

**PIERCE COUNTY BOARD OF COMMISSIONERS
REGULAR MEETING AGENDA
TUESDAY, MAY 7, 2019 AT 6:00 PM**

Commissioners in Attendance

Neal Bennett, Chairman
Harold Rozier, District 1
Mike Streat, District 2
Randy Dixon, District 3
David Lowman, District 4

Staff in Attendance

Jason Rubenbauer, County Manager
Franklin Rozier, County Attorney
Amy Hitt, County Clerk

CALL TO ORDER – Chairman Bennett called the meeting to order at 6:00 PM.

INVOCATION/PLEDGE OF ALLEGIANCE – Commissioner Mike Streat gave an invocation and led the pledge of allegiance.

MINUTES

1. Approval of Minutes
 - a. Regular Meeting April 2, 2019
 - b. Work Session April 30, 2019

Commissioner Mike Streat made a motion to approve the minutes from the Regular Meeting on April 2, 2019 and the Work Session on April 30, 2019. Commissioner Randy Dixon seconded the motion. All voted aye, motion approved.

PUBLIC COMMENTS

2. Judd Sears, Game Warden – to discuss what a Game Warden is and what responsibilities they have in their assigned county. Complaints received by local residents, results from these issues. Answer any questions or concerns that the Board may have on DNR related issues. Mr. Sears gave a report of the activities in Pierce County over the last year.

GENERAL BUSINESS

3. Jason Rubenbauer – County Manager monthly report. Mr. Rubenbauer reported that the first quarter of the year shows revenues up 3% and departments doing well. Fire Chief Nino received a grant for \$20,187.00 with a match of \$2243.00 to purchase 10 sets of gear. His first month on the job he responded to 42 calls and has been doing some home inspections. The road department has almost completed the re-route of Gethsemane Cemetery Rd. and it should be complete by June 1. On College Ave in Blue Lake area there is some culvert work happening over the next 3 days.

4. Matt Carter, IDBA - Discussion on IDA request for MOU with Tyre Bridge Solar for personal property abatements. Mr. Carter shared that the actual MOU is still being reviewed by the attorneys. The information being referenced is below.

Land Parcels	Owner	Acreage	Current Value	Commercial Value (\$3,500/acre)	Current Tax	Projected Commercial Tax Revenue
053 039	Vivenzio	370	\$482,490	\$1,295,000	\$5,406	\$14,005
053 035	Thompson	479	\$394,623	\$1,676,500	\$4,267	\$18,130
053 008	B D Limited Part.	606	\$681,656	\$2,121,000	\$7,431	\$22,937
053 007	B D Limited Part.	205	\$199,604	\$717,500	\$2,158	\$7,759
053 040	Walker	133	\$203,176	\$465,500	\$2,197	\$5,034
053 006	Pickett	176	\$277,231	\$616,000	\$3,024	\$6,661
					\$24,483	\$74,526

Solar Project Tax Proposal

Discount Schedule

Estimated Value	\$105,000,000.00	Total Tax Savings:	\$5,387,965.80	Total Tax Collected by Pierce	\$8,018,493.00
		Approximate Bond Cost (Paid by Prospect):	\$131,250.00		
		Net Savings to Prospect:	\$5,256,715.80		

Depr. Schedule

Year	Depreciation Factor	Taxable Value
2019	0.95	\$99,750,000.00
2020	0.91	\$95,550,000.00
2021	0.87	\$91,350,000.00
2022	0.82	\$86,100,000.00
2023	0.79	\$82,950,000.00
2024	0.75	\$78,750,000.00
2025	0.7	\$73,500,000.00
2026	0.63	\$66,150,000.00
2027	0.57	\$59,850,000.00
2028	0.52	\$54,600,000.00
2029	0.47	\$49,350,000.00
2030	0.41	\$43,050,000.00
2031	0.35	\$36,750,000.00
2032	0.31	\$32,550,000.00
2033	0.29	\$30,450,000.00
2034	0.28	\$29,400,000.00
2035	0.2	\$21,000,000.00
2036	0.2	\$21,000,000.00
2037	0.2	\$21,000,000.00
2038	0.2	\$21,000,000.00
2039	0.2	\$21,000,000.00
2040	0.2	\$21,000,000.00

2041	0.2	\$21,000,000.00
2042	0.2	\$21,000,000.00
2043	0.2	\$21,000,000.00
2044	0.2	\$21,000,000.00
2045	0.2	\$21,000,000.00

Collectible
Taxes by
Year

Year	Value	Tax Factor	Millage	Collectible Taxes	Tax Payment %	Final Tax Collected	Solar Co. Tax Savings
2020	\$99,750,000.00	0.4	0.02747	\$1,096,053.00	0.5	\$548,026.50	\$548,026.50
2021	\$95,550,000.00	0.4	0.02747	\$1,049,903.40	0.5	\$524,951.70	\$524,951.70
2022	\$91,350,000.00	0.4	0.02747	\$1,003,753.80	0.5	\$501,876.90	\$501,876.90
2023	\$86,100,000.00	0.4	0.02747	\$946,066.80	0.5	\$473,033.40	\$473,033.40
2024	\$82,950,000.00	0.4	0.02747	\$911,454.60	0.5	\$455,727.30	\$455,727.30
2025	\$78,750,000.00	0.4	0.02747	\$865,305.00	0.5	\$432,652.50	\$432,652.50
2026	\$73,500,000.00	0.4	0.02747	\$807,618.00	0.5	\$403,809.00	\$403,809.00
2027	\$66,150,000.00	0.4	0.02747	\$726,856.20	0.5	\$363,428.10	\$363,428.10
2028	\$59,850,000.00	0.4	0.02747	\$657,631.80	0.5	\$328,815.90	\$328,815.90
2029	\$54,600,000.00	0.4	0.02747	\$599,944.80	0.5	\$299,972.40	\$299,972.40
2030	\$49,350,000.00	0.4	0.02747	\$542,257.80	0.5	\$271,128.90	\$271,128.90
2031	\$43,050,000.00	0.4	0.02747	\$473,033.40	0.5	\$236,516.70	\$236,516.70
2032	\$36,750,000.00	0.4	0.02747	\$403,809.00	0.5	\$201,904.50	\$201,904.50
2033	\$32,550,000.00	0.4	0.02747	\$357,659.40	0.5	\$178,829.70	\$178,829.70
2034	\$30,450,000.00	0.4	0.02747	\$334,584.60	0.5	\$167,292.30	\$167,292.30
2035	\$29,400,000.00	0.4	0.02747	\$323,047.20	1	\$323,047.20	\$0.00
2036	\$21,000,000.00	0.4	0.02747	\$230,748.00	1	\$230,748.00	\$0.00
2037	\$21,000,000.00	0.4	0.02747	\$230,748.00	1	\$230,748.00	\$0.00
2038	\$21,000,000.00	0.4	0.02747	\$230,748.00	1	\$230,748.00	\$0.00
2039	\$21,000,000.00	0.4	0.02747	\$230,748.00	1	\$230,748.00	\$0.00
2040	\$21,000,000.00	0.4	0.02747	\$230,748.00	1	\$230,748.00	\$0.00
2041	\$21,000,000.00	0.4	0.02747	\$230,748.00	1	\$230,748.00	\$0.00
2042	\$21,000,000.00	0.4	0.02747	\$230,748.00	1	\$230,748.00	\$0.00
2043	\$21,000,000.00	0.4	0.02747	\$230,748.00	1	\$230,748.00	\$0.00
2044	\$21,000,000.00	0.4	0.02747	\$230,748.00	1	\$230,748.00	\$0.00
2045	\$21,000,000.00	0.4	0.02747	\$230,748.00	1	\$230,748.00	\$0.00
Total of Project				\$13,406,458.80		\$8,018,493.00	\$5,387,965.80

Chairman Bennett requested that the Board wait for the approved MOU and have a called meeting if necessary, to make a decision. Commissioners agreed to wait.

5. Santo Nino, Fire Chief-EMA Director –Request approval of job description for Fire Operations Captain. Chairman Bennett asked that items 5, 6 & 7 be combined and discussed all at 1 time. Chief Nino stated that he needs help to manage scenes and to create a chain of command. The role of the position is to be a first responder, guarantee response until the Chief can arrive on scene. There have been 2 candidates that display the abilities desired

and get the response from their peers. They have both been in the fire service for the county for a couple of years. There is already a position budgeted and I would like to add another.

PIERCE COUNTY GA GOVERNMENT

JOB DESCRIPTION: FIRE OPERATIONS CAPTAIN

Min Education: High School Diploma/GED Certificate

Min Experience: 1 Year

This position is responsible for planning, organizing, and directing fire ground operations during fire suppression activities, fire support, and emergency medical incidents.

Major Duties

- Plans, organizes, and directs fire operations to ensure the safety of the firefighters and community during the mitigation of the incident;
- Ensures emergency and non-emergency calls are handled promptly and properly by paid on call firefighters and in accordance with established guidelines and standard operating procedures;
- Responds to and coordinates emergency incident scenes with priority in life safety, incident stabilization, and property conservation;
- Oversees the safe clean-up and disposal of hazardous materials and chemicals;
- Maintains Pierce County Fire Stations, equipment in a continuous state of readiness;
- Ensures Fire equipment and vehicles are serviced and maintained properly and ready for use;
- Operates various emergency vehicles, equipment, radios and computers;
- Prepares and maintains related logs, forms, records, and reports;
- Performs other duties as assigned by the Fire Chief or his/her designee.

Physical Requirements

- Must have the ability to perform the basic operations of this position which includes, but is not limited to, sit, stand, walk, run, talk, hear, use hands and fingers to feel, handle, or operate hand and power tools or controls, reach with hands and arms. Occasionally required to climb, balance, stoop, kneel, crouch, crawl, taste, and smell.
- Must frequently lift or move up to 10 pounds and occasionally lift or move up to 100 pounds.

Job Qualifications

- High school diploma/GED required;
- A minimum of 1 year of experience in fire suppression;
- Certification as a State of Georgia recognized Module 1 or greater;
- Possession the valid Georgia Driver's License required to operate Pierce County apparatuses;
- Employees must pass a per-employment drug test and a background investigation;
- Strong analytical skills and an attention to detail;
- Good interpersonal skills and ability to communicate effectively with fellow fire officers and firefighters, partnering agencies and the public;
- Must be available to respond to calls day and night to include weekends when Fire Chief is unavailable.

Preferred Qualifications

- Experience in supervising emergency situations and incidents;
- Possession of a valid Georgia Commercial Driver's License or a non-commercial Class E or Class F license.

6. Santo Nino, Fire Chief-EMA Director – Request to change the position title Deputy EMA Director to Fire Operations Captain in the Fire Department. This is a budgeted position in the Fire Budget.

7. Santo Nino, Fire Chief-EMA Director – Request to add an additional Fire Operations Captain position to the Fire Dept budget and allow for \$2500.00 annual salary from the already budgeted fire salaries.

Commissioner David Lowman made a motion to approve the job description of Fire Operations Captain, change the Deputy EMA Director position to Fire Operations Captain and the add an additional Fire Operations Captain position at \$2500.00 annually to be taken from the already budgeted Fire personnel funds. Commissioner Randy Dixon seconded the motion. All voted aye, motion approved.

8. Billy Flynn – Interim Road Superintendent - Request to approve a job description for Road Department Crew Leader. Chairman Bennett asked to combine item 8 and 9. Mr. Rubenbauer explained that this is a leader position and intended to be given to someone already working at the department. Trying to start establishing a succession plan for departments and this is a place to start.

PIERCE COUNTY GA GOVERNMENT

JOB DESCRIPTION: ROAD DEPARTMENT CREW LEADER

Min Education: High School Diploma/GED Certificate

Min Experience: 3 Years

This position, under the direction of the Road Superintendent, is responsible for supervising and participating in the work of a crew performing road repair and maintenance, equipment operation and instruction, culvert pipe installation and maintenance, and other duties as assigned by the Road Superintendent.

Major Duties

- Lead assigned crew and participate in performing road repair and maintenance such as installing driveway and culvert pipes, patching asphalt or concrete, cleaning driveway pipes, and related tasks;
- Instruct employees in proper work methods and standards, monitor crew work quality; ensure adherence to time schedules and safe work practices, provide performance feedback and input into performance reviews;
- Perform skilled tasks to include, but not limited to, determining proper drainage pipe size, determine the direction of water flow, determine property lines and County Right of Way;
- Operate all equipment necessary to complete assigned tasks such as backhoes, motor graders, tractors, bulldozers, excavators, road compactors, dump trucks, hand tools, and mowing machines;
- Perform basic equipment repairs and maintenance duties;
- Assist with administrative tasks;
- Participate in stand-by status during natural disasters or inclement weather;
- Perform other related duties as assigned.

Knowledge, Skills, and Abilities

- Thorough knowledge of standard practices, materials, tools, and equipment utilized in the area of assigned work including road maintenance and land clearing;
- Considerable knowledge of work hazards and applicable safety precautions associated with assigned area of work;
- Considerable knowledge of equipment maintenance and skill in the operation of various equipment including loaders, backhoes, excavators, motor graders, dump trucks, bulldozers, road compactors, tractors, and mowers;
- Working knowledge of leadership skills including communications, motivation, and performance feedback;
- Some knowledge of the laws and regulations related to supervision;
- Advanced skill in the operation of equipment, tools, and instruments used for assigned work areas;
- Basic skill in writing routine reports and documents;

- Ability to assign and supervise the work of others, provide instruction, lead a small crew and inspire confidence, attention to detail, and accuracy;
- Ability to understand and follow oral instructions;
- Ability to read and interpret documents and construction drawings;
- Ability to establish and maintain effective working relationships with supervisors, coworkers, elected officials, and the public;
- Ability to participate in stand-by duty and report back to work if called.

Physical Requirements

- Must have the ability to perform the basic operations of this position which includes, but is not limited to, sit, stand, walk, run, talk, hear, use hands and fingers to feel, handle, or operate hand and power tools or controls, reach with hands and arms. Occasionally required to climb, balance, stoop, kneel, crouch, crawl, taste, and smell;
- Must frequently lift or move up to 20 pounds and occasionally lift or move up to 130 pounds;
- Specific vision abilities required by this job include close vision, distance vision, color vision, peripheral vision, depth perception, and the ability to adjust focus.

Job Qualifications

- High school diploma/GED required;
- A minimum of 3 years', within the last five years, experience in road construction and/or maintenance setting;
- Possession of valid Class C Georgia Driver's License required;
- Employees must pass a pre-employment drug test and a background investigation;

Preferred Qualifications

- Two years of supervisory experience, within the last five years;
- Possession of a valid Georgia Commercial Driver's License.

9. Billy Flynn – Interim Road Superintendent – Request to change one of the approved positions at the Road Department from Heavy Equipment Operator to Road Department Crew Leader with a salary range from \$14-\$18 per hour.

Commissioner Randy Dixon made a motion to approve the job description for Road Department Crew Leader and to change one of the existing positions of Heavy Equipment Operator to the Crew Leader position and that the salary range be from \$14 - \$18 per hour. Commissioner David Lowman seconded the motion. All voted aye, motion approved.

10. Request approval of the Annual Contract with Republic Services for Solid Waste pickup. Mr. Rubenbauer shared the contract and discussed the main changes being proposed. The convenience center would be closed and there would be a monthly allowance for cleanup in the community. Chairman Bennett shared that the convenience center averages 1.5 people per day open. Commissioner Lowman asked if we will only be allowed 1 container per month and then cut off when its full. Mr. Rubenbauer shared that one thing a lot of customers don't realize is that Republic will pick up household items for free with a weeks notice.

Commissioner David Lowman made a motion to move ahead with changing the contract to close the convenience center and have monthly locations throughout the county. Commissioner Randy Dixon seconded the motion. All voted aye, motion approved.

11. Request from the Sheriff to purchase a 2019-Dodge Classic Crew Cab 4x2 (5ft 7in box) with V8 for Office of the Sheriff for \$23,400.00 from Walker Jones. GSA price for Dodge purchased earlier this year was \$24,365.00.

Commissioner David Lowman made a motion to approve the request to purchase a 2019-Dodge Classic Crew Cab 4x2 (5ft 7in box) with V8 for Office of the Sheriff for \$23,400.00 from Walker Jones. Commissioner Harold Rozier seconded the motion. All voted aye, motion approved.

12. Jason Rubenbauer, County Manager – Request to approve Return to Work Policy as part of the ACCG Safety Discount Program.

PIERCE COUNTY RETURN TO WORK POLICY

PURPOSE OF POLICY

Pierce County (“the county”) strives to assist employees with returning to work as quickly, productively and safely as possible following an occupational or non-occupational injury/illness. This policy is not intended to cover those situations where a person’s injury/illness permanently prevents that employee (with or without accommodation) from performing one or more essential duties of the position that the employee occupied at the time of the occurrence of the injury/illness. In those situations, the county’s Americans with Disabilities Act (“ADA”) policy will be applicable. Instead, this policy applies to an employee with temporary medical limitations who, upon being released to full duty sometime in the future, is expected to be able to perform the essential duties of the position he/she occupied when their injuries/illnesses occurred (“permanent position”).

BENEFITS

Many benefits result from encouraging employees to get well and return to work as soon as possible, including:

- Employees feel more productive, return to wages sooner and are likely to return to their preinjury jobs more quickly.
- Employers can better control the workers’ compensation claim costs and reduce short-term and long-term disability costs when the employee experiences an occupational injury/illness.

TEMPORARY TRANSITIONAL ASSIGNMENTS

When possible, the county will make temporary transitional assignments available on a non-discriminatory basis to injured/ill employees to minimize or eliminate time lost from work. The county defines “transitional assignment” as a temporary light-duty, limited-duty or modified-duty work assignment within the employee’s medically-prescribed limitations and job, knowledge, skills and abilities (“KSA’s”). The term “temporary transitional assignment” appearing in this Policy is synonymous with the term “transitional assignment.”

A temporary transitional assignment can take one of the following forms in the county:

1. A temporary modification of the injured/ill employee’s current job so as to eliminate those non-essential job duties that are inconsistent with the employee’s medical limitations (“job modification”). In certain circumstances, a job modification within the meaning of this policy could include acquiring or modifying equipment that would permit the injured/ill employee to perform essential job duties that could not be performed without that equipment.
2. A temporary placement of the injured/ill employee into a vacant permanent position for which the employee is qualified and medically capable of performing (“vacant position assignment”). This type of temporary assignment shall cease by no later than the time the permanent position is filled.
3. The assignment of various outstanding or future tasks or projects for which the employee is qualified and medically capable of performing (“project assignment”). [Example: The county’s road department has been tasked by the county manager to ensure that the county’s road map correctly inventories all county roads by current name. Although this project was assigned four (4) months ago, the department has not been able to assign any staff to complete this project for a variety of organizational reasons. Assuming the injured/ill employee is qualified and medically-capable, this project could be assigned to an injured/ill employee.]

Although the county appreciates the benefits of temporary transitional assignments, it nonetheless recognizes that medically-prescribed limitations and KSA's vary greatly among injured/ill employees. Additionally, the county's organizational needs will vary over time due to a variety of factors outside of the county's control. As a result, an injured/ill employee may be denied a temporary transitional assignment even though a colleague with substantially similar limitations and KSA's was previously granted transitional work because the organizational needs of the county were different when the colleague received the assignment.

Additionally, because the organizational needs of the county vary over the course of time and because it may become evident that an injured/ill employee is not suited for a particular temporary assignment, it may be necessary for the county to discontinue an injured/ill employee's temporary transitional assignment prior to the employee being medically cleared for full duty return to his/her permanent position. Consequently, the county cannot guarantee a transitional assignment for any particular duration and is under no obligation to offer, create or encumber any specific position for purposes of offering placement to such a position.

In order to maximize the opportunity for a temporary transitional assignment, temporary transitional assignment opportunities will be considered in all departments, not just the department where the employee's permanent position is situated.

Because the constitutional offices of Sheriff, Tax Commissioner, Probate Judge and Superior Court Clerk are legally separate and distinct from the county, those offices are not considered departments within the meaning of this policy. The county cannot place an injured/ill county employee into one of those constitutional offices without the consent of the applicable constitutional officer. In appropriate and limited circumstances, the county will consider hosting an employee from a constitutional office for a temporary transitional assignment provided that an acceptable written agreement is executed by and between the county and the constitutional officer.

All transitional assignments must have specific start dates, be productive, flexible, and based on medical progress and the county's needs. Duties must never be demeaning or appear worthless in any way.

In the event an employee refuses a temporary transitional assignment (outside the employee's Family and Medical Leave Act ("FMLA") benefits period) for which the employee is qualified and medically capable of performing, the county is not obligated to provide an alternative assignment. If applicable, the county will notify the insurance carrier of the employee's refusal of the transitional assignment.

PROCEDURES

When an employee is absent from work due to an injury or illness, the county necessarily has limited knowledge concerning the state of the injured/ill employee's health and the employee's desire to return to work prior to being released to full duty to his/her permanent position. As a result, the injured/ill employee is responsible for communicating to the county his/her desire for a temporary transitional assignment, unless it is a work-related injury/illness. In that case, it the county's responsibility to communicate to the employee the availability and details of a temporary transitional assignment.

An employee with an injury/illness unrelated to work who desires a temporary transitional assignment must request a Request for Temporary Transitional Assignment Form ("Form") from HR and forward the Form to the attending physician for completion. An employee with a work-related injury/illness does not need to request the Form; instead, the county shall follow the procedures as set forth in the Georgia Workers' Compensation Act for the return to a temporary transitional assignment.

To be eligible for a temporary transitional assignment, the injured/ill employee shall return the Form as completed by the attending physician within 24 hours of the Form's completion. The injured/ill employee will not be eligible for consideration for a temporary transitional assignment unless and until the completed Form is timely returned to the county. However, nothing in this Return to Work Policy shall prohibit or limit the county's ability to return an employee to work pursuant to the Georgia Workers' Compensation Act.

Because of the various restrictions on employment and communication that are imposed by the FMLA, no injured/ill employee shall request or submit a Form while on FMLA leave.

Job modification

Medical limitations only affecting non-essential job duties

If the medical limitations outlined in the Form will only require the elimination or modification of the non-essential aspects of the employee's permanent position, i.e., the employee is medically-capable of performing all essential job duties of the employee's permanent position, the appropriate designee will assess whether the elimination or modification of the employee's non-essential job duties consistent with the medical limitations outlined in the Form would undermine the organizational mission of the department. If the county designee determines that the elimination of the non-essential job duties consistent with the medical limitations outlined in the Form would not undermine the organizational mission of the department, the employee will be offered a temporary transitional assignment in the form of a job modification.

Medical limitations only affecting essential job duties

Alternatively, to the extent that the medical limitations outlined in the Form only prevent the injured/ill employee from performing one or more essential job duties, the appropriate county designee (with the injured/ill employee's input) will assess the following:

- 1) whether the county's acquisition or modification of equipment would permit the injured/ill employee to perform those essential job duties; and
- 2) whether the acquisition or modification of such equipment can be acquired or modified without the county incurring significant difficulty or expense. If both assessments are answered in the affirmative, the employee will be offered a temporary transitional assignment in the form of a job modification.

Medical limitations affecting both non-essential and essential job duties

In the event that the medical limitations outlined in the Form prevent the injured/ill employee from performing a combination of essential and non-essential job duties, a job modification will only be appropriate if eliminating the non-essential job duties does not undermine the organizational mission of the department and the acquisition or modification of necessary equipment would not require significant difficulty or expense.

Vacant position assignment

If it is determined that a job modification is not appropriate, then the appropriate county designee will identify all permanent county positions that are vacant and forward to the injured/ill employee a list of those positions along with their corresponding job descriptions for his/her review. Within seven (7) business days of receiving that list and accompanying job descriptions, the employee shall identify in writing and forward to the county designee the vacant positions for which he/she is qualified. If the appropriate county designee concludes that the employee is qualified for one or more of the positions identified by the injured/ill employee, the designee shall forward the job description(s) to the employee who, upon receipt, shall present the job description(s) for review and approval by the attending physician.

If the attending physician approves the placement of the injured/ill employee in more than one of the positions reflected in the job descriptions, the county shall assign the injured/ill employee to the position that is the most critical from the county's perspective. If the attending physician approves the placement of the injured/ill employee into only one position, the county will place the injured/ill employee into that position.

Project assignment

If job modification is not viable and there are no vacant permanent positions for which the employee is qualified and medically-capable of performing, the appropriate county designee will contact all department heads to ascertain whether there are any outstanding or prospective projects on which the injured/ill employee could capably assist, taking into account the nature of the project, the injured/ill employee's work history with the county, the injured/ill employee's previous work history and the injured/ill employee's KSA's. If one or more of the department heads identifies a project on which the injured/ill employee could capably assist the department, the appropriate county designee in consultation with the applicable department head(s) will prepare a temporary transitional job assignment description(s) that comprehensively describes the aspects of the project(s), including physical requirements. Upon completion, that transitional job assignment description(s) shall be forwarded to the injured/ill employee who, upon receipt, shall present the description(s) for the attending physician's review and approval.

If the attending physician approves the placement of the injured/ill employee in more than one of the project assignments reflected in the job descriptions, the county shall assign the injured/ill employee to the project assignment that is the most

critical from the county's perspective. If the attending physician approves the placement of the injured/ill employee into only one project assignment, the county will place the injured/ill employee into that position.

Non-occupational injuries/illnesses

The county's knowledge of an employee's medical condition is especially limited in the event of a nonoccupational injury/illness. In that scenario, the county's ability to consider the injured/ill employee for a temporary transitional assignment entirely depends upon the employee's cooperation in providing medical documentation regarding the injury/illness. When necessary, the injured/ill employee shall provide a signed, written medical release prepared by the county to facilitate the production of that documentation. Unless indicated otherwise herein, other aspects of this policy apply equally to all injured/ill employees regardless of whether the injury or illness arises out of county employment.

JOB OFFER

Upon completion of the Form and the attending physician's approval of a temporary transitional assignment, a written assignment offer letter will be prepared by the county's designee and mailed to the employee's last known address. The letter will note the doctor's approval and the start date, hours, wage, and location of the transitional work assignment. The employee shall be required to sign the letter indicating his or her acceptance or refusal of the assignment offer and to timely return the letter to HR. Copies of the job description, work releases and job offer letter will be forwarded to the insurance carrier (when applicable).

Temporary transitional assignments are developed based on a variety of factors, including the physical capability of the injured/ill employee, the needs of the county and the availability of those assignments. The county will determine appropriate hours, shifts, duration and locations of all temporary transitional assignments. The county reserves the right to determine the availability, appropriateness and continuation of all transitional work assignments.

Any employee returning to a temporary transitional assignment must not exceed the duties of the position or go beyond the doctor's restrictions. Supervisors will monitor work performance to ensure the employee does not exceed the requirements set by the attending physician. Nonetheless, it is the injured/ill employee's obligation to be familiar with the medical limitations and to refrain from exceeding those limitations.

If any medical restrictions change, the injured/ill employee must immediately notify his or her supervisor and provide HR with a copy of the new medical release.

It is the responsibility of the injured/ill employee or that employee's supervisor to notify HR immediately of any work-related injuries, any employee absences from the temporary transitional assignment or of any changes in the assignment. The county's designee will communicate with the insurance carrier and/or attending physician as necessary.

Inability to offer an injured/ill employee a temporary transitional assignment

If the county is unable to offer an injured/ill employee a temporary transitional assignment because job modification, vacant position assignment and project assignment are not viable options at the time of the request, the employee will remain on leave until such time as future employment action is appropriate.

Successive Form submissions

The county's inability to offer an injured/ill employee a temporary transitional assignment in response to the injured/ill employee's submission of a Form should not discourage the injured/ill employee from submitting subsequent Forms in the future. The county recognizes that an injured/ill employee's medical limitations could vary over time and, as a result, a job modification, vacant position assignment and/or a project assignment could become viable options at some future date. To the extent that an injured/ill employee with an injury/illness unrelated to work desires to be re-considered for a temporary transitional assignment, the employee shall initiate the review process outlined herein by submitting a new Form. The re-consideration of an injured/ill employee for a temporary transitional assignment shall be initiated by the county consistent with the Georgia Workers' Compensation Act.

Relationship with Americans Disability Act ("ADA") and Family and Medical Leave Act (FMLA)

Nothing in this policy shall be construed as eliminating or modifying the county's obligations under the ADA or the FMLA. The county fully complies with the ADA and the FMLA. To the extent that anything in this Policy is inconsistent with the ADA and/or the FMLA, those inconsistent aspects of the Policy shall necessarily yield to the ADA and FMLA.

Inquiries about the ADA or FMLA in the context of this or any policy should be directed to HR.

Relationship with the Georgia Workers' Compensation Act

Nothing in this policy shall be construed as eliminating or modifying the employee's and/or the county's obligations under the Georgia Workers' Compensation Act or depriving an injured/ill employee and/or the county of the rights conferred by that statutory framework. To the extent that anything in this Policy is inconsistent with the Georgia Workers' Compensation Act, those inconsistent aspects of the Policy shall necessarily yield to state law.

Commissioner Mike Streat made a motion to approved the policy as presented.
Commissioner Harold Rozier seconded the motion. All voted aye, motion approved.

13. Jason Rubenbauer, County Manager – Request approval of recommendations for Annual Services

a. Pest Control – Sunbelt, Alma

	Cost of Service	
	Monthly	Yearly
Trusdell & Trusdell, Inc.	\$150.00	\$ 1,800.00
Sunbelt Termite & Pest Control	\$150.00	\$ 1,800.00
McCall Service, Inc.	\$200.00	\$ 2,400.00
Knox Pest Control	\$218.00	\$ 2,616.00
Orkin Pest Control	\$940.00	\$11,280.00

b. Fire Extinguisher & Hood System – Loftin Fire

	Loftin Fire	Dynasty Fire	Blackwater Tech.
Fire Extinguisher			
New Extinguisher			
2.5 lb.	\$ 40.00	\$ 31.42	\$ 26.75
5 lb.	\$ 55.00	\$ 38.48	\$ 36.00
10 lb.	\$ 95.00	\$ 52.50	\$ 63.00
20 lb.	\$ 125.00	\$ 90.00	\$ 96.00
Recharge Extinguisher			
2.5 lb.	\$ 15.00	\$ 9.00	\$ 15.00
5 lb.	\$ 19.50	\$ 15.75	\$ 15.00
10 lb.	\$ 29.00	\$ 22.50	\$ 20.00
20 lb.	\$ 49.00	\$ 32.50	\$ 39.00
Hyd. Retest			
High	\$ 12.00	\$ 62.25	\$ 22.00
Low	\$ 12.00	\$ 20.25	\$ 12.00
Inspections			
Annual	\$ 3.50	\$ 3.00	\$ 4.00
Hood System Inspection			
Per Inspection	\$ 85.00	\$ 130.00	\$ 150.00
Additional Costs			
Per Fusible Link replaced	\$ 9.00	\$ -	\$ -
Per Co2 Cartridge replaced	\$ 12.00	\$ -	\$ -

O-rings replaced	\$ -	\$ 3.74	\$ -
Rplacement Gauge	\$ 14.00	\$ -	\$ -
Valve stem	\$ -	\$ 10.00	\$ -
Pull pins	\$ -	\$ 1.50	\$ -
Verification collars	\$ -	\$ 1.83	\$ -
Loftin Fire Services, Inc		LaGrange, GA	
Dynasty Fire Protection, LLC		Eatonton, GA	
Blackwater Technologies		Carrollton, GA	

c. Culvert Pipes – Cherokee Culvert

	Cherokee
Pipe	
Metal (per foot)	
18	\$13.97
24	\$18.21
36	\$27.88
Polymer (per foot)	
18	\$16.54
24	\$21.91
36	\$34.14
Polyethylene (per foot)	
18	\$12.20
24	\$18.02
36	\$32.18
Bands	
Metal (per foot)	
18	\$11.98
24	\$15.50
36	\$24.10
Polymer (per foot)	
18	\$13.74
24	\$18.20
36	\$28.15
Polyethylene (per foot)	
18	\$12.20
24	\$18.02
36	\$32.18
Flares	
Metal (per foot)	
18	\$131.50
24	\$174.06
36	\$466.70
Polymer (per foot)	
18	N/A

24	N/A
36	N/A
Polyethylene (per foot)	
18	no bid
24	no bid
36	no bid

Commissioner Mike Streat made a motion to continue service for Pest Control with Sunbelt, continue Fire Ext service with Loftin and culvert pipe with Cherokee Culvert. Commissioner Harold Rozier seconded the motion. All voted aye, motion approved.

14. Jason Rubenbauer, County Manager – Request approval of Resolution designating “Local Government Agent” to assess Abandoned Mobile Homes.

**RESOLUTION AUTHORIZING THE APPOINTMENT OF A LOCAL GOVERNMENT AGENT FOR THE INSPECTION
OF MOBILE HOMES**

RESOLUTION NO. 2019-04

A RESOLUTION of the PIERCE COUNTY BOARD OF COMMISSIONERS authorizing the appointment of a Local Government Agent to assess abandoned mobile homes.

WHEREAS, the State of Georgia, through O.C.G.A. §44-7 Abandoned Mobile Home, has enacted legislation authorizing local governments the authority to appoint and publicly identify a Local Government Agent, to inspect abandoned mobile homes to determine whether they are derelict or intact, effective May 1, 2019; and

WHEREAS, the Pierce County Board of Commissioners now desires to authorize the Code Inspector to act as the Local Government Agent for the purpose of inspecting abandoned mobile homes; and

WHEREAS, the Code Inspector has the authority to perform the duties setforth in O.C.G.A. §44-7, which shall include posting notice of an abandoned mobile home found to be derelict.

NOW, THEREFORE, BE IT RESOLVED BY THE Pierce County Board of Commissioners that this governing body authorizes the Code Inspector of the County to perform the duties of the Local Government Agent in carrying our the requirements of inspecting abandoned mobile homes and determining whether such homes are derelict or intact.

Adopted by the Pierce County Board of Commissioners at a rgular open public meeting held on this 7th day of May, 2019.

Commissioner Mike Streat made a motion to approve the resolution as presented. Commissioner Randy Dixon seconded the motion. All voted aye, motion approved.

15. Jason Rubenbauer, County Manager – Request to change county fuel services to WEX for all primary use effective July 1, 2019 and to ensure that the County has sufficient availability of fuel on site for emergencies, gasoline and diesel.

Commissioner Randy Dixon made a motion to move forward with ending the current fuel services with Bennett Oil and use WEX for all fuel services effective July 1, 2019. Commissioner Mike Streat seconded the motion. All voted aye, motion approved.

16. Request approval of Resolution for the 2020 SPLOST Referendum.

AN AMENDED RESOLUTION OF THE BOARD OF COMMISSIONERS OF PIERCE COUNTY, GEORGIA IMPOSING A COUNTY ONE PERCENT SALES AND USE TAX AS AUTHORIZED BY PART 1 OF ARTICLE 3 OF CHAPTER 8 OF TITLE 48 OF THE OFFICIAL CODE OF GEORGIA ANNOTATED, SPECIFYING THE PURPOSES FOR WHICH THE PROCEEDS OF SUCH TAX ARE TO BE USED; SPECIFYING THE PERIOD OF TIME FOR WHICH SUCH TAX SHALL BE IMPOSED; SPECIFYING THE ESTIMATED COST OF THE FACILITIES TO BE FUNDED FROM THE PROCEEDS OF SUCH TAX; REQUESTING THE SUPERVISOR, BOARD OF ELECTIONS TO CALL AN ELECTION OF THE VOTERS OF PIERCE COUNTY TO APPROVE THE IMPOSITION OF SUCH SALES AND USE TAX; APPROVING THE FORM OF BALLOT TO BE USED IN SUCH AN ELECTION; AND FOR OTHER PURPOSES.

WHEREAS, Part 1 of Article 3 of Chapter 8 of Title 48 of the Official Code of Georgia Annotated. (the "Act") authorizes the imposition of a county one percent sales and use tax (the "SPLOST") for the purpose, *inter alia*, of financing certain capital outlay projects which include those set forth herein; and

WHEREAS, the Board of Commissioners of Pierce County, Georgia (the "Board of Commissioners") has determined that it is in the best interest of the citizens of Pierce County, Georgia (the "County") that a one percent SPLOST be imposed in a special district within the County to raise approximately \$14,400,000.00 for the purpose of funding capital outlay projects (the "Projects"); and

WHEREAS, the Board of Commissioners delivered a written notice (the "Notice") to the mayor in each municipality located within the County regarding the re-imposition of the SPLOST; and

WHEREAS, the Notice contained the date, time, place and purpose of a meeting at which designated representatives of the County and the City of Blackshear, the City of Patterson, the City of Offerman ("the Municipalities") met and discussed the possible projects for inclusion in the referendum, including municipally owned and operated projects; and

WHEREAS, the Notice was delivered or mailed at least 10 days prior to the date of the meeting, and the meeting was held at least 30 days prior to the issuance of a call for the referendum; and

WHEREAS, the County has entered into an intergovernmental agreement with the Municipalities that are party to the Agreement; and

WHEREAS, the Municipalities represent twenty five percent (25%) of the total population of the County.

WHEREAS, The Board of Commissioners did approve a resolution for the imposition of a SPLOST which question was to be presented to the voters on June 18th, 2019. However, it appears that OCGA SECTION 21-5-540(c)(2)(A) does not permit a question to be presented to the voters on that day. Accordingly, The Board of Commissioners now amend the resolution of April 2, 2019 to provide for the question to be submitted to the voters on November 5th 2019.

NOW, THEREFORE, BE IT RESOLVED by the Board of Commissioners of Pierce County, Georgia as follows:

(A) Assuming the question of imposing a County SPLOST is approved by the

voters of the special district in the election hereinafter referred to, the

SPLOST shall be imposed for the term, purposes and costs as follows:

1. In order to finance the Projects described herein, a SPLOST in the amount

Of one percent (1%) on all sales and uses in the County is hereby

authorized to be levied and collected within the special district created in

the County as provided in the Act.

2. The proceeds of such tax are to be used to fund the Projects. The Projects

consist of "County Projects" and "Municipal Projects". The County

Projects, the Municipal Projects, and the estimated Costs are set forth

below:

<u>County Projects</u>	<u>Estimated Costs</u>
1. Pay Revenue Bonds (through July 2023)	\$1,320,000

2. Facility Construction and Capital Improvements	
a. Through July 2023	1,269,600
b. From August 2023 through March 2026	2,071,680
3. Road Construction and Maintenance	1,728,000
4. Public Safety Capital Improvements	1,872,000
5. Cultural and Recreational Facilities	<u>1,152,000</u>
	Total \$9,413,280

<u>Municipal Projects</u>	<u>Estimated Costs</u>
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(A) BLACKSHEAR

1. Road Maintenance and Construction	\$ 889,200
2. Water and Sewer Construction and Maintenance	1,991,808
3. Public Safety	355,680
4. Recreational-History-Downtown	<u>320,112</u>
	Total \$3,556,800

(B) PATTERSON

1. Road and Street Construction	\$ 49,608
2. Downtown Development Facilities	148,824
3. Recreational Facility	19,843
4. Public Safety	148,824
5. Eagle Station	128,981
6. Water and Sewer Infrastructure	<u>496,080</u>
	Total \$ 991,160

(C) OFFERMAN

1. Road and Streets	\$ 218,800
2. Recreation and Cultural	<u>218,800</u>
	Total \$ 437,760

3. The SPLOST is to be imposed for a period of six (6) years.

(B) Call for the Election; Ballot Form; Notice.

1. The Supervisor, Board of Election of Pierce County, is hereby requested to call an election in all voting precincts in the County on 5th day of November, 2019 for the purpose of submitting to the qualified voters of the County the question set forth in paragraph 2 below.

2. The ballots to be used in the election shall have written or printed thereon substantially the following:

(Yes) Shall a special one percent sales and use tax be imposed in the special

district of Pierce County for a period of time not to exceed six (6) years

(No) and for the raising of an estimated amount of \$14,400,000.00 for the purpose of:

(1) Funding of projects for Pierce County;

Pay Revenue Bonds on Administrative Building and Library, Building Maintenance and Construction, Building and Maintain Roads, Bridges and Streets, Public Safety, Public Works and Cultural and Recreational Facilities.

(2) Funding of projects for the Municipality of Blackshear;

Water and Sewer Infrastructure, Public Safety, Road Maintenance and Construction, Recreational/Historical/Cultural Facilities and Downtown Developmental Facilities.

(3) Funding of projects for the Municipality of Patterson;

Road and Street Construction and Maintenance, Downtown Developmental Facilities, Recreational Facilities, Public Safety, Capital Outlay of Eagle Station and Water and Sewer Infrastructure.

(4) Funding of projects for the Municipality of Offerman;

Road and Street Construction and Maintenance and Capital outlay for Cultural Recreational Facilities.

3. It is hereby requested that the election be held by the Supervisor, Board of Elections of Pierce County, in accordance with the election laws of the State of Georgia, including, without limitation, the election laws relating to special elections. It is hereby further requested that the Supervisor, Board of Elections of Pierce County, canvass the returns declare the result of the election and certify the result to the Secretary of State and to the Commissioner of Revenue.

4. The Supervisor, Board of Elections of Pierce County, is hereby authorized and requested to publish a notice of the election as required by law in the newspaper in which Sheriff's advertisements for the County are published once a week for four weeks immediately preceding the date of the election. The notice of the election shall be in substantially the form attached hereto as Exhibit "A".

(C) The Clerk of the Board of Commissioners is hereby authorized and directed to deliver a copy of the resolution to the Supervisor, Board of Elections of Pierce County, with a request that the Supervisor, Board of Elections of Pierce County, issue the call for an election.

(D) The proper officers and agents of the County are hereby authorized to take any and all further actions as may be required in connection with the imposition of SPLOST.

(E) The Resolution shall take effect immediately upon its adoption.

This 7th day of May 2019.

PIERCE COUNTY, GEORGIA

By: _____

Chairman, K. Neal Bennett

Attest: _____

County Clerk, Amy Hitt

EXHIBIT "A"

NOTICE OF ELECTION

TO THE QUALIFIED VOTERS OF PIERCE COUNTY, GEORGIA

NOTICE IS HEREBY GIVEN that on the 5th day of November, 2019, an election will be held at the regular polling places in all the election districts of Pierce County, Georgia ("the County"), at which time there will be submitted to the qualified voters of the county for their determination the question of whether a one percent county special purpose local option sales and use tax (the "SPLOST") shall be imposed on all sales and uses in the special district created in the County for a period of six (6) years for the raising of approximately \$ 14,400,000.00 for the purpose of funding capital outlay projects ("the Projects") specified in the form of the ballot set forth below.

(Yes) Shall a special one percent sales and use tax be imposed in the special

district of Pierce County for a period not to exceed six (6) years

(No) and for the raising of an estimated amount of \$14,400,000.00 for

the purpose of:

(1) Funding of projects for Pierce County;

Pay Revenue Bonds on Administrative Building and Library, Building Maintenance and Construction, Building and Maintain Road, Bridges and Streets, Public Safety, Public Works and Cultural and Recreational Facilities.

(2) Funding of projects for the Municipality of Blackshear;

Water and Sewer Infrastructure, Public Safety, Road Maintenance and Construction, Recreational/Historical/Cultural Facilities and Downtown Developmental Facilities.

(3) Funding of projects for the Municipality of Patterson;

Road and Street Construction and Maintenance, Downtown Developmental Facilities, Recreational Facilities, Public Safety, Capital Outlay of Eagle Station and Water and Sewer Infrastructure.

(4) Funding of projects for the Municipality of Offerman;

Road and Street Construction and Maintenance and Capital outlay for Cultural Recreational Facilities.

Commissioner David Lowman made a motion to approve the 2020 SPLOST Resolution as presented.
Commissioner Randy Dixon seconded the motion. All voted aye, motion approved.

ADJOURN

Chairman Bennett adjourned the meeting at 6:44 PM.