



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. Previous Agenda Items
 - 1. South Fulton Comprehensive Transportation Plan Status Update (Public Works)
 - 2. A.R. Long Company will give a Recap on the 2019 Legislative Session (City Manager)
- IV. Agenda Items
 - 3. Steve Langford, Ackerman and Co. would like to have a discussion on Commercial Investments (City Manager)
 - 4. Russell H. Campbell, Sr. VP with Management Advisory Group Int., Inc. will give a presentation on the Classification and Compensation Study (Human Resources/Finance)
- V. Executive Session

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



CITY OF SOUTH FULTON

COUNCIL AGENDA ITEM

COUNCIL WORK SESSION



SUBJECT: South Fulton Comprehensive Transportation Plan Status Update

DATE OF MEETING: 7/9/2019

DEPARTMENT: City Manager

ATTACHMENTS:

Description	Type	Upload Date
SFCTP Status Update Presentation	Cover Memo	7/1/2019



Southern Fulton County Comprehensive Transportation Plan

Status Update
June 2019



Your Consultant Team



Keli Kemp, AICP, PTP
Modern Mobility Partners
Project Manager, Tasks 1, 5, 6 Lead



Jennifer Zhan, AICP, PTP
Modern Mobility Partners
Tasks 3 & 4 Lead



Inga Kennedy
PEQ
Task 2 Lead



Julie Price, AICP
Arcadis
Transportation &
Land Use



Jennifer Hibbert
AECOM
Transit/Bike/
Pedestrians

Agenda



Plan Overview & Status

Scope, Schedule, Milestones, Completed Efforts

Upcoming Engagement

Digital and In-Person Activities

Vision, Goals, & Prioritization

Previous SFCTP, Potential Categories, Project Prioritization Methodology

Next Steps

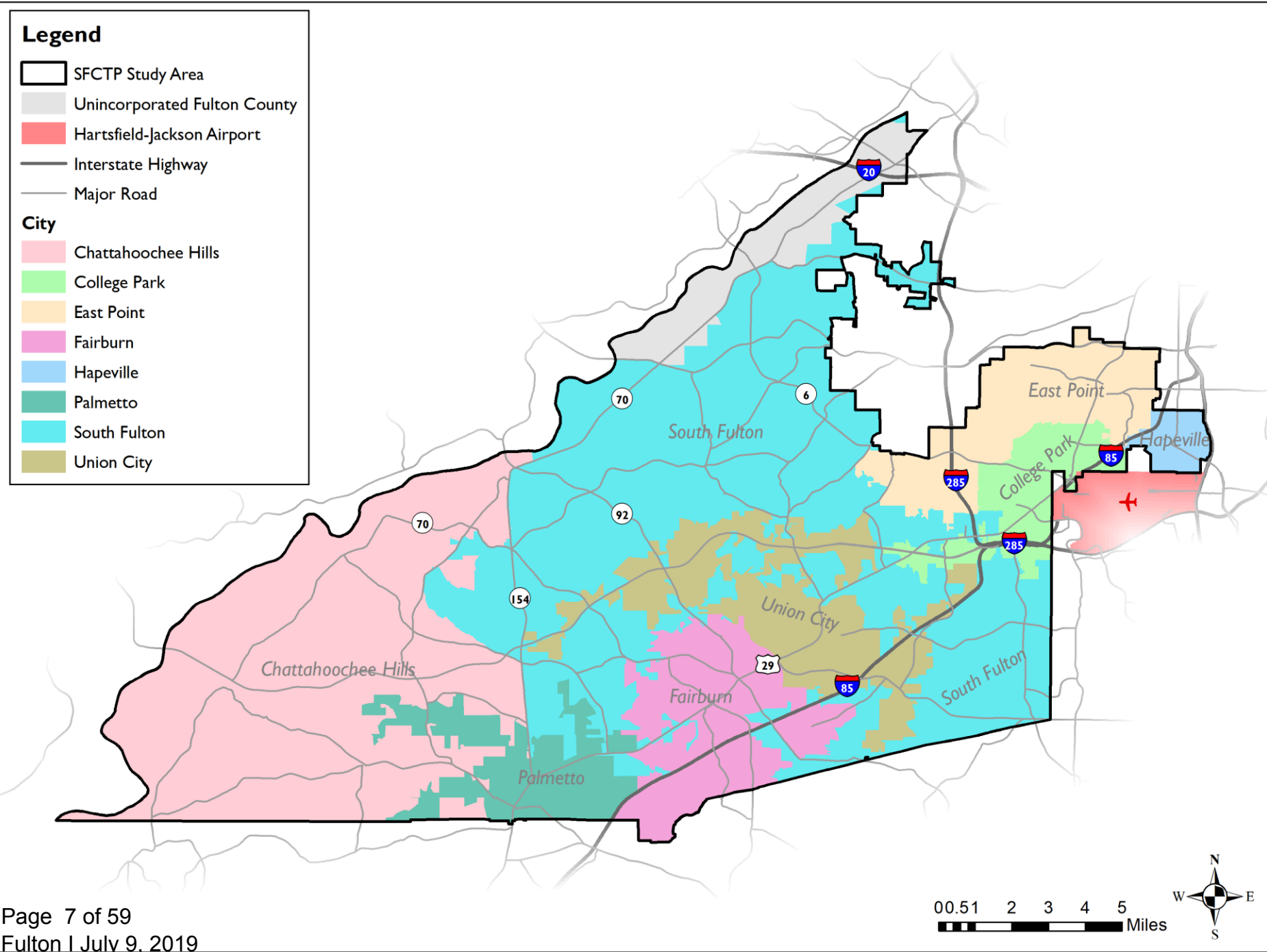
Vision, Goals, Objectives, Project Prioritization Framework

Plan Overview & Status

Study Area, Scope, Schedule, Milestones, Completed Efforts

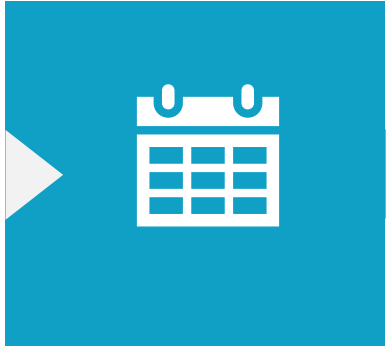
Status Update

Study Area



Project Management

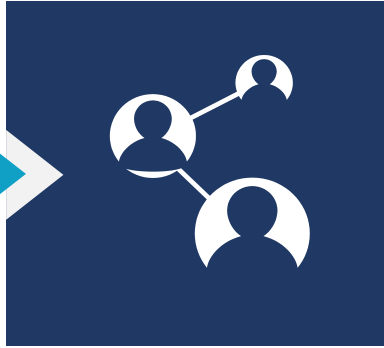
Scope - Tasks



Task 1

Project Management

- Kick-Off
- Project Management Plan (PMP)



Task 2

Engagement

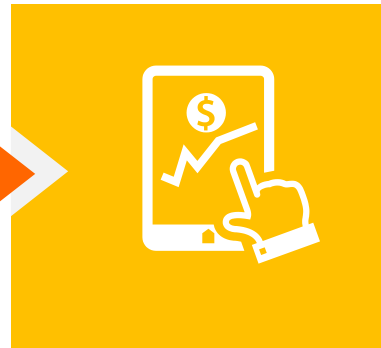
- Stakeholder Engagement & Outreach Strategy Technical Report
- Branding
- In-Person & Digital Engagement
- Vision, Goals & Objectives Technical Report



Task 3

Inventory

- Data collection
- Inventory of Existing Conditions Technical Report



Task 4

Assessment

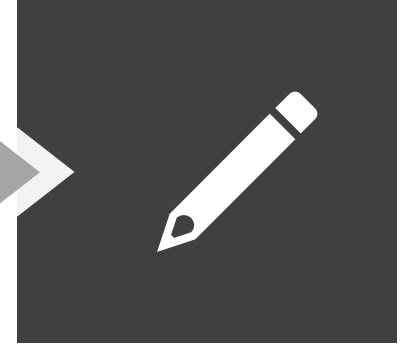
- Project evaluation and prioritization framework
- Short- and Long-Range Needs
- Detailed Corridor Analysis



Task 5

Recommendations

- Project prioritization
- Funding analysis
- 5-10 year fiscally constrained action plan
- Long-term unconstrained projects
- System performance dashboard
- Project/program delivery monitoring plan



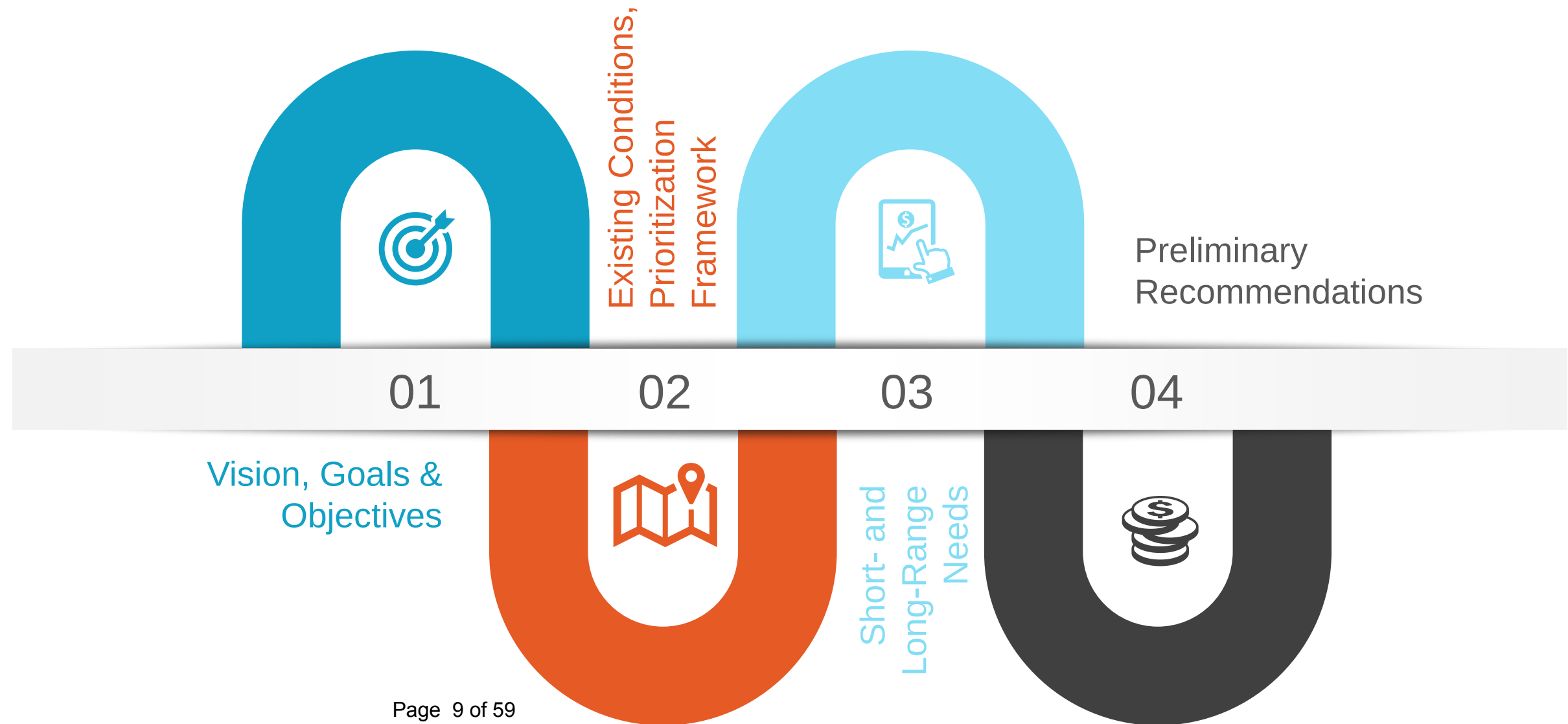
Task 6

Documentation

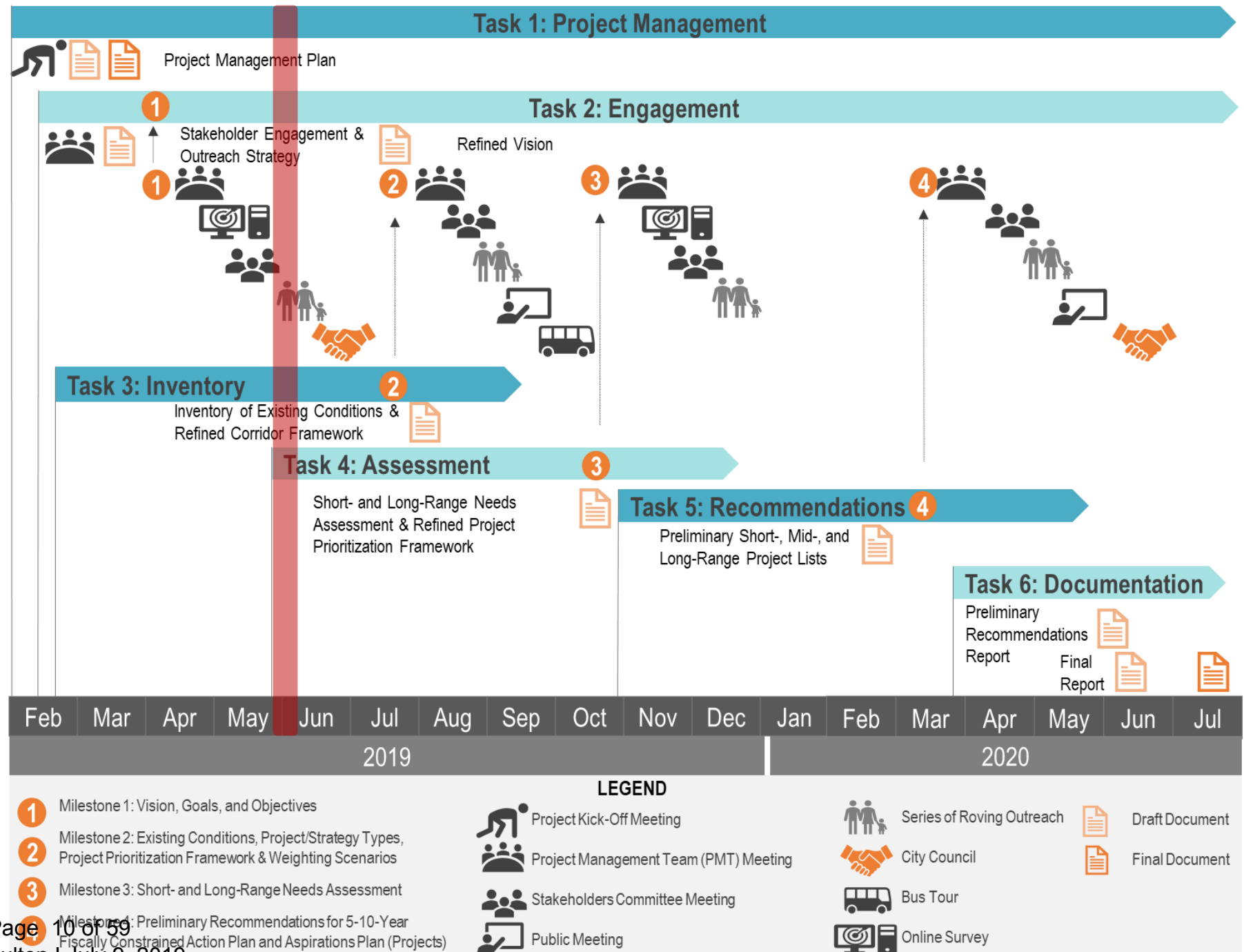
- Final Report

Status Update

Schedule - Milestones



Status Update Schedule



Status Update



Ramp Up

- Project Management Plan (PMP)
- Outreach & Engagement Strategy Tech Report
- Data Needs



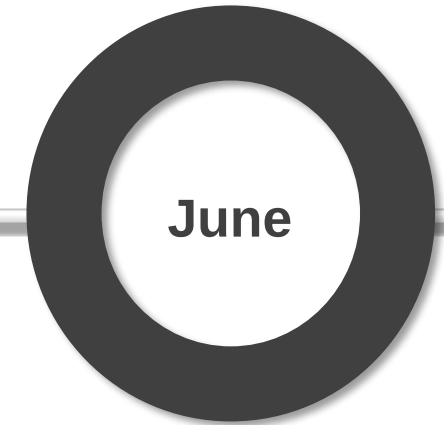
Draft Vision, Inventory

- PMT Meeting
- Data Collection
- Begin Inventory



Refine Vision, Inventory

- Roving Outreach
- Data Collection
- Stakeholder Committee
- Mayors Charrette
- Continue Inventory



Refine Vision, Inventory, Needs

- Roving Outreach
- Online Survey
- City Council Meetings
- Complete Inventory
- Start Needs Assessment

Upcoming Engagement

Digital and In-Person Activities

Outreach Strategy



Outreach

Stakeholder Committee Composition

- MPO
- Cities
- Counties
- CIDs
- DOT
- Transit
- Airport
- Ridesharing/
Personal Mobility
- Railroad
- Education
- Economic
Development/Business
- Workforce
Development
- Affordable Housing
- Beautification

Upcoming Engagement

In-Person Activities

- ☐ City Council Meetings: June
- ☐ Public Meetings: September
- ☐ Bus Tour: October
- ☐ Roving Outreach: Ongoing



Upcoming Engagement

Digital Activities Under Way

- ❑ Website: www.southernfultonctp.org
- ❑ Project Email: southernfultonctp@pegatl.com
- ❑ Social Media
 - ❑ Facebook: [southernfultonctp](#)
 - ❑ Twitter: [southernfultonctp](#)
 - ❑ Instagram: [southernfultonctp](#)
- ❑ Online Survey: June/July



Vision, Goals, and Prioritization

Previous SFCTP, Potential Categories, Corridor Framework, Prioritization Methodology

Vision, Goals, & Prioritization

Previous SFCTP Vision

*“The vision of the South Fulton Comprehensive Transportation Plan of Fulton County is to **offer travelers, businesses, and residents a comprehensive and integrated transportation system for the purpose of balancing preservation of community character with economic growth through multi-modal connectivity, mobility, and accessibility.**”*

Vision, Goals, & Prioritization

Previous SFCTP Goals

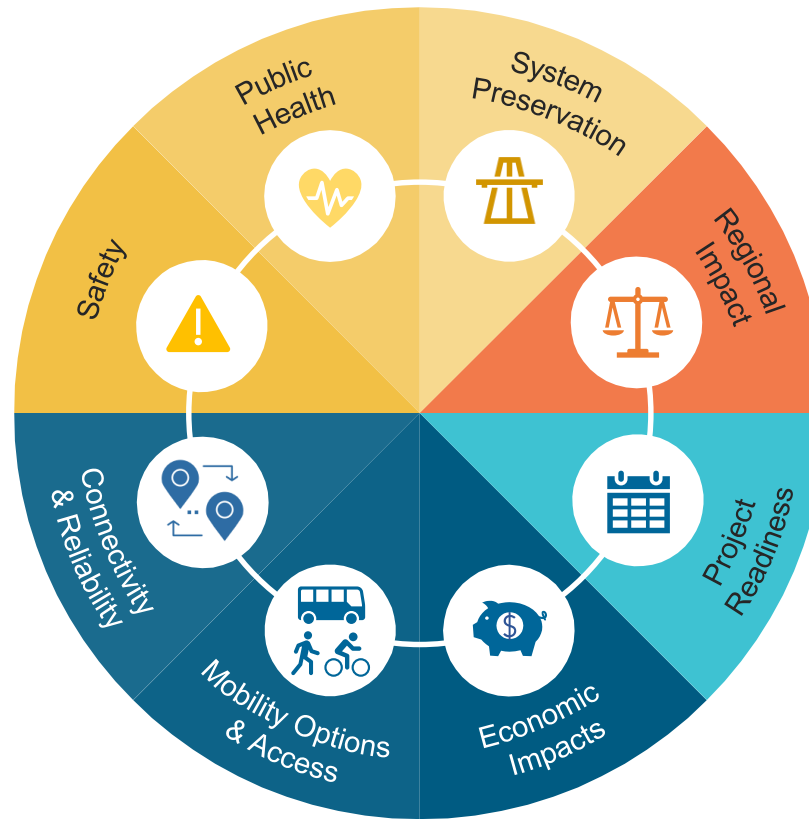
Table 3: Goals and Objectives

Goals	Objectives
Provide for safe and adequate transportation access and increase connectivity for all users	Provide safe transportation facilities for all modes (vehicle, bi-cycle, pedestrian, transit)
	Design improvements to achieve connectivity for all users
	Improve access to transit, retail, schools, and recreation in appropriate areas as determined by the local municipalities and stakeholders
Improve mobility throughout the county while managing congestion through innovative, yet realistic options	Balance mobility and accessibility through access management principles
	Address existing and future mobility needs on major corridors by improving flow and capacity
	Design transportation improvements in a context-sensitive manner that considers the natural and cultural environments
Provide transportation systems that promote freight movement and economic vitality while supporting growth along key corridors and at transit stations	Link transportation improvements with land use and economic development to realize visions set forth in comprehensive plans and PLAN 2040
	Improve transportation facilities that support economic development and capitalize on access to SR 6, SR 70, US 39, I-285, I-20, and Hartsfield-Jackson Atlanta International Airport, and transit
Invest in sustainable transportation improvements that will promote quality growth and enhance the south Fulton community as well as the Atlanta metropolitan region	Provide transportation improvements that clearly enhance south Fulton
	Aesthetic improvements that are unique to the study area should be incorporated into transportation projects.

- Safe, connected, and accessible
- Improve mobility and congestion
- Promote freight movement and economic vitality
- Support growth along key corridors and at transit stations
- Sustainable improvements

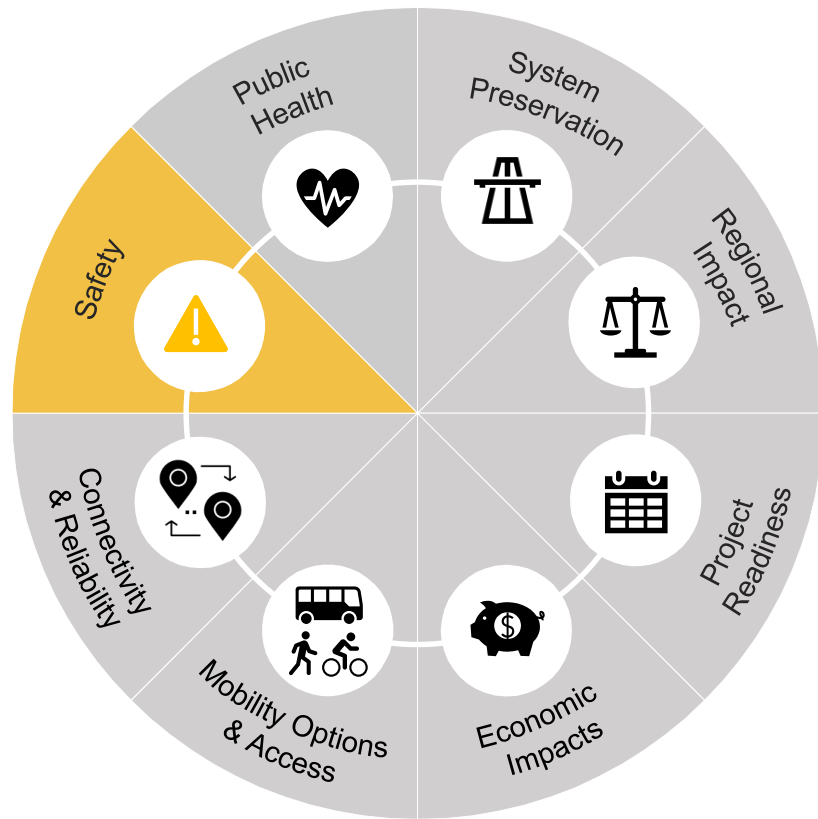
Vision, Goals, & Prioritization

Project Prioritization Framework PMT Categories



Vision, Goals, & Prioritization

Potential Metrics



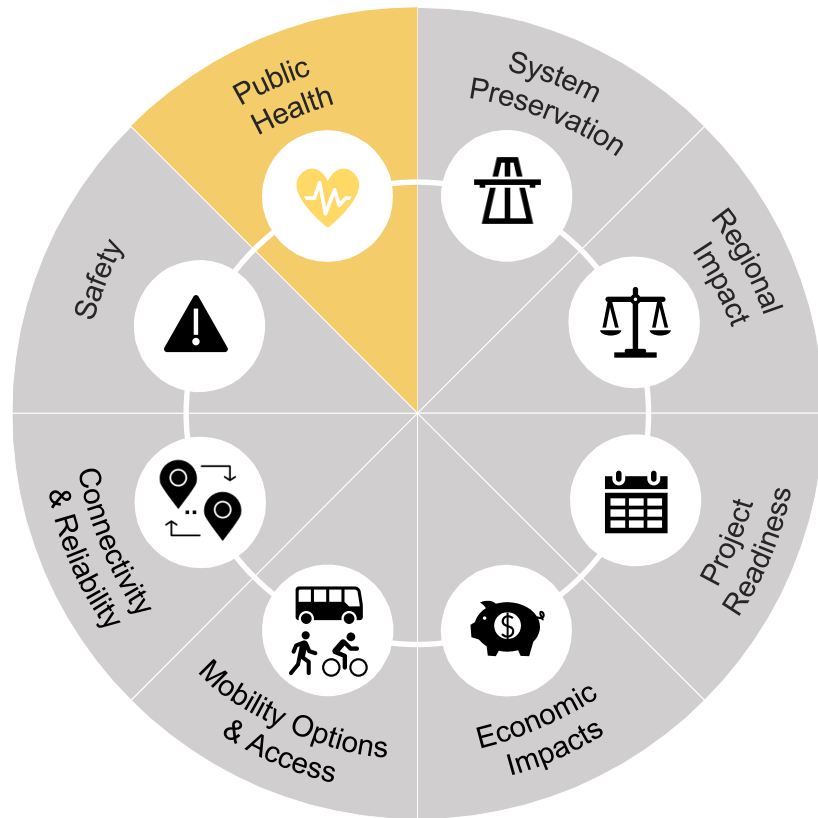
SAFETY



- High crash location
- High risk bike/ped location
- Proximity to schools and/or EMS facilities

Vision, Goals, & Prioritization

Potential Metrics



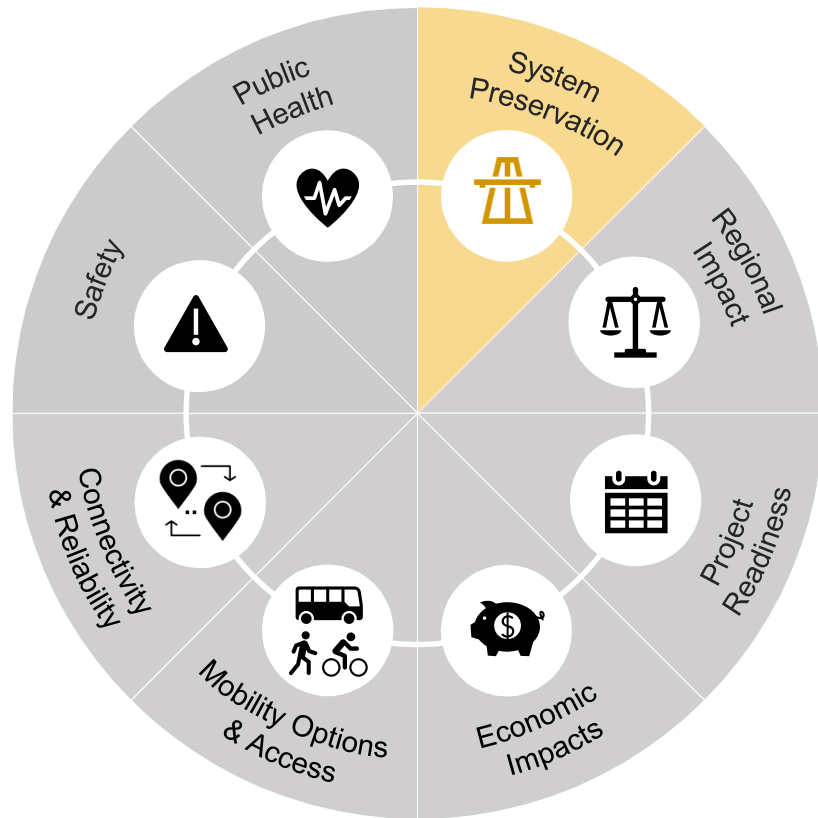
PUBLIC HEALTH



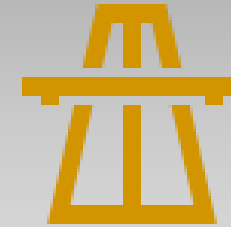
- Anticipated emissions reduction
- Active transportation
- Proximity to medical facilities

Vision, Goals, & Prioritization

Potential Metrics



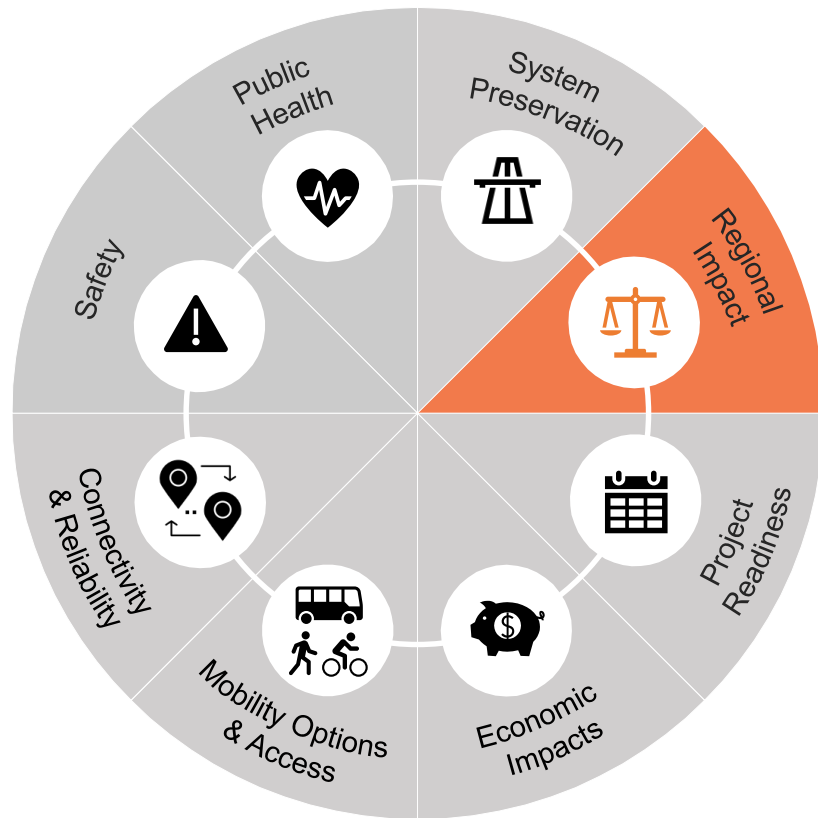
SYSTEM PRESERVATION



- Critical/vulnerable transportation asset
- Poor pavement conditions
- Poor bridge conditions

Vision, Goals, & Prioritization

Potential Metrics



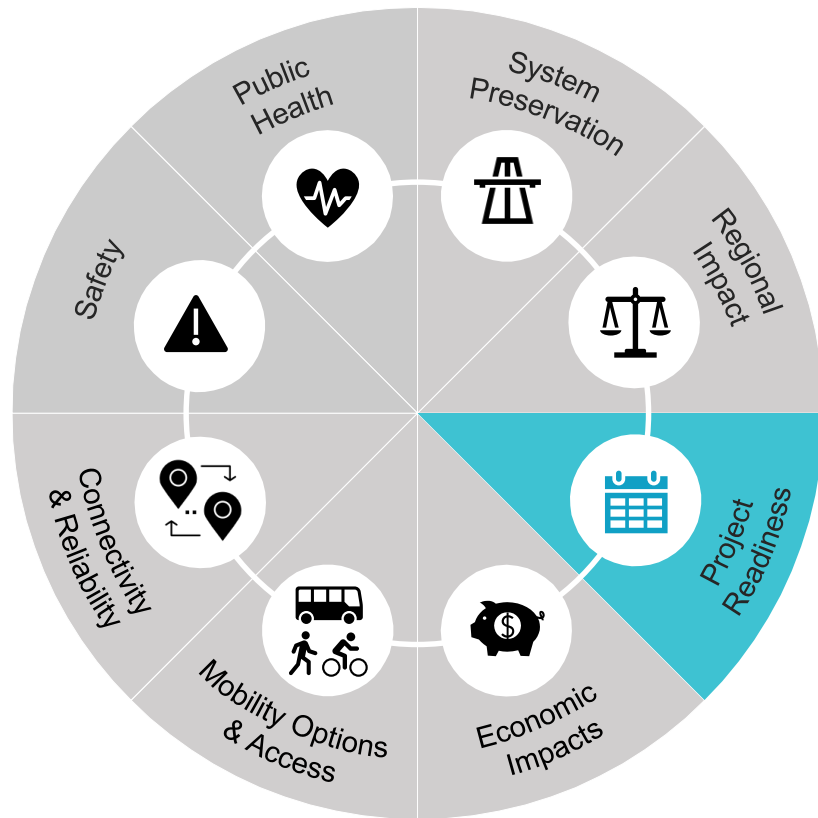
REGIONAL IMPACT



- Benefits multiple jurisdictions
- Improves access to Environmental Justice (EJ) communities (Equitable Target Areas (ETA) index)

Vision, Goals, & Prioritization

Potential Metrics



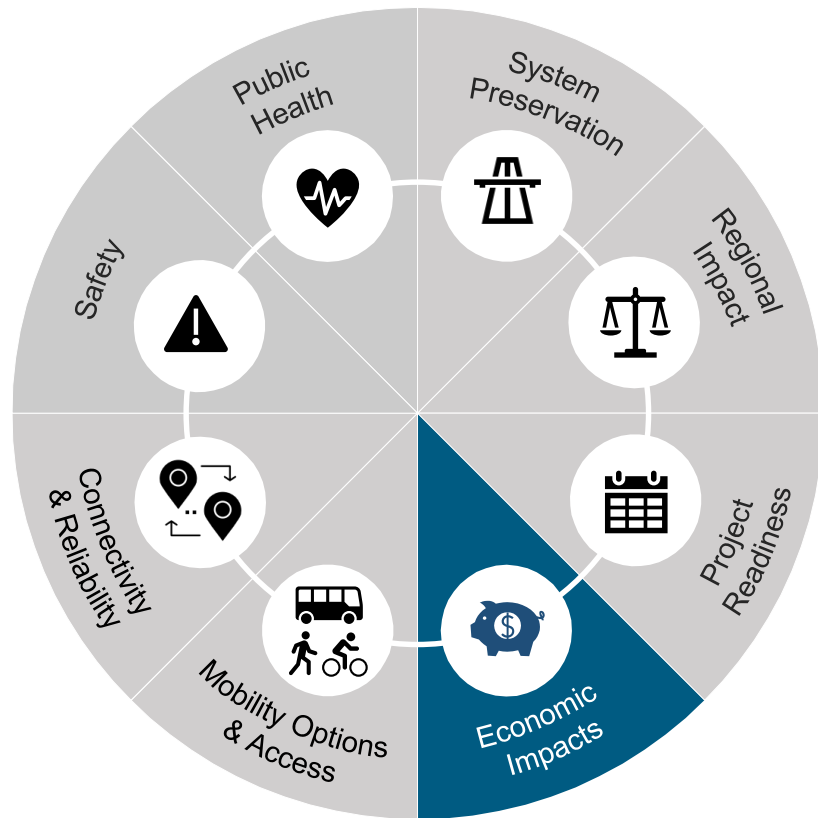
PROJECT READINESS



- Ease of implementation
- PE status (done, started, not started)
- ROW status (not required, done, started, not started)

Vision, Goals, & Prioritization

Potential Metrics



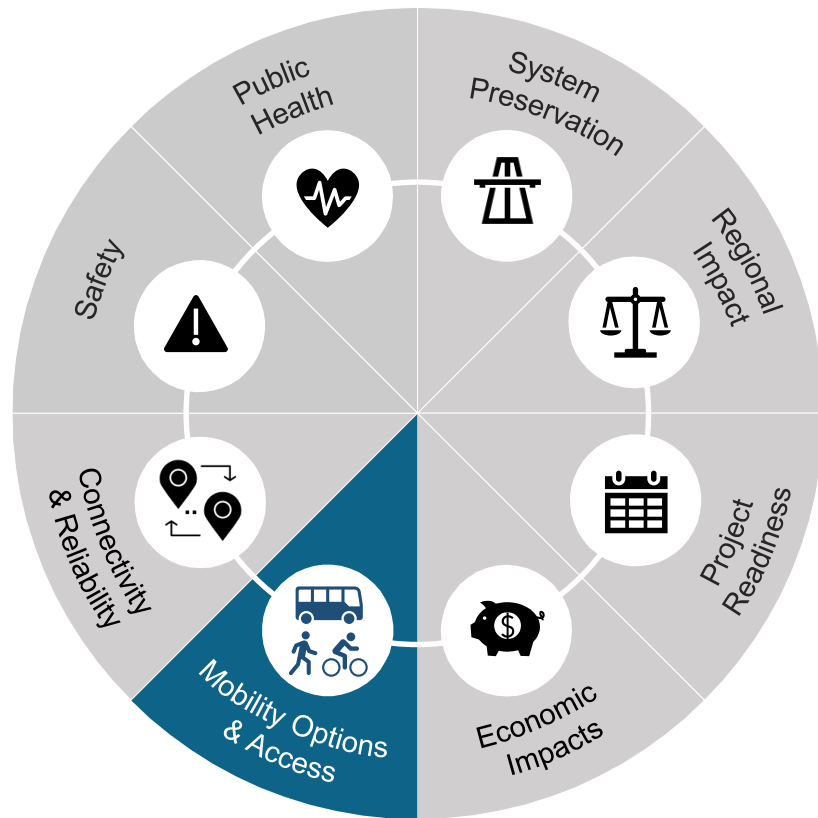
ECONOMIC IMPACTS



- Return on Investment (ROI)
- High freight volumes
- Proximity to major employment centers

Vision, Goals, & Prioritization

Potential Metrics



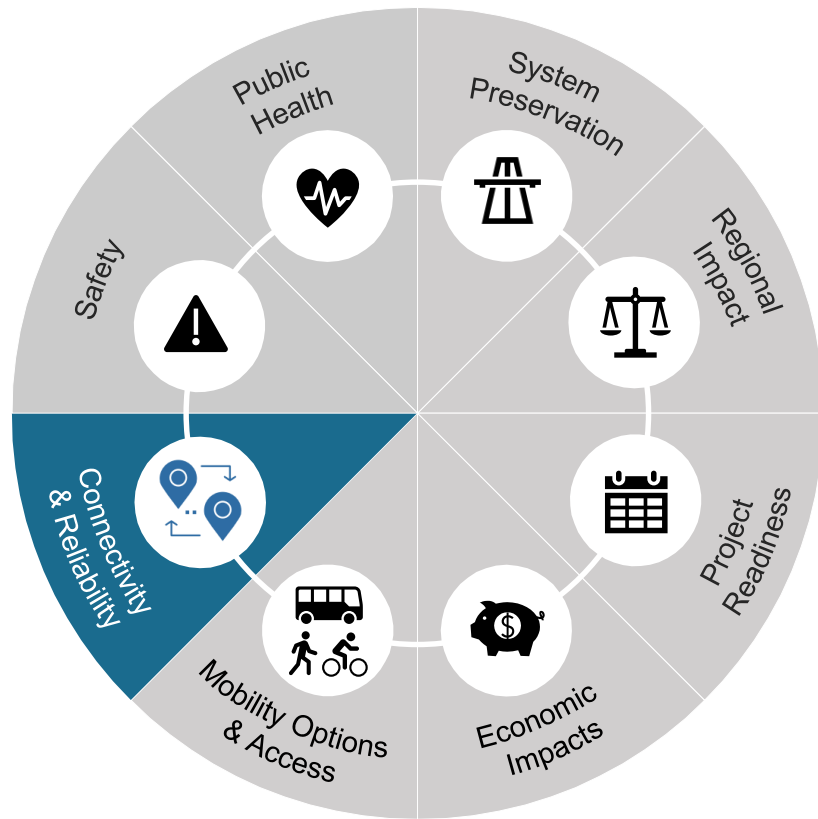
MOBILITY OPTIONS & ACCESS



- Provides for new modes of transportation
- Improves existing transit, bicycle, and/or pedestrian facilities

Vision, Goals, & Prioritization

Potential Metrics



CONNECTIVITY & RELIABILITY



- Congestion relief
- New or improved connection (regardless of mode)

Vision, Goals, & Prioritization

Proposed Project Prioritization Framework



☐ Weighting Scenarios:

☐ PMT

☐ Stakeholder Committee (SC)

☐ Mayors Charrette (South Fulton Municipal Association meeting)

☐ General Public (online survey & public meeting)

☐ Hybrid

Vision, Goals, & Prioritization

Proposed Project Prioritization Methodology

- ❑ Populate metrics for each project
- ❑ Apply weighting scenarios to get composite score(s)
- ❑ Rank and prioritize into tiers for all of southern Fulton and disaggregate prioritized list by City



Next Steps



**Refine
Vision**



**Refine Goals
& Objectives**



**Develop
Weighting
Scenarios**



CITY OF SOUTH FULTON

COUNCIL AGENDA ITEM

COUNCIL WORK SESSION



SUBJECT: 2019 Legislative Session Recap

DATE OF MEETING: 7/9/2019

DEPARTMENT: City Manager

ATTACHMENTS:

Description	Type	Upload Date
2019 Legislative Session Recap	Cover Memo	7/2/2019



A. R. LONG COMPANY, LLC

EXECUTIVE CONSULTING | GLOBAL RELATIONSHIPS

3900 CROWN ROAD, #161303, ATLANTA, GA 30304 | (404) 547-4400

ARLONGCOMPANY.COM | ANDREW@ARLONGCOMPANY.COM

CITY OF SOUTH FULTON

Government Relations – Legislative Update

This 2019 Legislative Session, the legislators representing the City of South Fulton worked diligently to introduce local legislation on behalf of the City for the betterment of the unique and diverse community. We thank you for the partnership and opportunity to let us represent you under the Gold Dome.

HB 329 – TAD legislation

- **Sponsor:** Rep. Marie Metze
- **Synopsis:** This bill authorizes the City of South Fulton to create tax allocation districts (TAD). TAD allow the city to sell bonds to finance infrastructure for community redevelopment within a specific area. The bonds are secured by a “tax allocation increment” which is the increase in the property tax revenues resulting from redevelopment activities occurring. As public improvements and private investment take place in a TAD, the taxable value of property increases. The city will collect those revenues and put them into special fund to pay off bonds or loans that financed the public improvements in the district.
- **House Committee:** Intragovernmental Coordination – PASSED 3/5
- **Senate Committee:** State and Local Governmental Operations – PASSED 3/28
- **Procedural Posture:** PASSED THE HOUSE AND SENATE, AWAITING GOVERNOR’S SIGNATURE.

HB 423 – Homestead Tax Exemption Bill

- **Sponsor:** Rep. Debra Bazemore
- **Synopsis:** Provides for a new homestead exemption from City of South Fulton ad valorem taxes for municipal purposes in an amount equal to the amount by which the current year assessed value of a homestead exceeds the adjusted base year assessed value of such homestead.
- **House Committee:** Intragovernmental Coordination – PASSED 2/27
- **Senate Committee:** State and Local Governmental Operations – PASSED 3/22
- **Procedural Posture:** PASSED THE HOUSE AND SENATE, AWAITING GOVERNOR’S SIGNATURE.

HB 121 – Incorporate Fulton Industrial Boulevard

- **Sponsor:** Rep. Roger Bruce
- **Synopsis:** Will amend the Act that created the City of South Fulton to include Fulton Industrial Boulevard.
- **House Committee:** Intragovernmental Coordination – PASSED 2/22
- **Senate Committee:** State and Local Governmental Operations – PASSED 3/29
- **Procedural Posture:** Tabled until the 2020 Legislative Session. Next year, a motion can be made on the Senate floor to hear the bill again for a vote.

HB 611 – Hotel/Motel Tax

- **Sponsor:** Rep. Derrick Jackson
- **Synopsis:** Raises the City of South Fulton’s taxes from hotels and motels from 5 percent to 8 percent.
- **House Committee:** Intragovernmental Coordination – PASSED 3/21
- **Senate Committee:** State and Local Governmental Operations – PASSED 4/2
- **Procedural Posture:** PASSED THE HOUSE AND SENATE, AWAITING GOVERNOR’S SIGNATURE.

GENERAL BILLS

HB 316 – Provide for Uniform Equipment and Ballot Marking Devices

- **Sponsor:** Rep. Barry Fleming
- **Synopsis:** Relating to elections. Provides for a new voting system for the state. Removes "direct recording electronic (DRE)" in the description of the voting systems used by the state.
- **House Committee:** Governmental Affairs
- **Procedural Posture:** SIGNED BY GOVERNOR 4/2

SB 158 – Anti-Human Trafficking Protective Response Act

- **Sponsor:** Senator Brian Strickland
- **Synopsis:** Amends Titles of the O.C.G.A. relating to civil practice, courts, crimes and offenses, criminal procedure, and nuisances. The Act provides additional safeguards and protections against human trafficking. It authorizes DFCS to provide care and supervision to children who are victims of human trafficking and expands prohibitions against trafficking of persons for labor or sexual servitude. The Act will revise the definition of prostitution and increase the penalties for certain sexual offenses and will make the use of certain property in connection with human trafficking to automatically constitute a nuisance.
- **Senate Committee:** Judiciary
- **House Committee:** Juvenile Justice
- **Procedural Posture:** PASSED 3/28, HOUSE SENT TO GOVERNOR

HR 37 – Creates Georgia Commission on Freight Logistics

- **Sponsor:** Rep. Kevin Tanner
- **Synopsis:** To create a comprehensive, strategic business plan to develop state-wide freight and logistics infrastructure.
- **House Committee:** Transportation
- **Senate Committee:** Transportation
- **Procedural Posture:** PASSED 3/29, HOUSE SENT TO GOVERNOR

SB 157 – Establish State Depository Board policies

- **Sponsor:** Rep. John Kennedy
- **Synopsis:** Specify when public funds shall be considered to be held by a depository, establish State Depository Board policies and procedures related to deposit placement programs
- **House Committee:** Banks and Banking
- **Senate Committee:** Banking and Financial Institutions
- **Procedural Posture:** PASSED 3/26, SENATE SENT TO GOVERNOR

SB 1 – Penalty for Hit and Run Accidents

- **Sponsor:** Senator Elena Parent
- **Synopsis:** Penalty for hit and run accidents: if one causes an accident resulting in bodily harm and leaves the scene of the accident, they shall be guilty of a felony and shall be punished by imprisonment for not less than 1-year nor more than 10-years
- **House Committee:** Judiciary Non-Civil
- **Senate Committee:** Judiciary
- **Procedural Posture:** PASSED 3/22, SENATE SENT TO GOVERNOR

HB 302 – State Building Design Regulations

- **Sponsor:** Rep. Vance Smith
- **Synopsis:** Prohibits local governments from adopting or enforcing ordinances or regulations relating to or regulating building design elements as applied to one or two-family dwellings
- **House Committee:** Agriculture & Consumer Affairs
- **Procedural Posture:** House withdrawn, recommitted to the House committee.

HB 234 – Anti-Human Trafficking Protective Response Act

- **Sponsor:** Rep. Chuck Efstration
- **Synopsis:** Amends Titles of the O.C.G.A. relating to civil practice, courts, crimes and offenses, criminal procedure, and nuisances. The Act provides additional safeguards and protections against human trafficking. It authorizes DFCS to provide care and supervision to children who are victims of human trafficking and expands prohibitions against trafficking of persons for labor or sexual servitude. The Act will revise the definition of prostitution and increase the penalties for certain sexual offenses. Further, it will make the use of certain property in connection with human trafficking to automatically constitute a nuisance.
- **House Committee:** Juvenile Justice
- **Senate Committee:** Judiciary
- **Procedural Posture:** In Senate Committee 3/5.

HR 259 – Johnny Tolbert III House Study Committee

- **Sponsor:** Rep. William Boddie
- **Synopsis:** Johnny Tolbert III House Study Committee on Heat-Related Injuries, especially as they relate to sports.
- **House Committee:** Health & Human Services
- **Procedural Posture:** House passed Committee Substitute 3/18.

**DID NOT SURVIVE CROSSOVER DAY
MUST BE REINTRODUCED 2020 LEGISLATIVE SESSION**

HB 236 – Municipal Emergency Medical Service Transportation

- **Sponsor:** Rep. Roger Bruce
- **Synopsis:** Amends O.C.G.A. relating to emergency medical services to allow first responders of municipal fire departments to engage in the emergency medical transportation of patients.
 - The department shall grant a license for emergency medical transportation to a first responder if such first responder: (1) Is of a municipal fire department AND (2) Meets the same applicable training and standards criteria established by the department for the provision of ambulance services
 - Once a license is granted, the first responder shall administer the emergency medical services system for the geographical area covering its jurisdiction and may contract with licensed ambulance providers to supplement such first responder's coverage of the area.
 - A licensed first responder will also be allowed to bill patients and recover fees, expenses and administrative costs associated with the services of the first responder.
 - Gives the Board of Public Health authority to designate and contract with public or nonprofit local entity to administer the EMSC program for each health district designated by the Dept of Public Health that is not within the geographical area of a licensed first responder.
 - If an emergency medical transportation of a patient has occurred, the person or agency that provides on-site care shall make a record that shall be available for inspection by the department at any time.
- **House Committee:** Intragovernmental Coordination
- **Procedural Posture:** Waiting to be heard in Committee

SB 172 – State Building Design Regulations

- **Sponsor:** Senator John Wilkinson
- **Synopsis:** Prohibits local governments from adopting or enforcing ordinances or regulations relating to or regulating building design elements as applied to one or two-family dwellings
- **Senate Committee:** Government Oversight
- **Procedural Posture:** Waiting to be heard in Committee

HB 340 – Amends the Bail Schedule

- **Sponsor:** Rep. Micah Gravley
- **Synopsis:** Amends general provisions regarding bonds and recognizances, so as to revise provisions

regarding when and under what circumstances persons accused of crimes may be released on their own recognizance; to provide for the types of security for bail.

- **House Committee:** Judiciary Non-Civil
- **Procedural Posture:** Committee heard testimony, no action taken 2/25

HR 329 – Creates House Study Committee on Homeowners Associations

- **Sponsor:** Rep. William Boddie
- **Synopsis:** Creating House Study Committee on Homeowners' Associations, Condominium Owners' Associations, and Property Owners in Community Associations
- **House Committee:** Special Rules
- **Procedural Posture:** Waiting to be heard in Committee

HB 88 –Penalty for Hit and Run Accidents

- **Sponsor:** Rep. Thomas
- **Synopsis:** If one causes an accident resulting in bodily harm and leaves the scene of the accident, they shall be guilty of a felony and shall be punished by imprisonment for not less than 1-year nor more than 10-years
- **House Committee:** Judiciary Non-Civil
- **Procedural Posture:** Waiting to be heard in Committee

SB 10 – Addresses Penalties for Possession of Marijuana

- **Sponsor:** Senator Harold Jones III
- **Synopsis:** Creates penalties for possession of marijuana
 - One-half ounce or less, \$300
 - More than one-half ounce but less than 2 ounces, fine not exceeding \$1,000, or imprisonment not exceeding 12-months and/or community service not exceeding 12-months
- **Senate Committee:** Judiciary
- **Procedural Posture:** Waiting to be heard in Committee

HR 47 – Creates House Study Committee on Decriminalization of Traffic Violations

- **Sponsor:** Rep. Sandra Scott
- **House Committee:** Judiciary Non-Civil
- **Procedural Posture:** Waiting to be heard in Committee



CITY OF SOUTH FULTON

COUNCIL AGENDA ITEM

COUNCIL WORK SESSION



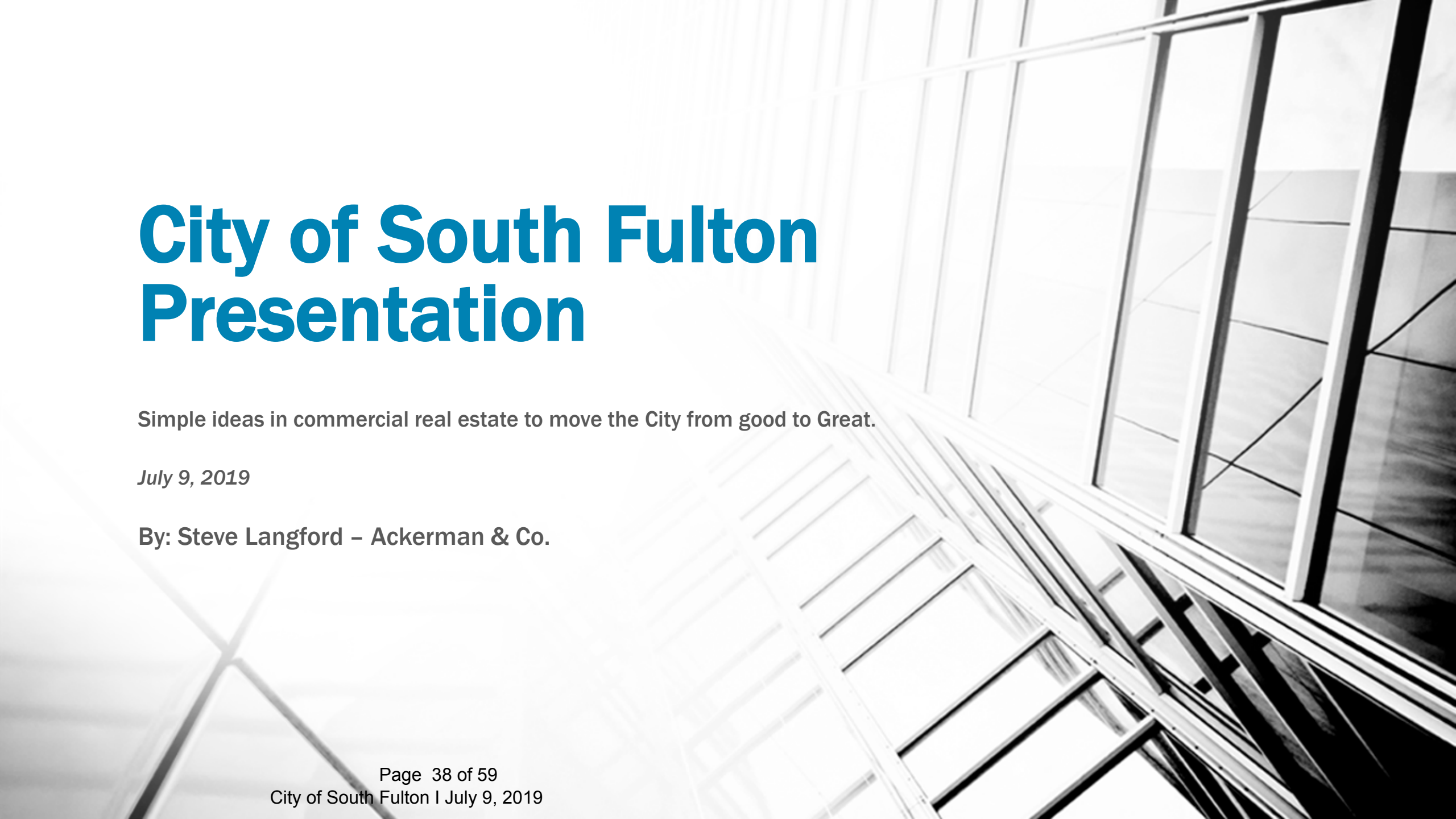
SUBJECT: Discussion on Commercial Investments

DATE OF MEETING: 7/9/2019

DEPARTMENT: City Manager

ATTACHMENTS:

Description	Type	Upload Date
Commercial Investments	Cover Memo	7/1/2019



City of South Fulton Presentation

Simple ideas in commercial real estate to move the City from good to Great.

July 9, 2019

By: Steve Langford – Ackerman & Co.

INTRODUCTION

Steve Langford

**Senior Vice President – Ackerman & Co.
Brokerage/Investment Sales**

14-years in Commercial Real Estate

- **\$70 million Student Housing Development – Auburn, AL**
- **\$45 million Retail Shopping Center – Ft. Lauderdale, FL**
- **\$25 million Retail Shopping Center – Marietta, GA (West Cobb)**
- **\$12 million Retail Shopping Center – Decatur, GA**
- **\$5 million Restaurant | Ruth Chris Steakhouse Headquarters – Alpharetta, GA**

7-years in Banking

- **Wells Fargo/Wachovia | Asst. Manager – College Park, GA**
- **Wells Fargo/Wachovia | Manager – Atlanta, GA (Greenbriar)**

Resident of City of South Fulton

- **10-years – Cliftondale Community**

PURPOSE OF PRESENTATION

As professional working in City of South Fulton:

Provide some key information about the Commercial Real Estate market that can impact economic development decision making in the City of South Fulton, and share a general perception of the City from the industry.

As a resident of City of South Fulton:

Demonstrate an intimate level of concern for the collective success of the City in bringing much needed Commercial Real Estate resources and amenities to the area.

ATTRACTING BUSINESS & DEVELOPMENT

The GOOD:

- Strong Demographics
(Population, Households, Income)
- Desirable Location
(Proximity to ATL, Interstates, Airports)
- Significant Development Opportunities
(Undeveloped land, Under-utilized CRE assets, Diversity of Asset Class)
- Economic Development Tools
(Development Authority, Tax Allocation Districts, Freeport Exemption)
- Competence and Stability in Economic Development Office

The “Not So” GOOD:

- Transportation Limitations
(Access to mass transit, Numerous 2-lane roads, Many state roads as major thoroughfares)
- Negative Perceptions
(Crime, Education, Actions of elected officials)

RECOMMENDATIONS

- ✓ **Develop/Implement a spirit of “deliberate collaborative success”.**
(Rising tides lifts all boats)
- ✓ **Develop and execute economic development master plan.**
(Think Atlanta Aerotropolis Blueprint)
- ✓ **Make transportation network a priority.**
(Build it and they will come)
- ✓ **Do whatever it takes and be more aggressive with acquiring FIB corridor.**
(Easily one of the most “economically and logistically” important assets for CoSF)
- ✓ **Be more “thoughtful” and “measured” about external messaging.**
(Not all factual information is received as intended)
- ✓ **Be intentional with informing/educating residents and business owners.**
(A knowledgeable constituency can be your greatest ally)
- ✓ **Better understand your competition.**
(They are NOT other districts in CoSF)
- ✓ **If you don’t know, seek out someone who does.**
(Become “results anchored”)

Q & A



CITY OF SOUTH FULTON

COUNCIL AGENDA ITEM

COUNCIL WORK SESSION



SUBJECT: Presentation on the Classification and Compensation Study

DATE OF MEETING: 7/9/2019

DEPARTMENT: Finance

ATTACHMENTS:

Description	Type	Upload Date
COSF Compensation Study	Cover Memo	7/3/2019

Council Presentation



Compensation and Classification Study

July 9, 2019

Study Goals and Objectives

- ✓ Perform a Compensation/Classification study for all City positions.
- ✓ Compare compensation to relevant labor markets/competitors.
- ✓ Ensure that positions performing similar work with essentially the same level of complexity, responsibility, and knowledge, are classified together.
- ✓ Develop a competitive classification and compensation structure.
- ✓ Recommend policy changes to support the compensation system.
- ✓ Scope included approximately 500 positions in 126 job titles.
- ✓ Establish \$15 minimum wage threshold for all City Jobs.



Methodology

- ✓ Captured key employee data.
- ✓ Conducted employee sessions to explain project and their role.
- ✓ Identified jobs where recruitment and retention are concerns.
- ✓ Conducted interviews with top management and selected staff.
- ✓ Gathered salary and compensation data from competitor organizations;
- ✓ Surveyed for comparative data.
- ✓ Reviewed job questionnaire data from employees.
- ✓ Changed selected job titles to reflect work being done.
- ✓ Recommending changes to support a competitive compensation system.
- ✓ Developed implementation/transition costs.





Targeted Agencies/Employers

- City of Atlanta, GA
- City of Marietta, GA
- City of Decatur, GA
- City of Roswell, GA
- City of Sandy Springs, GA
- City of Johns Creek, GA
- City of Alpharetta, GA
- Athens-Clarke Co. GA
- Fulton Co. GA
- DeKalb Co. GA
- Cobb Co. GA
- Clayton Co. GA
- Fulton Co. School District, GA
- O*NET On-line



Market Survey Results

- ✓ Overall, results show that City positions surveyed lag the market:
 - ✓ At minimum: - 1.0%
 - ✓ At midpoint: - 2.1%
 - ✓ At maximum: - 4.2%
- ✓ City's Overall Benefits Package is very competitive in the region; Employee contributions for health insurance premiums are at the lower end of the scale among peers.



Market Survey Results

- ✓ Positions that appear to have competitive hiring rates:
 - ✓ Permit Specialist
 - ✓ Director Parks & Recreation
 - ✓ City Clerk
 - ✓ Business Tax Specialist
 - ✓ Police Chief
 - ✓ City Manager

- ✓ Positions that are extremely non-competitive:
 - ✓ Police Officer II
 - ✓ Police Sergeant
 - ✓ Heavy Equipment Mechanic
 - ✓ Accounting Associate
 - ✓ Director of Information Technology
 - ✓ Deputy Fire Chief



Recommendations

- ✓ Public Safety Plan for Police and Fire Rank Positions.
 - ✓ 18 job titles.
 - ✓ Open Range Plan
 - ✓ 12 grade levels.
 - ✓ Range Widths: 50% from minimum to maximum.
- ✓ Unified Plan created for all other City position titles.
 - ✓ 108 job titles.
 - ✓ Open ranges.
 - ✓ 26 grade levels.
 - ✓ Range Widths: 55.% from minimum to maximum.
- ✓ There is 5% between proposed grades.
- ✓ Results:
 - ✓ Establishes a competitive position overall and for all positions.
 - ✓ Makes the entry levels competitive.
 - ✓ Brings the ranges in line with the market.



Recommendations

Proposed Pay Plan: Public Safety

		<i>Annual Range</i>	
<i>Grade</i>		<i>Min</i>	<i>Max</i>
<i>Proposed Class Title</i>	<i>Original Title</i>		
208		\$42,786	\$64,205
Firefighter Recruit			
209		\$44,926	\$67,415
Firefighter	Firefighter I	39,536	59,171
Firefighter	Firefighter II	41,512	62,130
Police Officer Recruit	Police Officer I	43,588	65,237
212		\$52,007	\$78,042
Fire Corporal	Firefighter III	43,588	65,237
Police Officer II	Police Officer II	43,588	65,237
214		\$57,338	\$86,041
Police Detective	Police Detective	45,767	68,498
Police Sergeant	Police Sergeant	48,056	71,923



Recommendations

215		\$60,205	\$90,343
Fire Lieutenant	Fire Lieutenant	54,495	81,561
Property & Evidence Manager			
217		\$66,375	\$99,603
Fire Captain	Fire Captain	63,564	95,133
Police Lieutenant	Police Lieutenant	54,495	81,561
220		\$76,838	\$115,303
Fire Battalion Chief	Fire Battalion Chief	68,649	102,744
Police Captain	Police Captain	74,141	110,963
222		\$84,714	\$127,122
Fire Marshal	Fire Marshal	80,072	119,840
Police Major	Police Major	80,072	119,840
227		\$108,119	\$162,243
Fire Deputy Chief	Fire Deputy Chief	93,396	139,782
Police Deputy Chief	Police Deputy Chief	93,396	139,782
232		\$137,990	\$207,068
Fire Chief			
Police Chief	Police Chief	117,652	176,085



Implementation

- ✓ The recommended implementation target date is set at October 1, 2019.
- ✓ Of the 500 employees covered in this study, 355 employees would need adjustment to the proposed minimums.
- ✓ Implementation costs on the following pages:



Estimated Annualized Costs

Fire	
Adjustment to Minimums (102 of 161)	\$387,079
Change in Total Payroll for included positions	4.64%

Police	
Adjustment to Minimums (118 of 131)	\$691,950
Change in Total Payroll for included positions	10.14%



Estimated Annualized Costs

Unified	
Adjustment to Minimums (136 of 208) Including 104 to new minimum of \$15/hour	\$417,196
Change in Total Payroll for included positions	7.06%

Total	
Adjustment to Minimums (356 of 500)	\$1,496,225
Change in Total Payroll for included positions	5.89%



Recommendations on Policies

- ✓ MAG has provided a draft of personnel policies for:
 - ✓ Reclassification
 - ✓ Promotion
 - ✓ Lateral Transfer
 - ✓ Demotion
 - ✓ Temporary Assignment
 - ✓ Hiring
 - ✓ Addressing employees who “max out”.
- ✓ The suggested policies reflect best practices in the field of HR.



Transition Plan

Next steps include the following:

- ✓ Adopt the classification levels and individual assignments.
- ✓ Adopt the new compensation plan structure and ranges.
- ✓ Implement new structure effective October 1, 2019.

