

1 CITY OF COLLEGE PARK  
2 MAYOR AND CITY COUNCIL  
3 WORKSHOP SESSION  
4 APRIL 3, 2023

5  
6 MINUTES  
7  
8

9 Present: Mayor Bianca Motley Broom; Councilmen Ambrose Clay, Joe Carn, Ken Allen  
10 and Roderick Gay; City Manager Stanley Hawthorne; City Attorney Winston  
11 Denmark; City Clerk Shavala Ames

12 Absent: None

13 Mayor Motley Broom called the workshop session to order at 5:00 p.m.

14 **ACTION:** Councilman Clay moved to take up executive session to discuss real estate,  
15 litigation and personnel at 5:00 p.m., seconded by Councilman Carn and motion  
16 carried.  
17

18 The workshop session reconvened at 6:04 p.m.

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20 MAYOR MOTLEY BROOM: Welcome back, it's 6:02 p.m. and we are here for our workshop  
21 session. We have a full quorum. At this time, we will enter into our workshop.  
22

23 **1. Discussion of the Consent Agenda Items**  
24

25 **A. Consideration of and action on bids received for material for upcoming**  
26 **construction and maintenance.**

27 MAYOR MOTLEY BROOM: We're actually going to discuss the consent agenda items first.  
28 So the first one up is item for consideration of bids received for material on upcoming  
29 construction and maintenance, and that's Mr. Richardson. Questions for Mr. Richardson as he  
30 comes down. We'll start with Councilman Clay.  
31

32 COUNCILMAN CLAY: I really have all my questions answered. Thank you.  
33

34 MAYOR MOTLEY BROOM: Councilman Carn?  
35

36 COUNCILMAN CARN: All right, Hugh. Obviously, this is all the stuff you need to do your  
37 thing. So is this usually the same outfits, I guess, this Gresco is most of -- pretty much all of this  
38 stuff here?  
39

40 MR. RICHARDSON: Yeah, all three bidders were typically companies we deal with.  
41

42 COUNCILMAN CARN: I'm sorry?  
43

44 MR. RICHARDSON: They're typical companies we deal with, purchase from, on RFPs.

45  
46 COUNCILMAN CARN: All right.

47  
48 MAYOR MOTLEY BROOM: Councilman Allen?

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50 COUNCILMAN ALLEN: I don't have any questions. We talked about it the other day.

51  
52 MAYOR MOTLEY BROOM: Councilman Gay?

53  
54 COUNCILMAN GAY: I wanted to add, approximately, 25 decorative street lamps.

55  
56 MR. RICHARDSON: We got plenty in stock right now, but we will be adding some more soon.

57  
58 **B. Consideration and action on a request for bid approval of roof upgrades for**  
59 **College Park City Hall with Caliber Construction in the amount of \$299,232.00.**

60 MAYOR MOTLEY BROOM: All right. Thank you, sir. We appreciate it. And the next one is a  
61 discussion of bid for roof upgrades for City Hall. And the recommendations from staff is for  
62 Caliber Construction in the amount \$299,232. Ms. Ames, or is it Mr. Myers, going to be  
63 discussing this?

64  
65 MS. AMES: Mr. Myers.

66  
67 MAYOR MOTLEY BROOM: All right. Questions for Mr. Myers, starting with Councilman  
68 Clay.

69  
70 COUNCILMAN CLAY: Again, I got all my questions answered. I'm a happy camper.

71  
72 MAYOR MOTLEY BROOM: All right. Thank you. Councilman Carn?

73  
74 COUNCILMAN CARN: Couple of questions. I'm looking on this first page where I see the cost  
75 to the city budgeted items, it says funded. What exactly does this mean? Generally, when there's  
76 -- if it's a budgeted item, it's going to have a budgeted item line number like any other budgeted  
77 request. So what is this funded all about? What does that mean?

78  
79 MR. MYERS: From my understanding, we had a hundred and fifty thousand dollars budgeted in  
80 the line item. And what had happened was, it went over to another a hundred fifty, so I talked to  
81 the finance director. And we got to take it out of general fund for a one-time cost because the  
82 roof's been here since 19 --

83  
84 COUNCILMAN CARN: Going to have to take it out of where, the general?

85  
86 MR. MYERS: General fund.

87  
88 COUNCILMAN CARN: So when we say budgeted item funded, I think that, technically, means  
89 half of this amount is funded. The other half is going to come out of general; right?

90  
91 MR. MYERS: That's from my understanding.  
92  
93 COUNCILMAN CARN: That answers that question. The other thing I had was, I saw your bid  
94 matrix and looks like Caliber Construction and RYCARS were pretty close. The first thing I say,  
95 obviously, I would support this African American owned business, number one, being that close  
96 in terms of bidders. The other thing is that this outfit is local, here in College Park right across  
97 from Manheim there. So not only are they an African American business, they're actually a local  
98 city business. So with that small bit of difference there -- and I believe they've worked with us  
99 before. Were these the ones that did Godby, the Godby roof?  
100  
101 MR. MYERS: Not that I'm aware of. I couldn't tell you who did Godby roof.  
102  
103 COUNCILMAN CARN: I think they were. I think they've worked with us before.  
104  
105 MR. MYERS: I wasn't involved in it. That's recreation side.  
106  
107 COUNCILMAN CARN: Michelle would know. But I'd rather go with the local outfits. And I  
108 always want to give minority bidders and female business enterprises the benefit of a doubt. So  
109 my vote would be for the second runner up. And, again, it's not that much of a price difference.  
110  
111 COUNCILMAN CLAY: Are you talking about RYCARS?  
112  
113 COUNCILMAN CARN: RYCARS, yeah. I mean, if we don't support our local businesses, who  
114 will, especially if they're here in the city?  
115  
116 COUNCILMAN CLAY: Councilman Carn, I don't know -- if I may jump in --  
117  
118 COUNCILMAN CARN: I'm done.  
119  
120 MAYOR MOTLEY BROOM: Councilman Clay, hold on one second. Can you hold that  
121 thought? Let me get to everybody else, and I'll come back to you on that; okay?  
122  
123 COUNCILMAN CLAY: Sure.  
124  
125 MAYOR MOTLEY BROOM: Thank you. Councilman Allen?  
126  
127 COUNCILMAN ALLEN: I just have a question about the timeline. Do you have an idea about  
128 the timeline, when they would start that? Would that be --  
129  
130 MR. MYERS: I need them to do them as soon as possible because this has been going on since  
131 October. Soon as we can get the contract signed. Whichever one that Mayor and Council picks.  
132  
133 MAYOR MOTLEY BROOM: Councilman Gay?  
134  
135 COUNCILMAN GAY: Jackson, for me, the difference between the successful bidder and the

136 other unsuccessful bidder who is an AABE, as well as having done work in our city before, my  
137 question is why are they scored less? What rationale did you make not to choose them because,  
138 one, you support a minority vendor and a vendor that works in our city, and have done a job in  
139 our city?

140  
141 MR. MYERS: First of all, like I said earlier, I didn't know -- I'm not aware they did any work in  
142 our city before. Second of all, I wasn't on the bidding committee. All this is straight bids. And  
143 when the bids came in, these are the numbers that we got. We didn't pick them one over another.  
144 It was just the lowest bid is what we brought to you. We didn't pick them for minority. We didn't  
145 pick them for the percentage. We didn't pick them for local. They just brought it to us for the  
146 lowest bid.

147  
148 COUNCILMAN GAY: So then, for the record, you can just be a dollar short, but you can have  
149 other criteria that we have goals for and you don't get selected?

150  
151 MR. MYERS: It's up to this Body to select.

152  
153 COUNCILMAN GAY: Well, you brought it to us to consider it. It is up for us to vote. You've  
154 got to give us some rationale. It's not that we're being disrespectful, but you've got to give us  
155 some rationale. Because you can't move this agenda without our votes.

156  
157 MR. MYERS: That's correct.

158  
159 COUNCILMAN GAY: And we have a fiscal responsibility up here, as well as trying to provide  
160 opportunities for other organizations.

161  
162 MAYOR MOTLEY BROOM: Councilman Clay?

163  
164 COUNCILMAN CLAY: Yeah, well, I wish Mr. Moody were here, is he?

165  
166 MAYOR MOTLEY BROOM: He's right there.

167  
168 COUNCILMAN CLAY: Oh, There he is; okay. I did have a question, which I got answered. But  
169 maybe it's relevant that we bring it up. I have a feeling that, initially, what we see here in the way  
170 of the bids is a much bigger difference than what was finally arrived at. And that's because  
171 RYCARS came in with a silicone treatment, I believe. That was in their bid, and that was a  
172 preferred, but not required part of the bid. Is that right, Mr. Moody?

173  
174 MR. MOODY: They were both giving us a bid on what they thought was best fit. So both came  
175 acrylic, which ended up being -- with Caliber, it would be an additional \$17,000 so that's what  
176 elevated them from 299 to be 364 with all the extra additions.

177 So Caliber is saying that they can do the job with the silicone, not the acrylic, and still give us a  
178 good job.

179  
180 COUNCILMAN CLAY: Well, maybe I've got them reversed. Which is the higher price version,  
181 the acrylic on top?

182  
183 MR. MOODY: The acrylic.  
184  
185 COUNCILMAN CLAY: I said it wrong. Let me start over then. So they came in with the  
186 minimum requirement, the acrylic -- the silicone requirement; correct?  
187  
188 MR. MOODY: Both were going to base it -- we were going to look at both options and which  
189 one gave us a good deal for the money, which would be the silicone versus the acrylic.  
190  
191 COUNCILMAN CLAY: Okay. But the numbers that you have in here are different by about  
192 right around \$17,000 but not in the final payment when you add everything together; it is just a  
193 matter of a few thousand dollars.  
194  
195 MR. MOODY: Correct. And I believe the way Mr. Humphrey, in his analysis, looked at it, the  
196 \$17,000 is what put it closer. If you took out the \$17,000 and looked at the silicone versus the  
197 acrylic, then it would be back down the difference, whatever that is, by the thousand.  
198  
199 COUNCILMAN CLAY: So if we decided to go with the least expensive approach, then they  
200 would have a difference of roughly \$17,000?  
201  
202 MR. MOODY: Correct.  
203  
204 COUNCILMAN CLAY: But if we push them to go with the preferred approach, which one  
205 company said they would do, then they are like -- I don't remember, 2 or \$3,000 apart?  
206  
207 MR. MOODY: Correct.  
208  
209 COUNCILMAN CLAY: Okay. So part of it is a decision of whether we want to go with a  
210 preferred approach in the bid versus the least expensive approach. And that's what makes it so  
211 close together.  
212  
213 MR. MOODY: That's what makes it close.  
214  
215 COUNCILMAN GAY: What packet?  
216  
217 COUNCILMAN CLAY: Let me finish. The second thing is, we have tried -- we had an actual --  
218 in our procedures, we had a procedure where we would give -- I remember, let's say, 5 percent  
219 break to companies we were trying to facilitate, particularly, local companies. And we did an  
220 extensive study on it. And concluded that in order to do that, we had to do a very fairly  
221 expensive --  
222  
223 MR. DENMARK: Disparity study.  
224  
225 COUNCILMAN CLAY: -- study; right, City Attorney?  
226  
227 MR. DENMARK: Yes, sir.

228  
229 COUNCILMAN CLAY: And so, they ruled that we could not do that legally. We could not give  
230 a break just because somebody was African American or somebody was local, legally, do that.  
231 Unless we went through something study --  
232  
233 MR. DENMARK: Disparity study.  
234  
235 COUNCILMAN CLAY: I don't remember -- the parity study.  
236  
237 MAYOR MOTLEY BROOM: Disparity study.  
238  
239 COUNCILMAN CLAY: Okay. Disparity study, which we didn't do. So we haven't been giving a  
240 break, as far as I know, to anybody since then just because they were African American or local;  
241 is that correct?  
242  
243 MR. MOODY: Well, we can't do anything based off of race. It's got to be looked at most  
244 responsive to the bid that is currently out there.  
245  
246 COUNCILMAN CLAY: Okay. Well, local.  
247  
248 MR. MOODY: Local, if it's a tie bid per policy, then we go at it that means. But they're not in the  
249 city limits.  
250  
251 COUNCILMAN CLAY: Basically, we were told we can't do that.  
252  
253 MR. MOODY: Correct.  
254  
255 COUNCILMAN CLAY: So I don't think the preferential treatment is a valid argument and one  
256 could argue that maybe we shouldn't be going with the three hundred and something thousand  
257 dollars. Maybe we should be going with the \$299 dollars. So I don't think its cut and dry that we  
258 can just switch what the bidding committee hasn't recommended, but that's just my opinion.  
259  
260 MAYOR MOTLEY BROOM: Thank you, sir. Councilman Carn?  
261  
262 COUNCILMAN CARN: Well, we can make a choice and we can make that decision. Bids are  
263 brought up here and, you know, we trust y'all with the expertise of this thing. But at the end of  
264 the day, I think supporting local is important, especially nowadays. If the other outfit can do the  
265 job, and we make sure they do it to the point where we have what we need to get done in terms  
266 of covering City Hall. I would always support a local outfit and give them preference. We still  
267 have a point system; right?  
268  
269 MR. MOODY: Now, are you saying local as in the city limit, or because they're in Atlanta?  
270  
271 COUNCILMAN CARN: Well, I think this is city limit here, this outfit here.  
272  
273 MR. MOODY: No, sir. They're not in the city limit.

274  
275 MAYOR MOTLEY BROOM: They are not.  
276  
277 COUNCILMAN CARN: They're literally on the other side of the street from the city limits. And  
278 so, they're literally a few hundred yards from the city line.  
279  
280 COUNCILMAN CLAY: Who do they pay taxes to?  
281  
282 COUNCILMAN CARN: I'm sorry. Say that again.  
283  
284 COUNCILMAN CLAY: I say, who do they pay taxes to? Us, or the people on the other side of  
285 the street?  
286  
287 COUNCILMAN CARN: That I have no idea. I'm assuming they're going to pay on the other side  
288 of the street.  
289  
290 COUNCILMAN CLAY: Okay. Then this is not directly beneficial to the city.  
291  
292 MAYOR MOTLEY BROOM: Councilman Clay, let him finish.  
293 COUNCILMAN CARN: No, no, that's fine. I'm fine. So it would be South Fulton, if they're on  
294 the other side of the street. So with the point system, you give a certain number of points to  
295 certain -- pluses and minuses with the groups, right. Do you still do it that way?  
296  
297 MR. MOODY: What point system?  
298  
299 COUNCILMAN CARN: So there is no more points when you do evaluations like it used to be?  
300  
301 MR. MOODY: I've never used a point system.  
302  
303 MR. MYERS: The point system for people who are like engineers. Then you do a point system  
304 with it, you know, the various engineering companies when you do it. But that's where you do  
305 the point system.  
306  
307 COUNCILMAN CARN: I remember there was some type of point evaluation in terms of when  
308 we looked at and evaluating bids, at some point. But if we're not doing it anymore. But I  
309 remember we did do that and it was certain number of points assigned, based on if it was a local  
310 outfit within the local proximity. There were a number of points assigned if it was a female  
311 business enterprise, or an African American business enterprise, or a disadvantaged business  
312 enterprise. There were points given. And that point structure was movable in terms of how we  
313 determine what was important to this community. So that's something I think we need to look at.  
314 I didn't know we were off of the point system. I'd like to maybe taking a look and getting back on  
315 it in terms of evaluations at some point.  
316  
317 MAYOR MOTLEY BROOM: Mr. Denmark?  
318  
319 MR. DENMARK: Thank you, Madam Mayor. I just want to say for clarity, as Councilman Clay

320 hinted, city of College Park nor any government can, make a decision in terms of awarding a bid  
321 using factors such as gender, race, religion or national origin. That would be unconstitutional.  
322 The only way we could get around that and have an actual ability to use race as a criteria is if we  
323 did a disparity study which showed that, historically, minorities have been disadvantaged in this  
324 particular region. And that is a very complicated and costly study. We could certainly do that. To  
325 the point, we have not, so using race as a factor would be unlawful, at this point. And I would  
326 caution the Council not to consider that. If we want to have a discussion at some point about  
327 doing the disparity study to show the impact of race on the ability of minorities to gain city  
328 contracts in the city of College Park or the South Fulton region, I think that would be a good  
329 discussion to have. And we can think about the cost associated with doing that study, the time it  
330 would take to do that study. In disparity studies, you measure time in years, not weeks or months  
331 to get one accomplished. But in the meantime, I think we have to look at the objective criteria as  
332 opposed to something based on race or some other classification like that.

333

334 MAYOR MOTLEY BROOM: Thank you, sir.

335

336 COUNCILMAN CARN: Well, I'd say this, for the record, I've always supported businesses that  
337 are disadvantaged businesses. I've always supported African American businesses, always will.  
338 I've always supported female business enterprises, and I always will. In terms of this company  
339 for evaluation, I would much rather go with an outfit that's a local outfit, as opposed to an outfit  
340 that's in Calhoun, Georgia. Also, the fact that they've done business with the city before, I'll  
341 support them. So my vote would be to support the RYCARS outfit.

342 .

343 MAYOR MOTLEY BROOM: Mr. Denmark, question: If this Body were to select RYCARS,  
344 could it possibly set us up for potential litigation with the other company that has come in with  
345 the lower bid?

346

347 MR. DENMARK: Yes, ma'am. That would certainly be a realistic possibility given what we've  
348 heard this evening. So that would be another reason to go with the staff's recommendation. You  
349 know, there's a distinction I would like to draw however between making a decision based on  
350 gender or race, on the one hand, and a company being a local business on the other, because  
351 obviously historically, race and gender have been -- what the Supreme Court calls invidious  
352 classifications, and those are not favored. You get strict scrutiny.

353 The law seriously disfavors making decisions based on race. But promoting a local business that  
354 would draw a different level of scrutiny, more of a rational basis type of scrutiny that we prefer  
355 local businesses, irrespective of gender or race or religion. So that's a different analysis all  
356 together. I think we should be careful there also. But, especially, if we're going to have a  
357 conversation about a race based decision making in government contracting. I think we are  
358 setting ourselves up for a potential lawsuit against the city.

359

360 MAYOR MOTLEY BROOM: Thank you, sir. Mr. Moody, are any of these --

361

362 COUNCILMAN GAY: You were coming this way, Mayor.

363

364 MAYOR MOTLEY BROOM: I've got another question. Thank you, sir. Are any of these  
365 businesses located within the city limits of College Park?



366  
367 MR. MOODY: No.  
368  
369 MAYOR MOTLEY BROOM: Councilman Allen, any other questions?  
370  
371 COUNCILMAN ALLEN: I want to make this point that, you know, I'll always support local. I'll  
372 always support minorities, female, race, whatever. But I will definitely always abide by the law.  
373  
374 MAYOR MOTLEY BROOM: Councilman Gay?  
375  
376 COUNCILMAN GAY: Yes. A couple of comments. On package page 87, I don't want to see any  
377 more information about minorities. So there's no reason to have this on this page. If you're  
378 disadvantaged or your minority status is not criteria, then stop putting it on these bids. Because  
379 the other people can get these bids and say, well, we thought we might have had an edge.  
380 Secondly, question for the attorney: When we vote up here for staff recommendations, is our  
381 vote based on our discretion, or is it based on -- what should we base our vote on?  
382  
383 MR. DENMARK: Yes, sir. You could obviously consider the staff's recommendations, use your  
384 own independent judgment, the views of your colleagues, your constituents; all of those factors,  
385 your decision making councilman. And you make a decision that you feel is in the best interest.  
386  
387 COUNCILMAN GAY: Because, respectfully, your firm wouldn't be here if I didn't feel that you  
388 were a disadvantaged business that deserved a break. So I guess I broke the law when I  
389 recommended hiring you all? That's number 2. So let's stop putting this up here. Don't bring  
390 anymore contracts up here with this information on it. Because it's going to confuse the  
391 unsuccessful bidders.  
392  
393 COUNCILMAN CLAY: Mayor, may I?  
394  
395 MAYOR MOTLEY BROOM: Yes, Councilman Clay; go ahead.  
396  
397 COUNCILMAN CLAY: I would like to do whatever we can to help local businesses. And by  
398 local -- and I think it's not -- it's an economic argument, as well as the right thing to do because  
399 they contribute to the taxes in our city. That's why I asked Councilman Carn whether they were  
400 in the city or not from the standpoint of the taxes. Having said that, we do have here the fact that  
401 -- well RYCARS and Jewel of the South have done business with the city, whereas Caliber  
402 Construction has not. So my question would be -- gosh, in industry, we used to say, "go with the  
403 devil you know rather than the devil you don't know" kind of thing. And if we've done business  
404 with RYCARS, my issues are legal, you know. I don't want to do what we've been told we can't  
405 do. If we've done business with RYCARS, have we been satisfied? What kind of business have  
406 we done with them? Have they put on a major roof like this?  
407  
408 MR. MOODY: They did the seal coat on Tracey Wyatt Center. I believe they did something over  
409 at the GICC with their roof issue.  
410  
411 COUNCILMAN CLAY: Because if they've done a really good job for us, I think you could

412 make an argument that based on the quality of work that they've done. Isn't that the case,  
413 Winston?

414  
415 MR. DENMARK: Yes, sir. If you like a company's work, that's a legitimate criteria. If they're  
416 local and you say we want to try to do business with local businesses -- and Councilman Gay, I  
417 would also point out that my office is right around the corner in the city of College Park with an  
418 occupation certificate hanging on my wall.

419  
420 COUNCILMAN GAY: I factored that in as well.

421  
422 MR. DENMARK: Yes, sir. So local businesses, we can certainly consider those people we've  
423 done business with before. We could certainly consider those. And if the Council -- as I said to  
424 Councilman Gay, you can make a decision that's in your best interest.

425  
426 The only thing I caution you against is including race in the decision making process. Local  
427 business, they've done work with us before and we've been satisfied with it; all of that is fair  
428 game. But if we're going to make a decision other than what the staff has recommended, based  
429 on the discussion this evening, I would encourage you to state the basis for that, for the record,  
430 so that everyone who looks at this decision at a later date would say, well, here they've stated the  
431 reason why they made the decision and it's this, not that.

432  
433 COUNCILMAN CLAY: Well, the other aspect of it was, I was under the impression, and maybe  
434 I'm wrong, but, originally, RYCARS gave us the higher quality decision in recommending the  
435 acrylic coating on top. And the other company came in with a decision that was cheaper, was  
436 inherently cheaper.

437  
438 And at some point, the lower quality decision was changed to match the higher quality -- the  
439 preferential decision. So now we've got two preferential decisions separated by a small amount  
440 of money. One of whom has done business with the city before. And I sure wish I knew whether  
441 we were happy with the job that they did. Who's here from recreation? Anybody? Anybody have  
442 any idea? Nobody here from recreation.

443  
444 MAYOR MOTLEY BROOM: I think Ms. Miller is here.

445  
446 COUNCILMAN CLAY: That's the problem with not having all the staff here.

447  
448 MAYOR MOTLEY BROOM: Ms. Miller is here, Councilman Clay. I believe the folks from  
449 Caliber are here as well.

450  
451 MS. MILLER: Good evening, everybody. We did have the work done at the Convention Center.  
452 We were quite pleased with the work.

453  
454 COUNCILMAN CLAY: I'm sorry, could you speak a little closer?

455  
456 MS. MILLER: Sure. We did have the work done at the Convention Center. We were pleased  
457 with the work that was done and they did it in a timely manner.

458  
459 COUNCILMAN CLAY: So for a couple of \$3,000? Why not go with the person that we know  
460 has done a good job?  
461  
462 COUNCILMAN CARN: Well, that's what I thought to myself, literally, eight minutes ago. I  
463 made the recommendation based on the local preference, as well as the fact that they had done  
464 business with the city before. And going by the letter of the law, I will support this outfit, based  
465 on those two factors. But, also, I do want to see the identified class on all of these matrixes just  
466 like we've been doing. I definitely would support the local outfit. And, again, they're one street  
467 over outside of College Park, it turns out. But keep something in mind, y'all, you know, our  
468 residents pay Fulton County taxes, as well. I'm not sure what county Calhoun is in, but it's quite a  
469 ways up north from here.  
470  
471 MR. MOODY: Would you like to speak with their reps on the difference in the material since  
472 they are right there?  
473  
474 COUNCILMAN CARN: Are you asking me?  
475  
476 MAYOR MOTLEY BROOM: Does anyone have any questions for the folks from Caliber? They  
477 are here to answer any questions.  
478  
479 COUNCILMAN CARN: I don't.  
480  
481 COUNCILMAN CLAY: Only to Winston. Is that a legitimate criteria that I suggested?  
482  
483 MR. DENMARK: Yes, sir. That we've done business with them before and have been satisfied  
484 with them and that they are local; yes, sir.  
485  
486 COUNCILMAN CARN: All right.  
487  
488 MAYOR MOTLEY BROOM: Any questions for the representatives from Caliber?  
489  
490 COUNCILMAN GAY: I would like to make a motion that we select the –  
491  
492 MAYOR MOTLEY BROOM: Councilman, hold on. We're in workshop. It'll be part of the  
493 regular session.  
494  
495 COUNCILMAN GAY: Can't do it today?  
496  
497 MAYOR MOTLEY BROOM: In a little bit.  
498  
499 COUNCILMAN GAY: We'll do it at 7:30?  
500  
501 MAYOR MOTLEY BROOM: Yes, sir.  
502  
503 COUNCILMAN GAY: All right. Thank you.

504  
505 MAYOR MOTLEY BROOM: All right. Thank you. So we'll move on to the presentation from  
506 Dr. Chisulo in regard to human culture and civic programs.

507  
508 COUNCILMAN CLAY: Mayor, excuse me. I didn't catch what we decided.

509  
510 COUNCILMAN CARN: We can't take a vote in workshop.

511  
512 COUNCILMAN CLAY: I know, but is it on the agenda for a decision or discussion later on?

513  
514 MAYOR MOTLEY BROOM: It'll be on for a decision.

515  
516 COUNCILMAN CLAY: Okay. Good. Thank you.

517  
518 **2. Presentation from Dr. Chisulo Akono Ajanaku, illuminated Light to Freedom**  
519 **United Action for the advancement of Humanity, Inc. RE: Human Culture & Civic**  
520 **Programs.**

521  
522 DR. CHISULO: Good evening and greetings. I'm happy to be here with all of you, and  
523 tremendously pleased for the opportunity, Mayor and Council, to be part of progress. I know I  
524 have just a few minutes. And also I am aware that you have quite a bit of information. And so, I  
525 was given a guidance to reduce my comments and slides. So I asked Shavala to help me in going  
526 through this; okay. But I want to tell you that my purpose today is to share how our organization,  
527 United Action for the Advancement of Humanity can contribute to the enhancement, the  
528 economic development; the city's core value and the promotion of unity in the city of College  
529 Park, so that we all can thrive together. We can do that.

530  
531 So today's presentation is for your consideration. Shavala, would you turn to page 2, please. For  
532 your consideration today, I am requesting that you establish a human culture and civic program  
533 unit offered under the Department of Recreation and Culture Arts to support and assist UAFAH,  
534 United Action for the Advancement of Humanity, with its phase 1. Please turn to page 3. After  
535 the approval, as a unit, I want to give you a picture of what we plan to do.

536  
537 We have taken the approach -- we realize that we have an awesome task ahead of us. So we've  
538 taken an approach to have two phases to implement and installing and activating all of our  
539 programs. All of our programs are designed to enhance economic development, spread the core  
540 value, which is key and promote unity whereby we thrive together. Our awareness promotion  
541 fundraising and membership is part of our program, just getting the message about what we want  
542 people to participate in. We want to talk about what is human culture and promote that. Let  
543 people know the benefits of having a human culture community and invite them to participate.

544  
545 Our ambassador training program is a way to get our core values outside of College Park City  
546 Hall out to the people, to the community, to the children. A community with conscious core  
547 values can go a long way together. The money we spent was well spent on those core values.  
548 Let's get them out to all the people we can. In our phase 2, we're taking these programs and  
549 services, not only in a pedicab, so visitors, people who are who purchasing our products and

550 services, so they know what we offer. We, through our ambassadors and pedicabs, in phase 2,  
551 and civic programs. Civic programs is all about solving civic problems. A big problem we have  
552 that we have not solved. It's participating in the voting process of College Park. Our civic  
553 programs -- we have designed programs and services that can get to the people to participate, to  
554 help us all thrive together.

555  
556 Shavala, would you turn to page 4. The core values of College Park were approved by you, by  
557 the Mayor and Council. We had made it a priority in our training, our ambassador training, our  
558 pedicab training. We wanted as many people as possible to experience these core values and  
559 adopt them, live them out, and demonstrated in our relationship. We can do that through United  
560 Action for Advancement of Humanity. Let's go on to page 12. We make it a priority; unity.  
561 There's so much division. College Park taking the lead in promoting unity and how to do it. How  
562 to be one race; human. One race of people. Who's talking about that? Let's take the lead. Our  
563 ambassador can help us get that message all around Georgia.

564  
565 Shavala, can we go on to page -- right now I want to talk about our highlights. How we going to  
566 do this? How do we get this information out to the people; through our programs? So our  
567 program highlights are -- first one is our awareness, promotion, and fundraising and membership  
568 program. That is how we going to get the message through all of these programs, this program,  
569 coming to our community to the people. So these program activities -- our first year awareness  
570 program, we're going to push that. We're going to increase membership. We're going to have  
571 participating people. Then we move into our program component.

572  
573 First there's awareness, promotion, talking about our core values, get all that promoted  
574 throughout the community of College Park. Second, we go on to creating programs inside the  
575 recreation center. Human culture, freedom remedy, setting up groups, activities, events and stuff.  
576 Individual discovery and reveal people for growth and development. We want to help them  
577 discover where is some of the blockage that we have in not coming together? How do you  
578 remove those blocks that keeps us from seeing each other's fullest humanity? We have to see it in  
579 ourselves first. So workshop topics -- talking about unity, how to participate in it, agreeing,  
580 bringing people to agree in this community. We're one race. We're human. And our children are  
581 human, and our grandchildren are human. And we're going to raise them as human children.  
582 There are people who will agree to do that.

583  
584 We got a problem, there's a way to solve it. We need people to participate. That's how we bring  
585 about a human culture community. Our ambassador training and ambassador on the streets  
586 embodying the teachings, embodying this place of unity, embodying any service, these core  
587 values. Taking them out of City Hall, taking them to our merchants. Taking them to the visitors.  
588 The ambassadors for College Park. We can take lead in our state with your support and help.  
589 Finally, Shavala, would you go to page 17. Let me just tell you, 17 is our budget. Our budget,  
590 how we will spend this development money. It lists out how we're going to spend it. I told you  
591 about the activities that we're going to do and how we're going to get the results. And so, now,  
592 Mayor and Council, I'm asking you again for your consideration to implement an innovative  
593 human culture and civic unit under Recreation Arts & Culture Department and assist us in  
594 funding our first phase of our operation of the Human Culture and Civic program unit in College  
595 Park.

596 All of that lines up with the core value. Everything that's in the core values of College Park is  
597 what we want to do for College Park. Again, thank you for this opportunity. You have any  
598 questions for me, but right now, I'm finished with my presentation. And, again, thanks.

599  
600 MAYOR MOTLEY BROOM: Thank you. Councilman Clay?

601  
602 COUNCILMAN CLAY: I certainly agree with the intent. I've known Dr. Chisulo for some time.  
603 And I think one of the unique things about College Park is the way we all work together pretty  
604 well. Whether it's race, whether it's sex, whether it's sexual persuasion, whether it's religion, what  
605 have you, I think we have an amazing environment in College Park. That doesn't mean it can't be  
606 better. And I think the concept of considering the thing we all most have in common, which is  
607 our humanity, as opposed to all the other things that are dividing us these days in the nation, the  
608 world, the State, the local communities, the counties and what have you, I should say.

609  
610 I think this is a great concept. Making it -- changing the culture, I know I have a little bit of  
611 experience with that in business. And I had to do change a development culture and it took me  
612 three years for -- we made really good -- achieved good progress. It takes a long time. It's hard to  
613 do culture change, very hard; probably the hardest thing you can do. But I love the concept. I  
614 think if we fit it into recreation, I think Michelle is probably receptive to it. I'm not, at this point,  
615 committed to a hundred and fifty thousand dollars. I think I shared that with you when I saw  
616 some early numbers on this. I think we have -- if we're going to do this, and that's up to the  
617 Council, if we're going to do this, I think we have to treat the first phase as a pilot and see how it  
618 goes. See how the results go, maybe change the approach, what have you. Do we know who  
619 would actually do the training? Would that be you? Would that be someone else?

620  
621 DR. CHISULO: Absolutely. I am and will be lead trainer. There's several protégés of mine that  
622 will help me in this process.

623  
624 COUNCILMAN CLAY: Okay. Well, it's obviously not in the budget, at this point. So this is  
625 something we'd have to consider in the budget process. But I'll leave it to the rest of the Council  
626 to ask questions and see how they feel about the concept.

627  
628 MAYOR MOTLEY BROOM: Councilman Carn?

629  
630 COUNCILMAN CARN: Dr. Chisulo, thank you for coming, great presentation. I think  
631 everybody knows you in the community. And he is a very important individual in our  
632 community. We always talk about community stakeholders and community partners.  
633 Government's great and that's the system that we all live under in terms of setting public policy,  
634 If you're depending only on government to make your community better, I can tell from firsthand  
635 experience you're going to be let down if you think government is the answer therein by itself; it  
636 takes a community. It takes nonprofit organizations, and for-profit businesses. It takes churches.  
637 It takes schools. It takes everybody grabbing a shovel and getting to work on this project for a  
638 better community. So I support you 100 percent.

639  
640 Anytime somebody comes from the community with a project to do good and betterment for this  
641 city, I've always been all ears. Some of our best ideas come from some of our local folks in the

642 community, I think. I think the expertise in unifying our community is going to, you know, lie  
643 with our community representatives, some of us up here, obviously. I'm okay with the  
644 preliminary of 36, get things going, and see how it goes. We want to be able to make some  
645 tweaks and adjustments along with you with this programming. And I'm assuming that this  
646 Council Body would have some directed bias consent in regards, in particular, with the  
647 ambassadors, perhaps. We definitely want to be a stakeholder in this and not just a pocketbook  
648 for it. So we want to make sure, you know, some of these selections are commensurate with what  
649 we're looking at in our communities as well. So with that, I'd be okay with it. I think it's a good  
650 thing. And, you know, we would want to always try to do good. And I'm glad there's some open  
651 minds up here for some new things, so, you know.

652  
653 MAYOR MOTLEY BROOM: Councilman Allen?

654  
655 COUNCILMAN ALLEN: Yes. Thank you very much for being here and bringing this to us. One  
656 thing I love, like everybody else in College Park, is the community, is the involvement in the  
657 community. There's a lot of people that would join you and help you in these programs. I think  
658 it's a good program and I agree with everyone else, I think it is worth looking at in an initial  
659 phase. I want to make sure that we get those involved that live in apartments and some of the  
660 housing, as well as the other areas. I'm sure you've got that in there. But I just want to make sure  
661 we get everybody involved. I think that's the way to go about it. Because we are a community  
662 and we do stick together like a family. So I appreciate you bringing this to us. I think it's well  
663 worth taking a good look at it.

664  
665 MAYOR MOTLEY BROOM: Councilman Gay?

666  
667 COUNCILMAN GAY: Yes, sir. I believe that we could probably consider adding it to our  
668 upcoming budget. I would invite you to watch our budget session to see how it plays into the  
669 numbers. The only thing I would probably want to talk more on, the pedicabs. I'm not really  
670 following that. But as we talk for hours on hours about this initiative, certainly, I support it.

671  
672 MAYOR MOTLEY BROOM: All right. Appreciate it. Thank you much.

673  
674 DR. CHISULO: Thank you very much.

675  
676 **C. Presentation from Prime Engineering Regarding Infrastructure Update for Six**  
677 **West.**

678  
679 MAYOR MOTLEY BROOM: The next item is a presentation from Prime Engineering regarding  
680 an infrastructure update for Six West.

681  
682 MR. MCPHERSON: Thank you Mayor and Council. I want to just take a few minutes today, lots  
683 of questions has been asked over the years, particularly recently, more so recently, on what kind  
684 of infrastructure do we have over in the Six West area. What kind of information has been  
685 created, it really resides in the engineering group here in the city. So I wanted to take just a few  
686 minutes and go through a slide presentation with you. And I know some of the diagrams in there  
687 are pretty small. But this is a really big piece of property. You can see how big this board is and

688 how much property is involved.

689

690 So first, I just want to give an overview of the information that we have from an engineering  
691 standpoint and then sort of talk about some of the projects that are ongoing that we also have  
692 additional engineering data from, and I'll share that to you in this project. First of all, from a  
693 boundary survey, we have a boundary survey of the entire parcel all the way around the  
694 perimeter of it, as well as the individual parcels within the development. We are able to -- we've  
695 done breakout parcels on it, as well, to include the residential district, the entertainment district,  
696 pretty much any district we want to create, we're able to do that with the survey data that we  
697 have.

698

699 We also have -- I'm going to drop this down. We also have -- that's the overall boundary that you  
700 see there -- of the Six West parcel land, 300 plus acres, I believe it is. We have done a specimen  
701 tree survey. As you well know that part of the ordinance for the city, you have to know what  
702 specimen trees is, tree recompense. Those have been surveyed and incorporated into that  
703 database. We have done LIDR Topo of the entire property. This is an aerial based -- it's like a  
704 sonar, is the best way to describe it, to give us 2 foot contour intervals of the entire tract of land.

705

706 From a utility standpoint, we have the water system, which comes from existing maps. We have  
707 water line sizes, fire hydrant valve. We have sanitary sewer that was done as part of the database  
708 collection for sanitary sewer invert size, size lines, types of lines. We have done storm drainage,  
709 structures, and size of pipes and material types. We've done reused water, that's new, that runs  
710 from the golf course all the way up to the GICC. We have electrical transmission and  
711 distribution, which the College Park Power has.

712

713 And then we have gas, which is natural gas; small distribution lines that are within the area from  
714 gas companies. From an environmental standpoint -- yes, we also have jet fuel. There's two  
715 major pipelines for jet fuel. There's Colonial and Plantation. They run parallel to Camp Creek  
716 Parkway and veer off, basically, as we get just past Rhodes. We've also done SSES of all the  
717 pipes in that area. Where we've actually gone in and videoed those pipes to look at condition.  
718 And then we've made some repairs. We've also done storm water inventory. We have not  
719 CCTV'd or cleaned any of those pipes because that's not made it through the budget process yet.

720

721 COUNCILMAN CLAY: Which pipes?

722

723 MR. MCPHERSON: Storm water pipes. Yes. The new ones we have that we've installed, I'll talk  
724 about those in a few minutes. Environmental survey is part of some of the ongoing other projects  
725 that we have done. We've inventoried some of the waters of the State and some of the wetlands  
726 in the area. We also have flood plain information which comes from FEMA where all the major  
727 streams in that area have been studied and mapped. This is a diagram of what the sanitary sewer  
728 pipe network that we have. That's Redwine Road at the bottom, so that's the residential district  
729 that you're seeing there. But we have the entire Six West development.

730

731 Some of the previous projects we've done -- we've done the golf course rehab work to the pond  
732 where we took out all the silt and increased capacity of it. We have done improvements to some  
733 channels and the pump house that feeds water to the golf course, as well as up to the GICC.



734 We've done storm drainage improvements along Columbia, John Wesley, Yale, and Oxford. This  
735 include, not only putting in brand-new storm systems, but also putting in water quality devices  
736 which help the individual development along that place having to deal with less treatment on  
737 their individual properties.

738  
739 There's the gas pipeline relocation project that's the one that was relocated for Rhodes Street  
740 connection to Camp Creek Parkway. That's the Rhodes Street that's currently underway. I think  
741 everybody is familiar with that. It's expected to be completed at the end of '23 or maybe earlier  
742 '24. And it's looking very good all the way up to where the roundabout's going in.

743  
744 And then we have the pedestrian bridge, Global Gateway, connector project, which is the  
745 multi-use trail that goes from the GICC all the way to Main Street and downtown College Park.  
746 In a quick nutshell, that's what all we have. I'll leave these drawings here so that if anybody  
747 really wants to dig in. But all this information is available to you, Council, and as well to the  
748 folks that we meet with on a regular basis trying to share what information we have on the  
749 development. Hope that helps you guys. Any questions?

750  
751 MAYOR MOTLEY BROOM: Thank you so much. Councilman Clay?

752  
753 COUNCILMAN CLAY: I didn't realize that we had done such a complete job on the  
754 infrastructure at this point, so this is a very helpful presentation. It's also very helpful for  
755 anybody that's watching this on streaming or TV or what have you, because it says we're right  
756 ready to do work in Six West. We know where things are. Is there any infrastructure short of  
757 CCTV'ing the storm drains that we don't know; that we still have to learn or at least needs to be  
758 done?

759  
760 MR. MCPHERSON: There is one phase left on the sanitary sewer CCTV project, which is  
761 citywide. It's that one last phase that has not been done. There is the cleaning of the storm drain  
762 lines in the city as a whole that needs to be done.

763  
764 COUNCILMAN CLAY: I'm talking about Six West now.

765  
766 MR. MCPHERSON: Yes, Six West, as well. That is still some of the things that need to be done.  
767 I'm not so sure that we really need to go in and do much CCTV to the storm drain, because as it  
768 gets developed, so much of that will get torn out and replaced anyway.

769  
770 COUNCILMAN CLAY: Yeah, which was going to be my next question. Okay. We've  
771 determined the condition of it and I guess it works. I mean, do the pipes that you've discovered  
772 that have water carry water? Could they carry water if you tapped into them?

773  
774 MR. MCPHERSON: Yes. Again, I think the water system, the sanitary sewer storm systems,  
775 many of those, as the roads get redeveloped and as the parcels get developed, will need to be  
776 either be improved or will need to be removed and replaced, just because many of them are, you  
777 know, 80 years old. And they're sort at their useful life.

778  
779 COUNCILMAN CLAY: But it's important to know where they are.

780  
781 MR. MCPHERSON: But we do know where they are. We do know what condition most of them  
782 are in; that is correct.  
783  
784 COUNCILMAN CLAY: Okay. Let's see, there was one more thing I wanted to address. I guess  
785 you already covered it. They may or may not be in the right place?  
786  
787 MR. MCPHERSON: That is correct. Many of them will probably be in the wrong place because,  
788 as individual parcels go in there and do mass grading to these sites -- you know, you take the  
789 residential area, pretty much everything inside the district is getting graded, taken out, removed,  
790 or replaced, or abandoned and placed and new will go in its place. The same will happen  
791 throughout the rest of the district. And as different streets are redone, those utilities get redone  
792 with them.  
793  
794 COUNCILMAN CLAY: Okay. So is all this data now that we have, has it been integrated into  
795 our GIS system?  
796  
797 MR. MCPHERSON: I think almost all of it has. I'd have to check with GIS, but probably 80 or  
798 90 percent.  
799  
800 COUNCILMAN CLAY: Let me put it a little differently. I presume it is in your plan to get it  
801 into our GIS system?  
802  
803 MR. MCPHERSON: Yes. We will make sure it's there, if it's not already.  
804  
805 COUNCILMAN CLAY: And, hopefully, it will be done soon. Jackson is --  
806  
807 MR. MYERS: So, yes, Byron works for Rob and he brings down CD's of those areas. And every  
808 time that they -- they got this little handheld device and they set it on top of a manhole, whether  
809 it's a sanitary sewer or a storm drain manhole, and it goes up to some place up in the sky and  
810 they get these directions -- I'm just making that up. But, anyway, everything is GIS. If it gets  
811 covered up by grading, or it gets covered up by trees or limbs or anything, they can still locate.  
812 Because they went out there and located all of that stuff --  
813  
814 COUNCILMAN CLAY: So, in other words, if I were to go into our server and download one of  
815 the GIS maps that we produce, I can take the Geo coordinates for that, and I can literally walk  
816 out into Six West and say, I am standing on top of the pipe that goes to such and such; correct?  
817  
818 MR. MCPHERSON: You can do that with a sanitary sewer. You can do that with a storm sewer.  
819 You cannot do it with water. You cannot do it with gas lines. We have maps of those and those  
820 are maps of water and gas. We have that information. It's in GIS, but it's not a field locate.  
821  
822 COUNCILMAN CLAY: It's not Geo located?  
823  
824 MR. MCPHERSON: It is not Geo located; that is correct.  
825

826 COUNCILMAN CLAY: So there's --

827

828 MR. MCPHERSON: We know what side of the street it's on.

829

830 COUNCILMAN CLAY: Okay. That's exactly what I wanted to know. Well, that's excellent.  
831 Thank you.

832

833 MAYOR MOTLEY BROOM: Councilman Carn?

834

835 COUNCILMAN CARN: Thanks Rob for coming out. I'm glad we have this overview. This is  
836 the largest development project in the history of this city. And it's very important that we're  
837 keeping tabs on what we're doing, where we're at, what we're looking at. Progress has been going  
838 good out there, I think. And it's good with you guys keeping an eye on things as well as -- what's  
839 the other outfit? BDR and the whole nine. We want to make sure we're building that site up and  
840 developing, you know, as fast we can. But at the same time, we want to make sure we're  
841 developing right.

842

843 One of the things I thought about. And I said to myself, you know, location is obviously  
844 important in terms of infrastructure, what we're dealing with, what we have. But also  
845 infrastructure history and dependability in terms of those things. As we look to sell off these  
846 parcels here in the Six West area, there's a lot of issues in terms of questions, I guess, from folks  
847 that are interested, speculators, but as well on the city side in terms of what we're looking at. And  
848 we've got great maps to look at what we're talking about here.

849

850 But, you know, I said to myself, in terms of infrastructure, and this is not just something for Six  
851 West, we're such a small and closely knit city, I said to myself, in terms of engineering and  
852 infrastructure, it was probably only one person that I knew of that knew more about this city,  
853 block for block, probably than anyone else, and that was William Moore, who was our former  
854 engineer. I know you're familiar with William, I'd imagine. Jackson, I know you're definitely  
855 familiar with him. I thought about it and I said to myself -- well, to make a long story short, I  
856 gave him a call. And we talked for a little while and, you know, caught up in terms how he was  
857 doing and what we were up to.

858

859 It was good to hear his voice. And I mentioned to him, I said, listen, I don't know if you've been  
860 keeping up with current events in College Park in terms of what's going on, but I wanted to talk  
861 to you about something and get your thoughts on it. And he said, well, he said, I know that in  
862 current events, your new city manager starts in April. I said, okay, well, yeah, you're right up on  
863 current events. And, you know, I was talking to him. I wanted to make sure fire he was firing on  
864 all cylinders these days, you never know. So I told him, I said, we got a lot of things we're doing  
865 with Six West and with properties and whatever have you, what I was proposing was, bringing  
866 him in -- and what I would like him to do is to put together some kind of a book, in terms of  
867 going block for block throughout this city, in terms of identifying some of the history of what we  
868 have in the ground, above ground, covert storm drains, you know it, citywide infrastructure.

869

870 You know, there are some analyses that you can't measure in cost. But in terms of efficiencies  
871 for the future, I said to myself, it's be great to get all of that institutional knowledge kind of

872 categorized and cataloged in a sense where, in the 2030s, we would have some definitive block  
873 for block information that would be pretty doggone valuable, I thought, in the future for this city.  
874 Storm drains -- which ones have given us trouble over the years. Which retention ponds, you  
875 know, may have the propensity for spill over into the streets. All types of stuff that only someone  
876 that's really been in the trenches, under the trenches, the whole nine, for decades, may know  
877 about this stuff.

878  
879 So I thought it might be a good idea to look at possibly bringing him in for a week or two to  
880 kinda do a full city assessment. And us have that institutional knowledge block for block so we  
881 would know what we're dealing with and have a good sense of the history of this stuff. It's  
882 important, you know, the older you get, the more you appreciate history and institutional  
883 knowledge, you know. When I first came here in '05, I thought I knew it all. And then I realized,  
884 I said, man, I don't know anything about this stuff. But you appreciate folks that have been  
885 before you and that actually know some of this stuff. But I thought it might be a good idea just to  
886 have that in the books somewhere, in addition to the stuff that we have now. I think it would be a  
887 big help to us. So I wanted to put that out there and I wanted to get your thoughts on that.  
888 Because I thought it would be a good idea. But this is great information and we want you to keep  
889 us updated on how we're doing out there.

890  
891 MAYOR MOTLEY BROOM: Councilman Allen?

892  
893 COUNCILMAN ALLEN: Yeah, I appreciate it. It's very good information. And I think we need  
894 to do this about every three, six months, something like that, maybe six months as it gets  
895 moving, you know, just so we understand. I worry about the water, you know. Are we going to  
896 have to have another water source? I know Jackson's working on one, but with the Hawthorne  
897 Station and we've got Somersby coming out on West Fayetteville Road. We got other ones. I just  
898 want to make sure we have plenty of water. And you say we're good on water.

899  
900 MR. MCPHERSON: I will have another report for you on the water, probably, two weeks to four  
901 weeks. We still have Clayton County that we're trying to meet with. And once we have that  
902 meeting with them, we'll be able to come back and report sort of what our findings were from the  
903 storm that we had, as well as some of the grant money we're going after. And maybe the next  
904 steps of what we need to be looking at from a financial standpoint, and from a planning  
905 standpoint to take us to the next -- for the next 15 --

906  
907 COUNCILMAN ALLEN: Have enough for Six West and everything that's going to be going in  
908 there, as well. You mentioned in here on one of the pages that the water of the State, Rhodes  
909 Street and trails is partially done. I think it was on Package Page 46. Can you have an idea how  
910 much percentage? You say partially done. Is it done 50 percent? 80 percent? Just ballpark.

911  
912 MR. MCPHERSON: Probably 25 percent, maybe. We have -- where Rhodes Street crosses the  
913 main creek where the bridge is at. We basically have that creek toward town, with the exception  
914 of a couple of branches it runs off. And those were associated with the storm drainage  
915 improvement project we did in 2010, the Rhodes Street project. And then we used the same data  
916 for the trail project. So what's missing is there is one major draw that runs north to south, it's  
917 between here and the public works building that's not been done. But, of course, the major

918 creeks, those are obvious and everybody knows those exists. Really no reason to do those, there's  
919 75 foot buffers on those. And when it's time to develop, the surveyors, they'll pick that up when  
920 individual developers develop it.

921  
922 COUNCILMAN ALLEN: And then you answered two or three other questions I already had in  
923 here with your program. So thank you very much, you know, I look forward to the next time you  
924 come.

925  
926 MAYOR MOTLEY BROOM: Councilman Gay?

927  
928 COUNCILMAN GAY: How you doing, Mr. McPherson?

929  
930 MR. MCPHERSON: Just fine; thank you.

931  
932 COUNCILMAN GAY: A couple quick questions. You mentioned that your findings are  
933 available. Are they consolidated to where they can be given to someone, shared in a file? How is  
934 that?

935  
936 MR. MCPHERSON: The city has all of these.

937  
938 COUNCILMAN GAY: Is it compiled?

939  
940 MR. MCPHERSON: Yeah, this is all information the city owns.

941  
942 COUNCILMAN GAY: Let's say if a developer wanted to come and we'll just provide that  
943 developer all of your findings?

944  
945 MR. MCPHERSON: Yes, we do. We provide that to them often. Either AUTOCAD format, GIS  
946 format, different ways, however they may want it from their engineering side.

947  
948 COUNCILMAN GAY: And it'll be a file of all the infrastructure and surveys --

949  
950 MR. MCPHERSON: Yes.

951  
952 COUNCILMAN GAY: -- they would ask for?

953  
954 MR. MCPHERSON: Yes.

955  
956 COUNCILMAN GAY: Okay. My second question is, I look at Camp Creek Marketplace and the  
957 first phase was so successful, I noticed when they built the second phase, they needed another  
958 entrance off Camp Creek, down there near Publix and Walgreens. My question is, way down the  
959 road, if we were to consider another entrance into Six West at Global Gateway, hypothetically,  
960 the pipeline -- I notice the pipeline is already below the street surface. If, hypothetically, that was  
961 a second entrance in the future, conceivable, would we have to lower the pipeline or we would  
962 just bridge over it?

963

964 MR. MCPHERSON: It depends on the elevation of that pipeline. So if the connection that we  
965 made at Rhodes Street where Canton Road was coming through there -- it was actually Camp  
966 Creek Parkway was cut in and the pipe was already there and so it went up and then the pipeline  
967 is down. And so, when we went from Camp Creek -- to connect it to Camp Creek, we had to run  
968 our vertical profile for our road, we didn't have enough cover on that pipe. So if we go down to  
969 Global Gateway, I believe that section, the land is lower than Camp Creek, so we shouldn't have  
970 to do anything with it.

971  
972 COUNCILMAN GAY: Okay.

973  
974 MR. MYERS: You're right. I've already checked that out. And I'll tell you what, we have --  
975 every issue we have here we can overcome. But the main issue is why we looked at this, we  
976 looked at this over the last 10 years, that it's in the flood plain. And we have to try to figure out  
977 how to build another bridge over the flood plain. Because the water that comes out of the GICC,  
978 we'll use that as an example, comes underneath that road and goes into that pond that's there. So  
979 we have a lot of hoops that we have to jump over in order for that to happen. So that's not going  
980 to be a three year --

981  
982 COUNCILMAN GAY: I understand.

983  
984 MR. MCPHERSON: The other thing, Councilman Gay, as part of the traffic study that was done  
985 for the Six West development, we had to look at all the intersections along Camp Creek. And the  
986 one right there at the entrance to the GICC, that's one intersection that has to be widened and  
987 expanded to come back to handle the traffic.

988  
989 COUNCILMAN GAY: And to piggyback on Council Member Allen's question about water. If  
990 we have to have another tank, just from what I see, I think Six West would be an ideal location  
991 for it. I wouldn't want another tank. We got one --

992  
993 MR. MYERS: We can answer that too. We've already put in two applications and I was going to  
994 tell you that in my City Manager's report. So, yes, we've already -- I'll explain it. If you want me  
995 to explain it to you now?

996  
997 MAYOR MOTLEY BROOM: You can do it later.

998  
999 MR. MYERS: So we've talked to the airport, of course --

1000  
1001 MAYOR MOTLEY BROOM: Later. Thank you. We can do it later.

1002  
1003 COUNCILMAN GAY: I get it.

1004  
1005 MR. MCPHERSON: Anything else?

1006  
1007 MAYOR MOTLEY BROOM: Thank you so much, sir, appreciate it.

1008  
1009 COUNCILMAN CARN: You said a copy of that, we have -- because I don't go on the shared

1010 drive much, so who on staff has a copy of this presentation with your maps? Who has that?

1011  
1012 MR. MCPHERSON: These maps are that Power Point presentation, those just came straight out  
1013 of it. It's in your package.

1014  
1015 COUNCILMAN CARN: I'm saying an email. Can someone send me an electronic version of  
1016 that without me having to go find it?

1017  
1018 MR. MCPHERSON: You're talking about these drawings here?

1019  
1020 COUNCILMAN CARN: Well, just your presentation.

1021  
1022 COUNCILMAN CLAY: It's in the packet.

1023  
1024 MAYOR MOTLEY BROOM: So the next item is a presentation from Dr. Baker on the citywide  
1025 classification compensation study.

1026  
1027 **D. Presentation from Director of Human Resources and Risk Management Dr.**  
1028 **Dwight Baker on the Citywide Classification and Compensation Study**  
1029 **Recommendations conducted by Evergreen Solutions, LLC.**

1030  
1031 DR. BAKER: Good evening, Mayor and Council. Last year you all charged with -- or approved  
1032 me, rather -- to get a firm to conduct a salary study for us, and I have representative from  
1033 Evergreen Solutions who will be presenting their findings along with their recommendations.

1034  
1035 MS. WHICHEL: Hi, how are you? I'm Stasey Whichel with Evergreen. I was the project  
1036 manager for your study. And I thank you for having us here today, to drive up from Tallahassee  
1037 and a little rainy weather along the way, but glad to be here and excited to kind of walk you  
1038 through what we've done so far. It's a workshop, please ask questions along the way, hold them  
1039 at the end, and we'll go from there.

1040  
1041 MAYOR MOTLEY BROOM: We'll ask you at the end, so go right through your presentation.  
1042 Thank you so much.

1043  
1044 MS. WHICHEL: So this project for you was a compensation study. So we weren't looking at full  
1045 class and comp; it was comp. So we're looking at your current structure. We did look at some  
1046 equities internally, how you were structured. How you were using your pay plan, and then  
1047 compared you to those market peers to see where you stood.

1048  
1049 Because, ultimately, your goal here for this study was to make sure you were as competitive as  
1050 you can be with the market. We started this project right around the holidays, sort of collecting  
1051 your data. Several meetings with your leadership team here to talk about what are the needs,  
1052 what are the areas of concern, the areas we really wanted to make sure we focused on during the  
1053 course of this study.

1054  
1055 We collected your salary schedules, all your employee data and then, of course, talked about

1056 your market peers -- classifications we want to use as benchmarks and then went to work  
1057 collecting the market. When we talk about looking at your internal data, we conducted what we  
1058 called an assessment of current conditions. Your assessment of current conditions is where we're  
1059 looking at your plan now. What seems to be working, what isn't.

1060  
1061 Do you have any areas of compression? How is your structure? Does it follow best practices?  
1062 And so, looking at your plan right now, as far as the overall structure, it does follow best  
1063 practice. For your range spread, that's the distance between the minimum to the maximum of  
1064 those pay grades. Best practice is 50 to 70 percent. You guys average 55 percent.

1065  
1066 So you're right within that range. It's a very typical structure, pretty transparent in how it's used.  
1067 We did notice that your employees, about 56 percent of them, are compensated below the  
1068 midpoints of their pay grades. And based on your looking at your overall tenure, there is some  
1069 compression there. And employees at some of the pay grades and some of the same  
1070 classifications, of course, based on time.

1071  
1072 Looking externally at your market peers, we selected 20 peers with your team here to go collect  
1073 their salary data to see how you compared. So your peers were selected based on people in close  
1074 -- organizations in close proximity to you. And then also ones that you're competing with, and  
1075 then just ones expanding out a little bit in this, I'll call, greater Atlanta area, that are in similar  
1076 situations to you. Like I mentioned a few seconds ago, we did select 93 classifications as your  
1077 benchmarks, so those covered all the pay grades, sampling all different classifications. And that's  
1078 what we went to your peers with to find out how those positions were compensated at those  
1079 organizations.

1080  
1081 And when we're looking at that, we're looking at job descriptions. So I'm not looking at a class  
1082 title to a class title. Especially smaller towns, you wear multiple hats. You can't do that. So we're  
1083 looking at job descriptions. And I'm looking for about a 70 percent match in what those essential  
1084 functions, level responsibilities are between the jobs. Based on the data we collected, you can see  
1085 on the presentation up there, that the city is behind market. Anywhere from 12 to 14 percent. So  
1086 taking that information in and the conversations we had, the meetings we had, we talked about  
1087 where you want to be from a competitive standpoint.

1088  
1089 So we went with the 50th percentile of the market. So think about the old fashioned bell curve,  
1090 right there at that midpoint of the market. So we wanted to build you a plan that allowed you to  
1091 be competitive there. To build you an open range plan, and then also to provide an adjustment  
1092 for that market position. So we did about a 10 percent adjustment to your salary schedules. Then  
1093 we also consolidated a few of those pay grades where you had pay grades that just weren't being  
1094 utilized. So this is what the new pay plan would look like. This is one pay plan. It's all of your  
1095 classifications will be assigned to a pay grade within this plan. And then it's updated here. Right  
1096 now, you're minimum starting point is right at that 15 dollar mark, so this is slightly higher than  
1097 that.

1098  
1099 This pay plan is reflective of that 10th percentile position of the market. Now, whenever you  
1100 build a new pay plan and you talk about how do you crosswalk your employees over to the new  
1101 pay plan, there's several implementation options. There are several ways you can go. They all



1102 have pros and cons to them. So we ran several different scenarios based on conversations we  
1103 had. The first one we did, we want them for everybody, is always bring to minimum. So if all  
1104 you were going to do is take this new pay plan and implement it, what would that minimum cost  
1105 be. So benefit of a minimum cost implementation, it's going to be the lowest cost option every  
1106 time. The negative side of it, though, it automatically creates more compression between your  
1107 employees; okay.

1108  
1109 We ran a couple of different, I'm going to call time parity options. So we ran a class parity, a hire  
1110 parity, and then a hybrid. So class parity, when you crosswalk somebody over to the new plan,  
1111 you look at the pay grade they're on now, you crosswalk them to new one. We're going to run a  
1112 linear regression formula. So we're going to look at their current salaries, their time and  
1113 classification, and then we're going to line them up accordingly. So we're going to look at the  
1114 time and class. The benefit there is, you're able to separate some people in the same  
1115 classification.

1116  
1117 So administrative assistants, you've got -- if there's 10 of them, you want to have them spread out  
1118 based on their time in that classification. So a five year versus a 15 year isn't receiving the same  
1119 salary. Hire year parity, what we're doing there, very similar. But my starting point there is their  
1120 total time with the organization. It's always going to be at a higher cost than your class year  
1121 parity. Your hire year is a good place to start, to look at, but it doesn't take those promotions into  
1122 account overtime, so it can inflate a salary position. Because it doesn't take that growth over  
1123 somebody's career.

1124  
1125 Hybrid -- we're actually going to do a blend of the two. Hybrid -- what we're doing is we're  
1126 basing that on time and classification. But then we're going to weight it for total tenure. So you're  
1127 going to value those employees that have built their careers here with you; okay. Another one we  
1128 ran was current range penetration. And current range penetration, that's where you're maintaining  
1129 an employee's relative position on their pay plans in relation to where they are within the max  
1130 and where they are in relation to each other.

1131  
1132 And I will say, we look at numbers here for that one. Remind me, we've got -- I don't know that  
1133 that's going to be a good option for you implementation wise. Primarily, the way your Public  
1134 Safety time is calculated in your current database, it doesn't really account well for the different  
1135 clock hours that some of those folks are. They're not all on 20/80s. Another one we ran which is  
1136 pretty standard for HR is compa ratios. That's a person's position in relation to a midpoint. And,  
1137 again, we're going to maintain somebody's position to a midpoint. Discount compa ratio, I'm  
1138 doing the same thing. I'm just allowing for a discount. It's a budget savings implementation  
1139 option and then it also -- if you've made big shifts to a pay plan, it's something you might want to  
1140 consider.

1141  
1142 An option, and you'll see it here, with the cost implementation in a second, that I think works  
1143 well for you is the Move to Market. Move to Market is based off the minimum. So the move to  
1144 minimum, the first option we talked about, I told you it creates compression. Move to Market is  
1145 helping to address the compression that's created. So what we're doing is, we're actually looking  
1146 at time. So I'm looking at the employee's tenure, and based on their tenure, I'm adjusting their  
1147 position to midpoint. So it's not a full compa ratio. So it's little bit more cost effective way to

1148 implement the plan. But it will let you address any compression created. So based on somebody's  
1149 time, we would move them 1 to 3 years, you know, spread them out about 2 percent; 3 to 7 years,  
1150 maybe 5 percent, and then so. That way, you can handle the compression that would be created  
1151 by just move to minimum.

1152  
1153 Now, with your general plan, this would be the cost estimate of these options. So, now keep in  
1154 mind, these are estimates. Employee data is not static. People are hired, people leave, people get  
1155 raises. But this is based on a snapshot in time for implementation. That Move to Market is the  
1156 one that I mentioned would be a good fit for you and your employees, based on spreading them  
1157 out over the core titles too. And that estimate is just over 1.2.

1158  
1159 Now, I mentioned a minute ago, we only did a comp study for you. But after our meetings and  
1160 discussions and looking at your market data, and then also looking at -- well, your other Public  
1161 Safety agencies are doing around you. One of the things I want to give you just for consideration,  
1162 I know this is an informational session tonight, is to consider taking your Public Safety, your fire  
1163 department and police department and moving them to a step plan.

1164  
1165 This would be something that's consistent with most of the other Public Safety agency  
1166 departments around you. And would allow you to better recruit and retain for those different  
1167 positions. So your general plan would not change. Same thing we looked at a second ago. For the  
1168 fire department, we would put them out and put them on their own plan. So what you see up here  
1169 -- obviously, those are hourly right, because those are not annual salary dollars up there.

1170 But you would take those hourly rates and then multiply them by their hours worked. Whether  
1171 for fire 27.56 or the few classifications that are on a twenty eighty. And then you could adjust  
1172 those salaries accordingly. You can see up there kind of an example of where those positions  
1173 could fall and what pay grades they could be assigned to.

1174  
1175 If we put them on a step plan, those employees would now have a standard step progression that  
1176 they would have over a 20-step program. Again, this is just something for your consideration.  
1177 Happy to come back and talk about it a bit more and then work with you at those two  
1178 departments, in particular, if this is something you would like for us to pursue. Your police  
1179 department would look like this. And this, of course, includes the jailer position and your comms  
1180 positions. Your lieutenant position up there is on an annual because that is an exempt position, so  
1181 that's an annual salary position. That's why the difference. And, again, this would be their step  
1182 plan. So I know it's hard to equate that there, to look at an hourly and think about what an annual  
1183 would be. Since we're on police, I can tell you, so police came in at market, right around 52, 53.  
1184 And this would actually be a little bit slightly more aggressive than that. It's right at 56. That's  
1185 moving you into the next fiscal year and looking ahead to the adjustments that your other peers  
1186 are going to be making, so that would keep you competitive.

1187  
1188 So there's room in there to adjust down if we needed to. But that would be kind of the starting  
1189 point that you might want to start looking at considering. And that would be for a full -- to  
1190 replace 21/84, so they're not on a 20/80 annual clock. They're on a 21/84. And then just for a  
1191 comparison, just to remind you what the two cost estimates were. As I mentioned, that move  
1192 towards market three tier on the bottom was a recommendation, if we stayed on a one general  
1193 plan.

1194 Police and fire department salaries, your jailer, your comms, very similar salaries within a few  
1195 hundred dollars of each other, so no big difference there.

1196  
1197 If you're going to do a step plan, though, I wouldn't recommend that option. What I would  
1198 recommend is that box in the middle, kind of a blended approach. I would place fire department  
1199 and police department employees on the step plan based on a class year parity. That way you're  
1200 accounting for their time at their different ranks and positions, and placing them accordingly. But  
1201 for the rest of your employees, I would still recommend that Move to Market option. A lot of  
1202 data, a lot of information. I know you guys are going to have some discussions about this moving  
1203 forward too. Like I said, I'm happy to come back. I can join some virtual meetings, come back  
1204 and join in and answer any questions you guys have, after you have a chance to look at this a bit  
1205 more. So moving forward recommendations, and this is recommendations really at that final  
1206 step, when you do get ready to implement, these are like all of our documents -- they are living  
1207 documents, so review, keep them updated so they're maintained at the relevancy for you. And  
1208 then do updates every three to five years to make sure your pay plan itself is staying competitive.  
1209 That's it.

1210  
1211 MAYOR MOTLEY BROOM: Thank you so much. We'll start with questions with Councilman  
1212 Clay?

1213  
1214 COUNCILMAN CLAY: Well, I wish we had these slides that we just saw in our packet.  
1215 Unfortunately, I haven't had a chance to look at them. I'm good, but I'm not that good. The  
1216 difference between -- we've had this -- I've been on Council for 15 and a quarter years, so we've  
1217 had this discussion about step plan before. Councilman Philips was a fan of the step plan, argued  
1218 in favor of it. He came out of the military.

1219  
1220 And, conceptually, from the standpoint of an employee, how does the concept of a step plan  
1221 differ from the rest of the organization? And I'll tell you what my thought is. It is you advance in  
1222 rank, so to speak, job grade in this case, based on how many years you've been in the job grade;  
1223 is that correct, basically?

1224  
1225 MS. WHICHEL: Basically. But you would only advance eligible employees. So employees that  
1226 are new hires on probationary status, you're not advancing there. Employees that are on an  
1227 improvement plan would not advance.

1228  
1229 COUNCILMAN CLAY: Right. So everybody but a poor performer advances from one job grade  
1230 to the next based on longevity in the current job grade; correct?

1231  
1232 MS. WHICHEL: They advance a step, not a grade but, yes, sir. With that --

1233  
1234 COUNCILMAN CLAY: Well, I'll call it a step.

1235  
1236 MS. WHICHEL: With that one, it's about a 2 percent adjustment per year.

1237  
1238 COUNCILMAN CLAY: But they don't change from one step to next every year, do they or do  
1239 they?

1240  
1241 MS. WHICHEL: That would be up to you. I've seen it both ways. So some people will do a step  
1242 per year. Other ones, it's a step every two years.  
1243  
1244 COUNCILMAN CLAY: Okay. So the staff that is not on the step plan, which is the rest of the  
1245 organization, outside of police, fire, EMT, et cetera, how did they see their salary growth under  
1246 this program?  
1247  
1248 MS. WHICHEL: So for your general plan, that open range, would be based on your  
1249 compensation philosophy. So it's a merit based adjustment, it's a COLA adjustment, whatever  
1250 budget allowing percentage increase that you could do in any given year.  
1251  
1252 COUNCILMAN CLAY: Okay. So what that says from a perspective of an employee, there isn't  
1253 -- in the step plan -- there isn't the incentive to perform well. There's only the incentive to not  
1254 perform poorly.  
1255  
1256 MS. WHICHEL: That's one of the negatives of a step plan; yeah. So it is. It's more restrictive.  
1257 You have more flexibility with the open range.  
1258  
1259 COUNCILMAN CLAY: Yeah, I came out of an R&D environment kind of thing, so everything  
1260 was paid for performance. And we had performance grades and so forth. And if you were on  
1261 performance improvement program, you were skating on very thin ice. And if we had to do a lay  
1262 off, you were the one to go. I've always resisted that, because I believe in any line of work, you  
1263 have a wide range of performers. And I just have an inherent problem with that. Okay. So  
1264 another concern I have is, unlike other things, salary is with you forever; there's no going back.  
1265 In other words, I don't remember now, I haven't looked at our planned budget. I think we're about  
1266 40 million dollars for the general fund, if I remember rightly, but I'm not sure of that. Anybody?  
1267  
1268 COUNCILMAN CARN: Around 36 to 40, somewhere in there, I think.  
1269  
1270 COUNCILMAN CLAY: 46?  
1271  
1272 COUNCILMAN CARN: 36 to 40, somewhere.  
1273  
1274 COUNCILMAN CLAY: I think it's around 40. One of your plans here is a 4 million increase.  
1275  
1276 MS. WHICHEL: No, sir. So there was a correction to that. What that was on that option, your  
1277 part-time positions were not all being prorated based on time. And so, I corrected that for time.  
1278 So what you'll see here is that has since come down.  
1279  
1280 COUNCILMAN CLAY: What is it?  
1281  
1282 MS. WHICHEL: I think that was -- I think it was the Move to Market; yeah. I think it was the  
1283 Move to Market, if I remember right. All of your part-timers were being cost at about a full-time  
1284 position. So I adjusted that formula to fix that salary for you.  
1285

1286 COUNCILMAN CLAY: So we went from 4 million dollars to 1.2 million?  
1287

1288 MS. WHICHEL: Uh-huh, 1.3 there.  
1289

1290 COUNCILMAN CLAY: Okay. I can see why I didn't like that program. The problem is that  
1291 lives with you forever. You put that into the program, next year, you're not going to say, oh,  
1292 we're going to take some of that out. We're not going to cut costs by reducing salaries to  
1293 accommodate that, not in a rational world anyhow. Okay. What are we looking for tonight, City  
1294 Manager, what's our implementation schedule on this?  
1295

1296 MR. HAWTHORN: If I may speak? This is just for informational purposes Councilman.  
1297 Ultimately, I would like to bring it back to the Council to vote for approval of one of the plans at  
1298 the May 1st meeting.  
1299

1300 COUNCILMAN CLAY: Okay. That gives me an idea. I think we're going to end up having  
1301 some more discussion between now and then for sure. I'll let it go at this point.  
1302

1303 MAYOR MOTLEY BROOM: Thank you, sir. Councilman Carn?  
1304

1305 COUNCILMAN CARN: Thank y'all for coming. I noticed when I saw you all out there, two  
1306 ladies in green, I said this must be the Evergreen Company here. I got that much right. Glad to  
1307 have y'all here. We've been waiting on this thing. This first question -- I'd like to have a copy of  
1308 the actual study. I mean, this is a presentation. I'm assuming this is an electronic version. I don't  
1309 want the paper version of that, I'd imagine it's a lot. But I really want to take a look at the weeds  
1310 of this thing. This was something that we bided out?  
1311

1312 DR. BAKER: Yes, we did.  
1313

1314 COUNCILMAN CARN: That answers my first question. I had a couple of issues I kind of get  
1315 some clarification on. So Packet Page 60, the assessment, assessment of current conditions. So I  
1316 see the 55, best practice, we're between 50 and 70 percent. So I'm assuming, obviously, that  
1317 means we're low in terms structural organization? Looks like we're on the low end of structure.  
1318

1319 MS. WHICHEL: You are. But given the size of your organization, it may be appropriate.  
1320

1321 COUNCILMAN CARN: I think there are some structural changes we need to consider making.  
1322 And, City Manager, I want to make sure you're following a lot of this in terms of what we're  
1323 looking at as we, you know, kind of look through this stuff. I can tell you a lot of things I think  
1324 that need to be tweaked a little bit here and there. The other side of it, compression between  
1325 employees -- this 56.1 percent, so where do we fall compared to other cities in comp studies?  
1326

1327 MS. WHICHEL: Well, it depends. A lot of the projects that we looked at, when you come in to  
1328 do the study to make an adjustment on the level that we're talking about here, that 10 to 12  
1329 percent, the vast majority of those peers do see a lot of compression within those core titles; they  
1330 really do. And so, you're about what I would have expected. So 56 percent below that midpoint,  
1331 you know, we need to help, maybe, distribute some of those a bit more to those other core titles.

1332  
1333 COUNCILMAN CARN: Is a 10 to 12 percent, you know, market where we're at, is that  
1334 extremely low, in the average, or?  
1335  
1336 MS. WHICHEL: Coming out of the last few years that I call dynamic is the best word I can think  
1337 of for them, it's about standard. About most organizations we've been working with, in multiple  
1338 different states, they've looked at adjustments anywhere from 7 to 15 percent.  
1339  
1340 COUNCILMAN CARN: So we're in the mid.  
1341  
1342 MS. WHICHEL: Uh-huh.  
1343  
1344 COUNCILMAN CARN: I just want to know where we stand in comparison to other outfits that  
1345 you do this for. Page 62 here, market salary survey -- the 93 classifications, that's what you used  
1346 for us overall; right?  
1347  
1348 MS. WHICHEL: Chose 93 of your classifications to use as our benchmarks. Those are the  
1349 classifications we took to your organization.  
1350  
1351 COUNCILMAN CARN: Is that the total number of our classifications, Dwight?  
1352  
1353 DR. BAKER: No, it's not.  
1354  
1355 COUNCILMAN CARN: I didn't think so. Do these 93 classifications start at the lowest position  
1356 salaried amount?  
1357  
1358 MS. WHICHEL: They go from the lowest to the highest. So we covered all of the pay grades and  
1359 all of the different departments.  
1360  
1361 COUNCILMAN CARN: But they're not all of the classifications?  
1362  
1363 MS. WHICHEL: Not every single one.  
1364  
1365 COUNCILMAN CARN: But they do cover the lowest pay grades, the lowest pay?  
1366  
1367 DR. BAKER: Those are included, but you have some positions are within the same pay grades,  
1368 so there were only 93.  
1369  
1370 COUNCILMAN CARN: On the same page here, we see 12 percent below market minimums, 14  
1371 percent below mid. 10 below maximum. I guess the question is, where do the majority of our  
1372 salaries lie, I guess in a sense, in which category, in terms of what percentage of our staff as a  
1373 whole, where do they lie in terms of, you know, is there a percentage of -- you follow what I'm  
1374 asking, I guess?  
1375  
1376 MS. WHICHEL: I think I do. So what you're looking at here, this is based on your salary ranges;  
1377 right. So this is the salary scale you have right now and how that compares to your peer

1378 organizations. If you're looking at the individual level salaries -- of course, it's not a static  
1379 number, it changes.

1380 Then it also depends on the classification. Some of your classifications were well below market,  
1381 some of them were 30 percent below. Others were, you know, up to 15, 20 percent above. But  
1382 the vast majority of your positions were closer to market average and like I said, below.

1383  
1384 COUNCILMAN CARN: Okay. Onto Packet Page 64, I had a few questions on that one. So,  
1385 again, I guess this is just a snapshot, this is not all of the grades, I'm assuming; right?

1386  
1387 MS. WHICHEL: For -- am I on the right slide?

1388  
1389 COUNCILMAN CARN: Yeah.

1390  
1391 MS. WHICHEL: This would be all of the new pay grades. So all of your classifications would be  
1392 assigned to one of these pay grades.

1393  
1394 COUNCILMAN CARN: So why is just this proposed salary plan not starting with our lowest  
1395 paid staff members? I don't see that here.

1396  
1397 DR. BAKER: It's just in the salary form versus an hourly rate.

1398  
1399 COUNCILMAN CARN: So CP01 is the minimum that anybody could possibly make here?

1400  
1401 DR. BAKER: Yes.

1402  
1403 COUNCILMAN CARN: And is that still the 15 or what is it?

1404  
1405 DR. BAKER: That's \$15.75.

1406  
1407 COUNCILMAN CARN: All right. And, you know, one of the things I'm interested in, in terms  
1408 of part of this whole study in general, was making sure that staff members who are paid the least,  
1409 you know, obviously, get the compensation they deserve, first and foremost. We got other staff  
1410 that needs to get compensated as well but, you know, I'm not happy with the lower salaries in  
1411 terms of being at the lower grade progression percentage. Seems like the higher up you go here,  
1412 in terms of salary, the percentage increases here. And I don't want it to come off where, you  
1413 know, conceptually, is this skewed towards salaries north of 50 or is this just the way things fall  
1414 in terms of the grade progressions here?

1415  
1416 MS. WHICHEL: So your grade progressions, what we did there, you'll notice that, it's a 5  
1417 percent grade progression between that first half of the pay plan. And then 7-1/2, 10, and then  
1418 that final. What that's allowing us to do is to give you enough pay grades to meet your needs, and  
1419 even let you grow with it some. But we also then were able to eliminate some pay grades that  
1420 you weren't using at all. So that way, when you see we go from 5 to 7 up to 10, I'm increasing in  
1421 levels of leadership. So that's where you have your managers, your assistant directors; those  
1422 levels, to create that separation.

1423

1424 COUNCILMAN CARN: And I mean, you get the skew when you get to upper management,  
1425 when you get to the bigger money at the end; it looks like --

1426  
1427 MS. WHICHEL: Well --

1428  
1429 COUNCILMAN CARN: -- the percent increase.

1430  
1431 MS. WHICHEL: But that's not an increase off your current plan. That's just the design of this  
1432 particular structure. Your bigger adjustments are, I would say, 1 below 50, as far as salaries for  
1433 your individuals.

1434  
1435 COUNCILMAN CARN: And I certainly think that's where the biggest adjustments need to  
1436 probably happen. I, for one, I prefer merit based over any other compensation concept. Couple of  
1437 other questions I had. Page 67 in my packet here. Step plan slides and all of the final  
1438 implementations, we don't have that in the packet, so if we could get that electronically, that  
1439 would be good information to have that.

1440  
1441 DR. BAKER: I've already sent it.

1442  
1443 COUNCILMAN CARN: So, you know, tenure, in general, seems to skew more towards upper  
1444 management just by nature, I guess. If you're compensated better, obviously, which you are, if  
1445 you got a college degree, you got more skill set, the whole nine. So I see a lot of this is factored  
1446 in based, you know, some of these options and, you know, they have a lot of tenured based in  
1447 them.

1448  
1449 So, again, I always fear, it skews towards upper management, upper, you know, in terms of how  
1450 you do your calculus for your piece. Because I see so much tenure involved in these  
1451 implementation options, for instance. You said that the estimate here, in terms of the Move  
1452 towards Market, that last three tier on page 67.

1453 You said it was just over 1.2. What exactly does that mean?

1454  
1455 MS. WHICHEL: That's what it would cost to place all of your employees on this new pay plan.  
1456 And then just adjust --

1457  
1458 COUNCILMAN CARN: That was the 1.2. That changed from the 4.1.

1459  
1460 MS. WHICHEL: Oh, yes.

1461  
1462 COUNCILMAN CARN: Okay. And the group of employees here, I guess, the largest number --  
1463 are we still at about 450?

1464  
1465 DR. BAKER: No, we're right at 400.

1466  
1467 COUNCILMAN CARN: So these are the maximums, this 405, this 402, this is everybody in  
1468 these?

1469



1470 DR. BAKER: Yes, it would be.

1471

1472 COUNCILMAN CARN: I just worry about how we're going to do this. And I don't think this is  
1473 something that we implement all at once necessarily when you bring back the options. And I  
1474 don't know how we, you know -- when you bring what you're going to bring back to us, we're  
1475 going to take look at options in terms of, you know -- I'm hoping all the options aren't a one-time  
1476 deal. This is over years in terms of how we do things.

1477

1478 I just think it's really important from residents perspective. And my big worry is, you know, 50  
1479 and under. From the residential standpoint, by the way, those the ones that pay all the bills  
1480 around here. The front facing, direct to residents, customer service employees, the 40k and  
1481 below, that range; that's the range -- that's the class of staff where I think we probably fall short  
1482 more than anywhere else within the salary range universe.

1483

1484 I often say that, you know, the lower paid folks, a lot of time, tend to be some of our hardest  
1485 workers. Not that upper management does not work hard, don't get me wrong. But in terms of  
1486 dollar for dollar, in front facing to our residents, most residents don't see upper management.  
1487 You follow what I mean? But the level of service that we're providing, what they see out on the  
1488 streets, what they see front facing, is what matters and those are the lowest paid folks. I always  
1489 say, you know, a dollar raise, or \$2 raise, to someone that's making \$15 an hour, that's a big deal.

1490

1491 MS. WHICHEL: Absolutely.

1492

1493 COUNCILMAN CARN: I mean, if you're making 60, 65, 69, 70, you know, if you get a \$1  
1494 raise, well, that's great too. But it can be life changing on the other end of the spectrum. That's  
1495 probably -- that's really, really important to me. So I'm glad we did this. I figured we were low.  
1496 The question is, if you know you're low, we got to make some adjustments. But at the end of the  
1497 day, you know, how are we going to pay for it? So that's a whole 'nother conversation. I think  
1498 you guys did a pretty thorough job here. And we appreciate the presentation. All right. Thanks.

1499

1500 MS. WHICHEL: Absolutely.

1501

1502 MAYOR MOTLEY BROOM: Councilman Allen?

1503

1504 COUNCILMAN ALLEN: Yeah, I'd like to see some of the data too. I look at pay for  
1505 performance and I hate to put people together based on their performance. So I think there's got  
1506 to be some of that. We definitely need to at our pay grades. We definitely need to look at our  
1507 salaries because I think we are below. When you did your comparison with other areas and so  
1508 forth, did you look and consider those salaries where people were getting a pension, or 401k, or  
1509 half and half, or did you take that into consideration at all?

1510

1511 MS. WHICHEL: We didn't look at benefits. This was salary only.

1512

1513 COUNCILMAN ALLEN: Just strictly salary?

1514

1515 MS. WHICHEL: This was salary.

1516  
1517 COUNCILMAN ALLEN: Okay. Then I'm glad you clarified on page 62 where you said 12  
1518 percent were below minimums. First, I looked at that and I said, well, 88 percent are above, and  
1519 you said, well, most of them are right there at the break even, I guess, point.  
1520  
1521 MS. WHICHEL: Plus or minus 5. Yeah, and you do have a few that are higher than that. But you  
1522 have a lot more that are sitting in that minus 10 area  
1523  
1524 COUNCILMAN ALLEN: Way below.  
1525  
1526 MS. WHICHEL: You have some that are way below. Your communications is way below and  
1527 dispatch.  
1528  
1529 COUNCILMAN ALLEN: I'm glad you gave us all this information. We need to digest a lot of it  
1530 because there's a lot to digest. There's a lot of the different areas, so I appreciate all your time  
1531 here and thank you very much. I appreciate it.  
1532  
1533 MS. WHICHEL: You're welcome.  
1534  
1535 MAYOR MOTLEY BROOM: Councilman Gay?  
1536  
1537 COUNCILMAN GAY: I just have two quick questions, a housekeeping question. It's 7:52 and I  
1538 would ask that our workshop agenda be mindful of our regular session agenda, please. The  
1539 second question I have, Councilman Allen asked, but I just want to follow up on the question.  
1540 How can we intelligently decide on this if we don't consider what cities offer the other paid  
1541 benefits? We have utility credits. We have pensions. How do you advise we compare this with  
1542 other similar suited cities, unless we factor in those?  
1543  
1544 MS. WHICHEL: This project only called for the compensation of the salaries; comparison on the  
1545 salary scales and then employee adjustments based on that. Of course, you do have to factor,  
1546 when you're looking at cost, especially, what would it cost when you include the full benefits,  
1547 and what that percentage increase is. If that's something you guys are interested in us collecting  
1548 for you for a comparison, we can definitely talk about that.  
1549  
1550 MAYOR MOTLEY BROOM: Hold on a second. Councilman Gay?  
1551  
1552 COUNCILMAN GAY: I'm done.  
1553  
1554 MAYOR MOTLEY BROOM: Councilman Carn?  
1555  
1556 COUNCILMAN CARN: I think, honestly, I think we're pretty rich when it comes to, you know,  
1557 benefits. I've seen some other cities that do a little better. But for the most part, I think we're  
1558 more to the good. Now years ago, we were really, really pretty rich in terms of benefits. But I  
1559 think we need to get across this bridge first and then take a look at that, at some point too.  
1560  
1561 MAYOR MOTLEY BROOM: So in 2010, our employees did not get a raise. In 2011, they did

1562 not get a raise. In 2012, they did not get a raise. In 2013 and 2014, they got 2 percent raises. In  
1563 2015, they got 1-1/2 percent. In '16, '17, and '18, they got 2 percent, '19, they got 1 percent, 2020  
1564 and 2021, due to COVID, no raise, 2022, they got 5 percent.

1565  
1566 We are way behind the ball. If there is anyone here who thinks that we are competitive where we  
1567 need to be, your thorough detailed report has confirmed the direction that we need go in. Because  
1568 every person who shows up and puts on the uniform of the city of College Park, answer phones,  
1569 picks up trash, directs the department, they are all here to serve the residents and the visitors and  
1570 the business owners of this community. And we need to acknowledge that and to recognize that  
1571 we have not served them to our fullest capacity, and it's about time where we put our money  
1572 where our mouth is. Thank you so much, appreciate it. We'll take a 5-minute break and we will  
1573 begin at 8 o'clock.

1574  
1575  
1576 **CITY OF COLLEGE PARK**

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1583 **Bianca Motley Broom, Mayor**

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1585 **ATTEST:**  
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1590 **Shavala Ames, City Clerk**

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