
ADMINISTRATION**

Agenda Item

Date: April 19, 2024
Meeting Date: April 29, 2024
Subject/Title: Service Truck Purchase
Presented for: Decision
Presenter: Barry Brooks, Assistant County Administrator

Statement of Issue

The Facilities Management Department is requesting the approval to purchase a Service Truck.

History/Facts and Issues

The Dougherty County Facilities Management Department is requesting the approval to purchase a 2023 Ford F350 Super Duty Service Truck from state contract vendor Wade Ford (Smyrna, GA) in the amount of \$75,414. The truck is upfitted with a service body and is available for delivery. This is a scheduled purchase.

Recommended Action

The recommendation is that the Dougherty County Commission approve the expenditure in the amount of \$75,414 for a new service truck from Wade Ford (Smyrna, GA). This purchase is on State Contract 99999-SPD-SPD0000155-0006

Funding Source

SPLOST VIII



**DOUGHERTY COUNTY BOARD OF COMMISSIONERS
ADMINISTRATION**

Barry Brooks
Assistant County Administrator

Item 6c.

Agenda Item

Date: April 17, 2024
Meeting Date: April 29, 2024
Subject/Title: Replacement Air Handling Unit (AHU) #9 and Controls
Presented for: Decision
Presenter: Barry Brooks, Asst. County Administrator

Statement of Issue

Dougherty County Facilities Management needs to replace the Air Handling Unit (AHU) #9 and the controls at the Dougherty County Health Department.

History/Facts and Issues

AHU #9 and the controls at the Dougherty County Health Department need to be replaced.

Three contractors provided quotes for the unit with the lowest quote being from Service Pro's (Leesburg, Ga) in the amount of \$62,317.20.

The HVAC controls are proprietary and must match and work with the current HVAC controls installed in the building. ESS (Albany, Ga) is able to complete the work and quoted \$68,600.

Recommended Action

Recommend Dougherty County Commission accepts the quote from Service Pro's in the amount of \$62,317.20 and from ESS in the amount of \$68,600, for a total expenditure of \$130,917.20 to replace AHU #9 and the controls at the Dougherty County Health Department.

Funding Source

SPLOST VII

Quotes meeting specifications

Safe Aire Heating and Cooling- Leesburg, Ga - \$70,124

Climate Masters- Albany, Ga- \$92,000

Service Pro's - Leesburg, Ga- \$62,317.20

HVAC Controls

ESS - Albany, Ga- \$68,600 (Sole Source)



**DOUGHERTY COUNTY BOARD OF COMMISSIONERS
ADMINISTRATION**

Barry Brooks
Assistant County Administrator

Item 6d.

Agenda Item

Date: April 17, 2024
Meeting Date: April 29, 2024
Subject/Title: Paint Hallways 1st Floor Central Square
Presented for: Decision
Presenter: Barry Brooks, Asst. County Administrator

Statement of Issue

Dougherty County Facilities Management needs to paint the hallways on the first floor of the Central Square facility.

History/Facts and Issues

The hallways of the first floor of the Central Square facility need to be painted.

Three contractors provided quotes, with the lowest quote being from MSK LLC (Leesburg, Ga) in the amount of \$27,950.

Recommended Action

Recommend Dougherty County Commission accepts the quote from MSK LLC in the amount of \$27,950.

Funding Source

SPLOST VII

Quotes meeting specifications

Burns Painting & Drywall- Albany, Ga- \$36,885
Empire Painting- Sylvester, Ga - \$30,990
MSK LLC- Leesburg, Ga- \$27,950

WORK-BASED LEARNING PROGRAM AGREEMENT

BETWEEN

Turner Job Corps Center
2000 Schilling Ave.
Albany, GA 31701

and

| | |
|-------------------|--|
| Employer: | <u>Dougherty County Board of Commissioners</u> |
| Address: | <u>222 Pine Ave, Ste 540, Albany, GA 31701</u> |
| Telephone: | <u>229-431-2122</u> |
| Point of Contact: | <u>Human Resources</u> |
| Print Name: | <u>Erica Potts, HR Director</u> |

Dougherty County including all County Departments as listed at <https://www.dougherty.ga.us/> and Turner Job Corps Center are entering into an AGREEMENT to establish a Work-Based Learning (WBL) Program for the following trade areas; facility maintenance, heavy equipment, landscape, and office administration. This document is not a contract or a legally binding document; rather, it is a Memorandum of Understanding (MOU) between the above-mentioned parties.

Job Corps program participants receive medical coverage under the U.S. FECA Act while performing work for the above-mentioned parties. There is no provision stated or implied in the Act that employers must provide additional insurance coverage for Job Corps program participants. While students are assigned to the work site, the WBL Coordinator is responsible for monitoring and working closely with the students and employers to provide training, weekly evaluations, and conflict resolution. The WBL employer should be advised to report all accidents and injuries that occur during the “performance of duty” directly to the Center Director or WBL Coordinator. In the event a student is injured while assigned to a WBL site, the student is covered under FECA. WBL employer shall record the incident in accordance with the established injury recordkeeping system, and report the incident to the WBL Coordinator.

There are no specific general industry Occupational Safety and Health Administration (OSHA) standards for accident investigation. However, Job Corps centers are required to conduct accident investigations in the event of a fatality, major property damage or injuries, including serious injuries resulting in hospitalization in accordance with 29 CFR 1960.29, “Basic Program Elements for Federal Employees OSHA.” In the event of a student fatality or serious injury, the work site and the WBL Coordinator are responsible for contacting OSHA and the Job Corps center within 8 hours. Job Corps and the work site should conduct an accident investigation to determine the root cause in order to implement corrective actions to prevent future occurrences.

The work site employer, Job Corps center, or Sovereign Nation is required to provide immediate access to OSHA Inspectors after an incident. (OSHA Act of 1970, Sec.8 Inspections, Investigations, and Recordkeeping)

Work-Based Learning Agreements

Job Corps center agrees to:

- 1) Request a copy of the WBL site's last federal and/or state OSHA inspection to review violations. WBL Coordinator will contact site to determine if the identified hazards have been abated;
 - If site refuses to provide copy of inspection results, center WBL Coordinator will obtain general inspection and/or accident inspection data from the federal OSHA website at <http://www.osha.gov/oshstats/index.html> or the state OSHA website.
- 2) Monitor all active WBL sites at least monthly to ensure that students are receiving quality training in a safe environment. Center instructors, safety officers, and other staff shall visit active work sites on a regular basis to:
 - Observe and counsel students;
 - Observe working environment for potential hazards;
 - Observe students' use of safety work practices including use of proper protective equipment;
 - Ensure that the training needs of the students are being met; and
 - Determine, in collaboration with the work-site supervisor, what on-center activities might be needed to support training at the work site.
- 3) Implement a process for notifying the employer in the case of student absence (i.e., winter/summer break, unexpected student absence, center function);
- 4) Record all accidents and injuries in the Safety and Health Information Management System (ECOMP) within 7 days of supervisor notification;
- 5) Record and report all serious injuries or illnesses within 24 hours to the ECOMP coordinator, local director and local safety manager;
- 6) Implement a process for notifying the employer of potential safety hazards identified by students and/or center staff;
- 7) Coordinate with the employer to conduct an investigation of accidents resulting in serious injuries and/or fatalities involving Job Corps students;
- 8) Document and record student WBL assignments and progress.

WBL employer agrees to:

- 1) Provide the center WBL coordinator with a copy of the latest federal and/or state OSHA inspection results upon request;
- 2) Provide direct supervision and workplace mentors to students;
- 3) Assist students in achieving agreed upon career technical and academic skills;
- 4) Document student achievements and competencies;
- 5) Provide center safety officer or other staff with routine escorted or unescorted access to student work areas to observe working/training conditions;
- 6) Adhere to all federal and state laws and regulations regarding employment and applicable safety and occupational health;

- 7) Coordinate with Jerry Nelson (229) 903-0374, center Safety Officer, to conduct an investigation of accidents resulting in serious injuries and/or fatalities involving Job Corps students;
- 8) Provide the Occupational Safety and Health Administration (OSHA) with immediate access to the work site in the event of a student fatality or serious injury;
- 9) Provide all equipment, tools, and personal protective equipment and clothing needed to perform the assigned duties that would normally be provided to employees;
- 10) Inform the Center Director, or designee, of all accidents and injuries within 24 hours;
- 11) Report all accidents, damage, loss or destruction of property, or emergency immediately to Center Director/designee, WBL Coordinator Charles Robinson at (229) 903-5952 in order to provide a detailed report.

Signatures:

| | |
|------------------------------|-------------|
| Center Director: _____ | Date: _____ |
| WBL Coordinator: _____ | Date: _____ |
| Center Safety Officer: _____ | Date: _____ |
| Company CEO/Designee: _____ | Date: _____ |

**AMENDMENT NUMBER TWO
TO THE
DOUGHERTY COUNTY DEFINED BENEFIT RETIREMENT PLAN AND TRUST**

(As Amended and Restated Effective as of July 1, 2015)

THIS AMENDMENT to the Dougherty County Defined Benefit Retirement Plan and Trust, as last amended and restated effective as of July 1, 2015 (the "Plan"), is adopted by the Board of Commissioners of Dougherty County, Georgia (the "Employer"). This amendment and these resolutions are effective as of the dates set forth herein.

W I T N E S S E T H:

WHEREAS, the Employer has determined to amend the Plan to offer new hires into certain senior management, elected and appointed positions a one-time option to decline participation in this Plan;

WHEREAS, the Employer has further determined to prospectively exclude from eligibility in the Plan the Employee who holds the title of Acting County Administrator as of March 31, 2024; and

WHEREAS, the Employer previously resolved that the Acting County Administrator's contributions to the Plan shall be withdrawn.

NOW, THEREFORE, BE IT RESOLVED, that the Plan shall be amended as follows, effective as of the date that this Amendment Number Two is adopted by the Board of Commissioners below:

1.

The definition of "**Eligible Employee**" in Article 1, **DEFINITIONS**, shall be amended by adding the following new paragraph at the end thereof:

"Notwithstanding the foregoing, the Employee who holds the title of Acting County Administrator as of March 31, 2024, shall not be an Eligible Employee on and after the date that this paragraph is effective. This exclusion shall apply notwithstanding any subsequent change to his title and shall continue to apply if he is rehired following a termination of employment with the Employer."

2.

A new Section 2.06, **Election Not to Participate in the Plan**, shall be added to Article II, **ELIGIBILITY**, to read as follows:

"Section 2.06 Election Not to Participate in the Plan

Notwithstanding anything contained herein to the contrary, an individual who will otherwise be an Eligible Employee upon his or her first date of employment as an Eligible Employee may make a one-time, irrevocable election not to participate in the Plan, subject to the following requirements:

- (1) The individual must have accepted an offer of employment with the Employer in one of the positions described in Schedule A hereto.

- (2) The election not to participate in the Plan must be made in writing in the form prescribed by the Employer.
- (3) The election must be received by the Employer before the individual first becomes (or would have become, but for the election) an Eligible Employee under this Plan or any other plan or arrangement of the Employer that is described in Code Section 219(g)(5)(A). For the avoidance of doubt, the Association County Commissioners of Georgia Defined Contribution for Dougherty County Employees (the "401(a) Plan") is described in Code Section 219(g)(5)(A), but the Association County Commissioners of Georgia 457(b) Deferred Compensation Plan is not.
- (4) If the Employee was a Participant in this Plan or in the 401(a) Plan during a previous period of employment with the Employer, or if he or she transfers to a position listed in Schedule A from a position as an Eligible Employee, he or she is not eligible to opt out of participation in the Plan pursuant to this Section 2.06.
- (5) An election not to participate in the Plan shall be irrevocable, including after a termination of employment and reemployment as an otherwise-Eligible Employee, and regardless of whether the electing Employee is accruing a benefit under the 401(a) plan or any other arrangement."

3.

A new Schedule A, **POSITIONS ELIGIBLE TO OPT OUT OF PARTICIPATION IN THE PLAN**, shall be added to the Plan to read as follows:

"SCHEDULE A POSITIONS ELIGIBLE TO OPT OUT OF PARTICIPATION IN THE PLAN

Employees who hold the following titles shall be eligible to opt out of participation in the Plan in the manner and to the extent prescribed by Section 2.06 of the Plan. This Schedule A may be amended from time to time by written action of the County Administrator, except that an amendment to include or exclude the County Administrator or the Assistant County Administrator's from this list must be adopted by the Board of Commissioners.

County Administrator
 Assistant County Administrator
 County Clerk
 Assistant County Clerk
 County Attorney
 Finance Director
 Assistant Finance Director
 Human Resources Director
 Assistant Human Resources Director
 Tax Director
 Registration and Elections Supervisor
 Assistant Registration and Elections Supervisor
 Facilities Management Director
 Assistant Facilities Management Director

Library Director
 Assistant Library Director
 Public Works Director
 Assistant Public Works Director
 Solid Waste/Landfill Director
 Public Information Officer
 Emergency Medical Services Director
 Assistant Emergency Medical Services Director
 Sheriff
 Chief Deputy Sheriff
 Chief Jailer Sheriff
 Assistant Chief Jailer Sheriff
 Chief of Police
 Assistant Chief of Police
 District Attorney
 Chief Public Defender
 Coroner
 Probate Court Judge
 Associate Judge
 Chief Magistrate Court Judge
 Magistrate Court Judge
 State Court Judge
 Clerk of Court”

4.

The Employer hereby revokes the provision of its resolution of October 16, 2023, directing that the Assistant County Administrator’s contributions to the Plan be withdrawn and credited to a defined contribution plan.

5.

Except as specifically amended herein, the terms of the Plan shall continue in full force and effect.

IN WITNESS WHEREOF, the Board of Commissioners of Dougherty County has caused this Amendment Two to be executed by its Chairman this ____ day of _____, 2024.

BOARD OF COMMISSIONERS OF DOUGHERTY COUNTY

By: _____
 Chairman



Life RFP Revised Executive Summary

In the month of January 2024, HUB International issued a request for proposal (RFP) on behalf of Dougherty County. The RFP was initiated to evaluate services for the life plan that funds the death benefit of active vested members in the event they die before a pension benefit is elected. For this plan, the beneficiary is the Pension plan.

Lincoln Financial Group is the current carrier for the life plan and the trustee is Principal Financial Group.

RFP Overview

In total, four qualified vendors were invited to respond to the RFP. No change in compensation was requested. The following summarizes the response from each of the vendors.

Currently, Dougherty County offers voluntary life coverage through Security. As an existing partner, Securian is providing a competitive proposal to broaden the array of products offered.

| <i>Company</i> | <i>RFP Response</i> | <i>7/1/2024 Proposed Best and Final Rate/\$1,000</i> |
|--------------------------------|---------------------|--|
| Lincoln Financial Group | Incumbent | \$0.37, current Guaranteed until 7/1/2025 |
| Prudential | DTQ | - |
| Ochs, Inc./Securian | Quoted | \$0.230, 3-yr guarantee |
| The Standard | Quoted | \$0.235, 3-yr guarantee |

*DTQ = Declined to quote

In the previous year, proposals were sought from ten reputable carriers. With the exception of The Standard, all declined to provide quotes. The reason for the declinations was the inability to designate the policyholder as the beneficiary. Consequently, this year's RFP did not include Guardian, The Hartford, Mutual of Omaha, New York Life, Principal, RelianceMatrix, Sun Life, Unum, and Voya.



Considerations

The proposals from Ochs, Inc./Securian and The Standard offer an annual savings and closely align with the current plan design. Variations include the maximum benefit cap and the actively at work provision.

- The benefit cap proposed includes a **maximum benefit** of \$600,000. Today the highest life benefit is calculated at \$400,915.
- **Actively at work** typically stipulates that the insured individual must be actively performing their job duties on a full-time basis in order for coverage to remain in effect. When the policy terminates with Lincoln Financial Group, the coverage ends. Any not actively at work employees should be given the chance to convert their coverage if any gaps between carriers exist.
 - Securian has agreed to waive the actively at work provision at initial transition for employees absent due to a nondisabling ailment, non-medical leave of absence, on vacation or an excused leave of absence and will grandfather all coverage on a no loss/no gain basis. With this offer, any employee who is disabled at the time of transition will have a gap in coverage and should be given the chance to convert their coverage.

Next Steps

| | |
|-------------------|---|
| February 22, 2024 | Marketing results and recommendations to the Retirement Committee. |
| March 2024 | Question/Answer period and vendor selection, followed by a vote on a new vendor. |
| April – June 2024 | Termination notice and implementation, if a new vendor is recommended. <i>Lincoln Financial Group requires a 60-day advance notice of the intent to terminate the contract. In an effort to better align with the timing of the Retirement Committee meetings, the Hub team has successfully negotiated a reduced termination notice timeframe with Lincoln Financial Group from 60-days to 30-days.</i> |

BRIAN P. KEMP
GOVERNOR



JAMES C. STALLINGS
DIRECTOR

March 11, 2024

Honorable Lorenzo L. Heard
Chairman
Dougherty County Board of Commissioners
222 Pine Avenue
Albany, Georgia 31701

Dear Commissioner Heard,

On behalf of Governor Brian Kemp, it is my pleasure to inform you that a Hazard Mitigation Grant Program (HMGP) Award has been approved by the Federal Emergency Management Agency. The grant will be used to update the Dougherty County Multi-Jurisdictional Hazard Mitigation Plan to meet the federal requirements of the Disaster Mitigation Act of 2000. The total approved cost is \$40,485.00 with a federal share of \$36,436.50, a state share of \$1,619.40, a local share of \$2,429.10, and Subrecipient Management cost of \$2,334.30.

These funds are subject to the execution of the enclosed Recipient-Subrecipient Agreement. Please keep in mind that your current Hazard Mitigation Plan will expire on October 12, 2026. The end date of this grant is May 2, 2026. In order to keep your current plan active and meet the end date of this grant, please submit an initial draft to your assigned Hazard Mitigation Planner at least six months prior to the earliest of either the plan expiration date or the grant end date.

Please sign and return the agreement, and a fully executed copy will be returned to you later for your files.

Thank you for your commitment to protect Georgia Citizens. I appreciate your efforts to ensure that Georgia continues to be a safer place for us to live and raise our families. By working together, we are continuing to reduce the impacts caused by natural hazards. Should you have any questions regarding this grant, please contact Stephen Clark, Hazard Mitigation Manager, at (404) 635-4573.

Sincerely,

Valarie Grooms for,
James C. Stallings

ap/rl

Enclosures

cc: Cedric Scott, Director

Dougherty County Emergency Management Agency

Frank Maneer, Area Coordinator

Georgia Emergency Management and Homeland Security Agency

**AGREEMENT BETWEEN DOUGHERTY COUNTY, GEORGIA
AND THE ALBANY-DOUGHERTY COUNTY LAND BANK**

**STATE OF GEORGIA
COUNTY OF DOUGHERTY**

“2419 Sylvester Hwy—0.85± Acre Parcel”

This **AGREEMENT**, by and among Dougherty County, Georgia (hereinafter “County”) and the Albany-Dougherty County Land Bank (hereinafter “Land Bank”) (County and Land Bank referred to as “the Parties”), is agreed upon and entered into this ____ day of _____, 20_____.

WHEREAS, it is the mission of the Land Bank to return nonrevenue-generating and nontax-producing land to effective utilization, development and redevelopment;

WHEREAS, the County desires to sell a certain 0.85± acre parcel of property located at 2419 Sylvester Highway, being tax parcel 0000J/00001/01N (hereinafter the “Property”), with said description of the Property being identified on that plat of survey dated October 7, 1982, and recorded in the records of the Clerk of the Superior Court of Dougherty County at Book 689, Page 726, with a copy of said description thereof attached hereto at Exhibit A, and incorporated herein by reference; and

WHEREAS, the County has agreed to transfer this Property to the Land Bank for the purpose of enabling the Land Bank to facilitate the sale of the Property to potential purchaser(s) that would likely create an effective revenue-generating and tax-producing use of the Property; and

WHEREAS, the transfer of this Property will enable the Land Bank to advance its mission of returning nonrevenue-generating and nontax-producing land to effective utilization in Dougherty County, Georgia; and

WHEREAS, the purpose of this Agreement is to advance the beneficial relationships between the Parties to carry out their respective responsibilities in an effective and efficient manner;

THEREFORE, IN WITNESS WHEREOF, and in consideration of the foregoing premises, the Parties enter into this Agreement and agree as follows:

1. The Land Bank and the County agree to the following:
 - a. The County will transfer the Property to the Land Bank.

- b. The Land Bank will facilitate the sale of the Property to potential purchaser(s) that would return the property to a revenue-generating and tax-producing use.
 - c. Upon the sale of the Property, the Land Bank will receive an administrative fee for its services in the amount of ten percent (10%) of the net sales proceeds from the sale of the Property. The remaining ninety percent (90%) of the net proceeds from the sale of the Property will be transferred to the County. For purposes of this Agreement, the net sales proceeds from the sale of the Property shall mean and include that amount of funds remaining after the payment by the Land Bank of any costs or expenses incurred by the Land Bank and associated with the transfer, holding, maintenance, listing and/or marketing of the Property, attorney fees, title reports, appraisals, insurance, postage costs, recording of legal documents, property maintenance, and marketing of the Property. The County Attorney shall be required to review and approve a summary of the proposed disbursement of funds prior to the closing for the sale of the Property.
2. Compliance with Applicable Law. The County and the Land Bank shall comply with federal, state and local laws. This Agreement shall be governed by the laws of the State of Georgia. The Parties agree that jurisdiction and venue for any dispute arising under this Agreement shall be in any state or federal court of competent jurisdiction located in Dougherty County, Georgia.
 3. Indemnification of the Land Bank. The County shall defend, indemnify, and hold harmless the Land Bank, its officers, employees, agents, attorneys, consultants, and independent contractors, except as to intentional wrongful acts and gross negligence, from and against all liabilities, special, incidental, consequential, punitive, and all other cost and expense (including reasonable attorney's fees) arising out of or in connection with this Agreement.
 4. Indemnification of the County. The Land Bank shall defend, indemnify, and hold harmless the County, its officers, employees, agents, attorneys, consultants, and independent contractors, except as to intentional wrongful acts and gross negligence, from and against all liabilities, special, incidental, consequential, punitive, and all other cost and expense (including reasonable attorney's fees)

EXHIBIT A

All that tract or parcel of land lying and being in part of Land Lot 162, First Land District, Albany, Dougherty County, Georgia and being more particularly described as follows:

Commence at the intersection of the southeast right of way of Cordele Road at the center line of Clarke Avenue extended; from this point go along the southeast right of way of the Cordele Road south 39 degrees 06 minutes west for a distance of 1,603.41 feet to the east line of the property of the First State Bank and Trust Company; from this point go along the east line of the property of First State Bank and Trust Company south 01 degree 30 minutes 32 seconds east for a distance of 560.85 feet to the north right of way of the Sylvester Road, also being U.S. Highway 82, said point being marked by an iron reinforcing rod at the POINT OF BEGINNING. From this point of beginning go along the east property line of the property of First State Bank and Trust Company north 01 degree 30 minutes 32 seconds west for a distance of 320.98 feet to an iron pin; thence go south 46 degrees 49 minutes 02 seconds east for a distance of 224.50 feet to an iron pin; thence go south 01 degree 41 minutes 04 seconds east for a distance of 144.21 feet to an iron pin on the north right of way of U.S. Highway 82; thence go along the curved right of way at US, Highway 82, the chord of which being south 81 degrees 45 minutes 57 seconds west for a distance of 161.15 feet to the POINT OF BEGINNING. Said tract contains 37,098 square feet or 0.8516 acre. The above described property is in accordance with a map or plat of said property dated October 7, 1982 and titled the Krystal Company Topographical Survey prepared by Marbury Engineering Company; said property being the same as that described in warranty deed from Junction Associates to The Krystal Company, dated January 20, 1983, recorded in Deed Book 704, Page 726, Dougherty County land records.

Together with the rights and privileges appurtenant to the above described property under the Declaration of, Rights, Restrictions and Cross Easements dated March 8, 1982 and recorded in Deed Book 689, Page 537 in the office of the Clerk of Superior Court of Dougherty County, Georgia.



ARTESIAN ALLIANCE

FLINT
RIVER  QUARIUM

 CHEHAW

 THRONATEESKA

FLINT RIVER QUARIUM MASTER PLAN AND RIVERFRONT PARK REDEVELOPMENT



FLINT RIVERQUARIUM MISSION

To interpret the Flint River ecosystem, its connection to the waters of the world and promote learning, conservation, and action.

GOALS:

- Strengthen aquarium's place as a downtown anchor
- Increase revenues
- Increase efficiency, safety, and accessibility throughout aquarium
- Become nationally accredited





Flint River Aquarium

Festival Springs Fountain

Cornerstone Coffee +

Cool Scoops

The Flint

Image Landsat / Copernicus

Southwest Georgia Performing Arts...

Albany Welcome Center

Lounge Eleven 20

Turtle Grove Park

Playground

The Grille Ho

PORT ALBANY



OCEANS

Local:

Gulf of Mexico

Sharks, sea turtles, saltwater fishes, starfish, sand dollars, horseshoe crabs

Cultural Tie:

None

World:

The coolest ocean fish from around the world; Jellies, seahorse, reef fishes, urchins, anemones

Local:

Apalachicola Bay
Rays, manatee, birds, fish spp which use as nursery

ESTUARIES

Cultural Tie:
Oyster Farms

World:

Caribbean Estuaries
Flamingo and birds

SPRINGS & CAVES

Local:

Blue hole springs
Fish, cave species, eels

Cultural Tie:

Radium Springs

World:

Cenotes & World Cave Species

RIVERBEDS

Local:

Under the surface of the Flint
Striped bass, jumprock, Halloween darter, gar, alligator snapper

Cultural Tie:

Importance of rivers to human history (indigenous peoples)

World:

The coolest river fish from around the world
Cichlids, piranha

SWAMPS

Local:

Cypress Swamp of Lake
Blackshear
Alligators, raptors, snakes, turtles, amphibians

Cultural Tie:

Recreational Fishing
Boat & Sport Fish of
Flint River

World:

Pantanal, South America
Water plants, macaws, freshwater stingray, reptiles / amph

EMBARK THE FLINT

Key Messages:

Geography History (Indian)
Habitats Conservation

Cultural Tie:

Modern, artistic look & character blended with vintage travel graphics

Summary:

Introducing the guest's journey through the habitats of the Flint & how it relates to the world

AQUARIUM DESIGN ELEMENTS

PORT ALBANY PLAZA

Wayfinding Signage & New Circulation Patterns
Central Plaza Icon (Fountain)
Sculptures
Colorful Banners & Plantings
Connection Experience between THC and FRQ

EMBARK THE FLINT

ANIMAL SPECIES:

Crayfish
Frogs
Toads
Small Fish
Birds



OTHER IMPROVEMENTS:

Aviary Mesh over Blue Hole
Reorientation of Entry Stair
Multimedia Introduction Experience inside Steamboat

FLINT RIVER

ANIMAL SPECIES:

Alligator Snapping Turtle
Longnose Gar
Mussels
Darters
Shoal Bass
Sunfish
Barbour's Map Turtle



RIVERS OF THE WORLD

ANIMAL SPECIES:

Piranha
African Cichlids



FLINT RIVER SWAMPS

ANIMAL SPECIES:

American Alligator
North American River Otter
Owls & Raptors
Amphibians & Reptiles
Chain Pickerel
Bowfin
Warmouth
Catfish

RADIUM SPRINGS

ANIMAL SPECIES:

Blue Hole Tank Species
Freshwater Eels
Striped Bass
Dougherty Plain Cave Crayfish
Georgia Blind Salamander

OTHER ELEMENTS:

Dive Show



WORLD SPRINGS & CAVES

ANIMAL SPECIES:

Blind Cave Fish Species
Julimes Pupfish



SWAMPS OF THE WORLD

ANIMAL SPECIES:

Freshwater Stingrays
Macaw
Giant Salamander

BOTANICAL SPECIES:

South American Water Lilies



AQUARIUM DESIGN ELEMENTS

APPALACHICOLA BAY

ANIMAL SPECIES:

- Manatee
- Southern Stingray
- Blacknose Shark
- Sheepshead
- Gulf Sturgeon
- Flounder
- Stone Crabs



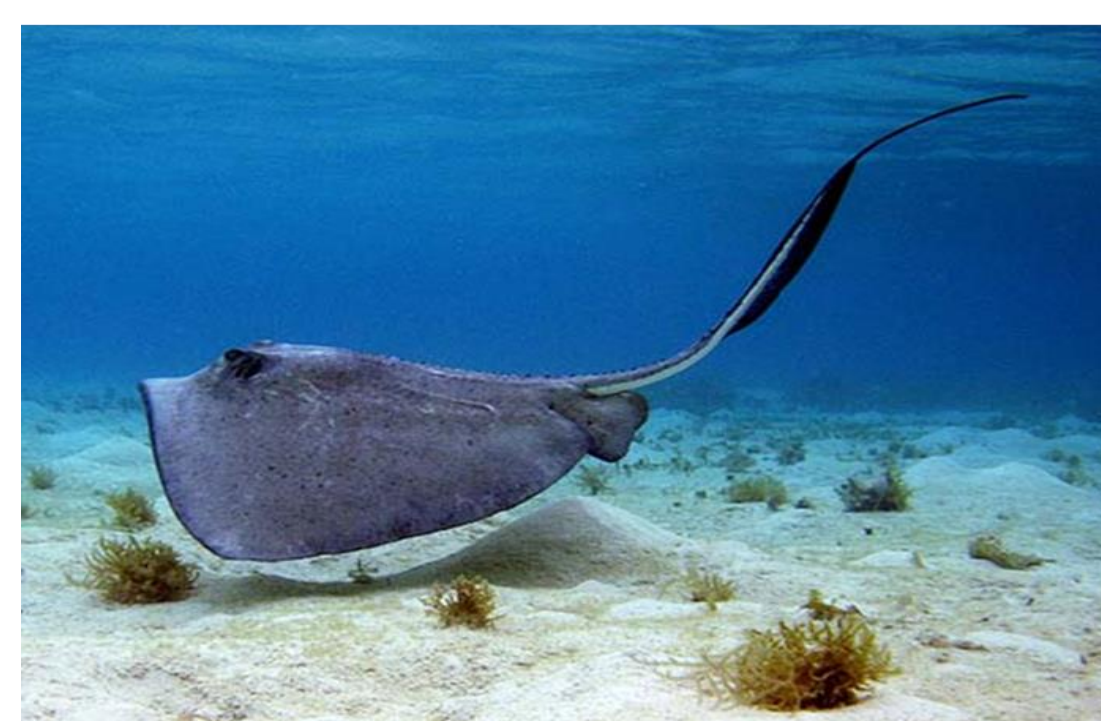
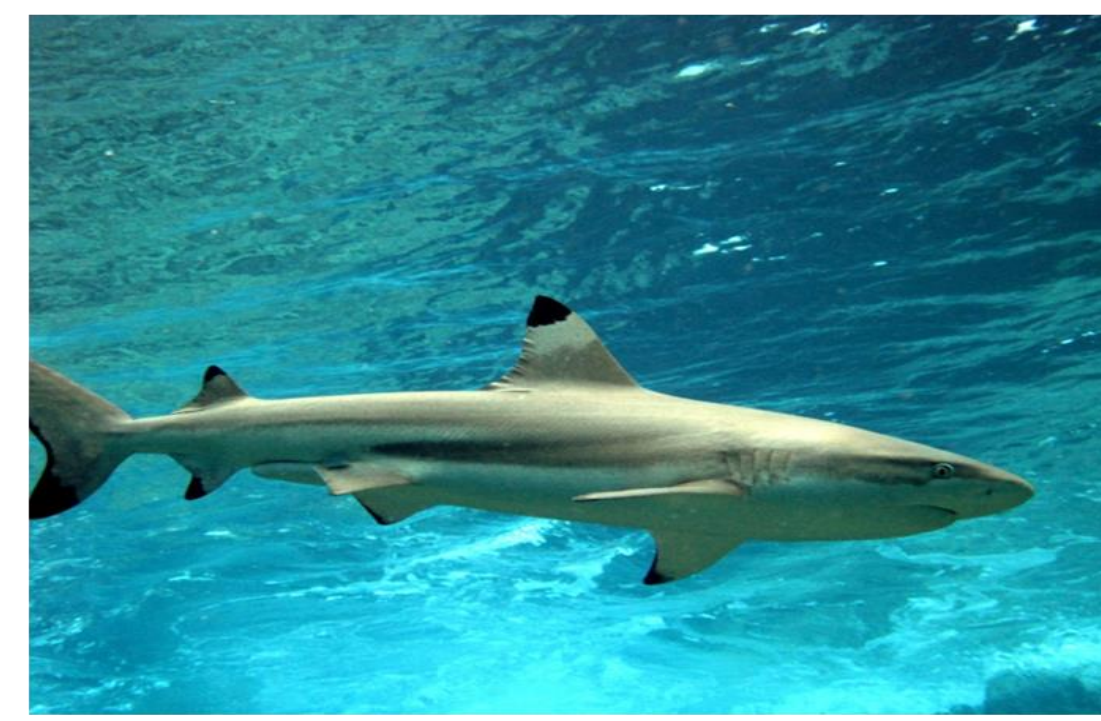
VISITOR EXPERIENCE:

- Stingray Touch & Feedings
- Mantee Feedings
- In-water Experience

ESTUARIES OF THE WORLD

ANIMAL SPECIES:

- Rhino Iguana
- Lungfish
- Brown Pelican
- Nile Monitor Lizard



PORT ALBANY ELEMENTS

VISITOR ENGAGEMENT:

- Downtown Albany Landmark
- Increased Visibility
- Defined Gateway to Riverfront Park
- Photo Opportunities



RIVER FRONT PARK:

- Better Accessibility
- Public Restrooms
- Improved Water Feature
- Flint River Zipline



FLINT RIVERQUARIUM

Master Plan Improvement Project



FLINT RIVERQUARIUM

Master Plan Improvement Project









PROPOSED FLINT RIVERQUARIUM DUAL ZIPLINE





Phase I would include:

Splashpad Area Demolition

- Remove all furniture and fixtures.
- Remove all mechanical equipment.
- Ensure all areas safe and secured.
- Install signage related to the redevelopment of the park.

Design Phase

- Complete surveys, soil testing, and other site services as required.
- Provide design concept through architectural and other professional services.
- Facilitate gathering input from the community and stakeholders.
- Provide updates and progress reports to the Commission and community.
- Secure final approval for the design from the Commission and appropriate Artesian Alliance governing boards.

The first phase is anticipated to take up to 12 months funding. All efforts would be made to expedite the project's completion, maintain public access to the park, and ensure the park users safety.

Upon the approval of the concept and secured funding, we would begin the construction document phase and begin initial site preparation work.

Air Conditioning, Heating & Ventilation Board

Incumbents

None

No new applicants

ASPIRE Behavioral Health & Developmental Disability
Services Board

Incumbent

Dr. Eugene Sherman

Two new applicants

Nathaniel Cooper III

Commissioner Clinton Johnson



April 2, 2024

To Whom it May Concern,

Dr. Eugene Sherman has been a valued member of the Aspire Board since 2015. However, Dr. Sherman has not attended a board meeting since November 16, 2021, and we have been unable to contact him by phone or email since January 17, 2023. Aspire Leadership is working diligently to engage the board and have active members. We appreciate his history of service to Aspire and this community.

Thank you,

Dana P. Glass

Dana P. Glass

Executive Director

**Turner Job Corps Campus
2000 Turner Job Corps Road
Albany, GA 31705**

Item 8a.



{DATE} 3-29-24

Dear : Bristeria Clark Hope

I am writing to express my sincere interest in joining the ASPIRE BEHAVIORAL HEALTH AND DEVELOPMENTAL DISABILITY SERVICES Board. I am particularly drawn to the opportunity to support the student employees of Turner Job Corps who have mental health diagnoses and past traumas.

Throughout my 17 year career in Job Corps, I have been deeply committed to mental health advocacy and support. I have an array of experience working with individuals facing mental health challenges, and I am dedicated to creating inclusive and supportive environments for those in need. My specific interest in supporting the student employees of Turner Job Corps stems from a belief in the transformative power of education and employment. I understand the unique challenges these individuals face and am passionate about providing them with the necessary resources and support to succeed.

I believe that my skills, experience, and passion make me a strong candidate for the ASPIRE Board. I am committed to making a positive impact in the lives of others and would be honored to contribute to the important work being done by ASPIRE. Thank you for considering my request for invitation. I look forward to the possibility of working together to support the student employees of Turner Job Corps along with the entire community we serve

Sincerely,

Nathaniel C. Cooper

Nathaniel Cooper III

Center Director, Turner Job Corps Center
 Management & Training Corporation
 (229) 499-1466 • 111 Hollister Drive Albany, Georgia 31707

EXPERIENCE

Center Director

Turner Job Corps Center

September 2020 - Present

Albany, Georgia

Adjust policy and program changes requiring rapid written responses and plans, procedure development, or revision. Planned, coordinated, and direct the total administrative and programmatic activities of the center. Coordinated corporate, DOL, and other contractor personnel to ensure efficient center functioning and contract compliance, including audits, reviews, and assessments. Established center plans, programs, goals, and objectives to ensure achievement through management controls. Directed programmatic efforts to coordinate proposal preparation, negotiation, and contractual modification activities. Recommended and executed final decisions on contract, budget, organization, program, and administrative matters. Maintained communication with the student body via the student government association and conducted scheduled or spontaneous meetings on a group or individual basis. Establish and maintain close and productive contact with government, community, civic, and news media officials to promote program involvement and enrollment. Establish, monitor, and maintain control of center reports, policies, procedures, plans, torts and other claims, staff travel, student terminations, disclosure of information, experimental or pilot projects, and emergency use of personnel, equipment, and facilities. Ensure career placement services meet/exceed contracted goals. Maintain a safe, clean, and operational campus living, learning, and working areas that model high work environment standards. Attended and participated in student employability programs and activities. Supported, promoted, and enforced Job Corps' Zero Tolerance Policy and developed its Career Success Standards through role modeling, mentoring, and monitoring positive and negative behavior through recognition and intervention. Maintained accurate staff, student, and property accountability. Ensure the campus community complies with all Occupational Safety and Health standards, requirements, and practices. Under my leadership and general management, student achievements significantly improved during my two-year tenure from 98th to the top 40% national ranking.

Deputy Center Director

Turner Job Corps Center

January 2020 – September 2020

Albany, Georgia

Directly supervise the directors of student support services, finance and administration, social development, career training services, and managers of outreach and admissions and career preparation, career transition readiness services. Share in the general oversight of the entire center with the center director comprised of 300+ staff and 732 students in its daily operations in accordance to the U.S. Department of Labor regulations to meet mandated performance standards projects are completed. Provide Outcome Measurements training for all personnel and assisting the Center Director with center management of reports data Outreach and Admissions, Career Technical Training, Center, and Career Transition Services outcome performance management system reports. Directly supervise the manager of wellness to accomplish their task, and collaborate

with finance director to ensure we have adequate construction rehabilitation acquisition, and career technical student training funding to meet our capital project needs. Also works with all departments to ensure center maintains an above-average Contractor Performance Assessment Reporting System evaluation and oversight of the quality assurance plan compliance.

Career Service Director
Inland Empire Job Corps

July 2017 - December 2019
San Bernardino, California

Directly supervised managers of academic, vocations, and career development departments to accomplish their task. I provided general oversight of daily operations of 11/12 TABE program basic reading, math, My Pathway to Achieving Career Excellence Program (MyPACE), evening studies program, California High School Equivalency Certificate (GED) Test preparation, High School Equivalency Test (Hi-SET) test preparation, Outreach and Admissions, Transitional Services, College Program, Twelve Basic Career Technical Education programs, Student Scheduling, and Student Attendance to meet U.S. Department of Labor performance standards, policies, and requirements. My directorate was not only comprised of three managers, but a disability coordinator, forty plus staff members, and support staff to service 340 students in their efforts to graduate the Job Corps program. Under my oversight, student training performance significantly improved in two years from 92nd to a top 25% national ranking. A member of the Workforce Investment Board and Leadership San Bernardino Chamber. I mandated and supported staff with developing center and community resources to benefit student development. Established linkages and agreements to enhance training opportunities, third-party certifications, work-based Learning, and job placement.

Independent Living Director
North Texas Job Corps

November 2015 – June 2017
McKinney, Texas

Led a team of 80+ residential living, behavior management and recreation staff, and student leaders in conjunction with safety and security personnel. Recruited, hired, and trained departmental personnel; Led center-wide staff training and conducted dorm observation, case notes, and behavior system audits for quality assurance. Established and implemented departmental policies, goals, and objectives within the department. Formulated strategic plans to reach monthly student turnover rates (weekly termination rate), onboard strength, and job placement goals. Implemented customer service requirements to improve student-staff relationships. Collaboratively improved the center's bi-annual student satisfaction survey safety score from 60% to exceed the national average with 91.5% or better for two years running.

Community Living Manager
Potomac Job Corps Center

October 2011 – October 2015
Washington, District of Columbia

Managed staff schedules and roles and responsibilities to ensure effective coverage. I also partnered with Safety & Security Manager to ensure a safe center and developed operating procedures to ensure effective residential management. I coached staff to counsel students on social skills and career decisions. Facilitated tutoring program within dormitory and evening recreation program established and implemented departmental policies, goals, and objectives within the department.

Recreation Supervisor
Oneonta Job Corps Center

July 2010– September 2011
 Oneonta, New York

Direct Oversight of Recreation, Leisure Time Employment, Trainee Employee Assistance Program (TEAP), and Evening Program. Welcomed students to the recreation department to explain and ensure compliance with recreation department rules and expectations. Conducted classroom observations during regular classroom setting to ensure students were meeting expectations. Facilitated recreation programs to keep students engaged in the evenings. Implemented and ensured compliance with recreation departmental policies and procedures. Facilitated mission and core values to ensure student compliance. Developed and oversaw the Student Mentoring Program to reach PRH requirements to Model, Mentor and Monitor its Career Success Standards.

Recreation Specialist
Turner Job Corps Center

August 2007 – June 2010
 Albany, Georgia

Maintained CDL license and maintained the upkeep of GSA vehicles and paperwork. Encouraged students to participate in recreation programs; Monitored community service activities. Developed a mentorship program for students within the department. Facilitated evening TEAP program to assist students with addiction. Trained students on resume writing, application, and interviewing skills. Planned and conducted activities for a balanced evening program for students.

EDUCATION

Bachelor of Science 2013
 Major: Forensic Science
 Minor: Chemistry
Albany State University

ADDITIONAL TRAINING

Graduate of MTC's Leadership Academy for Executives
 Management Development Program (MTC)
 Nine years of progressive Job Corps management experience.
 Six years of programs Job Corps director experience.
 Successfully managed *production, inventory, and OMS* measures for center performance.
 Received high marks for DOL and Corporate Office Center Assessments.
 Completed Corporate-led Leadership Development Initiatives (Chugach & MTC).
 Expert knowledge and utilization of the Program and Requirements Handbook (PRH).

PARTNERSHIPS

ARC OF SOUTHWEST GA BOARD MEMBER
 ROTARY CLUB MEMBER
 ALBANY CHAMBER OF COMMERCE
 MACON CHAMBER OF COMMERCE
 COLUMBUS CHAMBER OF COMMERCE
 100 BLACK MEN
 SOUTHWEST GA WORKFORCE BOARD

SELECTED FOR LEADERSHIP OF ALBANY CLASS OF 2023

Clark, Bristria

From: Johnson, Clinton
Sent: Wednesday, March 13, 2024 7:15 PM
To: Clark, Bristria
Subject: Letter of Interest

Mrs. Clark,

Please allow this email to serve as my notice of interest in the Board Advertisement for ASPIRE Behavioral Health Board. A resume is on file and can be submitted.

All the Best,
Clinton

Dougherty County Commissioner, District #3 ACCG Board of Managers, 2nd Vice President DCA 2nd Congressional District Board Member
PUBLIC RECORDS NOTICE: Georgia has a very broad public records law. Most written communications to or from City and County officials regarding City and County business are public records available to the public and media upon request. Your email communications may be subject to public disclosure.



Citizens Transportation Committee

Incumbent

None

No new applicants

Department of Family & Children Services

Incumbent

Henry Mathis, Jr.

Three new applicants

Nathaniel Cooper III

Christy Faison

Martez Favis

BRIAN P. KEMP
GOVERNOR



CANDICE L. BROCE
DIRECTOR

April 3, 2024

Mr. Lorenzo Heard, Chairman
Dougherty County Commission
222 Pine Avenue Suite 540
Albany, GA 31701



Dear Mr. Heard:

Mr. Henry Mathis's term on the Dougherty County Department of Family and Children Services Board expires on June 30, 2024.

Mr. Mathis has served faithfully this past term and has indicated an interest to serve again. He seldom misses meetings and when he is absent, he has a valid reason. He is knowledgeable of the community and the clients we serve which enables him to actively advocate for the programs we administer, He also is knowledgeable about education and advocacy for families and children, I would like to recommend his reappointment.

I appreciate your continued support of the Dougherty County Department of Family and Children Services and the clients we serve.

Thank you,

Meredith J. Willis, County Director
Dougherty County Division of
Family and Children Services

BRIAN P. KEMP
GOVERNOR



CANDICE L. BROCE
COMMISSIONER

April 3, 2024

Mr. Lorenzo Heard, Chairman
Dougherty County Commission
222 Pine Avenue Suite 540
Albany, GA 31701



Dear Mr. Heard:

Ms. Barbara Johnson Clark term on the Dougherty County Department of Family and Children Services Board expires on June 30, 2024.

Ms. Clark has served faithfully this past term and has indicated an interest to serve again. She seldom misses meetings and when she is absent, she has a valid reason. She is knowledgeable of the community and the clients we serve which enables her to actively advocate for the programs we administer, She also is knowledgeable about education and advocacy for families and children, I would like to recommend her reappointment.

I appreciate your continued support of the Dougherty County Department of Family and Children Services and the clients we serve.

Thank you,

Meredith J. Willis, County Director
Dougherty County Division of
Family and Children Services

Turner Job Corps Campus
2000 Turner Job Corps Road
Albany, GA 31705



Turner Job Corps Center



{DATE} 3-29-24

Dear: Bristeria Clark Hope

I am writing to express my enthusiastic interest in joining the Department of Family and Children Services Board. I am particularly excited about the opportunity to assist in the development and promotion of the general welfare, trade, commerce, industry, and employment opportunities in the County.

Throughout my career, I have been dedicated to community development and empowerment. I have 17 years of experience working with a diverse population of student employees through the renown National Job Corps program, advocating for their needs, and implementing strategies to improve their quality of life. I am particularly drawn to the Department of Family and Children Services because of its focus on supporting families and children in need. I believe that strong families are the foundation of a thriving community, and I am committed to working towards the betterment of our County.

My background in mentorship, job placement assistance, community outreach, program development, and advocacy make me well-suited for a role on the Board. I am passionate about creating opportunities for growth and advancement for all members of our community, and I would be honored to contribute to the important work being done by the Department of Family and Children Services. Thank you in advance for considering my invitational request. I am eager to bring my skills and experience to the Board and work alongside you to make a positive impact in our County.

Sincerely,

Nathaniel C. Cooper

Nathaniel Cooper III

Center Director, Turner Job Corps Center
 Management & Training Corporation
 (229) 499-1466 • 111 Hollister Drive Albany, Georgia 31707



EXPERIENCE

Center Director

Turner Job Corps Center

September 2020 - Present
 Albany, Georgia

Adjust policy and program changes requiring rapid written responses and plans, procedure development, or revision. Planned, coordinated, and direct the total administrative and programmatic activities of the center. Coordinated corporate, DOL, and other contractor personnel to ensure efficient center functioning and contract compliance, including audits, reviews, and assessments. Established center plans, programs, goals, and objectives to ensure achievement through management controls. Directed programmatic efforts to coordinate proposal preparation, negotiation, and contractual modification activities. Recommended and executed final decisions on contract, budget, organization, program, and administrative matters. Maintained communication with the student body via the student government association and conducted scheduled or spontaneous meetings on a group or individual basis. Establish and maintain close and productive contact with government, community, civic, and news media officials to promote program involvement and enrollment. Establish, monitor, and maintain control of center reports, policies, procedures, plans, torts and other claims, staff travel, student terminations, disclosure of information, experimental or pilot projects, and emergency use of personnel, equipment, and facilities. Ensure career placement services meet/exceed contracted goals. Maintain a safe, clean, and operational campus living, learning, and working areas that model high work environment standards. Attended and participated in student employability programs and activities. Supported, promoted, and enforced Job Corps' Zero Tolerance Policy and developed its Career Success Standards through role modeling, mentoring, and monitoring positive and negative behavior through recognition and intervention. Maintained accurate staff, student, and property accountability. Ensure the campus community complies with all Occupational Safety and Health standards, requirements, and practices. Under my leadership and general management, student achievements significantly improved during my two-year tenure from 98th to the top 40% national ranking.

Deputy Center Director

Turner Job Corps Center

January 2020 – September 2020
 Albany, Georgia

Directly supervise the directors of student support services, finance and administration, social development, career training services, and managers of outreach and admissions and career preparation, career transition readiness services. Share in the general oversight of the entire center with the center director comprised of 300+ staff and 732 students in its daily operations in accordance to the U.S. Department of Labor regulations to meet mandated performance standards projects are completed. Provide Outcome Measurements training for all personnel and assisting the Center Director with center management of reports data Outreach and Admissions, Career Technical Training, Center, and Career Transition Services outcome performance management system reports. Directly supervise the manager of wellness to accomplish their task, and collaborate

with finance director to ensure we have adequate construction rehabilitation acquisition, and career technical student training funding to meet our capital project needs. Also works with all departments to ensure center maintains an above-average Contractor Performance Assessment Reporting System evaluation and oversight of the quality assurance plan compliance.

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Recreation Specialist
Turner Job Corps Center

August 2007 – June 2010
 Albany, Georgia

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ARC OF SOUTHWEST GA BOARD MEMBER
 ROTARY CLUB MEMBER
 ALBANY CHAMBER OF COMMERCE
 MACON CHAMBER OF COMMERCE
 COLUMBUS CHAMBER OF COMMERCE
 100 BLACK MEN
 SOUTHWEST GA WORKFORCE BOARD

SELECTED FOR LEADERSHIP OF ALBANY CLASS OF 2023

Clark, Bristria

From: Christy Lampkin <clampkin@necco.org>
Sent: Monday, March 4, 2024 3:47 PM
To: Clark, Bristria
Subject: Interested in the Department of Family and Children Services board
Attachments: Christy Faison Updated.docx



Good afternoon,

I have attached my resume for consideration for the Department of Family and Children Services board appointment. Thanks in advance for your time and consideration. I look forward to speaking with you concern this opportunity. My number is (229) 291-8768.

Sincerely,

Christy Faison, M.P.A.

Sent from [Mail](#) for Windows

The information contained in this e-mail and any attachments is confidential and may be protected on its use or disclosure. If you are not an intended recipient of this e-mail or if you have received it in error, any review, re-transmission, copying, use, disclosure, or dissemination of the e-mail or its attachment is strictly prohibited. If you received this e-mail in error, please notify the sender and delete and destroy the e-mail and its attachments.

PUBLIC RECORDS NOTICE: Georgia has a very broad public records law. Most written communications to or from City and County officials regarding City and County business are public records available to the public and media upon request. Your email communications may be subject to public disclosure.

Christy Faison, M.P.A.

2405 Whispering Pines Circle • Albany, Georgia 31707 (229) 291-8768

Candidate Profile

- Master of Public Administration dual concentrations in Human Resources Management/Health Administration & Policy
- Bachelor of Science in Management
- 25+ Microsoft Suite experience
- 25+ Customer Service experience
- 3 years Case Management experience
- IMPACT Certified
- SAFE Certified

Professional Experience:

June 2023-Present

Necco-Albany

Initial Licensing Specialist

- Conduct thorough, engaging interviews along many different skill sets
- Manage assigned potential foster accounts, including anticipating needs and driving results
- Hosts Recruitment Activities according to expectations established by the program director
- Recruits prospective caregivers through direct and indirect marketing concepts
- Facilitates IMPACT training quarterly virtually and in person
- Tracks caregivers in the onboarding process to ensure approval
- Working with the team on foster home capacity and utilization
- Demonstrates initiative by making initial contact with potential foster parents
- Coordinates home visits to verify safety and completes home studies
- Demonstrates knowledge of the following systems: GAScore, Biniti and Evolve

August 2022-May 2023

Worth County High School

School/Athletics Bookkeeper

- Assumed administrative authority, responsibility, and accountability for the provision of a program of activities
- Printed and mails all vendor checks
- Prepared monthly spreadsheets for Finance Director to reflect credit card expenses
- Prepared all bank deposits as needed
- Prepared all game bags with change, tickets, and balance sheet

- Entered all requisitions for LSA accounts
- Contributed to the work of committees and departments for the betterment of the high school
- Attended all meetings for bookkeepers and financial staff
- Demonstrated knowledge of the following software: Infinite Campus, IVisions, and Parallels (accounting)

October 2021-July 2022

PruittHealth-Moultrie

Activities Director

- Assumed administrative authority, responsibility, and accountability for the provision of a program of activities
- Developed and provide individual and group activities for Residents
- Daily patient visits to maintain appropriate engagement
- Purchased supplies for Recreation Department as needed
- Supervised Activities Assistant
- Maintained budget for department
- Demonstrated knowledge of the following software: Matrix, PeopleSoft, and Kronos

June 2019-October 2021

Worth County Department of Family and Children Services

Social Services Specialist 2 (Permanency/Foster Care)

- Prepares and submits extensive documentation for observations/visitations monthly
- Plans, coordinates, and documents family team meetings
- Works in collaboration with legal system to ensure safety and achieve desired outcomes
- Maintains collaborative relationships with multiple stakeholders (Service providers and CASAs)
- Knowledgeable of child welfare and permanency policies and procedures
- Initiates the legal process for guardianship and placement/adoption
- Works in collaboration with the legal system to ensure safety and achieve desired outcomes
- Compiles records and prepares reports; performs follow-up to determine the status of client's case
- Provides guidance and oversight to BSW interns
- Demonstrated knowledge of the following: Microsoft Suite and SHINES

March 2019-May 2019

Human Resources, City of Albany (Labor Finders), Albany, GA

Office Assistant (Contractor)

- First point of contact for application completion and application status
- Maintained effective work relationships with internal and external contacts
- Answers all incoming calls and responds to complaints
- Assists with new hire orientation preparation

- Instructed applicants on the hiring process and testing requirements

June 2017-July 2018

Repair Shop, Union Tank Car Company, Valdosta, GA

Shop Operations Coordinator

- Hazmat trained
- Provided assistance to the HR director with performance concerns, disciplinary action, and conflict management
- Trained as backup payroll clerk and worked independently in her absence
- Prepared a variety of documents which included financial reports such as P&L reports and correspondences
- Communicated with customer service representatives concerning repairs completed through email and phone
- Created Bill of Lading through CSX Shipping website and handles all inquiries pertaining
- Maintained collaborative relationships with multiple stakeholders (CSRs and Managers)
- Developed and created job description for Shop Operations Clerk position
- Demonstrated knowledge of the following: Microsoft Suite and MARS

August 2014-April 2016

Office of Financial Aid, Albany State University, Albany, Georgia

Financial Aid Advisor

- Assisted with New Student Orientations, FAFSA Completion Workshops, and Financial Literacy Workshops
- Performed complex financial aid processes such as: determining student aid eligibility, packaging and awarding, accommodating for overlapping academic and loan periods
- Prepared and presented financial aid workshops for parents and potential students that identified college payment options
- Completed multiple webinar trainings pertaining to financial aid updates to regulations and policies
- Represented the Office of Financial Aid at various student recruitment functions, financial aid information sessions, and orientation programs
- Received and maintained required documents for verification process
- Prepared and distributed meeting agendas
- Demonstrated knowledge of the following: Banner Web, Microsoft Suite (Word, PowerPoint, and Excel)

October 2013-August 2014

Office of Academic Services and Registrar, Albany State University, Albany, Georgia

Temporary Administrative Assistant

- Entered a variety of computerized data, maintained files and computerized records
- Provided assistance or backup coverage to the office manager in her absence
- Organized and distributed diplomas for students' pickup

- Prepared and updated all change of major forms, then communicated with students of the change
- Extensive usage of the following: Microsoft Suite (Word, PowerPoint, and Excel)

December 2006-August 2014

United Parcel Service, Air Cargo Center, Albany, GA

Aircraft Load Planner/Administrative Assistant

- Hazmat trained/certified
- Submitted time sheets and other documentation
- Collected and compiled data for daily reports; performed follow-up to determine the status of aircraft arrival
- Completed Management Assessment Promotion Process on first attempt
- Recognized for 5 years of dedicate service
- Gathered and reviewed data to be included in daily report
- Communicated departure and estimated arrival time to supervisors and district managers to schedule package delivery schedules
- Prepared a variety of documents which included departure/arrival reports and package count reports
- Completed all training to maintain Load Planner certification
- Extensive usage of Microsoft Suite (Word and Excel)

Accomplishments/Presentations:

- Black History Presenter (February 2024)
- IMPACT Trainer (September 2023)
- DECA Regional Competition Judge (2022)
- Family Team Meeting Facilitator (2020)
- Missionary Program Speaker (March 2020)
- Black History Presenter (February 2019)
- Albany Civil Rights Museum volunteer (100+ hours)
- Albany Museums of Art volunteer (100+ hours)
- Sigma Gamma Rho Sorority, Incorporated (Reporter)
- Sigma Gamma Rho Sorority, Incorporated (Sisterhood Committee Chairperson)

Clark, Bristria

From: Favis, Martez <martez.favis@docoschools.org>
Sent: Tuesday, March 5, 2024 9:40 AM
To: Clark, Bristria
Subject: Dougherty County Board Appointment
Attachments: MartezG.FavisResume2024.pdf



Hello,

I am interested in applying for appointment to the Department of Family & Children Services committee. Please see my resume attached.

--



Martez G. Favis
Assistant Principal
Albany Middle School
Dougherty County School System
Phone: 229-483-6300 ext. 6258
Fax: 229-431-3474
www.docoschools.org

PUBLIC RECORDS NOTICE: *Georgia has a very broad public records law. Most written communications to or from City and County officials regarding City and County business are public records available to the public and media upon request. Your email communications may be subject to public disclosure.*

Martez G Favis

Albany, Georgia 31707 | (229) 869 - 1133 | martez.favis@yahoo.com

Summary

Energetic Training and Development professional versed in developing and implementing training programs to improve performance. Dynamic public speaker known for meeting demanding training schedules and exceeding management expectations. Considered valuable asset to any team.

Skills

- Quick learner
- Results-oriented
- Excellent communicator
- Team Builder
- Influencer
- Change Agent
- Program Development
- Staff Development
- Public Speaking
- Conflict Resolution
- Organizational Leadership

Experience

ASSISTANT PRINCIPAL | 07/2022 - Current

Dougherty School System Albany Middle School - Albany, GA

- Developed positive school climate by building effective communication within school.
- Displayed strong decision making abilities and confidence to staff and students.
- Assessed teaching and support staff and delivered exemplary development and instructional leadership strategies improving capabilities and testing outcomes.
- Developed and established 6th Grade Academy
- Instructed teachers on classroom management, behavior and instructional strategies.

SCHOOL IMPROVEMENT SPECIALIST | 08/2020 - 06/2022

Dougherty County School System - Albany, GA

- Defined and articulated learning outcomes, including measurements, performance metrics and changes to improve student learning.
- Worked with school administrators to determine course needs and set frameworks.
- Created new processes that resulted in improving school climate and culture.
- Developed the Core Curriculum Intensive Framework and Team.
- Organized efforts to help 49% of students reach or exceed Lexile Growth Goal.
- Facilitated leadership meetings to convey policy changes and hear employee input.

ASSISTANT PRINCIPAL | 07/2016 - 06/2020

Dougherty County School System Lamar Reese Magnet School of the Arts - Albany, GA

- Redeveloped and implemented new RTI protocol and procedures.
- Established Professional Learning Communities that meet twice per week to train teachers on improving instructional delivery and increasing professional knowledge.
- Implemented a morning and afternoon valet for student arrival and dismissal.

- Established Sunrise Scholars Remediation Program
- Assisted with increasing CCRPI score by 20 points

INSTRUCTIONAL COACH | 07/2015 - 05/2016

Dougherty County School System Live Oak Elementary School - Albany, GA

- Developed a systemic process for collecting, analyzing, disaggregating, and utilizing data.
- Led an effective implementation of Formative Instructional Practices.
- Served as Behavioral Coach using Positive Behavioral Interventions and Supports.
- Served as Assistant Testing and RTI Coordinator
- Mentored and supported teachers on classroom teaching practices using professional development programs and instructional techniques training.
- Held one-on-one coaching sessions with teachers in need of additional support.

INSTRUCTIONAL SPECIALIST | 05/2014 - 06/2015

Dougherty County School System - Albany, GA

- Trained teachers and administrators on data analysis, instructional websites, apps, and software.
- Developed One-to-One technology plan.
- Effectively implemented the first roll-out of student devices
- Trained members of the Superintendent's Student Advisory Council on Leadership Development.
- Completed DCSS Leadership Academy

TEACHER | 02/2010 - 05/2015

Sherwood Acres Elementary Magnet School - Albany, GA

- Successfully served students in Fifth, Fourth, and Third Grades.
- Completed and received Gifted and Science Endorsements.
- Served as a member of the DCSS Curriculum Writing team.
- Served as a mentor teacher

FOUNDER/EXECUTIVE DIRECTOR | 11/2010 - 05/2014

Sherwood Acres Elementary School R.E.A.L. Boys R.E.A.L. Men Mentoring Program - Albany, GA

- Raised over \$30,000 in grants and donations for operating costs.
- Organized college tours, culture experiences, and mentoring sessions for 3rd-5th grade boys.
- Recognized nationally by Jack and Jill of America, Inc.

LONG TERM SUBSTITUTE | 07/2009 - 01/2010

Dougherty County School System - Albany, GA

- Successfully served students in Kindergarten.
- Successfully served as a Reading Interventionist.
- Successfully served students in Reading Support grades Sixth, Seventh, and Eighth.

Education and Training

Columbus State University - Columbus, GA | Educational Specialist

Educational Leadership

GPA: 3.57

Lesley University - Cambridge, MA | Master of Education

Curriculum and Instruction - Teach through the Arts

Curriculum and Instruction GPA: 3.78

Albany State University - Albany, GA | Bachelor of Arts

Speech and Theatre

Activities and Honors

2014 DCSS Teacher of the Year Finalist

2014 ASU 50 Under 50

2019 Leadership Albany Class Member

2023 Leadership Georgia Class Member (Cora L. Fanning Award Recipient)

2024 Albany Area Political Leadership Institute Graduate

John C. Maxwell Certified Speaker, Trainer, Coach

Leadership Albany Board of Directors, Chairman 2023

Miss Georgia Scholarship Competition, Board of Trustees

100 Black Men of Southwest Georgia, Charter Member

Alpha Phi Alpha Fraternity, Inc., State Committee Co-Chair

Electrical Board

Incumbent

None

No new applicants

Fire Code Board of Appeals

Incumbent

None

No new applicants

Flood Plain Management Review Board

Incumbents

None

No new applicants

Gas Board

Incumbents

Sanford Hillsman

Rhett Parker

No new applicants

Planning Commission

Incumbent

None

Two new applicants

Casey Beane

Demetrius Love

Casey W. Beane
Albany, GA 31721
229-886-9757
Plantation.consultants@gmail.com



April 3, 2024

Bristeria Clark
Deputy County Clerk
Dougherty County Commission
222 Pine Avenue
Albany, GA 31701

Dear Ms. Clark,

Thank you for taking the time to talk with me today about the Planning Commission Board Appointment.

I am including a resume for review.

I have experience in this area having served as a City Clerk in a past life. Working in a much smaller realm than Dougherty County and as you I am sure you know, Clerks wear many hats. In that role I worked on multiple Planning and Zoning items. I am not by any means a qualified, just have a little experience.

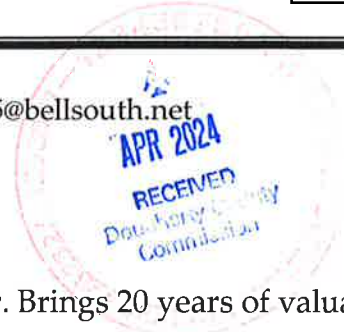
I have worked in other roles with State Agencies such as DCA and understand the items that are presented in these areas.

Please consider me for this board appointment.

Best Regards,

Casey W. Beane

3114 Wildfair Road Albany, GA 31721 • 229-886-9757 • moore705@bellsouth.net



Professional Summary

Talented professional, knowledgeable leader and dedicated problem solver. Brings 20 years of valuable expertise to forward company objectives. Attentive to detail with experience in coordinating projects, programs and improvements. Best known for the ability to connect with people on all levels.

Skills

- Schedule Management
- Document Management
- Strategic Planning
- Data Analysis
- Project Management
- Procedure Development
- Inventory Control
- Risk Management

Work History

Manager of Allied Contracts, 07/2023 to Current

Hospital Authority of Miller County – Colquitt, GA

- Cultivate partnerships with external stakeholders to maximize business opportunities and extend network reach within the industry sector.
- Identify and develop detailed grant applications for various necessary improvements/upgrades to infrastructure of the hospital.
- Communicate effectively with local, state and federal elected officials and liaisons on any and all issues that affect rural healthcare.

Project Manager, 08/2021 to 07/2023

Center for Rural Prosperity and Innovation – Tifton, GA

- Streamlined project processes by implementing Agile methodologies, resulting in increased efficiency and reduced costs.
- Established effective communication among team members for enhanced collaboration and successful project completion.
- Developed comprehensive project plans with clear timelines, milestones, and budget requirements, ensuring timely delivery of high-quality results.
- Managed risk assessments and implemented mitigation strategies to minimize potential issues during project execution.

Georgia Department of Community Affairs

- Manage municipal and county community investment projects that have large dollar value impact each year
- Infrastructure Rehabilitation/Renovation for Water and Sewer Projects as well as community projects involving Stormwater Management and Road Construction; other projects with direct involvement includes housing demolition, reconstruction and rehabilitation
- Actively involved in community engagement on a variety of levels, problem resolution related to federal and state regulations covering the realm of property ownership, contractor regulations as well as community development with city/county government
- A large part of my time is spent building strong relationships with communities.

City Clerk - Finance Director/Treasurer - Human Resources Manager, 12/2007 to 06/2015

City of Leesburg-Leesburg, Georgia

- Manage municipal budget of 4 million covering General, SPLOST and Enterprise Funds
- Involved in creating, establishing and implementing zoning, comprehensive planning, land use and beautification and revitalization for community
- Successful in bringing local agencies together for the purpose of creating collaborative projects
- Serve as a liaison to multiple agencies as well as handle project management and financial procedures, employee concerns

Education

Bachelor of Business Administration in Accounting

GEORGIA SOUTHWESTERN - Americus, GA

Certified Local Government Finance Officer - Level I

University of Georgia Carl Vinson Institute of Government

DEMETRIUS T. LOVE

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EXECUTIVE PROFILE

A diverse multisector career portfolio in senior level leadership with a proven successful track record in strategic planning and execution in finance, operations, marketing, information technology, fundraising, and administration management that expands over a decade.

Turner Job Corps, Albany, GA 2022 to Present

Fourth-largest Job Corps (121) in the Country and Leading Workforce Development Program for ages 16 – 24

Director of Finance & Administration

As Center's Chief Financial and Administration Officer, responsible for oversight of the following administration functions: finance, contract negotiations, purchasing, logistics and facilities, food services, IT, records, and property in compliance with operator and government directives (DOL); advises the Center Director in planning for future operations and center expansion; this includes both facility and budget expansion.

Finance

Public Finance Officer – 04/24 | Direct Report – Finance Manager | Fixed Firm Price Contract | \$30M Annual Op Budget

- Transitioned Turner Job Corps Center from a federal cost reimbursement contract to a federal fixed firm price contract
- Achieved compliance from the Department of Labor (DOL) annual audit and assessment for Finance
- Review and certify month-end closing
- Analyze, prepare, and report monthly on Center's financial position
- Establish financial acquisition controls and evaluate potential program expenditures
- Ensure compliance with established budgets, purchase limitations, material control procedures, travel restrictions, and general contract requirements.
- Secured \$800,000 in additional federal government funding in the current contract year for Constructions, Rehabilitation and Acquisition (CRA); equipment; and student training projects

Facilities

Certified Total Productive Maintenance (TPM) | Direct Report – Facilities Manager | 128 Acres 40 Buildings 8 Structures

- Analyzed, updated and submitted Center's Preventive Maintenance Plan (PMP) to DOL within the first 90 days of current contract year
- Completed and submitted the Center's American Disability Act plan to DOL within the first 90 days of current contract year
- Transition the Center to DOL new work order system; established new work order processes resulting in 95% of open work orders being under 30 days
- Completed more than 100 facility projects in the current contract year including HVAC, roofing, Fire Alarms, modernizations, floors, electrical, plumbing, and grounds

Procurement

Certified Contract Officer Representative (FAR-COR Level 1) | Direct Report – Purchasing Manager

- Prepare and submit Center's site contract and statement of work for contract negotiations between Operator and DOL
- Develop budgets, financial forecasts, projections, and cost analysis as a basis for negotiating contracts for the Center, all direct support programs, and for renewals and amendments to existing contracts
- Created and currently executing the small business & small disadvantage business (SDB) subcontracting plans to achieve DOL SDB subcontracting goals
- Negotiated and established service MOUs including health, waste, and linen; resulting in significant cost savings, improved quality of services, and more efficient delivery of services

Property

\$4M in total assets | Direct Report – Property Manager

- Achieved 100% property count within first 90 days of current contract year
- Achieved compliance from the Department of Labor (DOL) annual audit and assessment for Property
- Established asset management processes to ensure accurate monthly, quarterly, and annual property count
- Review, certify, and submit Property's month-end reports

The Monopoly House, Albany, GA 2020 to Present

Funded, Closed, and Insured over \$4 million in Real Estate Assets

Founder & CEO

A full-service licensed brokerage firm in Real Estate, Mortgage, and Insurance. Responsible for the end-to-end process of brokering financial services including development, property management, recruiting agents and establishing business partnerships with real estate agents, loan officers, insurance carriers, and banking institutions to execute the buying and purchasing of commercial, residential, and investment properties.

MillerCoors, Albany, GA 2016 to 2020

Second-largest Beer Brewer in the U.S. - \$8 Billion

Information Technology & System Manager

Department Head for IT & Systems; serve as a member of the senior leadership team responsible for governance, establishing goals and developing strategic plans for the Albany MillerCoors Plant that generated billion+ dollars in revenue for 2017. As the IT & Systems department head, responsibilities include oversight and leadership in all aspects of the Albany MillerCoors plant IT infrastructure, enterprise applications, user support, telecommunications, automation engineering, robots (LGVs), control systems, as well as data and cyber security; responsible for managing the Albany Brewery IT technology cost center and project portfolio.

Dougherty County School System, Albany, GA 2014 to 2016

16,000 student Public School District 24 Schools: 15 elementary, 5 middle, 4 high schools

Chief Information Officer (CIO)

Set the vision for technology directly aligned to the vision & goals of the superintendent & the school district; provided leadership and support in establishing solid customer relationships by effectively partnering with stake holders to clearly identify and define technology needs and implement technology solutions to support instruction as well as administrative & business operations; developed & executed a multi-million\$ dept budget

Albany State University, Albany, GA 2007 to 2014

Largest HBCU in Georgia 6,600 Students 232 acres

Director of Information Technology

Provided strategic leadership for the Information Technology department. Directed and brokered technology services and support for Albany State University's User Support and IT Help Desk, Card Services, Enterprise Applications, Web and Portal Development, Academic Technology Services, Telecommunications, and Emergent Technologies. Served in the capacity of the IT Project Manager for campus technology integration solutions.

Executive Director of Marketing & Communications

As Chief Marketing Officer and University's spokesperson, directed & provided oversight for the university-wide marketing initiatives that impacted the institution's brand & market position internally & externally; work with all campus stakeholders to develop, implement/execute all aspects of the marketing and strategic communications strategies including mobile, web, social media, digital, advertisement, promotions, publicity, and recruitment; managed marketing and advertising budget. Served as an Institution Advancement Development Officer; creating and executing fundraising campaigns to increase giving with all constituents including corporate giving.

Nonprofit Leadership/Community Services

President, The 100 Black Men of Albany SWGA

Chairman, United Way of Southwest GA

Past-President, Girls Inc. of Albany, GA

Co-Chair, Mayor's Economic Development Advisory Coalition

Co-Chair, Albany/Dougherty County Economic Development Commission Renewal Task Force

Chair, Albany Community & Economic Development Advisory Council

Past Board Member, Southwest Georgia Regional Commission

EDUCATION

California Southern University **Doctor of Business Administration (Finance)** present

Valdosta State University **Master of Public Administration** 2000

Park University **Bachelor** of Science, Management & **Computer Information Systems** 2002

Albany State University **Bachelor** of Arts, Sociology 1998

CERTIFICATIONS

- Public Finance Officer – Completion 3/24
- Contract Officer Representative (FAR – COR Level 1)
- Total Productive Maintenance (TPM)
- Project Management Professional (PMP) 2011 – 2017

LICENSES

- Georgia Real Estate Broker
- National Mortgage Broker
- Georgia Auto, Home and Life & Health Insurance Broker

CERTIFICATES

- Leadership Albany 2014
- University of Indiana School of Philanthropy Fundraising Management 2013
- Georgia Economic Leadership Academy 2012

MILITARY

- United States Airforce 1998 – 2002 *Honorable Discharge*