



The Honorable William "Bill" Edwards, Mayor
The Honorable Mark Baker, District 7, Mayor Pro Tem
The Honorable Catherine F. Rowell, District 1 Councilmember
The Honorable Carmalitha Gumbs, District 2 Councilmember
The Honorable Helen Z. Willis, District 3 Councilmember
The Honorable Naeema Gilyard, District 4 Councilmember
The Honorable Rosie Jackson, District 5 Councilmember
The Honorable khalid kamau, District 6 Councilmember

COUNCIL WORK SESSION MEETING AGENDA

- I. Call to Order
- II. Roll Call
- III. Agenda Items
 - 1. Council Discussion of a Change Order to allow Management Advisory Group International (MAG) to conduct an Organization and Staffing Analysis for the City in the amount of \$78,500 (Finance)
 - 2. Council Discussion on Resolution for a Moratorium Banning Uses (Planning)
 - 3. Council discussion on a Resolution for Adopt-A-Road (**Gumbs and Willis**)
 - 4. Council discussion on a Resolution adopting the Compensation and Classification Study for City of South Fulton Employees (Finance and Human Resources)
- IV. Executive Session

When an Executive Session is Required, one will be called for the following issues: 1) Personnel, 2) Litigation or 3) Real Estate
- V. Adjournment



CITY OF SOUTH FULTON

COUNCIL AGENDA ITEM

COUNCIL WORK SESSION



SUBJECT: Council Discussion of a Change Order to MAG

DATE OF MEETING: 7/23/2019

DEPARTMENT: Finance

ATTACHMENTS:

Description	Type	Upload Date
Cover Page	Cover Memo	7/18/2019
Scope - MAG Proposal	Cover Memo	7/18/2019
Change Order Form	Cover Memo	7/18/2019



CITY OF SOUTH FULTON, GEORGIA CITY COUNCIL AGENDA ITEM

SUBJECT: Recommendation approve Change Order in the amount of \$78,500.00 to allow Management Advisory Group International (MAG) to conduct an Organization & Staffing Analysis in addition to the Class & Compensation Study performed on behalf of the City.

☒ RECOMMENDATION	☐ POLICY/DISCUSSION	☐ STATUS REPORT
☐ ORDINANCE	☐ RESOLUTION	☐ OTHER

Date Submitted: 7/17/19

Work Session:

Meeting: 7/23/2019

RECOMMENDED ACTION: Council Approval

BUDGET IMPACT:

ANNUAL: \$78,500.00

CAPITAL:

FUNDING SOURCE: Professional Services Finance # 100 1511 52 1200

COUNCIL ACTION REQUESTED ON: July 23, 2019

PURPOSE: Staff recommends approval of change order in the amount of \$78,500.00 to allow Management Advisory Group International, Inc. (MAG) to include an Organization & Staffing Analysis as a deliverable under their current Professional Service Agreement with the City.

HISTORY:

On or about October 8, 2018 the City of South Fulton issued RFP 19-004 Compensation Study & Analysis. Three vendors responded to the RFP. At the end of the evaluation process, Management Advisory Group International (MAG) emerged as the most responsive and responsible vendor. The contract was then awarded to MAG who successfully completed the compensation study and delivered its findings and recommendations to the City for consideration. Subsequent to awarding the Compensation study to MAG, the need for related services of an Organizational Staffing assessment that examines the takes a look at the City's Organization Chart to determine if position rank, title and duties are organized in the most efficient manner. The City and MAG has agreed to include this additional service as a Change Order to the original Agreement.

FACTS AND ISSUES: Subsequent to engaging Management Advisory Group International, Inc. as the contractor to conduct the City Compensation Study, the need for an Organization Analysis was identified, this service is closely related to the Compensation study and within the competency and service offerings of MAG. The City has determined it would be in its best interest to issue a Change Order to the agreement with MAG to include the Organizational Analysis. MAG has agreed to perform said services at total cost of \$78,500.00.

OPTIONS: Staff Recommends that the Council approves this Change Order in the amount of \$78,500.00. Council may elect to require the City to issue a formal solicitation. However, since the service was not previously contemplated, and MAG is a current contract with the means and expertise to perform services and the services are related to services currently being provided by MAG, it would be in the best interest of the City to allow MAG to

perform the Organizational Analysis. Staff recommends that Council approves the Change Order in the amount of \$78,500.00.

REQUESTED BY: Anthony Kerr, Purchasing Manager on behalf of Department of Finance.

Exhibit A: MAG Organizational Assessment Scope of Work

Exhibit B: Change Order Agreement with MAG



Management Advisory Group International, Inc
12730 Fair Lakes Circle, Suite 600
Fairfax, VA 22033

June 3, 2019

Mr. Frank S. Milazi, CPFA, CPFIM
Chief Financial Officer
City of South Fulton
5440 Fulton Industrial Blvd. SW
Atlanta, GA 30336

Dear Mr. Milazi:

Management Advisory Group International, Inc. (MAG) is pleased to present this *Proposal for an Organization and Staffing Analysis for the City of South Fulton*. We certainly appreciate your consideration.

MAG is a national, full-service human resources consulting firm with W/MBE status recognized in many states. Our diverse organization brings *extensive* experience in a variety of municipal consulting projects. Principals of the firm have conducted *over 500 similar studies* in over 25 years of municipal consulting in over 40 states, including Georgia.

MAG's consulting team has completed similar projects in Georgia, for the City of Atlanta, DeKalb County, City of Roswell, City of Americus, City of Johns Creek, Dougherty County, Chatham County, City of Macon, Douglas County, Newton County, and Tift County, among others over the years. A sample list of projects conducted by MAG staff is included for your review.

MAG and our staff have:

- an *outstanding understanding of the project goals and objectives*;
- highly relevant experience from hundreds of successful studies;
- the *capability* to handle large projects (studies up to 11,000 employees);
- a recommended schedule that provides a timely project for the City;
- impeccable references, and,
- directly related experience.

Mr. Frank S. Milazi, CPFA, CPFIM
Chief Financial Officer
City of South Fulton
June 3, 2019
Page Two

MAG's co-project leaders, supported by other MAG staff, for your study would include:

- Russell Campbell: 23+ years of directly related experience; former Human Resources Director and Assistant City Manager; served as State Director for two national management consulting firms prior to joining MAG).
- Donald C. Long, Ph.D.: 26+ years of directly related experience; former Assistant City Manager and City Manager; founding partner of MAG. Has directed and managed many organization and staffing studies for municipal agencies.

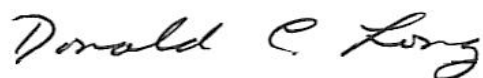


The following pages will identify a general work plan and major tasks. In addition, a listing and summaries of similar projects completed by MAG principals is provided.

If desired, perhaps we could add to the existing MAG professional services agreement. The budget for this substantial project is \$78,500.

MAG is prepared to modify the scope of services as needed, and we will be glad to discuss your needs in further detail as necessary. We appreciate the opportunity to be of service to you and look forward to working as partners with the City on this important project.

Sincerely,



Donald C. Long, Ph.D.
President
Management Advisory Group International, Inc.
2992 Reidville Road
Spartanburg, SC 29301
Phone: (703) 590-7250
Email: don@maginc.org

This Project is a Partnership

We view this study as a partnership, at all levels and at all times throughout the project. This manifests itself from the outset, in which the project scope and approach is closely reviewed and discussed, communications with key personnel and officials are established and maintained, and formal progress reports are made to ensure ongoing feedback and communications. We do, however, maintain our independence throughout the project.

Information Collection Techniques

The information collection activities will be carefully planned, controlled and documented to help assure completeness and consistency.

- Our consultant team will use a variety of proven techniques to obtain the information needed for the assessment. These techniques will include:
 - collection of key documents such as workload data, previous memoranda, budgets and financial reports, management and operational reports, etc.;
 - a series of meetings to discuss service levels and issues impacting on the ability of the City to deliver excellent services;
 - one-on-one interviews with key officials and/or top staff from the department;
 - capture of relevant data from departmental files;
 - offer the opportunity for all staff to participate in facilitated focus group sessions.

Balanced Findings

- We will thoroughly analyze the information collected to identify not only weaknesses in current structures, but also particular strengths upon which the City may build.
- The rationale for presenting both commendations and weaknesses is to give the study results some perspective. Evaluations are often perceived to be negative since the focus is on problem areas. A comprehensive and fair assessment, however, should put any problems in perspective by recognizing an organization's particular strengths and noteworthy accomplishments.

Recommendations and Improvement Plan

- A management improvement plan will be developed to prioritize the study recommendations and describe how each should be implemented. This will include implementation actions, responsibilities, and time frames or schedules.

Work Plan

Our work plan for this study consists of several steps or tasks.

TASK 1.0: INITIATE PROJECT

Objectives:

- To gain a more in-depth understanding of the study background and the City goals and expectations.
- To establish a mutually agreeable work plan, schedule, and progress monitoring procedure that will successfully meet the study expectations.
- To identify and collect key documents.

Activities:

- 1.1 Meet with the Project Manager and appropriate key management staff to discuss our proposed objectives, scope, approach, work plan, schedule, and progress monitoring procedures. Any concerns or suggested modifications will be discussed and our plans will be revised, as appropriate.
- 1.2 Arrange for on-site office space as needed.
- 1.3 Obtain and review key area-wide documents, including:
 - relevant organization charts;
 - budgets and financial reports;
 - current audit documentation;
 - service level descriptions and background;
 - key management and operational reports; and
 - relevant policies.
- 1.4 Finalize the work plan and establish consultant schedules with calendar dates for completing tasks.

Deliverables:

- Final Work Plan and Schedule

TASK 2.0: CONDUCT INITIAL INTERVIEWS AND ANALYSIS

Objectives:

- To collect the factual information needed in support of project objectives.
- To obtain management opinions and perceptions regarding strengths and weaknesses, and staffing issues or concerns.

Activities:

2.1 Schedule and conduct interviews. The objectives of these interviews are:

- to confirm breadth/scope of all functions;
- to obtain information regarding structures, historical practices, financial policies, and personnel policies and guidelines;
- to understand organization-wide issues, needs and concerns; and
- to request and evaluate key documents and data and determine its availability, reliability and source;
- to conduct interview sessions with City representatives to identify issues of concern that may impede excellence.

2.2 Collect pertinent management and personnel documents and data including:

- annual work plans and annual reports;
- adopted budget;
- revenue data;
- workload data;
- new initiatives;
- recent progressive improvements;
- organization charts;

Deliverables:

- Interviews and data collection meetings.

TASK 3.0: CONDUCT FACILITATION/FOCUS GROUP MEETINGS

Objectives:

- Prepare for facilitated small Focus Group workshops and Round Table meetings.
- Facilitate and conduct meetings.

Activities:

- 3.1 Review information and feedback from previous management and staff interviews.
- 3.2 Jointly determine the profile and membership of the meetings.
- 3.3 Summarize data and observations as supporting material for the Focus Groups and Round Table meetings.
- 3.4 Provide guidelines for facilitated meetings to members in advance of meetings.
- 3.5 Conduct and facilitate planned meetings for focus group members in sessions, focusing on:
 - 3.5.1 The current service delivery model (strengths, weaknesses, opportunities, and threats)
 - 3.5.2 Future demands for the provision of services.
 - 3.5.3 Staffing level issues and current/future needs.
 - 3.5.4 Recommendations for any necessary modifications to the organizational structure.
 - 3.5.5 Strategies for the next three to five years..

Deliverables:

- Support and background information for the planning groups to evaluate prior to the facilitated meetings.
- Facilitated meetings.
- Summary of outcomes of sessions.

TASK 4.0: CONDUCT ANALYSIS AND FINDINGS

Objectives:

- To analyze and evaluate organizational structures, staffing, policies and practices.
- To reach conclusions regarding strengths and weaknesses.

Activities:

- 3.1 Analyze the management and personnel data and other study information to identify improvement opportunities in all relevant study areas.
- 3.2 Identify possible cost savings identified during the analysis.
- 3.3 Review the findings and conclusions to assure that factual information is complete and accurate and that the conclusions are justified.
- 3.4 Verify facts and/or collect additional information regarding any conclusions that are questioned and revise them, as warranted.
- 3.5 Determine validity and appropriateness of staffing levels;
- 3.6 Meet with the Project Manager to discuss key issues and concerns relative to management and staffing and organizational issues.

Deliverables:

- Study Findings and Conclusions

TASK 5.0: DEVELOP RECOMMENDATIONS

Objectives:

- To develop recommendations for methods and strategies identified during Task 4.0.

Activities:

- 4.1 Consolidate the findings and conclusions developed during Task 4.0 and develop a recommendation for each significant finding identified. The recommendations will be based on:
 - Workload data;
 - Current and future demands;

- Effectiveness and efficiency changes;
- Consideration of all mandated programs;
- Alternative approaches for service provision.

4.2 Review recommendations with project management to assure they are beneficial, realistic and implementable.

4.3 Refine recommendations, as appropriate.

Deliverables:

- Series of Recommendations

<i>TASK 6.0: PREPARE DRAFT STUDY REPORT</i>
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Objectives:

- To prepare a draft report documenting the study results.
- To discuss the draft report with the Project Manager and appropriate City representatives and obtain comments.

Activities:

5.1 Prepare a draft of the study report. The report will include:

- executive summary;
- study objectives and methodology;
- findings and conclusions; and
- recommendations.

5.2 Discuss the draft report, and note comments and any suggested revisions.

Deliverables:

- Draft Study Report

TASK 7.0: PREPARE FINAL REPORT

Objectives:

- To revise the draft and prepare the final study report.

Activities:

- 6.1 Revise the draft report, as appropriate, based on the comments and suggestions made during the draft discussions.
- 6.2 Prepare and issue the final study report.
- 6.3 Present findings and recommendations to the City.

Deliverables:

- Final Study Report

Management Advisory Group International, Inc. Client List

Ak-Chin Indian Community, AZ	City of Artesia, NM
Alachua County, Florida	City of Asheville, North Carolina
Arizona Dept. of Public Safety	City of Atlanta, Georgia
Arizona Div. of Human Resources	City of Avondale, AZ
Athens-Clarke County, GA	City of Bal Harbour, Florida
Auburn University, Montgomery, AL	City of Balcones Heights, TX
Baltimore County Community College, Maryland	City of Baton Rouge, Louisiana
Baltimore County Public Schools, Maryland	City of Bay Harbor Islands, Florida
Bastrop County, Texas	City of Baytown, TX
Black Hawk College, Illinois	City of Belle Glade, Florida
Brevard County Sheriff's Office, Florida	City of Belleview, Florida
Brevard County, Florida	City of Bloomington, IN
Broward County, Florida	City of Bowling Green, Kentucky
Broward County, Florida, Sheriff's Office	City of Boynton Beach, Florida
Brunswick County, VA	City of Brooksville, Florida
Cameron County, TX	City of Brownsville, Texas
Carson Products, North Carolina	City of Bullhead City, AZ
Cecil County, MD	City of Cape Coral, FL
Central Yavapai Fire District, AZ	City of Cape Coral, Florida
Charleston County Parks and Recreation Authority, SC	City of Carlsbad, NM
Charleston County, SC	City of Casselberry, Florida
Charleston County, South Carolina	City of Cayce, South Carolina
Charleston Housing Authority, SC	City of Chandler, AZ
Charleston Housing Authority, South Carolina	City of Chesapeake, Virginia
Charlotte County, Florida	City of Cocoa Beach, Florida
Charlotte County Sheriff, FL	City of College Park, MD
Chatham County, North Carolina	City of Colleyville, TX
Cherokee County, North Carolina	City of Colonie, New York
Chester County, Pennsylvania	City of Columbia, Missouri
Chester Metropolitan Water and Sewer District, SC	City of Columbia, SC
Child Care Group, TX	City of Cooper City, Florida
Citrus County, Florida	City of Dania, Florida
Citrus County, Florida, Sheriff's Department	City of Dania, Florida
Citrus Hills Investment Corporation	City of Davie, Florida
City of Acton, Massachusetts	City of Daytona Beach, Florida
City of Alexandria, Louisiana	City of Destin, Florida
City of Altamonte Springs, Florida	City of Douglas, AZ
City of Americus, GA	City of Dover, Delaware
	City of Dunedin, FL
	City of Dunedin, Florida
	City of El Mirage, AZ
	City of El Paso, TX
	City of Eustis, Florida

City of Fairborn, Ohio
City of Florence, SC
City of Fountain, CO
City of Franklin, Tennessee
City of Ft. Lauderdale, FL
City of Ft. Walton Beach, FL
City of Gainesville, FL
City of Gladstone, MO
City of Goose Creek, SC
City of Grand Prairie, Texas
City of Greenacres, Florida
City of Greenville, SC
City of Gulfport, Florida
City of Hammond, Louisiana
City of Highland Beach, Florida
City of Holly Hill, Florida
City of Hollywood, FL
City of Hollywood, Florida
City of Indian River Shores, Florida
City of Jacksonville, FL
City of Jacksonville Beach, Florida
City of Johnson City, Tennessee
City of Joplin, MO
City of Juno Beach, Florida
City of Kalispell, Montana
City of Kearney, NE
City of Kenosha, Wisconsin
City of La Porte, Texas
City of Lakeland, FL
City of Lake Park, Florida
City of Lake Worth, Florida
City of Logan, UT
City of Manning, SC
City of Mesa, AZ
City of Minot, ND
City of Miramar, FL
City of Mount Dora, Florida
City of Mount Pleasant, South Carolina
City of Myrtle Beach, SC
City of Naples, Florida
City of New Orleans, LA
City of New Smyrna Beach, FL
City of North Myrtle Beach, SC
City of North Port, FL

City of Oak Ridge, Tennessee
City of Ocala, Florida
City of Ormond Beach, Florida
City of Page, AZ
City of Palm Bay, Florida
City of Pantego, Texas
City of Pascagoula, Mississippi
City of Pearland, TX
City of Pembroke Pines, Florida
City of Pointe Coupee, Louisiana
City of Port Orange, Florida
City of Portsmouth, Virginia
City of Prescott Valley, AZ
City of Prescott, AZ
City of Richmond, Virginia
City of Rio Rancho, NM
City of Riviera Beach, Florida
City of Ruidoso, NM
City of Safety Harbor, Florida
City of San Francisco, California
City of San Luis, AZ
City of Sanford, FL
City of Sanibel, Florida
City of Sarasota, Florida
City of Satellite Beach, Florida
City of Sevierville, Tennessee
City of South Daytona, Florida
City of St. Cloud, FL
City of St. George, UT
City of St. Louis, MO
City of Stuart, Florida
City of Sumter, SC
City of Surprise, AZ
City of Tallahassee, Florida
City of Takoma Park, MD
City of Tamarac, Florida
City of Tampa, FL
City of Venice, FL
City of Wellington, Florida
City of West Columbia, SC
City of West Palm Beach, FL
City of Williston, Florida
City of Wilton Manors, Florida
City of Winter Park, Florida

Clarendon County, SC
Clayton County, GA
Coastal Rapid Transit Authority, SC
Colleton County, SC
Collier County, Florida, Sheriff's Office
Columbia Housing Authority , SC
Columbia Housing Authority, SC
Columbia Police Department, SC
Corpus Christi Airport, Texas
Dallas Independent School District, Texas
Davidson County, North Carolina
DeKalb County, GA
Dougherty County, Georgia
Durham County, NC
Eddy County, NM
El Paso Health Network, TX
Escambia County, Florida, Utilities
Fairfax County Public Schools, Virginia
Fairfield County, SC
Florence County, SC
Florida Community College at Jacksonville
Florida Department of Children & Families
Florida Department of Citrus
Florida Department of Health
Florida Department of Juvenile Justice
Florida Executive Office of the Governor
Florida League of Cities, FL
G.E.O. Services, Inc
Gila River Indian Community, AZ
Greenwood County, SC
Greenwood Housing Authority, SC
Hampton County, SC
Harford County Sheriff, MD
Haywood County, North Carolina.
Hernando County, Florida
Hopi Tribal Government, AZ
Horry County Solid Waste Authority, SC
Horry County, SC
Huntsville City Schools, Alabama
Iberia Parish, Louisiana
Immokalee Water and Sewer Authority, FL
Jacksonville, Florida, Transportation
Authority
Jefferson County, TX

Johnson C. Smith University, NC
Key West Aqueduct Authority, FL
Lake County, FL
Lake County, Florida
Lake County, Florida, Sheriff's Office
Lake Worth, Florida, Utilities
Lancaster County, SC
Laurens CPW, SC
Lee County, FL
Lee County, Florida, Tax Collector
Levy County, Florida, Property Appraiser
Lexington County, SC
Los Angeles Housing Authority, California
Louisiana Community College System
Manatee County, Florida
Marion County, FL
Marion County, Florida, Sheriff's Office
Marion County, Florida, Tax Collector
Martin County, FL
Massachusetts Community Colleges, Mass.
Miami Area School District, AZ
MicroAge/Pinacor, Inc., AZ
Missoula County, MT
Montgomery County, Virginia
Navajo Community College, AZ
Nez Perce Indian Tribe, Idaho
Nineteenth District Court, East Baton
Rouge, Louisiana
North Carolina Association of County
Commissioners
North Carolina Department of Juvenile
Justice
North Miami Beach, Florida
North Miami, Florida
Northampton County, Virginia
Oakland County, MI
Okaloosa County, Florida
Oklahoma Zoological Trust, OK
Orange County, FL
Orange County, Florida, Public Schools
Orangeburg County, FL
Orangeburg County, SC
Oregon Dept. of Environmental Quality
Ouachita Parish, Louisiana

Palm Beach County Clerk of Court, FL
Palm Beach County, Florida Clerk of the
Circuit Court
Palm Beach County, Florida, Schools
Palm Beach County, Florida, Sheriff's
Department
Palm Harbor Fire Rescue District, FL
Pasco County Sheriff's Office, FL
Peace River Water Authority, FL
Pee Dee Regional Solid Waste Authority, SC
Phoenix Elementary School District, AZ
Pinal County, AZ
Polk County, FL
Port Freeport, TX
Pueblo West, CO
Queen Anne's County Schools, MD
Richland County School District One, SC
Salt River Indian Community, AZ
San Carlos Apache Tribe, AZ
Santa Fe Community College, NM
Sarasota County, FL
School District of Philadelphia, PA
Southern Ute Indian Tribe, CO
Spartanburg County, SC
St. Charles Parish, LA
St. Johns County, Florida, Property
Appraiser
St. Mary's Metropolitan Commission, MD
State of Iowa Human Resources Dept.
State of Nebraska Merit System
Sumter County, SC
Tampa Housing Authority, FL
Tampa International Airport, FL
Tempe Union High School District, AZ
Texas Department of Transportation
Tift County, Georgia
Tohono O'odham Nation, AZ
Town of Davie, FL
Town of Gilbert, AZ
Town of Hilton Head Island, SC
Town of Hilton Head, SC
Town of Jupiter, FL
Town of Paradise Valley, AZ
Town of Ponce Inlet, Florida

University of Maine
University of Northern Iowa, IA
University of Texas, TX
University of Wyoming, WY
Utilities Commission, New Smyrna Beach, FL
Virginia Beach City Schools, VA
Washington COG, D.C.
Washington County, PA
Washoe County School District, NV
Wayne County Airport Authority, MI
Wicomico Schools, MD



**CHANGE ORDER
TO
PROFESSIONAL SERVICE AGREEMENT
For
Class & Compensation Study**

This this Change order to Professional Service Agreement between **City of South Fulton** (hereinafter "City") and **Management Advisory Group International, Inc** (hereinafter "Contractor") for Class & Compensation Study is made effective by creation of Purchase Order by City of South Fulton and amends the Original Agreement as follows:

1. Subsequent to hiring Contractor to perform a Compensation Study and Analysis, the need for an Organization & Staffing Analysis as identified as service needed by the City.
2. Contractor has agreed to perform said service for the city under a Change Order to the original Agreement. All terms and Conditions of the Original Agreement remains in full effect unless specifically amended by this Change Order.
3. In addition to performing the Scope of Work in the Original Agreement, Contractor shall perform an Organization and Staffing Analysis for the City of South Fulton as outlined in the Proposal for Change order attached hereto and incorporated into the Original Agreement.
4. The City shall pay contractor the sum of \$78,500 for all services outlined in Proposal for Change Order attached hereto as **Change Order Exhibit 1**.
5. Payments to Contractor shall me made according to the payment terms of the Original Agreement upon invoice by Contractor.

IN WITNESS WHEREOF, the parties hereto, acting through their duly authorized agents, have signed and sealed this Agreement.

1 :Change Order Agreement

FOR CONSULTANT (Management Advisory Group, Inc.):

By (print Name & Title): _____

Signature: _____ Date: _____

Sworn to and subscribed before me this
____ day of _____, _____

Notary Public

My Commission Expires:

FOR CITY OF SOUTH FULTON COUNTY:

Odie Donald, City Manager

Date: _____

Emilia C. Walker, City Attorney

Change Order Exhibit 1

Management Advisory Group, Inc., proposal for Organizational Staffing Analysis



CITY OF SOUTH FULTON

COUNCIL AGENDA ITEM

COUNCIL WORK SESSION



SUBJECT: Discussion on Resolution for a Moratorium Banning Uses

DATE OF MEETING: 7/23/2019

DEPARTMENT: Planning

ATTACHMENTS:

Description	Type	Upload Date
Resolution Moratorium Banning	Cover Memo	7/18/2019

1 **STATE OF GEORGIA**
2 **COUNTY OF FULTON**
3 **CITY OF SOUTH FULTON**
4
5

6 **A RESOLUTION IMPOSING A MORATORIUM ON THE ACCEPTANCE OF**
7 **APPLICATIONS FOR AND THE ISSUANCE OF LAND USE PERMITS OR**
8 **OCCUPATION TAX CERTIFICATES/BUSINESS LICENSES PERTAINING TO:**
9 **ALCOHOL PACKAGE STORES AND ANY EXPANSIONS OF THE SAME,**
10 **TOBACCO RETAIL SALES, AUTOMOBILE GAS STATIONS/SERVICE**
11 **STATIONS, CONVENIENCE STORES, CHECK CASHING ESTABLISHMENTS,**
12 **PERSONAL CARE SERVICES, AUTOMOTIVE REPAIR SHOPS, GROUP**
13 **HOMES AND RESIDENCES, PAWN SHOPS, TOBACCO RETAIL SALES,**
14 **CANNABIS DISPENSARY, FARMER’S MARKET, GUN RANGE, OPEN AIR**
15 **MARKET, AND TINY HOMES IN THE CITY OF SOUTH FULTON, GEORGIA,**
16 **AND FOR OTHER PURPOSES, EXCLUDING PARCELS IMMEDIATELY**
17 **FACING FULTON INDUSTRIAL BOULEVARD AND FOR OTHER LAWFUL**
18 **PURPOSES**
19

20 **WHEREAS**, the City of South Fulton (“City”) is a municipal corporation duly
21 organized and existing under the laws of the State of Georgia;
22

23 **WHEREAS**, the duly elected governing authority of the City, is the Mayor and
24 Council thereof (“City Council”);

25 **WHEREAS**, the City has been vested with the power and authority to regulate
26 the practice, conduct or use of property for the purposes of maintaining health,
27 morals, safety, security, peace and the general welfare of the City;
28

29 **WHEREAS**, Georgia cities are authorized to impose moratoria on zoning
30 decisions, permits and other development approvals. *See City of Roswell et al v.*
31 *Outdoor Systems, Inc.*, 274 Ga. 130 (2001); *Lawson v. Macon*, 214 Ga. 278 (1958);
32 *Taylor v. Shetzen*, 212 Ga. 101;
33

34 **WHEREAS**, the City Council seeks to impose a moratorium while the City
35 is undertaking revisions to the Zoning Code (the "Code") and the land use map;
36

37 **WHEREAS**, the City Council intends to allow its staff and consultant further
38 time to review its current ordinances to ensure that its laws preserve the quality
39 of life for citizens while imposing limited and effective land use regulations that
40 impact quality of life issues;
41

42 **WHEREAS**, the City Council must take immediate and responsive action
43 to protect the interests of the City, and it is in the best interests of the health,
44 safety and welfare of the citizens of the City, that no new applications for land
45 use permits or occupation tax certificates/business licenses for alcohol package
46 stores and any expansions of the same, tobacco retail sales, automobile gas
47 stations/service stations, convenience stores, check cashing establishments,
48 personal care services, automotive repair shops, group homes and residences,

pawn shops, tobacco retail sales, cannabis dispensary, farmer's market, gun range, open air market, and tiny homes to be accepted in the City until 5:00 p.m. on June 30, 2020;

WHEREAS, the City Council finds that the concept of "public welfare" is broad and inclusive; that the values it represents are spiritual as well as physical, aesthetic as well as monetary; and that it is within the power of the City "to determine that a community should be beautiful as well as healthy, spacious as well as clean, well balanced as well as carefully patrolled," *Berman v. Parker*, 348 U.S. 26 (1954); *Kelo v. City of New London*, 545 U.S. 469 (2005);

WHEREAS, the City Council finds that "general welfare" includes the valid public objectives of aesthetics, conservation of the value of existing lands and buildings within the City, making the most appropriate use of resources, preserving neighborhood characteristics, enhancing and protecting the economic well-being of the community, facilitating adequate provision of public services, and the preservation of the resources of the City;

WHEREAS, this moratorium is enacted as a limited measure to preserve the status quo pending the City's review of its Zoning Code;

WHEREAS, by enactment of this extension of this moratorium the City Council does not intend to disturb the operation of any business located in the city limit that possesses a valid land use permit and/or business license/occupation tax certificate and was operating on the date of adoption of this moratorium.

THE COUNCIL OF THE CITY OF SOUTH FULTON, GEORGIA,
HEREBY RESOLVES as follows:

Section 1.

1. The moratorium imposed herein incorporates the findings and statements set forth in the preceding "Whereas" clauses and such clauses are made a part of this moratorium.
2. Except as allowed in paragraph 4 below, for a period beginning from the date of adoption of this Resolution until 5:00 p.m. on June 30, 2020, there shall be a complete moratorium on the acceptance of any land use permit application or application for an occupation tax certificate/business license relating to alcohol package stores and any expansions of the same, tobacco retail sales, automobile gas stations/service stations, convenience stores, check cashing establishments, personal care services, automotive repair shops, group homes and residences, pawn shops, tobacco retail sales, cannabis dispensary, farmer's market, gun range, open air market, and tiny homes in the City, excluding parcels immediately facing Fulton Industrial Boulevard.
3. Except as allowed in paragraph 4 below, for a period beginning on the date

of adoption of this Resolution and ending at 5:00 p.m. on June 30, 2020 `no land use permit or occupation tax certificate/business license shall be issued and no land use permit application or occupation tax certificate/business license application shall be granted or denied for the establishment or expansion of alcohol package stores and any expansions of the same, tobacco retail sales, automobile gas stations/service stations, convenience stores, check cashing establishments, personal care services, automotive repair shops, group homes and residences, pawn shops, tobacco retail sales, cannabis dispensary, farmer's market, gun range, open air market, and tiny homes in the City, excluding parcels immediately facing Fulton Industrial Boulevard.

4. This moratorium has no effect whatsoever on those valid and proper land use permit applications and/or occupation tax certificate/business license applications filed on or before the imposition of this moratorium and those applications may be considered, deferred, decided, granted or denied for the establishment or expansion of alcohol package stores and any expansions of the same, tobacco retail sales, automobile gas stations/service stations, convenience stores, check cashing establishments, personal care services, automotive repair shops, group homes and residences, pawn shops, tobacco retail sales, cannabis dispensary, farmer's market, gun range, open air market, and tiny homes in the City, pursuant to the ordinances of the City as they existed on the date the application was filed.

5. The moratorium shall expire at 5:00 p.m. on June 30, 2020, unless shortened or extended by official action of the City Council.

6. Nothing in this Resolution shall prevent the continued operation of any business operating under a validly issued land use permit and/or occupation tax certificate/business license as of the date of enactment of this moratorium.

7. As of the effective date of this Resolution, any action taken by any City employee, representative or agent which is contrary to this Resolution will be deemed in error, null and void and of no effect whatsoever and shall constitute no assurance whatsoever of any right to engage in any act, and any action in reliance on any such action shall be unreasonable.

Section 2. It is hereby declared to be the intention of the City Council that: (a) All sections, paragraphs, sentences, clauses and phrases of this Resolution are or were, upon their enactment, believed by the City Council to be fully valid, enforceable and constitutional.

(b) To the greatest extent allowed by law, each and every section, paragraph, sentence, clause or phrase of this Resolution is severable from every other section,

paragraph, sentence, clause or phrase of this Resolution. No section, paragraph, sentence, clause or phrase of this Resolution is mutually dependent upon any other section, paragraph, sentence, clause or phrase of this Resolution.

(c) In the event that any phrase, clause, sentence, paragraph or section of this Resolution shall, for any reason whatsoever, be declared invalid, unconstitutional or otherwise unenforceable by the valid judgment or decree of any court of competent jurisdiction, it is the express intent of the City Council that such invalidity, unconstitutionality or unenforceability shall, to the greatest extent allowed by law, not render invalid, unconstitutional or otherwise unenforceable any of the remaining phrases, clauses, sentences, paragraphs or sections of the Resolution.

Section 3. All prior City zoning moratoriums are hereby concluded and replaced by this moratorium. In addition, all Resolutions and parts of Resolutions in conflict herewith are hereby expressly repealed.

Section 4. The city attorney and city clerk are authorized to make non-substantive editing and renumbering revisions to this Resolution for proofing, codification, and supplementation purposes. The final version of all ordinances shall be filed with the city clerk.

Section 5. The effective date of this Resolution shall be the date of adoption, unless provided otherwise by the City Charter or state and/or federal law.

Section 6. Instruction to City Clerk: The City Clerk is hereby directed to circulate a copy of this Resolution to the Director of the City Department of Community and Regulatory Affairs and contracted Zoning Consultants promptly following its adoption.

THIS RESOLUTION adopted this _____ day of _____ 2019.

CITY OF SOUTH FULTON, GEORGIA

WILLIAM "BILL" EDWARDS, MAYOR

ATTEST:

S. DIANE WHITE, CITY CLERK

APPROVED AS TO FORM:

EMILIA C. WALKER, CITY ATTORNEY

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The foregoing RESOLUTION No. 2019-_____, adopted on _____
was offered by Councilmember _____, who moved its approval. The
motion was seconded by Councilmember _____, and being put to a
vote, the result was as follows:

	AYE	NAY
William "Bill" Edwards, Mayor	_____	_____
Mark Baker, Mayor Pro Tem	_____	_____
Catherine Foster Rowell	_____	_____
Carmalitha Lizandra Gumbs	_____	_____
Helen Zenobia Willis	_____	_____
Gertrude Naeema Gilyard	_____	_____
Rosie Jackson	_____	_____
khalid kamau	_____	_____



CITY OF SOUTH FULTON

COUNCIL AGENDA ITEM

COUNCIL WORK SESSION



SUBJECT: Discussion on a Resolution for Adopt-A-Road

DATE OF MEETING: 7/23/2019

DEPARTMENT: Mayor

ATTACHMENTS:

Description	Type	Upload Date
Resolution Adopt-a-Road	Cover Memo	7/18/2019
Adopt-A-Road Exhibit	Cover Memo	7/18/2019

1 **STATE OF GEORGIA**
2 **COUNTY OF FULTON**
3 **CITY OF SOUTH FULTON**
4

5 **A RESOLUTION PROMOTING A CLEANER AND GREENER SOUTH FULTON;**
6 **ESTABLISHING AN ADOPT-A-ROAD PROGRAM AND FOR OTHER LAWFUL**
7 **PURPOSES**

8 **(Sponsored by Councilpersons Gumbs and Willis)**

9 **WHEREAS**, the City of South Fulton ("City") is a municipal corporation duly
10 organized and existing under the laws of the State of Georgia;

11
12 **WHEREAS**, the duly elected governing authority of the City is the Mayor and City
13 Council ("City Council");

14
15 **WHEREAS**, the City Council is vested in providing a cleaner and greener
16 environment for City residents and visitors;

17
18 **WHEREAS**, Adopt-a-Road programs offer unique opportunities for community
19 volunteers to enhance the City's goal in ensuring a clean and green roadway system with
20 the City;

21
22 **WHEREAS**, Adopt-a-Road programs add civic pride to the community, serve as
23 reminders not to litter and save tax-payers money; and

24
25 **WHEREAS**, this Resolution and the adoption of an Adopt-a Road program within
26 the City is in the best interests of the health and general welfare of the City, its residents
27 and general public.

28
29 **NOW, THEREFORE, BE IT HEREBY RESOLVED BY THE CITY COUNCIL** as
30 follows:

31
32 **Section 1.** The City Council hereby adopts the "Adopt-a-Road Program" and
33 supporting documentation attached hereto as Exhibit A. The Public Works Director is
34 hereby authorized to make changes to the program, within the allocated City budget and
35 based upon the changing needs of the City, subject to review and approval by the City
36 Manager and City Attorney.

37 *****

38 **Section 2.** It is hereby declared to be the intention of the City Council that: (a) All
39 sections, paragraphs, sentences, clauses and phrases of this Resolution are or were,
40 upon their enactment, believed by the City Council to be fully valid, enforceable and
41 constitutional.

42 (b) To the greatest extent allowed by law, each and every section, paragraph, sentence,
43 clause or phrase of this Resolution is severable from every other section, paragraph,
44 sentence, clause or phrase of this Resolution. No section, paragraph, sentence, clause
45 or phrase of this Resolution is mutually dependent upon any other section, paragraph,
46 sentence, clause or phrase of this Resolution.

47 (c) In the event that any phrase, clause, sentence, paragraph or section of this Resolution
48 shall, for any reason whatsoever, be declared invalid, unconstitutional or otherwise
49 unenforceable by the valid judgment or decree of any court of competent jurisdiction, it is
50 the express intent of the City Council that such invalidity, unconstitutionality or
51 unenforceability shall, to the greatest extent allowed by law, not render invalid,
52 unconstitutional or otherwise unenforceable any of the remaining phrases, clauses,
53 sentences, paragraphs or sections of the Resolution.

54 **Section 3.** All Resolutions and parts of Resolutions in conflict herewith are hereby
55 expressly repealed.

56 **Section 4.** The effective date of this Resolution shall be the date of adoption unless
57 provided otherwise by the City Charter or state and/or federal law.

74
75 THIS RESOLUTION so adopted this _____ day of _____ 2019.
76

77
78 **CITY OF SOUTH FULTON, GEORGIA**
79

80
81
82 _____
83 WILLIAM "BILL" EDWARDS, MAYOR
84

85
86 ATTEST:
87

88
89 _____
90 S. DIANE WHITE, CITY CLERK
91

92 APPROVED AS TO FORM:
93

94
95 _____
96 EMILIA C. WALKER, CITY ATTORNEY
97

115 The foregoing RESOLUTION No. 2019-_____, adopted on _____
116 was offered by Councilmember _____, who moved its approval. The motion
117 was seconded by Councilmember _____, and being put to a vote, the result
118 was as follows:

119

120

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AYE

NAY

122 William "Bill" Edwards, Mayor

123 Mark Baker, Mayor Pro Tem

124 Catherine Foster Rowell

125 Carmalitha Lizandra Gumbs

126 Helen Zenobia Willis

127 Gertrude Naeema Gilyard

128 Rosie Jackson

129 khalid kamau

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GOVERNMENT OF THE CITY OF SOUTH FULTON

ODIE DONALD II
CITY MANAGER



ANTONIO M. VALENZUELA
PUBLIC WORKS DIRECTOR

Adopt-a-Road Program

What is "Adopt-a-Road"?

Adopt-a-Road is a litter prevention and beautification program sponsored by the Public Works Department to attract public involvement in beautifying and picking up litter along the City of South Fulton roadways. The objective is to keep City of South Fulton cleaner and greener by allowing the community to assume responsibility for sections of the public right-of-way.

Who Can Adopt?

Any civic focused organization, such as Garden Clubs, Boy Scouts, Girl Scouts, Church groups, High School Student Councils, Business Associations, and Corporations can adopt a stretch of roadway in the City of South Fulton.

What Are the Responsibilities of an Adopting Organization?

By adopting a stretch of roadway, an organization commits to keep City of South Fulton cleaner and greener. More specifically, the organization will:

- Coordinate volunteers within the organization to improve the appearance of their adopted roadway. An organization can also participate by sponsoring other volunteer groups, or directly funding litter cleanup efforts.
- Designate an "Adopt-A-Road Organization Leader and Co-leader, who are eighteen years of age or older and provide Public Works Department with the person's names, address and phone numbers.
- The Organization Leader(s) shall provide each participant with a Release of Liability and, if necessary, Parental Consent forms in the form approved by the City. The Organization Leader(s) shall require that every participant in the clean-up of the adopted area complete and sign these appropriate forms. Parents or guardians of participants 17 years of age or younger must sign the Parental Consent and Release of Liability form in the form approved by the City. The Organization Leader(s) will ensure that no one works without the appropriately signed forms.
- The Organization Leader(s) are required to complete a mandatory Safety Training Session provided by the Public Works Department. Staff will contact the Group Leader to schedule the training date. The session would be approximately 30-to 45 minutes.

GOVERNMENT OF THE CITY OF SOUTH FULTON

ODIE DONALD II
CITY MANAGER



ANTONIO M. VALENZUELA
PUBLIC WORKS DIRECTOR

- The Organization Leader(s) will require anyone present in the adopted area to wear the appropriate safety vest and attire and to work only after the warning signs are properly in place.
- Following each Adopt-A-Road litter cleanup; please report the following information to the Public Works Department. (1) Organization Name (2) Date of Clean up (3) Section of Roadway (4) Number of Bags Filled (5) Number of Participants (6) Hours Spent Cleaning (7) Additional Comments or Observations.
- The Organization assumes all responsibility and liability for, and shall defend and hold the City of South Fulton, Public Works Department, its officers and employees harmless from any actions at law or claims of any character brought for injuries, including death, or damages sustained by any person or property arising from any act or omission of the Organization or anyone associated with it in performing or failing to perform pursuant to this Agreement.
- The Organization shall require all participants to be at least 12 years of age and shall have those participants 17 years of age or younger supervised by one or more adults.

What Are the Responsibilities of Public Works Department?

By supporting the Adopt-a-Road program, the Public Works Department will:

- Furnish and erect two road signs indicating the section of roadway under adoption and the responsible organization
- Furnish supplies and equipment to aid with general cleanup
- Provide staff assistance in carrying out the program
- Coordinate media coverage to inform the public of the program

GOVERNMENT OF THE CITY OF SOUTH FULTON

ODIE DONALD II
CITY MANAGER



ANTONIO M. VALENZUELA
PUBLIC WORKS DIRECTOR

How Does an Organization Adopt?

Any interested group should contact the Public Works Department Adopt-A-Road Program Staff.

City of South Fulton

Public Works Department
5440 Fulton Industrial Boulevard
Atlanta, GA 30336
Antonio Valenzuela, Public Works Director
404-640-1528

GOVERNMENT OF THE CITY OF SOUTH FULTON

ODIE DONALD II
CITY MANAGER



ANTONIO M. VALENZUELA
PUBLIC WORKS DIRECTOR

Safety Tips and Reminders

1. **Before you start:** Conduct a safety training session before the cleanup.
2. **Get ready:**
 - Meet at a convenient place.
 - Consent to work; have copy of signed Releases.
 - Remind your group members of the safety tips.
 - Put on your safety vests and attire.
 - Check to make sure members have gloves, bright colors, long sleeves shirt, long pants, high top shoes/boots and socks.
 - Double-check your supplies (trash bags and signs)
3. **Let's go!**
 - Carpool to your site.
 - Install your "Traffic Control" Signs.
 - Park your vehicle off the road where it will not affect the flow of traffic.
4. **Clean-up instructions:**
 - Work in groups of 3 to 4 people. Watch out for each other.
 - Clean four (4) feet from the edge of the pavement.
 - Fill the garbage bag two-thirds (2/3) full of litter.
 - Tie the bag and place it four (4) feet from the edge of the road.
 - Appoint a "recycler" to pick up the bag of aluminum cans.
5. **First Aid Kit**
 - Keep a First Aid Kit near by
6. **Special cautions**
 - Watch for stinging insects, fire ants and snakes.
 - Beware of broken glass, hidden holes, and poison ivy.
 - Don't touch suspicious items (e.g. needles).
7. **Stop! Stop! Stop!**

During bad weather	Peak traffic hours
After dark	in construction areas
Bridges or overpasses	High grass or steep slopes
8. **IN CASE OF EMERGENCY CALL 911**

GOVERNMENT OF THE CITY OF SOUTH FULTON

ODIE DONALD II
CITY MANAGER



ANTONIO M. VALENZUELA
PUBLIC WORKS DIRECTOR

Release of Liability

In consideration of being allowed to participate in the Adopt-A-Road program by the City of South Fulton, I acknowledge that working in the vicinity of the streets and roads can be a hazardous activity and I assume all the risks associated with this work. I waive all claims for damages against the City of South Fulton, and against its officers and employees for injury to my person or property, including death and destruction, that may arise from this activity. I release the City of South Fulton and its officers and employees and agree to hold them harmless from any such liability.

This agreement shall remain in force until I revoke it in writing

Name of Organization

Signature of Participant

Print Name

Date

GOVERNMENT OF THE CITY OF SOUTH FULTON

ODIE DONALD II
CITY MANAGER



ANTONIO M. VALENZUELA
PUBLIC WORKS DIRECTOR

Parental Consent Release of Liability

In consideration of my child, _____, being allowed to participate in the Adopt-A-Road program by the City of South Fulton, I acknowledge that working in the vicinity of the streets and roads can be a hazardous activity. Nevertheless, we grant permission for our child to participate in this activity and assume the risks associated with this work. We waive all claims for damages against the City of South Fulton, and against its officers and employees for injury to our child's person or property, including death and destruction, that may arise from this activity. We release the City of South Fulton and its officers and employees and agree to hold them harmless from any such liability.

This agreement shall remain in force until I revoke it in writing

Name of Organization

Signature of Parent/Guardian

Print Name of Parent/Guardian

Date

GOVERNMENT OF THE CITY OF SOUTH FULTON

ODIE DONALD II
CITY MANAGER



ANTONIO M. VALENZUELA
PUBLIC WORKS DIRECTOR

Rules and Regulations

General

1. All adopting organizations must sign an Adopt-a-Road agreement and participate in safety training/orientation.
2. Public Works Department will have final approval of all routes and clean up scheduling.
3. Organizations must perform litter clean up four times per year. Additional cleanup is encouraged on an as-needed basis, but not required.
4. Adopted road segments will measure a minimum of 2 miles in length, (excluding bridges).
5. Organizations must make a minimum 2-year commitment to the program.
6. Organizations must schedule clean ups a minimum of 10 working days in advance.

Public Works Department Responsibilities:

1. Signage
 - a. Public Works Department will erect two sets of signs, one on either end of the adopted road section.
 - b. The sign set will consist of a 24 x 30" City of South Fulton Adopt-a-Road program sign, and a 9" by 24" daughter sign with the organization's name.
 - c. Signs will be erected within 3 months of initial adoption, as indicated by a signed and approved Adopt-a-Road agreement.
 - d. Signs may be moved or removed at any time at the discretion of Public Works
2. Litter Pick Up
 - a. Public Works Department will send maintenance crews to pick up filled trash bags on the first working day after a cleanup.
3. Contact Person
 - a. Public Works Department will designate one or more staff contacts for the scheduling and coordination of the program.

GOVERNMENT OF THE CITY OF SOUTH FULTON

ODIE DONALD II
CITY MANAGER



ANTONIO M. VALENZUELA
PUBLIC WORKS DIRECTOR

Adopting Organization:

1. Civic and Non-Profit Organizations, Others, etc.
 - a. Participants must be at least 12 years of age.
 - b. If under age of majority, participants must have written consent.
2. Commercial Organizations
 - a. Cannot display address, phone number, or any other contact information during clean ups
 - b. Cannot display any product or service reference during clean ups
 - c. Organization daughter sign may only be used with Adopt-a-Road main
3. All organizations must be approved by Public Works Department.
4. All organizations must complete safety training as required.
5. Organizations must complete a status report and return to Public Works Department after each clean up.
6. Any organization failing to perform satisfactorily will be removed from the program.

Safety

1. Public Works Department will advise and assist with safety as necessary.
2. Any organization failing to follow safety guidelines will be immediately removed from the program.
3. Safety Guidelines:
 - a. Carpools are encouraged to limit the number of vehicles
 - b. Park vehicles clear of roadway
 - c. Keep work groups to a manageable size
 - d. Closely supervise youth groups
 - e. Do not remove any hazardous material—advise Public Works Department in status report
 - f. No clean up on bridges, tunnels, or overpasses
 - g. Stay clear of construction areas
 - h. No clean up during inclement weather, at night, or during peak weekday traffic hours
 - i. Be aware of natural hazards such as poisonous plants, insects, snakes, etc.
 - j. Consider any participant's known medical state before cleaning up, i.e. allergies, asthma, lack of mobility, etc.
 - k. Participants may not possess or distribute alcohol while involved in a clean up
 - l. No illegal substances will be tolerated
 - m. Make all participants aware that they are working in a potentially dangerous environment and act accordingly

GOVERNMENT OF THE CITY OF SOUTH FULTON

ODIE DONALD II
CITY MANAGER



ANTONIO M. VALENZUELA
PUBLIC WORKS DIRECTOR

Indemnification and Maintenance

State of Georgia
City of South Fulton

Whereas, the City of South Fulton, Public Works Department and _____ recognize the need and desirability of litter-free roadways; and

Whereas, the “Adopt-a-Road” program has been established for civic organizations, non-profit organizations, and interested parties to contribute toward the effort of maintaining litter-free roadways and right-of-way’s by participating in litter pick-ups; and

Whereas, _____ is aware of the potentially hazardous work which is to be performed; and

Whereas, _____ agrees to abide by the Adopt-a-Road Rules and Regulations attached; and

_____ agrees to cooperate in the development and implementation of the Adopt-a-Road program, and agrees to indemnify the City of South Fulton and hold the City of South Fulton and Officers harmless for any and all damage that the City of South Fulton may suffer.

This agreement shall commence on the date of execution hereof and shall continue to full force with renewals on a biannual basis.

The Director of the Public Works Department may, in his or her discretion, at any time, upon written notice to the undersigned require the termination of activities on the City of South Fulton right-of-way’s.

Therefore, the Public Works Department recognizes

as the adopting organization for roadway within the City of South Fulton.

GOVERNMENT OF THE CITY OF SOUTH FULTON

ODIE DONALD II
CITY MANAGER



ANTONIO M. VALENZUELA
PUBLIC WORKS DIRECTOR

Furthermore, _____ accepts the responsibility of picking up litter on this section of the City of South Fulton Road, and promoting a litter-free environment in the community as needed with the minimum of four (4) clean ups per year for a period of no less than two (2) years from the execution of this agreement.

Road: _____

From: _____

To: _____

Road: _____

From: _____

To: _____

Road: _____

From: _____

To: _____

Name of Organization _____

Authorized Signature _____ Date _____

Printed Name _____

Title _____

Contact Information _____

Public Works Department Authorized Signature: _____ Date _____

GOVERNMENT OF THE CITY OF SOUTH FULTON

ODIE DONALD II
CITY MANAGER



ANTONIO M. VALENZUELA
PUBLIC WORKS DIRECTOR



CITY OF SOUTH FULTON

COUNCIL AGENDA ITEM

COUNCIL WORK SESSION



SUBJECT: Discussion on Resolution Adopting Compensation and Classification Study

DATE OF MEETING: 7/23/2019

DEPARTMENT: Finance

ATTACHMENTS:

Description	Type	Upload Date
Resolution Adopting Pay Class	Cover Memo	7/18/2019

1 **STATE OF GEORGIA**
2 **COUNTY OF FULTON**
3 **CITY OF SOUTH FULTON**
4
5
6

7 **A RESOLUTION ADOPTING THE CITY OF SOUTH FULTON COMPENSATION AND**
8 **CLASSIFICATION STUDY AND FOR OTHER LAWFUL PURPOSES**

9 **WHEREAS**, the City of South Fulton ("City") is a municipal corporation duly
10 organized and existing under the laws of the State of Georgia;
11

12 **WHEREAS**, the duly elected governing authority of the City is the Mayor and City
13 Council ("City Council");
14

15 **WHEREAS**, the City Council has responsibility under Section 4.15(2) of the City
16 Charter for overseeing the "administration of a position classification and pay plan,
17 methods of promotion and applications of service ratings thereto, and transfer of
18 employees within the classification plan;"
19

20 **WHEREAS**, the City Council has caused for a Compensation and Classification
21 Study to be conducted with respect to the City's administration;
22

23 **WHEREAS**, the City Council desires to adopt such Compensation and
24 Classification Study by way of this Resolution; and
25

26 **WHEREAS**, this Resolution is in the best interests of the health and general
27 welfare of the City, its residents and general public.
28

29 **NOW, THEREFORE, BE IT HEREBY RESOLVED BY THE CITY COUNCIL** as
30 follows:
31

32 **Section 1.** The City Council hereby adopts for administrative purposes, the
33 "Compensation and Classification Study" attached hereto as Exhibit A.
34
35

36 **Section 2.** It is hereby declared to be the intention of the City Council that: (a) All
37 sections, paragraphs, sentences, clauses and phrases of this Resolution are or were,
38 upon their enactment, believed by the City Council to be fully valid, enforceable and
39 constitutional.

(b) To the greatest extent allowed by law, each and every section, paragraph, sentence, clause or phrase of this Resolution is severable from every other section, paragraph, sentence, clause or phrase of this Resolution. No section, paragraph, sentence, clause or phrase of this Resolution is mutually dependent upon any other section, paragraph, sentence, clause or phrase of this Resolution.

(c) In the event that any phrase, clause, sentence, paragraph or section of this Resolution shall, for any reason whatsoever, be declared invalid, unconstitutional or otherwise unenforceable by the valid judgment or decree of any court of competent jurisdiction, it is the express intent of the City Council that such invalidity, unconstitutionality or unenforceability shall, to the greatest extent allowed by law, not render invalid, unconstitutional or otherwise unenforceable any of the remaining phrases, clauses, sentences, paragraphs or sections of the Resolution.

Section 3. All Resolutions and parts of Resolutions in conflict herewith are hereby expressly repealed.

Section 4. The effective date of this Resolution shall be the date of adoption unless provided otherwise by the City Charter or state and/or federal law.

THIS RESOLUTION so adopted this _____ day of _____ 2019.

CITY OF SOUTH FULTON, GEORGIA

WILLIAM "BILL" EDWARDS, MAYOR

ATTEST:

S. DIANE WHITE, CITY CLERK

APPROVED AS TO FORM:

EMILIA C. WALKER, CITY ATTORNEY

78 The foregoing RESOLUTION No. 2019-_____, adopted on _____
79 was offered by Councilmember _____, who moved its approval. The motion
80 was seconded by Councilmember _____, and being put to a vote, the result
81 was as follows:
82
83

84	AYE	NAY
85 William "Bill" Edwards, Mayor	_____	_____
86 Mark Baker, Mayor Pro Tem	_____	_____
87 Catherine Foster Rowell	_____	_____
88 Carmalitha Lizandra Gumbs	_____	_____
89 Helen Zenobia Willis	_____	_____
90 Gertrude Naeema Gilyard	_____	_____
91 Rosie Jackson	_____	_____
92 khalid kamau	_____	_____

93
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95