



# Miller County Government

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Board of Commissioners



**REGULAR SESSION MEETING**  
**09/11/2023, 6:00 P.M., County Government Complex**  
**MINUTES**

**Present:** Chairman Worsley, Vice Chairman Ladon Calhoun, Commissioner Nixon, Commissioner Cox, Commissioner Edwards Others Present: Faye Whittaker, Douglas Cofty, Sheriff Jimmy Holt, Jennifer Jackson, Andy Moore, Leroy Bush.

Chairman Worsley calls the meeting to order. Regular session 09/11/2023. A word of prayer from Commissioner Cox and Pledge of Allegiance followed.

## **HOUSEKEEPING:**

Chairman Worsley stated first thing we need to do is approve the agenda, Is there any additions or questions. Commissioner Edwards made motion, Commissioner Nixon seconded. All in favor. Motion carried.

Chairman Worsley stated approval of minutes. Did everyone get a chance to look them over, any additions or corrections. Commissioner Cox made motion to approve, Commissioner Nixon seconded. All in favor. Motion carried.

## **FINANCIALS**

Chairman Worsley stated approval of finance financial reports. Any questions? Chairman Worsley called for motion. Commissioner Edwards made the motion. Commissioner Cox seconded. All in favor. Motion carried.

## **APPEARANCES**

NONE

## **OLD BUSINESS**

### **UTV Registration Ordinance**

Chairman Worsley stated UTV restoration ordinance draft Pages 16 through 18. Mr. Cofty stated that was the draft I gave you all at the last meeting to look and if you did not have any more concerns or anything, we will send it over to the attorney to go ahead and get finalized. Chairman Worsley stated does that include golf carts. Mr. Cofty stated its just side by sides, Sheriff do you know if that includes golf carts. Sheriff Holt stated I think it does not include golf carts. Mr. Cofty stated I think it's just side by sides.

Mr. Cofty asked Ms. Jackson if there is anything like anything other than side besides that you heard. Ms. Jackson stated no nothing other than side by sides. Chairman Worsley stated okay if anyone has any questions, we will get them to Doug. Mr. Cofty stated then we will send to the attorney.

### **Fueling Center Report**

Chairman Worsley stated fueling Center report pages 19-20. Mr. Cofty stated if you look at that one you can tell that with the school system where they came on, we've actually started to increase production, we've gone from about \$20,000 dollars a month now we're up to \$52,000. We have bought 16,000 gallons of fuel so that's actually two complete semis loads that we're working on getting a third one. I am not saying right now but down the road we're going to probably have to add another pump to where the off-road diesel is, we've got a spare slot there we may have to put another on-road diesel pump there because I was there the other day and it worked good but you had two buses and then us into the city so it's kind of getting a little clustered so if we can add that extra pump it'll free up that one lane so we'll look at that we'll kind of keep monitoring nobody's complaining yet or anything but seems to be working good. Chairman Worsley stated well you can get some prices up on it and we will know what we're looking at it. Mr. Cofty stated it's working a lot better than we anticipated. Mr. Moore stated I think all it would take is just adding one more I don't think it'll be that big of a headache we already got a pull line that was installed that's not being used so we can tie into it. Chairman Worsley stated anymore discussion on that ok we will move on down to new business.

## **NEW BUSINESS**

### **New policy and Procedure Manual**

Chairman Worsley stated new policy and procedure manual draft Pages 21 through 66, it's detailed. Mr. Cofty stated, yes sir so this is an updated policy and procedure manual we went, and we reviewed several different counties. We've pulled from each different one we really there's really not much change from what we had it's just an updated like the comp time been updated. I think some of the, we had to add our holidays in there and then some of leave, but I just gave you a copy so you all can kind of read through it. The County Attorney does have a copy so just won't do anything until you all get back to us if there's something that you won't change or added we'll do that before we finalize it. Chairman Worsley stated now who will that affect. Mr. Cofty stated just the county offices, constitution officers are not included. Chairman Worsley stated any more comments or questions if not we move on down to 5311 Authorization resolution.

### **5311 Authorization Resolution for Regional Commission**

Chairman Worsley stated 5311 authorization resolution Regional Commission pages 67-69. Mr. Cofty stated this is what you signed every year, it's just a resolution for the transport bus that comes around we have to get it signed by each County so this is our part to get signed. Chairman Worsley stated the hauler, that's what I call it, any comments, questions we need a motion for me to be able to sign it correct. Mr. Cofty stated yes sir. Chairman Worsley stated do we have a motion for me to sign. Commissioner Nixon made motion, Vice Chairman Calhoun seconded. All in favor. Motion carried.

## Approval of County Employee Raises

Chairman Worsley stated next is approval of employee raises. We have lost two employees over the last two weeks, they're just not able to stay there because of the pay and Doug has got to us a copy of surrounding counties. Mr. Cofty stated well what it is, is counties of 9 000 and under and it's basically counties competed in or participating in the survey some are local some are not and it just goes on to you know you can look at any Department there but I pulled the heavy equipment operator, laborer and then road crew supervisor and those are your different what the county start at what they max out at basically compared to what we pay. Chairman Worsley stated I've had discussion with Andy, and he said that he would get people to come in you know for applications and discuss it with them and then they find out what we start off with some of them say I'm not working for that so I'm just saying they walk out. I say Andy's down to what now 7 employees including you correct. Mr. Moore stated yeah. Chairman Worsley stated and we got one possibility of another motor grader operator that's fixing to walk off so if that happens, we're going to be down to one road grader operator one track mower driver. So, Andy, what was your suggestion regarding this problem.

Mr. Moore stated you know I don't really know what to say about it I know the guys you know they getting where they can't make a living and Nikki and I was talking about it after the meeting the other day and when you go by and look you know a lot on their vehicles old and when they get to where their vehicles don't give out on them and they can't pay the bills they don't have much choice but to go somewhere where they can make more money you know and that's just only all I know you know I know the county situation too and we're just not dealing with it you know I mean we've dealt with it for a long time we have a spell where we get some we lose some so right now we just have lost some we just go out to hunt around take on a couple more you know. I don't know the answer to it, you know I see both sides of it. Commissioner Edwards stated Do you have applications right now. Mr. Moore stated we got a few I mean we don't have any of that right now that's a really a tractor operator or a motor grader operator they're just applicants you know really. Commissioner Edwards asked are we advertising it. Mr. Cofty stated yes, and labor finders called me and said that they talked with Shelly today Mr. Moore stated yeah and we're advertising and you know we're looking and word of mouth you know I mean we're doing what we can but yeah we just got them between a hard spot and I don't know the answer to it I mean we've dealt with this pretty much ever since I've been here right now just a bad time you know everything's high you know people's having a hard time making a living you know so. Commissioner Cox stated as far as the new employees putting the applications in so far as far as our starting salary, they don't I mean they're just putting applications they don't want to come work.

Mr. Moore stated well usually when you when you sit down and talk to them that's one of the questions they ask you know what you're going to start me out at and you know you tell them and some of them you know they'll kind of make a snide comment and then some of them will just take the application to leave don't ever come back yeah you know and you kind of figured that they hunting something better you know I mean and the guys is there they work hard and they enjoy what they do and they enjoy working for us but. Chairman Worsley stated yeah it had nothing to do with Andy or anything like that yeah, it's just economically. Mr. Moore stated some of them really hate I mean some of them break down in tears when they leave you know they hate to do it but they just went as far as they can go and they got to go somewhere else and Nicki and I was talking about it the other day too you know there's people out there that's just beating

their door down I mean they're there's like 27 000 open construction jobs in the state of Georgia right now and a lot of construction around here and they want help and everybody knows everybody because we all kind of work together and they hey you know I need some help come work for me I mean there's offers out there just kind of endless and some of them don't want to have to drive and they stay with us because it's right here local but then when they get to a point they have to make that decision and do it you know. Chairman Worsley stated but I can't hold it against anybody for looking for means to support the family yeah I can't I can't hold it against myself they talked to me about it and I said look you do what the best for you, you know that you got my blessings to do what you need to do you know which would make no difference but you know I'm going to support them if they decide I didn't want to leave for a better money Commissioner Edwards stated did we lose that that gentleman that we had recently got Mr. Moore stated no I mean we're he's there and he's doing a great job I mean he's been a big benefit to us I mean. Commissioner Edwards asked is he on the motor grader or the mower. Mr. Moore stated he's been running the excavator actually we've been working on you know Griffin Sheffield trying to work along on that project we did that on Phillipsburg you know got all the trees broke down and you know going out of town and I mean we steady doing jobs but you all I don't know the answer to it you know I mean it's just something we're going to all of us just got to understand that you know when we when we broke down we behind when we don't have Labor we behind and there's not enough of us to start with but we are doing everything we can do every day you know

Commissioner Edwards asked what about that that what we had with the sheriff's department though the prisoners going helping, we don't we don't do that anymore the inmate work program the inmate work program we don't have that anymore. Sheriff Holt stated we are down to less than 20 over there in jail and we got two that can get out and work that that's not a risk you know that that would qualify to be a trustee and they stay busy they have to feed the meal three meals a day and clean up around there so we don't have anybody to cut grass do anything I wish we did I wish all 20 was over to get at work until they're sentenced and you know with their pre-trial they can't you can't put them back to work because they're innocent until proven guilty you know and then once they're convicted and now the state pretty well so does their setups you know they're going right on the state prison or to the PDC yes ma'am. Chairman Worsley asked what we paying to start off with Faye do you know people walking off the street. Ms. Whittaker stated on this budget here oh the start is 13.00. Mr. Cofty stated they get paid 12.00 but we went ahead and raised that to 13.00. Ms. Whittaker stated it's 12.00 now but with the new one it'll be 13.00. Commissioner Edwards asked and is this the motor grader. Mr. Cofty stated no they are at 15.00. Mr. Moore stated I mean right now we started we was at 10 and we went to 12 last year and then we went I guess right yeah but. Chairman Worsley asked what now.

Mr. Cofty stated laborers are 13.00 well be at 13.00 if you all approve it and then motor graders will be at 15.00. Commissioner Edwards stated I see one at two eggs at 17.00 and one at Atkins 18.00. Mr. Moore stated what little bit I've talked around to some of the guys I deal with that is in construction you know they start at 16 and go you know somewhere along 16 then the got some they pay higher. That's up to you all, we went through hard times before and we'd have to we will mess around and pick up some more and go on. Chairman Worsley asked we went ahead and raised the starting salary up to 13.00 is that correct. Mr. Cofty stated if you all approve that yes. Ms. Whittaker stated we have got a lot of other departments that put in for raises too and it's just since the budget hadn't been approved, I haven't put the raises in yet for the County

employees hopefully we're close with the budget. Chairman Worsley stated well my concern is the people walking off they are not going to sit and wait on us. We should have had this done July 1 the budget stuff correct. Mr. Cofty stated it has never been done by then. Ms. Whittaker stated we do not have all the numbers. Chairman Worsley stated these guys are not going to wait on us. Ms. Whittaker stated I'm just saying we'll have to do it for all the Departments go ahead and get their raises if you all decide. The board members started talking all at once, unable to determine what was said. Mr. Moore stated well I wasn't asking for anything I mean know it's becoming a problem you know but there's nothing that I hadn't dealt with before and like say we regroup, and we'll go again you know I mean it comes and goes so. Mr. Cofty asked do you think with 13 though you entice some people. Mr. Moore stated we might get some you know I mean. Vice Chairman Calhoun stated what so like how long do they work there before you give them a raise, I mean do they work 6 months. Mr. Moore stated I don't give them a raise you all do. Vice Chairman Calhoun stated no, no, no you do give them raises. Ms. Whittaker stated you asked for the raises. Mr. Moore stated well I just come to you all at budget time. Vice Chairman Calhoun stated six months every six months you know I mean six months. Mr. Moore stated no it'll be well if they started in January, it would be July you know because I just come to you all at budget yeah, I don't try to come in the middle of the year. Commissioner Edwards stated so you don't do. Mr. Moore stated because we budget you know what I'm saying so I feel like that the ranges should be putting that. Vice Chairman Calhoun stated in your budget though when you are doing it though if you've got an employee. Chairman Worsley stated for a certain period of time don't they get bumped in pay. Mr. Cofty, no it's not like that but that's what we need to do. Commissioner Edwards stated that is what we need to do. If Andy is busting his tail, I will give him two dollars per hour but if someone else I do not think they deserve that.

Mr. Moore stated I did that you know, and I've had times when there were people that if they were going all out, they got a raise and there was guys that didn't and I even went as far as we do it would always do an evaluation on everybody and I did two on me. Commissioner Cox stated how often do you do your evaluations. Mr. Moore stated well they quit doing I mean I was doing it on my own and bringing them to the board and the board said hey we don't we don't want it you know but at that time they quit giving any kind of raises whatsoever it was if the insurance the insurance went up they considered that you raise there wasn't any raises and am I correct, but I was doing evaluations on all my people I sat down and did theirs and I set my group down as a group and I let them do an evaluation on me and my performance and I brought one to the County Commissioners and let the County Commissioners do an evaluation on me as what they thought my performance was because I think you should do that. but then the board just didn't want it you know. Ms. Whittaker stated we do pay 100% of their insurance. Commissioner Cox stated that they do not pay any. Ms. Whittaker stated not unless they are tobacco user and then that's just a little bit or they want a better plan then we offer. Vice Chairman Calhoun stated it used to come out of their salary correct but now it does not. Ms. Whittaker stated unless they are a tobacco user then a little bit does. Vice Chairman Calhoun stated they got a raise essentially because we started. Ms. Whittaker stated yeah, I mean that's a pretty yeah exactly. Commissioner Cox stated I think it's a great idea to do it, the performance evaluation myself. Mr. Moore stated I did them and if a man's going to stay stuck in a rut and he's just going to have he's going to go out every day and just do this and this he's never going to take any incentive I feel strong about that that hey you know you're not going to do any better you're not going to take anything on yourself this is what you're going to make where you got a man over here he goes all out. Vice Chairman Calhoun stated how many how many employees in

your budget do you have budgeted for. Mr. Moore stated 1. Vice Chairman Calhoun stated, and you only got seven, so you got some money to play with already. Mr. Moore stated yeah but then if you when you start taking them on then you don't and then I got to come back and say hey. Vice Chairman Calhoun stated but if you haven't paid them for two or three weeks you still got a little. Mr. Moore stated yeah I understand that but I like to do budget I know what I got to have and then yes at the end of the year I have come to them and said hey you know give them a little incentive because we had a little money left in salaries because we run some you know maybe give them some incentive and give them a little extra but it never happened that way. Ms. Whittaker stated we can start with the performance but he everybody's already including, and he's already put in what they want it's just. Commissioner Cox stated I just think with the performance evaluation maybe like every six months or so I'm just throwing that number out there.

Mr. Moore stated I at least did mine once a year and I did it and then I come to you all at budget time because that's when you're budgeting your money and I'd say you know hey I want to give this one this this one this this and this and we asked for the money to go in budget off of that. Ms. Whittaker stated a lot of times its 90 days then yearly. Vice Chairman Calhoun stated when's the last time you had 11 people on staff. Mr. Moore stated yeah, we went from we went from about 16 we went down to 11. Vice Chairman Calhoun stated so when's the last time you had 11 on staff. Mr. Moore stated just kind of recently but the guy that I mean we got up there but then he didn't make 90 days because he'd come in there and said I worked him too hard, and we worked it too fast a place and he wasn't working. Commissioner Cox stated so how do you have today, so Vice Chairman Calhoun stated 7. Vice Chairman Calhoun stated so when's the last time you had 11. Mr. Moore stated well that was a few months ago. Vice Chairman Calhoun asked how many months ago. Mr. Moore stated about three maybe but now I just got back to them we've been hanging around nine and ten I mean that's where we've been at nine mostly and then you know we might get two, but we took off. Chairman Worsley stated well what are we looking at it. Mr. Moore stated two right quick and then one of them he just walked out and left you know. Chairman Worsley stated I'm talking about with this budget coming up was there raises figured into this budget. Ms. Whittaker stated yes what they've given me yes. Chairman Worsley stated what were we looking at just like the road department what we're looking at there. Ms. Whittaker stated for the raises. Chairman Worsley stated yes for the guys down there. Mr. Cofty stated well the motor graders went up to 15.00. Ms. Whittaker stated not everybody that was under, the motor graders they were under 15 we bought them up and then the starting pay those that were still at 12 we built them up people that were already at 15 that weren't motor graders you didn't put you know you just said gave us a few you know the names to bump up. Commissioner Cox stated yeah, it's going to be the board everybody's going to get it.

Mr. Moore stated I didn't you know where maybe we could get some people in and the people that were under if you bump start and pay up, you're just going to have something that you had to raise up and I left the rest of it up to you all if you all have money that you 'all want to give raises across the board you'll have to give everybody else a raise. Commissioner Edwards stated I have a question so the people that you didn't give raises those the people that's been there a long time. Mr. Moore stated yeah most of my guys have been with us like. Commissioner Cox stated is there a reason they aren't getting it. Mr. Moore stated like I said I kind of leave that up to you all that if you all I mean bump it up starting pay would affect some people that you can't bring people in off the street and you got a man being with you a year or two and he's making

this, so you naturally got to move him up to match starting pay. Commissioner Cox stated I know but if all your guys at your department are getting a dollar of an hour raise and somebody's been up 20 years it's not fair for him not to get one. Mr. Moore stated I left that up to you all I want to see if you all were going to give everybody a raise or not give them one. Commissioner Cox stated this is what you've submitted, I think. Mr. Moore stated yeah well. Vice Chairman Calhoun stated you keep saying us now, this is you. Commissioner Edwards stated right. Vice Chairman Calhoun stated this isn't us it's you. Commissioner Edwards stated my thing is. Mr. Moore stated you know what I'm saying a certain amount, but you know I'd give a percentage you know a cost-of-living raise. Commissioner Cox stated so you're saying give all your employees a percentage raise across the board. Mr. Moore stated I would you know but mainly we were worried about. Vice Chairman Calhoun stated did you do that in your budget. Mr. Moore stated no because I leave that up you all you know. Vice Chairman Calhoun stated no that's not us.

Mr. Moore stated I mean I can ask for it but, I didn't ask for everybody a raise I just asked to get started paid up we can bring some people in. Chairman Worsley stated well you take the guy that runs the limb cutter I am not calling names you couldn't ask for a better employee. Commissioner Edwards stated and therefore if you cannot ask for a better employee then you need to make sure that he's taken care of you don't want him to leave you don't you don't want him to say listen I hadn't got a raise in this many years and just because of what they're making doesn't mean they don't get a raise. Mr. Moore stated oh I understand you know. Commissioner Edwards stated that we need to take care of the ones that we got on board. Mr. Moore stated you all need to decide if you're going to give a cost you know across the board raise now when we bump up start and paying these guys get raised up that you won't give them another no just the cost of living raise you know they'll be in there but then the guys that have been there you know it's kind of always to me it's lift up you all whether you give a cost of living raise. Ms. Whittaker stated you all only see what I put in because that's what I get from him so when you all approve it you're just approving what he turned in right and he's thinking that you all were seeing that and then saying well maybe we give across the board you all just approve what I turned which is what he turns. Mr. Moore stated the way they always have me kind of do it in the past was like I did ask for starting pay to go up and whoever that affected that didn't make it but then it's always been left up to the board to where the board decided I'm going to give a three percent raise for you know across the board and then everybody got everybody that draw a paycheck got that. Ms. Whittaker stated not since I have been here. Mr. Moore stated I never got to make that decision say Hey you know I want all my guys a raise. Commissioner Nixon stated since I've been here yeah every apartment's turned in their own, it just makes sense.

Ms. Whittaker stated I've never done since I've been here this is my fifth budget we've never done everybody across the board every department has turned in their own. Mr. Moore stated that's kind of the way they always had me do it was tough and most of the time we didn't get to ask for starting pay. Ms. Whittaker stated you all need to approve it. Commissioner Cox stated approve what because I do not want to approve it unless all employees. Mr. Cofty stated I don't want to talk about salaries on here, Commissioner Cox stated right. Mr. Cofty stated some of them are over 16. so, I mean I wouldn't say move them up a whole dollar you know we'll do a percentage. Commissioner Edwards stated but you would give them something to take care of them and let them know that you're appreciated. Chairman Worsley stated you don't want to leave left out in the cold. Commissioner Cox stated well that's where that performance

evaluation I could see if they have something in their file then no do not give it to them. Mr. Moore stated they always didn't leave that up to me to give the employees or you know a raise I can ask for maybe one special thing or something, but it was always you know up to you all if you all sat down and when you all did budget if you all decided hey we're going to give a raise across the board you know you all gave the raises. Ms. Whittaker stated they hadn't done that in five years. Chairman Worsley stated are we prepared to do something now to try to stop these people from leaving the road department. Commissioner Edwards stated well yeah that's what he's saying he's going to go back and do that. Mr. Cofty stated budget is almost there's a few more numbers that Cody's got to get with Faye. Ms. Whittaker stated we are later this year because of property evaluations. Mr. Cofty stated other than that the budget is pretty much done we're in good shape, if you all go ahead and approve the raises then he can come in tomorrow and we'll sit down and we'll see what somebody's making and what's good enough to give them that's not going to break the budget too much but everybody needs something. Chairman Worsley stated yeah you don't want to just hand pick some. Commissioner Cox stated you are talking if we approve the budget this will include all this.

Mr. Cofty stated yeah he could come back and we'll readjust his. Chairman Worsley stated you tweak it a little bit. Mr. Cofty stated yes. Commissioner Edwards stated so what you're saying we are we are approving everybody else's budget not Andy's. Mr. Cofty stated you pretty much got to do one you got to do all of them. Commissioner Edwards stated okay. Chairman Worsley stated my recommendation is to go ahead and approve it because I cannot drive a motor grader or a tractor with a mower. Commissioner Edwards stated I can neither but I just I want to know what was given and I don't want to say I approved something I don't know what it's going to do. Mr. Moore stated I agree with Doug I think we ought to sit down and really look at it I prefer that you all say hey we're going to give a certain percentage and then we'll see what it is you know and say you know this is a certain percentage this gives them this much and it's indecent a decent thing. Mr. Cofty stated we need to stop across the board, a dollar two dollar, three dollars we need to go to percentages to what they do I mean that's we were behind for years and then I when I was with EMS we were way behind on salaries and now we've kind of caught up and we're towards the middle to the top so I think we can go back to percentages now. Mr. Moore stated yeah and when I first started I did the evaluations twice a year like you were talking about Jeff I did it every six months and as Laden said I would come back and you know and talk to the board and when I did those evaluations we actually got two small raises during the year I mean it was a percentage you know and if you had a guy you wanted to give a little more you'd work that out kind of out of your percentage because if you had a man that wasn't performing well and you got a man that's just exceeding you might split that little bit up give this guy a little more than you gave out but we did it twice a year and we got at I think it was July and December we got two little raises throughout the year and it seemed to work better when we did it that way the people had a little better morale because they.

Chairman Worsley stated you know they were steady getting a little something they felt like they were getting something else they were appreciated. Commissioner Edwards stated well if you if you do it on when you hire them six months later you evaluated you get that person a raise and the people that's been there you get you put them on that yearly you know there they have something to look forward to every single you know every year that they're going to look forward to a raise you know what I'm saying. Mr. Moore stated right I think that's what you started this and then at 90 days you give them



a little bump if they did well you gave them a little bump but it's never been budgeted to do it was like you just start them at this and then you waited on the County Commissioners to give a raise and that's when you got them. Commissioner Cox stated but the only problem with that is that's happened and I'm for it but the people coming in but the people we're trying to retain yeah that's going to help them too right. Mr. Moore stated yeah I agree with that but I mean that's you all's decision you know but I always I always felt like the morale was better when we did evaluations twice a year and the board you know had it set to you know we had enough money to give if it wasn't but five percent of your salary whatever you got a little bit twice a year people felt like well shoot I'm getting a little raise and you know if I keep getting these little raises eventually I'll get up to making pretty good money and they stayed with us but when we quit that and then like what he was talking about we kind of went to when the insurance went up that was your raise and nobody I mean sometimes the insurance went up and your paycheck got less you know so I mean they wasn't getting a raise they actually lost a little money. Vice Chairman Calhoun stated but that isn't happening no more.

Commissioner Edwards stated right. Mr. Moore stated but I mean that's just kind of how it's worked in the past and you kind of got me. Vice Chairman Calhoun stated that's been two years ago. Mr. Moore stated right, Ms. Whittaker stated can we have a budget Workshop this week so that we can get these raises nailed down next week I can figure out what we need to do with retro paying or whatever but we need to sit down maybe if we could with you all have a budget workshop. Chairman Worsley stated well Doug can you and Andy get together tomorrow. Mr. Cofty stated yes we will sit down tomorrow. Mr. Moore stated like I said I wasn't asking for anything and I'm not going to ask for anything to break the bank because I mean you know I know we can't afford it but we need some kind of incentive to help keep them we talked about this today you know in our meeting the city went to something to help out and I you know I don't know if you all would even be interested in it or not but at Christmas you got x amount of dollars for one year if you've been here 2 you get x amount of dollars if you've been here 3 now they put a cap on it at the end of so much but that is something that some of those guys they look forward to because I've been here 1, 2, 3 years and I get this money to help my Christmas and you know that that's an incentive to stay with you longer because you get a little more every year you stay. Commissioner Edwards stated yeah. Chairman Worsley stated look at the price of gas now, these guys aren't getting any more money and stuff keeps going up, go to the grocery store and break your heart. Mr. Moore stated I don't know the answers I mean you know I don't I know it's hard to do this without help. Ms. Whittaker asked what day is good. Vice Chairman Calhoun stated whatever Friday afternoon's not good for me, we can do it Friday morning. Commissioner Edwards asked what time Friday morning I mean if you're going to do it Friday morning the earlier the better. Chairman Worsley stated but I can't do it Thursday night. Ms. Whittaker stated so workshop at 8:30 on Friday morning. Chairman Worsley stated ok we will move on then.

### **Golf Course Equipment**

Chairman Worsley stated golf course equipment pages are 73 through 74, Doug gave us some more information a while ago. Mr. Cofty stated basically what this was at the red department meeting Winston came and presented that sprayer the picture that sprayer I gave you all that thing is on its last leg it's about to tear up so he initially presented to me a 2017 for 34,560 but then at the meeting he said that something was wrong with that so they went ahead and upped it to a 2018. The board approved it and said move it

up to this board and let you all discuss it so that's where we are. He does need that piece of equipment he did tell me that golf course is starting to chase a profit they're not in the hole as bad as they were so. Chairman Worsley stated they are making a penny. Mr. Cofty stated well he says you remember last time at the meeting he told us he was they were starting to make some money but I don't know as far as how much he didn't really say he did ask about it for the new budget and I told him we had budgeted the same amount that we have been budgeting. But that is a piece of equipment that is dire to them. In the rec board we stated we couldn't use all the SPLOST money because that dual recreation and them. Maybe to finance it and just make payments out of SPLOST. Ms. Whittaker stated that will be two pieces of equipment out of SPLOST we are making payments on. Vice Chairman Calhoun stated does that include what we bought last year. Mr. Cofty stated I think we bought last year a mower. Chairman Worsley asked how much are you going to be obligated to the recreation board. Mr. Cofty stated can you check and see how much there is in Rec SPLOST. Mr. Cofty stated but he has said this is very critical I don't know, Laden you may know what it does it's supposed to spray the greens.

Vice Chairman Calhoun stated he will spray everything he's got out of there with it. Mr. Cofty asked is it like a sprayer. Vice Chairman Calhoun stated yeah it folds out and it's got booms on it, I mean he sprays fairways, greens everything. Mr. Cofty stated it says something about a foam marker I don't know what that is. Mr. Moore stated that's when you turn around you can follow it where you don't miss streaks. We used to do that but it's all in the little yellow bubble now. Mr. Cofty stated while we are waiting on that I wanted to let you all know that on that limb cutter that's kind of been donated to us will probably be here either this week or before the end of the month. Chairman Worsley stated then we got to get somebody to run. Mr. Cofty stated Andy is going to have to show me how to run it. Mr. Moore stated I told the rec board that I took in about 400 tons of overlaid and on that road between the ball fields that the overlay will be really nice on that road right there we get opportunity to do it if you all good with that, the park board didn't have a problem with it but I got in about 400 tons of it and I think we're going to probably get a little more of it that'd be really nice down that road. Chairman Worsley stated it really needs to be done. Mr. Cofty stated it will stop that washout too want it. Mr. Moore stated yeah it's sort of like between washout and gab what I got and I got it for free and I had to pull a man you know we had to stack it when they was hauling it but I mean that's all we got in it is you know keeping it stacked and we'll have something to work on the road it won't take that much to do that road but I don't really help that little road you know between the ball fields up here. Mr. Cofty stated and it looks good since Mr. Leroy cut some trees down, I don't know if you all have been able to look at it but it looks like a whole different park. Commissioner Nixon stated it looks so good down there.

Mr. Moore stated and I got enough wood chips to go in the playgrounds if I keep them from burning up, we are having to stir them. I told Nikki and them at the board that you know they're not quite as clean as what you buy at Home Depot but they look real good you know and I think they'll be an asset to the playgrounds if we can get them in there. Mr. Cofty stated so she went looked there is 60,000 without this payment that we've got in so there's going to be more. 626.00 is what their payment is now. Chairman Worsley asked how much. Mr. Cofty stated 626.00 is what is coming out for them, we don't have any recreation payments do we. Ms. Whittaker state the rec has the yearly payment coming out on that truck. Mr. Cofty stated okay so just a truck payment. Commissioner Edwards stated then how much is this going to be. Mr. Cofty stated well what we'll do

is if you all go ahead and move forward with it then we're going to have to go ahead and reach out to the banks and see who's going to finance it so like we normally do I'll send out to First State and Peoples and the bank of Donalsonville whatever the cheapest rate is. Ms. Whittaker stated if you look at this SPLOST report that you can see Rec and you can kind of see what they get in each month, right there in your packet. Chairman Worsley stated roughly what do we take in a month. Ms. Whittaker stated its on that spreadsheet in your packet. Mr. Cofty stated Laden do you remember how much that mower was. Vice Chairman Calhoun stated he thought it was a little over 25,000. Mr. Cofty stated it would be a little bit more than this payment because the other was like 25,000 thousand is 600. Ms. Whittaker state it should be on pages 37 through 38. That is TSPLOST, let me go look and tell you. Vice Chairman Calhoun stated Golf Course fund is that what I'm looking for. Mr. Cofty stated the SPLOST is under Recreation. Vice Chairman Calhoun stated it's saying Golf Course you all need to do some bigger writing. Mr. Moore stated my glasses are getting bigger looking at it. Ms. Whittaker stated that the rec gets in around 3,000 a month sometimes a little more sometimes. Chairman Worsley state 3,000 a month.

Ms. Whittaker stated three it's a little over some months Chairman Worsley stated so we're going to be obligating a little less than half of that a month then just to the golf course. Ms. Whittaker stated through the new that's coming in. Chairman Worsley stated I just don't want to get upside down on this. So, we are looking at about 1200 or 1300. Mr. Cofty stated should be around 1300, 1700 or more will be left but yeah I think if you do approve they just need to be made aware not to come back. Chairman Worsley stated yeah that's my concerned but I don't want them coming back and emptying it. Mr. Cofty stated the problem is you're trying to do two different entities on one SPLOST and you can't, if one is getting it all I would restrict that that I mean if he needs it you know you'll probably have to do it but. Commissioner Cox stated does he need it the rest of this year is he pretty good. Mr. Cofty asked Nikki didn't say the other one was tearing up. Ms. Whittaker stated he said he needed it yesterday. Commissioner Nixon stated yeah and they just did all that work on the greens that cost us a good bit. Vice Chairman Calhoun stated everybody I talked to says it is an Immaculate shape. Commissioner Nixon stated yes it is beautiful out there. Chairman Worsley stated well he just needs to be made aware of it that he has reached his limit out there. Commissioner Cox made motion to purchase. Mr. Cofty stated if you all do this I need to be able to reach out to the banks for financing, I will get the lowest interest rate. Chairman Worsley stated by all means get the lowest rate, ok Jeff made the motion, Vice Chairman Calhoun seconded. All in favor. Motion carried. Mr. Cofty stated I will let you all know the rates.

## **Departments**

Chairman Worsley stated next is Road Department - August report pages 75-79. Mr. Cofty stated so I'll talk real quick so what Andy was talking about we're actually starting a department head meetings it's just for the county departments we'll have them every Monday, the day of the commission meeting and they will bring like different reports so EMS is going to provide a report, 911 is going to provide a report, Road Department is providing a report that'll kind of keep you all up to date on what is going on, you all will know that way if somebody asked you all that it doesn't stump you all. You will know so you'll start getting reports in your package from all the different departments. Mr. Moore stated that's if you all want them see I did that report as I did the other stuff but said it was a waste of paper and not do it so I didn't do it but if you all wanted that and I told Shelly there was some interest in what you know was going on and I told her I said let's

go back fill it out and send it in we'll see if you all wanted it so if you all want it I'll make sure mines in there and there's you know there's things in it that we miss you know I mean there's things I do to every day it but that's a brief summary kind of you know there's things in there to probably get falls through the crack but that's a lot of the work that we do right there. Chairman Worsley stated okay we'll move on into buildings and grounds. Commissioner Cox stated I think that is a great idea. Mr. Moore stated if you notice the pipe thing you all wanted last week is in there you know I got two jobs Newberry Chambers and Glass Road and then I got some extra in there so if you all want to approve some of that or if you want to look at it I mean I'm working out there on Ms. Cristine's you know trying to get the pipe that I got for that job put in I mean did we jump in from one job to nothing but we're working on that job got part of it doing and I'm working on it on another section of it so I don't have to have the pipe tomorrow or nothing but those are two jobs that are on my hit list and then have some extra pipe to put in like we were talking about on Draper Jones and McClendon needs one you know I mean some single pipes but if you all want to do it we'll order it if you don't if you want to look at it we'll do it later you know. Commissioner Edwards stated I got a question is there any way I see where to say repair the holes is there any way that that somebody could go out on Cooktown Road.

Mr. Moore stated we're going to work Cooktown tomorrow I'm going to run two rigs you know it takes we're going to just have to stop and we're going to work Cooktown tomorrow we're going to run a lime rock rig and put a little Lime Rock in the bottom of where we don't have to fill up the big holes and we're going to run an asphalt filling into potholes because it is bad, I got a truck that's going to make a run into Florida and get another load. Commissioner Edwards stated and then you know this is our detour road so you know it I mean I hate to drive I'd rather drive my car down a dirt road than to drive down I'm serious oh it's terrible. Chairman Worsley stated well keep in mind Gerald Green did come call back and say that whenever this project was finished they'll be there because they would help pay for the damage to the roads. Commissioner Edwards stated but there's going to be damaged cars before we can get there. Mr. Moore stated we got Cooktown and it's probably going to be every week or every other week that it about takes a day for us to do it and it takes you know we have to stop some things to do it so everybody's going to be patient with us you know about just getting a little behind in that getting a little behind because there is things that we have to stop and go and do and that's one of them but that road right there has just got to have some attention and tomorrow we're going to use what we got the next morning we may go back out and just do it at two half a days at a time because I last drill we used what we had putting out on it I got a good bit that it's going to take and that'll be gone so I got a truck leaving in the morning going to Florida and he'll bring back.

Commissioner Cox asked did you get the pipe for the Draper Jones project. Mr. Moore stated yeah well I hadn't got the pipe I mean that'll be getting this pipe right here so yeah if you all want to order some extra We'll order some extra and that'll give us some pipe to do. Commissioner Cox stated well I know we had talked and approved to buy the pipe to fix that project. Mr. Moore stated well you all said get up some prices tonight we talked about it and you all act like you all would approve if they said get up some prices so I did and. Commissioner Cox stated well we need that pipe to fix the problem. Mr. Moore stated oh yeah I mean but you all to know that's what it cost and if you all want to do it I will order it. Commissioner Cox stated I mean I thought that's where we left it last time. Mr. Moore stated no we kind of left it like get up some prices you know and let's price these jobs and some extra pie so I did. Chairman Worsley stated I

recommend let's go ahead and let Andy get the pipe because you know what he needs to work with. Commissioner Cox stated oh yeah I would definitely go ahead and get it. Mr. Moore stated and I got in there I mean I know you all are really approved Avenue dump site but I put in there kind of the cost and I got I mean we've already got some stuff ordered so we have to wait the fence is kind of hard to get and we've had it ordered but it they don't really buy from that company and it takes a little while for them to actually work it down here to us but that that is ordered and we'll go get the other stuff we've done to cleaning I imagine Jeff's done seeing that we did a little cleaning on it and you know as soon as we kind of get all our ducks in the road that's one of our next projects is to get that I might have somebody on the hook that might want to do the job so I'll talk to you all about that a little later after I talk to them a little bit. Chairman Worsley stated Mr. Bush you've had a question. Mr. Bush stated Andy, you see you got nine employees. Mr. Moore stated right now I got seven. Mr. Bush stated seven, that includes Shelly if I go around to the county I think she is just as good a dump truck driver as anybody but I don't think she was, a guy stopped by there and he said where the secretary was I said she was going out the gate so he really doesn't got no employees because Shelly can't be counted as an employee because she really is not a truck driver. Mr. Moore stated well we all do a little everything the only thing we've looked at is our phone system is not working correctly we looking in getting that fixed to where if we're gone that phone will transfer to one of our phones and we're looking into getting that back up and running like it's supposed to because I don't know when we've changed over these new phones at work a little while then it quit working and we got to get working. Mr. Cofty asked Mr. Lambert are you working with the company on that. Mr. Lambert stated yeah I emailed the company on that, are you talking about transferring the line. Mr. Moore stated yes, it would transfer when we leave you know it either go to my phone or Shelley's phone or we got another phone there you know I mean somebody we wouldn't be missing any calls or things like that and when we're going to be gone we can leave a note on door Hey we're out working please if you need us call this number and we'll be able to handle anything anybody needs but right now that is not working for us and we need to get that back in order because right now it's taking all of us and we are working about as hard as we can work. Chairman Worsley stated we need to get back to the pipe Jeff made a motion, Commissioner Edwards seconded. All in favor. Motion carried. Commissioner Cox stated but you are right Mr. Leroy he does need some help I agree. Mr. Bush stated when the secretary is riding on a dump truck. Mr. Cofty stated we have got to be careful because if we classify her as a secretary and she gets hurt on a dump truck we will not be covered. Mr. Bush stated well she is good. Mr. Moore stated I mean she's an all-around employee and as Leroy said she has been well trained as a dump truck driver and if you need her she's right there and I've done a lot of jobs that she hauled the dirt to me and me out there on the ground and I did the job on the ground by myself and it had to be for her they've been a lot of jobs wouldn't got done. Chairman Worsley stated she definitely is multi-task, Andy do you have anything else. Mr. Moore stated no we all right we're just doing it we're doing everything we can do every day and everybody just wanted to be a little patient with us.

### **Buildings and Grounds**

Chairman Worsley stated we'll move on to the building grounds contract mowing and Landscaping page 80. Mr. Cofty stated yes and so I was doing some looking and some research and talking the county never had a full-time buildings and ground maintenance director since it was created I believe I can't find anything history we tried it a couple years ago and of course you looked it failed. I would recommend going back to just do it

like we did, the buildings and grounds is the purse we paid a plumber to fix the plumbing we play an electrician to fix the electrical problems and go that route instead of hiring employee but what I do think we need is we need somebody that could be a landscaper slash mowing department for the 17 departments that we got because me and Austin's been doing it but now I'm moved over to the park so the county I know they're starting to look bad so we need to go ahead and I talked Mr. Leroy about it but we need to get quotes like three bids on who and get somebody to actually take over our mowing of the county departments. Commissioner Edwards asked do we have any bids in. Mr. Cofty stated we got two right now, low to high but I just I still wasn't going to close it until we would another bid, I want to reach out there's two more people that's wanting to talk, Mr. Leroy has talked about putting in one so we just need to get a get a stack of bids and then just go from there but I just don't think, what some of them are is actually cheaper than hiring employee because you're not going to have to worry about the maintenance on the mowers you're not going to have the weed eaters you're not going to have the gas benefits so it's cheaper to do it that way if we get the right company that that's what I mean, there is 17 properties that we've got, we rent some of those buildings out some of them start to look bad. Commissioner Edwards stated I think contracting would be a good route to go. Mr. Cofty stated because yeah that's what I would like to do instead of just trying to hire somebody back. Mr. Bush asked what is the pink building. Mr. Cofty stated the pink building is the old Rentz doctor's office, we call it the pink building it's right off the square. Vice Chairman Calhoun stated one little grass cutting around and put it back on the trailer. Mr. Cofty stated that's it so that's what I wanted to do and let you all know what the prices would be. Chairman Worsley asked anything else.

### **Recreation Software**

Mr. Cofty stated I have one more thing, the Rec board meeting we've got an interview with a couple of people for the rec job but we have some software quotes that we put in that most of your counties are using it's a company called Civic plus and they do Civic Rec which is the recreation software that's one thing that I'm trying to get the last rec director to do and he would not do anything this software will help with concessions it will help with scheduling to help with talking to the coaches that the employees and the parents you sign up online you pay online the whole nine yards there's different prices and different plans Faye had talked to Mr. Perry Henry about it and he said that we could pay the initial cost up front but we cannot pay the annual fees out of SPLOST so he would suggest going with the higher the two-year which I think it was \$13,000 which is not a bad price because the software we use here is what \$16,000 right now yeah so it's running neck and neck but then what that would be is that's for two years the third year we would only pay 4,000 a year and that would give the rec department time to get the concessions built up get the tournament fees built up and start bringing any revenue to pay for it itself so that's what we were recommending to the Rec board was to pay that 13,000 out of rec SPLOST and then we wouldn't have a payment for two years, third year we would have a payment and whoever we hired would come in with a clean slate they would have their software they need we would not get back to where we were we can only go forward so that's what the rec board had recommended me to present to you. Chairman Worsley asked is there any discussion about this. Commissioner Nixon stated I think it is great idea. Chairman Worsley stated we need a motion to proceed. Commissioner Nixon made the motion, Commissioner Cox seconded. All in favor. Motion carried. Chairman Worsley stated if that is it we need a motion to adjourn.

Commissioner Nixon made motion, Vice Chairman Calhoun seconded. All in favor.  
Motion carried.

Meeting adjourned.

SIGNATURE PAGE:

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Cristene Edwards, Commissioner – District 1

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Jeff Cox, Commissioner – District 2

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Allen Worsley, Chairman – District 3

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Niki Nixon, Commissioner – District 4

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Ladon Calhoun, Vice Chairman – District 5

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Douglas Cofty, County Manager