

THE HONORABLE BOARD OF COUNTY COMMISSIONERS, MADISON, GEORGIA,
MET THIS DAY IN REGULAR SESSION.

MEETING WAS HELD ON THE SECOND FLOOR OF THE ADMINISTRATION BUILDING.

PRESENT: Chairman Ben Riden, Jr., Vice-Chair Bill Kurtz, Commissioners Philipp von Hanstein, Donald Harris, and Blake McCormack.

STAFF: County Manager Adam Mestres, Assistant County Manager Mark Williams, County Attorney Christian Henry, and County Clerk Leslie Brandt.

The meeting was called to order at 10:00 a.m., followed by the Pledge of Allegiance and Invocation.

ELECTION OF CHAIRMAN AND VICE-CHAIRMAN FOR 2023

MOTION by Commissioner Kurtz, Seconded by Commissioner von Hanstein to nominate Commissioner Riden as Chair for year 2023. Unanimously Approved.

MOTION by Commissioner Harris, Seconded by Commissioner von Hanstein to nominate Commissioner Kurtz as Vice-Chair for year 2023. Unanimously Approved.

State Representative, Tim Fleming introduced himself before the Board.

AGENDA APPROVAL

Motion by Commissioner Harris, Seconded by Commissioner Kurtz to approve the agenda as presented. Unanimously Approved.

MINUTES

December 20, 2022 BOC Meeting

MOTION by Commissioner Kurtz, Seconded by Commissioner Harris to approve the minutes as presented. Unanimously Approved.

CONSENT AGENDA

Motion to accept as information the December 2022 payables to include General Fund in the amount of \$905,360.97, TSPLOST in the amount of \$179,801.23, SPLOST in the amount of \$283,624.19, and the December 2022 financials.

MOTION by Commissioner Kurtz, Seconded by Commissioner Harris to approve the consent agenda as presented. Unanimously Approved.

JOEY BREWER IS REQUESTING CONDITIONAL USE APPROVAL TO ALLOW A FAMILY CEMETERY ON A COMBINED TOTAL OF 73.326 ACRES LOCATED AT 3511 BETHANY ROAD (TAX PARCELS 053-051, 053-050 & 053-049A)

Joey Brewer, on behalf of Ellis Shamburger III, is requesting conditional use approval for a family cemetery on a combined total of 73.326 acres. The proposed cemetery is approximately 1.4 acres and has the required 5-foot-wide access easement from Bethany Road along a gravel driveway. The ordinance requires a minimum of 5 acres, minimum 50 foot setback from property lines, minimum 100 foot setback from structures and a minimum 200 foot setback from water. A swimming pool is the closest structure, and it is approximately 260 feet away. A pond is approximately 345 feet away and the nearest property line is approximately 400 feet away. To comply with ordinance setbacks from property lines, the property owner is combining three parcels.

The request meets the regulations of Chapter 7.8, as well as the criteria for conditional use approval in Section 21.3.1.

Chairman Riden allowed proponents to speak:

No one spoke in favor.

Chairman Riden allowed opponents to speak:

No one spoke in opposition.

MOTION by Commissioner Kurtz, seconded by Commissioner von Hanstein to approve the conditional use request to allow a family cemetery on a combined total of 73.362 acres located at 3511 Bethany Road (Tax Parcels 053-051, 053-050, and 053-049A) as presented. Unanimously Approved.

SPRINKLER REPLACEMENT CHANGE ORDER

On November 15, 2023, the Board approved replacing 140 sprinkler heads at the DFCS Building and awarded the bid to Advantage Fire. When Advantage Fire measured the piping for the new heads, they encountered 171 heads. The additional cost is \$11,215.13. Funds would need to be transferred from contingency.

MOTION by Commissioner von Hanstein, seconded by Commissioner Harris to approve the change order for \$11,215.13 and to transfer \$11,215.13 from general fund contingency to public buildings. Unanimously Approved.

COURTHOUSE REPAIRS CHANGE ORDER

While doing repairs at the Courthouse, the contractor found additional repairs needed that were not included in the original bid. The repairs were discovered during the paint preparation process.

Entry Ceiling Tile Replacement	Negotiated-Not Exceed	to	\$15,440
Balcony Coating	Negotiated-Not Exceed	to	\$4,920
Dome Roof Refinishing	Negotiated-Not Exceed	to	\$29,100
Capital Replacement (8" Bell) x 8	Estimated		\$7,540
Capital Replacement (16" Clock) x 16	Estimated		\$48,000
Additional 600 sqft New Metal Flashing	Estimated		\$45,000
Glass Repair	Estimated		\$10,000
Change Order Total			\$160,000

MOTION by Commissioner von Hanstein, seconded by Commissioner Kurtz to approve the change order request not to exceed \$160,000 and to transfer \$160,000 from SPLOST Reserve Fund to SPLOST Operating. Unanimously Approved.

RETIREMENT BENEFIT CHANGE PROPOSAL

Over the last 2 years, administration has been working closely with ACCG, the county's retirement partner, to create certain changes to the county's current retirement plan. The proposed changes will allow Morgan County to be more competitive in recruitment and retention of personnel when compared with other counties in our region. The proposed changes will allow employees the ability to have more options available to them when it comes to planning for their future with Morgan County through retirement age.

Post Retirement Health Insurance Benefits	
Proposed Benefits	Current Benefits
<p>Retirees would be eligible for health insurance until they reach age 65 provided:</p> <ol style="list-style-type: none"> 1) Retiree is at least age 60 with at least 25 years of service. Retiree would pay 20% of premium OR; 2) Retiree is at least age 55 with at least 25 years of service. Retiree would pay 35% of premium until age 60 and then pay 20% of premium <p>Additional conditions to receive benefits are:</p> <ol style="list-style-type: none"> 1) Retirees must be on health insurance plan for at least 1 year prior to retirement 2) If Retiree cancels coverage prior to reaching age 65 they are not eligible to re-enroll in the plan 3) Coverage is for retiree only. No spousal or dependent coverage is available. 	<p>Retirees are not eligible for health insurance benefits</p>

Define Benefit Retirement Plan

Proposed Changes to Benefit	Current Benefit
<p>May retire at age 55 with at least 25 years of service with no early reduced benefit. No changes if retire with less than 25 years of service</p>	<p>Must be age 55 to retire, however if you retire before age 60 there is a reduction of benefit. At age 55 the reduction is approximately 40%</p>
<p>Current employees on Defined Contribution may change to Defined Benefit Plan effective April 1, 2023</p>	<p>Employees hired after Jan. 1, 2014 are on a Defined Contribution Plan.</p>
<p>If elect to change, employee forfeits the County's 3% base contribution and interest from 3% contribution from date of hire. The forfeited funds will be used to "buy back" years of service for Defined Benefit Plan, OR employees can keep current DC balance and begin DB plan as "new hire". There is a 35 year cap on years of service in DB. There would be no employee contribution for the DB Plan</p>	<p>Employee on DC plan must pay 3% and County matches 3%</p>
<p>Employee could continue to contribute to 457 Plan, but there would be no County match</p>	<p>Employee on DC Plan may contribute up to 2% additional to a 457 plan and the County matches 4%</p>
<p>The elected Tax Commissioner may re-enroll in the DB plan and resume earning service credit as of April 1, 2023. The Tax Commissioner may only stay on the DB plan until the State establishes a retirement plan for that office. No other constitutional officer may enroll in the DB plan.</p>	<p>Elected officials are not eligilbe to participate in either retirement plan</p>
<p>Employees hired after April 1, 2023 would participate in a hybrid plan. They would contribute 3% to DB plan that will pay 1.25% per year of service. Normal retirement age is 65; but does have age 55 with 25 years of service unreduced benefit. They may contribute 2% to a 457 and receive a 4% match. DB has 10 year vest and DC portion has 5 year vest. Cap is 35 years of service.</p>	

MOTION by Commissioner Kurtz, seconded by Commissioner McCormack to authorize ACCG Retirement Services to draw up the necessary plan document changes to be presented for full adoption at the February 7, 2023 Regular Meeting of the Board of Commissioners. Unanimously Approved.

MOTION by Commissioner Kurtz, seconded by Commissioner Harris to authorize adding retirement health benefits as presented to begin with the health benefit renewal on July 1, 2023. Unanimously Approved.

PTO POLICY REVISION

Over the last year, administration has been working on a more equitable solution for personal time off. It is being proposed to move from a separate vacation and sick leave bank to a Personal Time Off (PTO) bank which has been widely used in the private sector for many years. Several counties and cities are switching to this model to allow more flexibility for the employee to take time off as needed.

Proposed PTO Conversion:

- i. Accrued annual leave and sick leave will convert on a one-to-one basis to PTO hours, up to a maximum of 350 PTO hours for regular full-time personnel, and 525 hours for 24-hour fire personnel.
- ii. Any accrued sick leave remaining after the conversion to PTO hours is made in accordance with subsection i. above shall convert to Catastrophic Leave, up to a maximum of 1,040 Catastrophic Leave hours for all employees, including 24-hour fire personnel.
- iii. Any accrued sick leave remaining after the same is applied pursuant to sections i. through iii. above shall be placed into a holding account to start a Medical Catastrophic Leave Sharing Bank, subject to approval and implementation of such policy by the Board of Commissioners.

Proposed Accrual Rates:

Regular Full Time Employees accrue Personal Time Off as follows:

Years of Service	Accrual Per Month	Days Per Year @ 8 Hours
Hire Date-5	12 hours/month	18 days/year
6-10	14 hours/month	21 days/year
11-15	16 hours/month	24 days/year
16-20	18 hours/month	27 days/year
21+	20 hours/month	30 days/year

Directors and Managers: County Manager, Asst. County Manager, Department Directors, and the County Clerk shall accrue leave per the following schedule:

Years of Service	Accrual Per Month	Days Per Year @ 8 Hours
Hire Date-20	18 hours/month	27 days/year
21+	20 hours/month	30 days/year

Twenty-four (24) hour fire personnel shall accrue Personal Time Off at 150% of the normal rate based on years of service. Eligible employees will accrue leave per the following schedule:

Years of Service	Accrual Per Month	Days Per Year @ 24 Hours
Hire Date-5	18 hours/month	9 days/year
6-10	21 hours/month	10.5 days/year
11-15	24 hours/month	12 days/year
16-20	27 hours/month	13.5 days/year
21+	30 hours/month	15 days/year

MOTION by Commissioner Harris, seconded by Commissioner Kurtz to approve the proposed policies as presented. Unanimously Approved.

COUNTY MANAGER REPORT

County Manager, Adam Mestres, presented a monthly overview of Morgan County government's current projects and/or issues.

PUBLIC COMMENTS ON AGENDA ITEMS

No public comments were made.

MOTION by Commissioner Kurtz, seconded by Commissioner von Hanstein to exit regular session and adjourn at 12:50 p.m. Unanimously Approved.

Ben Riden, Jr., Chairman

ATTEST:

Leslie Brandt, County Clerk