

**MINUTES – REGULAR MEETING
CITY OF CAMILLA, GEORGIA
SEPTEMBER 13, 2021**

The regular meeting of the Mayor and City Council of the City of Camilla was called to order at 6:30 p.m. on Monday, September 13, 2021 by Mayor Owens.

Roll call indicated the following present: Councilman Campbell, Councilwoman Willingham, Councilman Morgan, Councilman Twitty, Councilman Pollard, and Councilman Palmer.

City Manager Steve Sykes, City Attorney Tommy Coleman, and City Clerk Cheryl Ford were also present.

OPENING PRAYER AND PLEDGE

Councilman Twitty gave the invocation and the Mayor and Council led the Pledge of Allegiance to the Flag.

CITIZENS AND GUESTS

Sign-in Sheet Attached.

APPROVAL OF AGENDA

A motion was made by Councilman Palmer and seconded by Councilwoman Willingham to approve the agenda. Mayor Owens asked for clarification for Action Item C to verify the Employee Incentive Program is the 2% merit or share the success incentive and not the vaccination incentive. City Manager Sykes responded that was correct and the pay plan includes the 3% cost of living adjustment and 2% merit based performance adjustments. Mayor Owens stated he wanted to make that clear for the record for the two incentive programs.

Mayor Owen stated the City Manager provided a memo for some items left on the table during the last budget hearing and work session. Eight items are mentioned and four have a good consensus from everyone. He questioned if it was a problem for him to ask for the motion to transfer from the economic development fund, use ARPA funds for the vaccine incentive program and playground equipment, the amendment to the council travel policy, and the itemized list for City of Camilla special events. Based on conversations last week it should not be an issue related to Council and those can be bundled together once they get to the action items. Councilman Palmer replied he thinks they should follow the agenda with a motion and a second. Mayor Owens commented they are following the agenda and with eight items on the agenda, there are four with no issues they could knock out and would be good in terms of time. There was not unanimous consent to bundle the four agenda items and Mayor Owens stated the City Manager will present each item. The motion to approve the agenda as presented passed by a 5-1 vote with Councilman Morgan voting no.

APPROVAL OF MINUTES

On motion by Councilman Pollard, seconded by Councilman Campbell, the minutes from the August 16, 2021 City Council Meeting were approved as presented by a unanimous vote.

SPEAKER APPEARANCES

Mayor Owens reviewed the speaker rules prior to recognizing each speaker in attendance. The first speaker, Michael Harper, was not in attendance. The second speaker recognized was Clennon King. Mr. King stated this coming Sunday is the 153rd anniversary of the Camilla Massacre. It was a situation where black folks and whites, as well, from Albany marched to Camilla and were protesting the expulsion of 33 black elected officials during reconstruction. When they came in to town the sheriff for Mitchell County and whites opened fire on them killing a dozen people, and they were black men. Fast forward almost a century later a black woman came here during the Albany movement, which was standing up for voting rights. They came here and were jailed here because Laurie Pritchett put a lot of people in outer lying county jails and one of them was Camilla jail. It was here in large part where students and a woman from Albany who came almost a 100 years later. She was kicked, shoved and struck by two Camilla police officers. She was pregnant at the time and miscarried. The argument in large part is it is important as an affirmative responsibility this community has, and he is especially speaking to the four black elected officials because they are the majority now. This is a 71% black community, this city, and they stand on the shoulders of people who suffered and died during the Camilla Massacre as well as the Albany Movement. This woman miscarried in the end, Marion King, and she was his aunt. What they are looking for is for them to issue an apology, set up a monument in honor of the Camilla Massacre and include the story of Marion King and her unborn child who died. They were the people who suffered and died to get black folks, who are now a majority, on this city council in place. There is an affirmative responsibility and thinks there is an economic opportunity here. When it comes to black folks and they think about voting rights the first place they think about is Selma. Selma did not lose 100 black men fighting voter suppression, a current day issue as well as voting rights. It happened here and this is holy ground. There is a monument one block from here [City Hall] honoring people who suffered and died, most of them are white if not all white. He thinks it is important that Camilla have a monument to that.

James Pratt was recognized and introduced himself, stating he was Dr. James Pratt, a professor in criminal justice at Albany State University. He is the Criminal Justice Chair of the Albany-Dougherty Branch of the NAACP. He read a letter from the NAACP on behalf of the interim president who was unable to be in attendance [letter attached].

Dr. Edward Dubois King was recognized and stated Marion King was his mother. He came to Camilla sixty years ago when he was one year old. His brother and sister came as well when she went in the Camilla jail to give the daughter of their housekeeper clothing and food. He does not know what set off the police officers to attack a five-month pregnant woman. She lost conscious and fell on him as a one-year old and luckily he was not injured. John Lewis had a March on Washington and they were all outraged and Martin Luther King wanted a day of penitence and stop protests in Albany because he was concerned about the violence. At the March on Washington John Lewis was incensed that even the federal government, and of course local law enforcement, were not going to charge the officers. This is a sixty year old wrong and all they are asking for is an apology and commemoration of other people in this community who gave their lives in the fight for justice.

SPEAKER APPEARANCES (cont.)

Dr. Jonathan King was recognized and introduced himself and stated he is here from Murietta, California and a pure bred person from Albany, Georgia, born and raised, and wants to bring to their attention what happened to his beautiful mother, Marion King and her children, including him. He was five years old and his brother was one-year old and his sister was three years old. They were there the day their mother was unfortunately attacked by the police. She was also pregnant and was the day she was bringing the clothing and food not only to Ella Mae, who was their housekeeper's daughter, but also to their father who was also in jail at the same time. They were at the jail, behind it, looking and trying to find out how to get the clothes and were just looking for Ella Mae. All of a sudden they heard loud noises and heard two cops coming down the way pushing people away and they were very belligerent. When his mother was not moving fast enough they decided to do the unthinkable. They hit her from the back, knocked her down and began to plummet her and she was knocked unconscious and all hell broke loose. He totally shut down as a child. She taken to the hospital after the incident occurred and the City of Camilla did not pay for the injuries nor bear responsibility for the death of his sibling. He remembers that day like it was yesterday. The incident has left an emotional scar on him, his siblings and his family that will never heal or be forgotten. Although his parents are not here tonight to give testimony about the pain they suffered it is safe to say that the horror of losing an innocent child from this egregious crime was a heavy cross to bear due to the fact they did nothing wrong. As they stand here tonight almost marking the 60th anniversary of this horrific crime that was committed by employees of the City of Camilla he would like to humbly request three things from the City: he wants acknowledgment this event took place and to right this wrong by issuing an apology to his mother and father posthumously and to him and his siblings who are still living; he wants acknowledgement of the indignities suffered by other African Americans in and around Camilla and issue a blanket apology to anyone who was adversely impacted by incidents like these; and he wants to request City leaders right all these wrongs by constructing a peace and reconciliation monument for all of the African Americans and people of color who were harmed in some way since the inception of the City of Camilla's existence. This would acknowledge the horrific tragedy and loss that came out of the Camilla Massacre in 1868 where innocent black residents were attacked and killed for marching peacefully to protest for their constitutional right to vote. He thanked them for taking the time to listen to his concerns and his plea for justice.

Mayor Owens thanked the entire King family and their supporters for coming down and sharing their recollection of that evening. Councilman Morgan stated on behalf of himself he would like to apologize for the event. Being 26 years old, weeks ago was his first time hearing of this and can imagine how many in the community have not heard these events. He looks forward to working with members of the Council and family to comprehensively acknowledge what has happened in this city and looks forward to speaking with them soon.

PUBLIC HEARING – 2021/2022 BUDGET

Mayor Owens opened the third and final budget hearing and asked for public comments. Clerk Ford commented she had not received any comments from the public. Councilman Twitty asked if we were balanced and City Manager Sykes responded yes. There being no further comments, Mayor Owens closed the final public hearing for the 2021/2022 budget.

ACTION ITEMS

Mayor Owens asked City Manager Sykes if he would like to review the memo before they go to the action items. City Manager Sykes stated the memo is included in the council packet and it addresses questions and information requested at the September 7th Committee Meeting: to include the transfer of funds from economic development to DDA, use of ARPA funds for funding an employee vaccine incentive program and playground equipment for Toombs Park, prepares an amendment to the Council travel policy, discussion of funds for travel for the Mayor to attend the National League of Cities, annual membership dues for National League of Cities, discusses the police budget and an additional full-time employee (FTE) and how it would be allocated, and request to terminate right-of-way maintenance contract.

At the work session there was a presentation and originally the budget had a 3% merit based raise included in each department budget. Since that was released to the community and to the Council the budget request was amended to substitute the 3% merit performance based raises to a cost of living adjustment (COLA). The basis is the amount of inflation being seen in the country and on wages. The 3% COLA, if approved by the Council, will go to every employee currently working for the City of Camilla. He included a 2% merit and it is a total 5% of the current budgeted salaries that will be added to the budget for this upcoming year.

Elimination of economic development transfer: we are currently transferring \$45,000 from our electric, gas, and water/sewer utilities and the recommendation is to eliminate that transfer and retain those funds in the general fund.

Natural Gas Connections Marketing Program: they heard a presentation in the work session by the program director. This is a marketing program with the intention of trying to grow the natural gas market and assist residential gas customers in Camilla and potential residential gas customers in Camilla to take advantage of this excellent resource.

Following the work session additional items were prepared for consideration and included in the budget for consideration tonight:

1. Transfer of \$150,000 from the economic development fund to the DDA for match-grant funding façade improvements and other economic development purposes. Staff recommends approval.
2. Use of ARPA funds received and Council consideration to use \$64,000 for playground equipment at Toombs Park and \$44,000 for an employee vaccination incentive program (funds are eligible for these expenses). Staff recommends approval.
3. Amending the Council travel budget: there was discussion concerning the importance of what the Municipal Electric Authority of Georgia (MEAG) is doing on behalf of the City, the importance of understanding where we get our electricity from, how much it will cost, the impact on our customers, and that an educated Council is a better policy making Council. The recommendation is adequate funds be allocated and will require an amendment to the current travel policy to allow all councilmembers interested to attend

ACTION ITEMS (cont.)

MEAG's annual meeting and participate in the program as well as site visits to the Energy Authority.

4. National League of Cities budget amendment for dues. The dues were not in the discussion but would consider if we decide to join the National League of Cities. Based on our population dues are \$1,172/year. There was discussion authorizing anyone serving in a position on the GMA board (third vice-president, second vice-president, vice-president or president of District 10) would be eligible to attend the National League of Cities (NLC) annual meeting. This year the meeting will be held in Salt Lake City, Utah and the estimated expenses are \$4,222. He does not disagree it could be beneficial for the Mayor or any elected official that serves in that capacity. The concern he has is the benefit joining the NLC would do for the City of Camilla. His recommendation is joining NLC would not gain additional benefits than we are receiving from the Georgia Municipal Association. His recommendation is the expense not be approved in the budget.
5. Request to increase the police budget for additional overtime. The budget includes one full-time officer and the way the officer to be approved by Council is to be a rover type officer to fill in voids and gaps where they exist. Currently we have officers scheduled to be on duty who either call in sick, take annual leave, or they are out for training. We have to take an officer from another shift and fill it. The recommendation for hiring an additional officer is to have someone on duty to be able to fill those voids rather than pull someone from another shift. This will allow for the budget they have proposed today and additional numbers are included in the memo. What has been determined is adding an officer does not cost more money but gives a higher level of service. They are swapping a full-time officer for overtime pay in the budget. Staff recommends Council approval as presented in the budget.
6. Downtown Camilla Special Events are itemized and \$44,000 is in the budget. It represents a breakdown on how much is estimated for each event. Mayor Owens commented he thought each event would be itemized in the budget with its' own account number. City Manager Sykes responded we have the ability to do that and at the request of the Council they can certainly do that. Mayor Owens stated if this is approved he recommends we itemize for a very specific reason. If we are itemizing for specific events we need to be able to track each event. If this line item is approved each event will have its' own account number in the budget.
7. Request to terminate right-of-way maintenance contract. Since the item was originally included in the budget and Council approved awarding the contract of \$82,500 he has reassessed what budget amendment would be needed to bring in-house. It will be more the first year than the following six years because we are having to make a capital purchase upfront. The estimation for adding three new employees, a truck, trailer, mowers, small equipment and fuel is \$206,747. Assuming the equipment will last seven years the annualized cost for the City will be \$147,005 year. Based on the additional cost to the City, the current challenges hiring three additional staff members and the addition

ACTION ITEMS (cont.)

safety risks with mowing US 19 and Newton Road, staff recommends maintaining the current agreement.

The Resolution supports these items and the expenses and revenues in the budget are balanced. Mayor Owens commented this is what he was getting to earlier there are items inside the memo they will not have any issues with. Because these are line items he believes they will have to be dealt with individually. Once discussed he will ask for a motion to approve. For four of them there is no issue with Council and instead of going through the process for all four, he will bundle and ask for a motion, get a vote, and then go to the other four where additional discussion may be required. The four to be bundled include: transfer from economic development fund to the DDA, use of ARPA funds to fund employee COVID vaccine incentive program and playground equipment at Toombs Park, to amend the travel policy to allow all councilmembers to attend MEAG meeting, and the extra \$11,000 in the budget for Downtown Camilla for the itemized list. He asked if there were any issues with combining those four and then coming back to the other four. Councilman Morgan commented on the playground equipment and it appears a color scheme has already been selected. City Manager Sykes stated it has not been selected and not too late to select one. Councilman Morgan stated he has received comments from citizens wanting input and would like to have some community feedback. Councilwoman Willingham asked about the police budget and if they had already agreed on it. Mayor Owens replied unless there is unanimous consent, from his perspective adding that police officer is going to be an issue for him and will be a separate line item with an up or down vote.

Mayor Owens asked if there was a motion to approve the following line items for the 2021/2022 fiscal year budget: transfer from the economic development fund to the DDA, use of ARPA funds for playground equipment for Toombs Park and employee vaccine incentive program, amendment to the Council travel policy to allow Mayor and Council to attend the annual MEAG meeting, and approval of the itemized detail of the Downtown Camilla special events and related budgeted expenses. On motion by Councilman Morgan, seconded by Councilman Pollard, the motion to approve the items passed by a unanimous vote.

Mayor Owens asked for a motion to approve the amendment to the travel policy to provide funds to allow the Mayor to attend the National League of Cities (NLC) annual meeting in Salt Lake City, Utah in November. A motion was made by Councilman Pollard and seconded by Councilman Morgan to approve the line item. Mayor Owens asked for any discussion and Councilman Pollard commented the only discussion he has is he does not see the need for staff to approve Council training for elected officials. Any training that is educational for elected officials is beneficial. Mayor Owens commented based on the narrative of the memo it is important for him to point out he has an email to him on July 13, 2021 from Councilman Goldstein from Marietta, Georgia. Mayor Owens read the email for the record so it is clear why they are having a discussion related to the National League of Cities and potentially Camilla becoming a member [email attached]. Mayor Owens stated the conferences they go to create an opportunity for collaboration and network. He sat next to Councilman Goldstein who told him

ACTION ITEMS (cont.)

about the NLC event. He explained the benefits of NLC and how it has benefited the City of Marietta. To Councilman Pollard's point, in terms of staff, which says does not recommend, Camilla's benefit to joining NLC in addition to GMA is not likely. Mayor Owens stated he will tell them today there are about 2,500 cities that will disagree. GMA will disagree and they are also a member of NLC. There are 51 cities in the state of Georgia that will disagree. There are two cities within an hour drive of Camilla that will disagree. We are at a pivotal point in our City's history. As much information and as much knowledge as we can get as a collective body to help move this economy forward is extremely important. He does not believe we have the luxury of disregarding advocacy groups and being a part of those groups when they are obviously helping other cities around this country. There are two cities in this region that are a part of NLC and have been making headlines in terms of the things they have been doing over the past couple years – the City of Thomasville, Georgia and the City of Moultrie, both of which are members of NLC. The concept that the City of Camilla does not belong or need a seat at a table to advocate for its' citizens when the latest census data tells them for the last 20 years straight we are on the verge of losing somewhere between 15 to 20% of our population, a lot of them being our young folks. We need a paradigm shift in our city and will have to start getting creative and innovative and collaborating with other folks. When they talk about the Strategic Plan later on, on page 1, he asked them to go over all of the ten of the participation of Electric Cities of Georgia's EDGE development training is to foster understanding and growth in our community, creating economic prosperity while building a wonderful small town quality of life that we have to offer. This is a great place to live, to raise a family, to start a business, and to bring your business. It is time to align our resources to move Camilla forward. Eighteen hundred folks come in and out of town every day work and don't live here. It is time to start doing some things that will help capture that. As Councilmember Goldstein mentioned and the reason he brought it to his attention, this is a great opportunity for our city, not an individual council member, but our city. Councilman Campbell stated we have travel allowances for each councilmember and the Mayor and \$4,200 is pretty stiff. When he mentioned 2,500 cities he does not believe that 12% is 20,000 and that 12% of the cities are members. For him personally he cannot vote to spend that kind of money and will have to stay with staff recommendation not to recommend it. Mayor Owens commented that is fine and what he will point out is the City of Camilla is working with somewhere between a \$43,000,000 and \$50,000,000 budget this year. There was a comment, if he heard right, that would be steep. As the councilman mentioned, everyone around this table will have an opportunity to vote. If they don't see the benefit of the National League of Cities related to the CARES Act, they just had a conversation about ARPA, and if they don't see how this organization benefits cities around the country then everyone will have their vote. Mayor Owens asked for a roll call vote for the City of Camilla to become a member of the National League of Cities and allow councilmembers to attend their annual NLC City Summit. Roll call vote in favor of the motion: Councilwoman Willingham, Councilman Morgan, Councilman Twitty, and Councilman Pollard. The vote included the dues and travel. The motion carried by a 4-2 vote with Councilman Campbell and Councilman Palmer voting no.

ACTION ITEMS (cont.)

The third item is to increase police budget for additional overtime. Mayor Owens asked if there is a motion to increase the police budget for an extra officer for additional overtime. A motion was made by Councilwoman Willingham and seconded by Councilman Palmer. Mayor Owens stated he wanted to piggyback on Steve's comments earlier related to this particular FTE (full-time equivalent). He mentioned part of this officer's responsibility would be to fill the gaps for officers that call off or for other reasons. He reminded them the City Manager sent them a document detailing what that the officer would mean specifically for the Tyson contract. In that document the City Manager said we would yield somewhere in the neighborhood of \$25,000. The language in the document was assuming we hire an additional officer. The genesis of this conversation was about getting an officer was reducing the amount of overtime we will be have while doing private security at Tyson. Inside the City Manager's memo there is language in there about Mayor Owens' and the overtime and that sort of thing. Mayor Owens reminded everyone he believes our presence, our police on the Tyson property is a bad idea. There is no amount of overtime he thinks should be going towards that particular contract. That said, a majority of the Council voted and said we would be out there. What he will say is if the overtime for the Tyson contract is going to be a problem, then they need to reduce the hours at Tyson and not necessarily hire a law enforcement officer to help supplement private security. Our police officers need to be on the street getting to know the people they serve, providing a deterrent to crime, out in the city of Camilla and not on private property of a multi-billion dollar company. He thinks this a bad use of our police force considering crime in this region is on an uptick. Councilman Morgan asked the City Manager to go back to his comments with this officer helping with call outs and if that was in the context of calling out to do overtime at Tyson. City Manager Sykes responded no and we have fourteen officers in the patrol division. Two are shift commanders and the other twelve are patrol officers. We have two shifts: two day shifts and two officers each shift for four and two shifts at nighttime, night 1 and night 2, and those are four. The reason we have more officers at night than in the daytime is because you have administrative staff, police chief, assistant chief, investigators, and other folks there during the daytime that can respond in the event of an emergency. At nighttime those folks are gone and the response time is not as great. Currently patrol is staffed with these fourteen officers. What will happen is from time to time these officers will not report in because they are sick, on vacation, or off for training. When that happens we have a reduced workforce. The officer being proposed will help fill those voids so rather than having three officers on a shift we will have a fourth officer on the shift. The Tyson hours, which are about 4,000 total annually, do not deplete that staffing and we do not pull someone from in town to go work at Tyson. We still have the same staffing level person that is working the shift at Tyson is in addition to that staffing. As pointed out earlier, the benefit of doing that is if we have an emergency in Camilla, we have an officer on duty at the parking lot ready to respond whereas if we did not have the security agreement with Tyson we would have to call the officer who is off duty or out of town traveling. The benefit to the agreement is several fold: it helps the employees feel secure and it is a large workforce; Tyson pays us more than it costs to provide that officer and reduces our budget; it gives us a standby officer ready to respond and if an emergency breaks out in town their number one responsibility is to come in to town and not provide security for Tyson. It does not take away from the street patrol staffing level and actually adds to it. For clarification, the staffing of fourteen if we did not have Tyson and the detail in the revenue it would be \$638,000 a year for the fourteen people. With us having the Tyson agreement it costs more in overtime but Tyson is covering the addition-

ACTION ITEMS (cont.)

al overtime. So it actually a reduction to the cost. After additional discussion, Mayor Owens commented when there is an incident you are reacting to it and not responding to it. If something happens in town that officer at Tyson is going to react, it is something that has already happened when that officer could have been patrolling the streets. He wants to make sure they are clear on that. Going back to the memo it says 840 overtime hours without the Tyson contract and 5,488 overtime hours with the Tyson contract. That is nearly a 600% increase in overtime. These are human beings performing these duties, law enforcement officers, and that is a lot of overtime even if off duty. The number is 553% increase in OT and we're not talking about the money but the toll on the human body. For those who have worked in that industry it is tough especially when dealing with the public. We have some awesome, professional officers working for the City of Camilla and are lucky to have them. Increasing this kind of OT, nearly 600%, for the purpose of providing private security is a problem. The contract in hand has already been approved and not what he is arguing. What he is arguing is if they hire an additional officer it should not be to augment private security. That individual should be to see who is racing up and down roads and doing stuff they are not supposed to be doing. He recommends this officer, for this purpose of that FTE, not be allocated and if they want to come back later to talk about what they can do with the Tyson contract so we don't have as much overtime, that may be a conversation worth having. Councilman Morgan asked if there was any opportunity to further explain the options of reducing our overtime hours. City Manager Sykes responded the overtime in the budget, divided by 52 weeks a year, if the officers are eligible and want to work overtime, it is less than 8 hours per officer per week and not a huge amount of overtime for an officer. We are not double-working our officers. After additional discussion, Mayor Owens stated with the rise in crime in this community and for him as an elected official to tell the people of Camilla who are dealing with folks riding up and down the street, miscellaneous crime, that we have police officers who are parked on private property up the road, it is a tough sell for him as an elected official to add this officer for this purpose. It is important they keep that in mind. Mayor Owens stated we have a motion that has been seconded and it is to increase by one officer for the police department for FY 2021/2022 budget. Mayor Owens asked for a roll call vote and the following voted in favor of the motion: Councilman Campbell, Councilwoman Willingham, Councilman Twitty, and Councilman Palmer. Councilman Morgan and Councilman Pollard voted no. The motion passed by a 4-2 vote.

The final line item for consideration is a request to terminate the right-of-way maintenance contract with Allen Turf and Landscape. Mayor Owens asked if there was a motion to terminate the contract with Allen Turf and Landscape. Councilman Pollard made a motion that was seconded by Councilman Morgan. Councilman Pollard commented it was pointed out that the equipment over the seven-year period would cost \$171,500. If they take the contract as is over the seven-year period we will be paying \$577,500 vs. \$147,000. It was mentioned \$147,000 is for one year. After additional discussion Mayor Owens stated the question on the table is to terminate the maintenance right-of-way contract and bring back to City control and asked for a roll call vote. Voting in favor of terminating the contract: Councilman Morgan and Councilman Pollard. Voting not to cancel the right-of-way maintenance contract: Councilman Campbell, Councilwoman Willingham, Councilman Twitty, and Councilman Palmer. The motion failed.

ACTION ITEMS

RESOLUTION NO. 2021-09-13-3 – 2021/2022 BUDGET

The Council conducted three public hearings for the 2021/2022 Fiscal Year Budget. The final public hearing was held tonight for comments and questions before consideration of adopting the budget. Two previous public hearings were held on August 2 and September 7, 2021. The City Council recommends approval of Resolution No. 2021-09-13-3 to adopt the 2021/2022 Fiscal Year Budget at departmental levels and authorizes the Mayor to sign.

On motion by Councilman Pollard, seconded by Councilwoman Willingham, the motion to adopt Resolution No. 2021-09-13-3 and authorize the Mayor to sign passed by a unanimous vote.

TRAVEL POLICY AMENDMENT

The Council discussed amendments to the Credit Card/Purchasing Card/Travel Expense Reimbursement Policy applicable to the Mayor and City Council Members. The City Council recommends approval of the following changes to Section F, Item (b): Deleting the sentence "The alternate voting delegate for the Municipal Electric Authority of Georgia is authorized to attend the Annual Meeting" and inserting "*Members of Council are authorized to attend the Municipal Electric Authority of Georgia Annual Meeting.*"

A motion was made by Councilman Pollard and seconded by Councilwoman Willingham. City Manager Sykes commented the motion needed to be amended to add the National League of Cities travel. Councilman Pollard amended his motion to add the National League of Cities travel. Mayor Owens restated the motion is deleting the sentence as it relates to the Credit Card/Purchasing Card/Travel Expense Reimbursement Policy Section F, Item (b) and adding Members of Council are authorized to attend the Municipal Electric Authority of Georgia Annual Meeting and adding the Mayor or a councilmember can attend the National League of Cities annual meeting going forward. Councilman Morgan seconded the amended motion. The motion passed by a 5-1 vote with Councilman Palmer voting no.

POSITION CLASSIFICATION AND PAY PLAN

Mayor Owens read the following: The Council reviewed and discussed the Employee Pay Plan, Job Classification, and Employee Incentive Program prepared by City Manager Sykes which has an effective date of October 1, 2021 to coincide with the 2021/2022 fiscal year budget. The City Council recommends approval of the Employee Pay Plan, Job Classification, and Employee Incentive Program with an effective date of October 1, 2021. He asked for a motion to approve the item. A motion was made by Councilwoman Willingham and seconded by Councilman Palmer. Mayor Owens asked if the Communications and Marketing Director and Assistant Utilities Director were the two jobs added. City Manager Sykes responded he sent out the job descriptions sent out and have added a Head Cashier since May 3rd. There was some discussion about crew leader being added but he looked and it was on the May 3rd classification. Mayor Owens stated there is a saying that if you want to know the priorities of a city just have a look at their budget. Right now in a post-COVID world we are talking about growing government with these two positions, Communications and Marketing Director, for \$50,000/year. The Assistant Utilities Director is about \$64,000. We are already paying the Chamber, contributing to the county's economic development, and in Section 5 of the Chamber contract just signed earlier this

POSITION CLASSIFICATION AND PAY PLAN (cont.)

year, Section 5c through 5e, talks about all the things a marketing director would do. That is what we are already paying for and Section 5f talks about publications they will create and those types of things. The addition that this \$50,000 job would do. Mayor Owens prefaced his statement saying it is him talking and the message to the community is our kids do not have playground equipment to play on. It was snatched up and not replaced. Councilman Pollard mentioned last week just as an inquiry as to what is happening with it and the question was to the City Manager and CFO is there any funding remaining. If we are asking questions if we have money remaining to make sure our kids have playground equipment while at the same time growing government while our economy is shrinking, fiscally economically it does not make sense to him as an elected official. Our strategic plan includes many other items that should have priority and that is not to say we don't need a communications/marketing director. He is not sure but we need to use the resources we already have before we start growing government and we should do that first. The priorities have to be stacked. We have a park needing a restroom, recreation for our youngsters and seniors, we have potholes that need to be filled. Before we make government a little bigger we need to take care of the quality of life of our citizens first and talk about growing government later on. The motion on the floor is to approve the Employee Pay Plan, Job Classification, and Employee Incentive Program. Councilman Twitty stated he would like to talk about the increased positions and what they are. City Manager Sykes stated the marketing director purpose is to accomplish the goals set out in the strategic plan. One of the biggest challenges identified is communication to the public and marketing what the City does and having someone responsible on staff that can communicate what good things are happening in the city. His solution to that is to hire a marketing and communications director that he can task with that responsibility so we do a better job of communicating and marketing ourselves and help him prepare for trying to grow the community with economic development incentives that we have. One of the things he has been looking at recently is potentially rolling that position in to his administrative assistant. He is currently advertising for an administrative assistant, not an executive assistant. They have received seven applications and none of those he would consider hiring for that job. He does not think they have the experience he is looking for in that job but could roll the two positions into one, which would lessen the cost to the city and accomplish the same thing. It would have someone reporting directly to him, adjacent to his office, being able to take correspondence, email, and basic things but also do the job of an executive director. The assistant utilities superintendent is not a new position and is a position he would like Council to approve and give him the ability to promote to. He has four superintendents on the utilities side and would like to groom one of those to take the utilities superintendent job one day and prepare them for that. If the Council approves the job position, he will advertise, interview, and fill the best candidate in that job and the job they move from would not be filled. A new job is not being added on the utilities side but put some progression and growth in utilities preparing for succession. Mayor Owens asked if the assistant utilities director job was part of the May document. City Manager Sykes responded no and is the new one added. Mayor Owens stated that job was added to the October 1st position and pay plan and we already have a position for the executive assistant that is already part of the pay plan and been there forever. If the idea was to roll this new position potentially into the executive assistant it seems more practical from a bud-

POSITION CLASSIFICATION AND PAY PLAN (cont.)

getary standpoint to roll the job you already have, the executive assistant, in to the marketing position vs. creating a brand new position at a time where we are trying to move our economy forward instead of adding, creating, or expanding government, which is what this will do. It is a \$50,000 new job and the city manager is saying that person could potentially end up being the executive assistant, from his perspective let the executive assistant who is already part of the pay plan become that job or position down the road. There is no need to spend another \$50,000 of the people's money when our kids do not have a playground to play at. It makes no sense to him. Councilman Twitty asked how that would be split out and give instruction to make that point of the administrative assistant position and why not have that conversation and come up with a solution. City Manager Sykes stated the position in the budget is not an executive assistant and an administrative position and lesser than what Mrs. Cross' job was. Councilman Twitty asked why they couldn't put that job description and combine it with the marketing position. City Manager Sykes responded that is essentially what he is suggesting. Mayor Owens stated the one we are talking about is a new position. If we can change the duties of the executive assistant to include some of the marketing stuff, it seems more practical to him than creating a new position at \$50,000. City Manager Sykes stated he would not advertise for the marketing director until Council approves the pay classification plan. There are jobs in the pay plan that aren't filled now and are just part of the plan. There is not a position for every job described. He is asking Council to authorize him to hire a marketing and communications director and to be able to fill/promote to the utilities assistant superintendent. Councilman Twitty commented it seems to him they have a city manager who has abilities to provide the city with the number of employees it needs. Mayor Owens commented to some degree and the City Council approves the position and classification plan. Councilman Twitty commented in approving that they give him the authority to do what they would like for him to do. Perhaps they can make some suggestions for him in these areas and Mayor Owens agreed. Mayor Owens further commented based on what the City Manager has mentioned, he recommends the executive position be rolled into the marketing position instead of creating the marketing position. That makes more sense fiscally and will leave \$50,000 in the coffers for other stuff needed around the city. In terms of succession planning, one of the things it starts with is training. That is how you bring up the next group, you train the ones you already have. Councilman Twitty stated that seems what he wants to do and if we need to say we are not going to fund the marketing position and let the administrative assistant once they come on board go with that. Mayor Owens stated absolutely because the pay range is already there. At the conclusion of the discussion, Mayor Owens stated the motion is to approve the Employee Pay Plan, Job Classification, and Employee Incentive Program with an effective date of October 1, 2021 as submitted and asked for a roll call vote. Voting in favor of the motion: Councilman Campbell, Councilwoman Willingham, Councilman Twitty, and Councilman Palmer. Voting no: Councilman Morgan and Councilman Pollard. The motion passed by a 4-2 vote.

BOYS AND GIRLS CLUB AGREEMENT

The Council reviewed an agreement between the City of Camilla and the Boys and Girls Club of Camilla/ Mitchell County, Inc. which provides for the Club to function as an independent con-

BOYS AND GIRLS CLUB AGREEMENT (cont.)

tractor to operate a recreation program to benefit the boys and girls of Camilla. The agreement begins on October 1, 2021 and continues as set forth in the terms of the agreement. The City will pay \$32,000 per year as shown in Section 1A of the agreement and a supplemental amount of \$7,500 for challenges associated with COVID-19 for the period October 1, 2021 through September 30, 2022 as shown in Section 1B. During the term of the agreement the Club will operate and maintain recreation programs and tennis for the citizens of the city to be determined by the Club Board of Directors. The City Council recommends approval of the agreement and authorizes the Mayor to execute.

A motion was made by Councilman Pollard and seconded by Councilman Campbell to approve the agreement and authorize the Mayor to execute. The motion passed by a unanimous vote.

ORDINANCE NO. 2021-09-13-1 – VACCINATION INCENTIVE PROGRAM – AMERICAN RESCUE PLAN ACT FUNDS

The Council reviewed Ordinance No. 2021-09-13-1 providing for the appropriation of funds from the American Rescue Plan (ARP) Act for the purpose of funding a vaccination incentive program for employees of the City of Camilla. The Mayor and City Council find the appropriation authorized by the ordinance allowable under the ARP Act. The City Council recommends approval of Ordinance, to waive the second reading, and authorizes the Mayor to sign.

A motion was made by Councilman Pollard and seconded by Councilman Twitty to adopt the ordinance, waive the second reading, and authorize the Mayor to sign. The motion passed by a unanimous vote.

TOOMBS PARK PLAYGROUND EQUIPMENT – AMERICAN RESCUE PLAN ACT FUNDS

The Council discussed the use of funds from the American Rescue Plan (ARP) Act for the purpose of funding playground equipment at Toombs Park. The Mayor and City Council find the appropriation of ARP funds to purchase the equipment allowable under the Act. The City Council recommends awarding a state contract bid to Great Southern Recreation of Murfreesboro, Tennessee in the amount of \$63,974.73 to purchase the playground equipment for Toombs Park.

A motion was made by Councilman Pollard and seconded by Councilman Morgan to approve use of the ARP Act funds to purchase playground equipment for Toombs Park. Councilman Pollard asked if this would include the lighting under the pavilion. City Manager Sykes that was something they could do internally. Mayor Owens commented we have the playground equipment at the Splash Park and if the new equipment for Toombs Park will not be installed until the end of the year. He asked if there was a reason for the delay since it was discussed earlier in the year and the old equipment was pulled up. City Manager Sykes responded it was

TOOMBS PARK PLAYGROUND EQUIPMENT – AMERICAN RESCUE PLAN ACT FUNDS (cont.)

fourteen weeks of manufacturing time once they place the order and the reason he included the color scheme is to get feedback. Once the order is placed with the color scheme there is a fourteen week lead time for them to manufacture and deliver and the reason for that date. If they can do it sooner they will. Mayor Owens stated his question was we knew we would be getting the equipment and why we are just now ordering it when we knew in January. City Manager Sykes replied so far the SPLOST funds are committed and where this would have come from and how was waiting until enough was collected to pay for playground equipment. With the ARPA funds qualifying for use it gave us an available source of funds to pay for and not wait for SPLOST. Mayor Owens reminded Council that going forward the \$350,000 left after the DDA transfer, that money can be used for stuff and is not even counting the \$1.6 million we have in the unrestricted municipal trust. He thinks when we have these types of things come up he would ask the staff and city manager to get with them [Council] to see if they are prepared to make transfers from the economic fund or municipal trust to pay for some of this stuff especially as it relates to our children. Councilman Twitty commented it certainly seems possible to do that especially if they can put the money back in to economic development when they get the ARPA funds. After additional discussion, Mayor Owens commented from this point forward if they find themselves needing to buy something and waiting to other funds to come in, they should consider getting the money from the economic development fund and paying it back later if they need to. The motion passed by a unanimous vote.

RESOLUTION NO. 2021-09-13-1 – GEORGIA DEPARTMENT OF TRANSPORTATION CONTRACT – AMERICAN RESCUE PLAN ACT – AIRPORT

The Council reviewed Resolution No. 2021-09-13-1 which authorizes the City to accept a Georgia Department of Transportation contract for the American Rescue Plan Act for costs associated with operational expenses at the Camilla-Mitchell County Airport in the amount of \$32,000. The City Council recommends approval of the Resolution which requires the signature of the Mayor and each member of Council.

On motion by Councilman Pollard and seconded by Councilman Campbell, the motion to approve the Resolution No. 2021-09-13-1 and authorize signatures passed by a unanimous vote.

RESOLUTION NO. 2021-09-13-2 – 2021 MILLAGE RATE

The Council reviewed the current 2021 tax digest and 5-year history of levy. The digest and history of levy was published in the September 1, 2021 edition of the Mitchell County Enterprise-Journal and posted on the City's website. The City Council approves setting the millage rate at 7.245 mills for 2021 by approval of Resolution No. 2021-09-13-2 and authorizes the Mayor to sign.

A motion was made by Councilman Pollard and seconded by Councilwoman Willingham to approve Resolution No. 2021-09-13-2 setting the 2021 millage rate at 7.245 mills and authorizing the Mayor to sign. The motion passed by a unanimous vote.

RESOLUTION NO. 2021-09-13-4 – STRATEGIC PLAN ADOPTION

The final draft of the 2021 Strategic Plan for the City of Camilla was reviewed by the Mayor and Council at the September 7, 2021 Committee Meeting. The plan pro-actively pursues a multifaceted approach to healthy economic and community development in keeping with the community's heritage and vision for the future. The plan has been made available to the public for citizen feedback and comments. Year 1 (one) of the plan's implementation is included in the 2021/2022 fiscal year budget. The City Council recommends approval and implementation of the 2021 Strategic Plan by approval of Resolution No. 2021-09-13-4 and authorizes the Mayor to sign.

On motion by Councilman Pollard, seconded by Councilwoman Willingham, approval of Resolution No. 2021-09-13-4 with authorization for the Mayor to sign passed by a unanimous vote.

COMMUNITY DEVELOPMENT BLOCK GRANT NO. 19p-x-101-2-6116 – APPROVAL OF CHANGE ORDER

A public hearing was held August 17, 2021 for the purpose of discussing approved and proposed amended activities for Community Development Block Grant No. 19p-x-101-2-6116. The proposed amendment will include street paving/overlaying for Marietta Street, N. Palmer Street, Oak Street and a portion of West Circle along with pipe bursting of existing sewer. After reviewing and discussing Change Order No. 1 providing for the additional work in the amount of \$121,076.90, the City Council recommends approval of Change Order No. 1 and authorizes the City Manager to sign.

A motion was made by Councilman Pollard and seconded by Councilwoman Willingham. Mayor Owens asked if it is approved or on the verge of being approved. City Manager Sykes stated this is the first step and the public hearing and request made to DCA has been approved. Once the change order is signed, the contractor will be ready to order the materials to do the work. One of the items taken out is street patching and it will be replaced with resurfacing. The motion passed by a unanimous vote.

Mayor Owens stated for the record he was talking to the city attorney about the DDA transfer of \$150,000 since we have some councilmembers owning property downtown. He wanted to make sure if we needed to make statements to that and the city attorney stated we are good to go.

LEASE AGREEMENT – PINECLIFF PEANUT AND GRAIN, INC.

City Manager Sykes stated he received this request after they met and knew there was interest from a local farmer to use grain bins we have on the land application site. They previously used them before but he was not sure if they were willing to make repairs in addition to paying the lease fee. After the meeting last Tuesday he received word that Hamill McNair, President of Pinecliff Peanut and Grain, was willing to the same terms he previously entered into with the City several years ago. He read the lease agreement and it is the same amount of \$3,000 that we previously charged and recommends Council consider authorizing the Mayor to sign the lease

LEASE AGREEMENT – PINECLIFF PEANUT AND GRAIN, INC. (cont.)

agreement with Pinecliff Peanut and Grain. Mayor Owens asked for a motion to approve the lease agreement with Pinecliff Peanut and Grain for \$3,000 for the term of the lease. A motion was made by Councilman Campbell and seconded by Councilman Palmer to enter into the lease agreement. The motion passed by a unanimous vote.

CITY MANAGER'S REPORT

City Manager Sykes stated he included the manager's report in their packet with updated information for ongoing projects. Also included are cemetery spaces sold since May 22nd through September 9th and totals 28 spaces for \$4,900. This information is included for the record. The COVID report has been updated which he provided a review of. He thanked the Council for authorizing the vaccination program and the City hopes to lead the community by example. He hopes to report back the success of the program incentivizing the vaccine. Councilman Morgan asked if they would have data to measure the results since this has been enacted. City Manager Sykes responded he thinks they will and employees who were earlier adopters will present their vaccine card and what will be seen over the course of the next few weeks are employees who have been incentivized. We made a provision for the longest vaccination process which is Moderna, which is a four-week process. By October 29th he will know how successful the program was. Councilman Campbell stated the cemetery has been cleaned up, mowed, edged and looks good. Councilman Pollard asked about the signage for the Splash Park and that he had emailed him about the name. They first talked about Oakland and three councilmembers talked with him about it. City Manager Sykes stated he had three councilmembers approach him after the work session with interest in renaming the park from Oakland Avenue to an individual's name. If we are going to name it after a person it should go through a work session to do that naming and requires additional vetting to do that. Mayor Owens stated that will give them an opportunity to talk to the family also. City Manager Sykes stated he talked to the architect and asked if it would push us if we wait until October to discuss and he said no. It will be discussed at the October work session. Councilwoman Willingham asked if he would notify other councilmembers of the name. Mayor Owens commented the city manager is purposely withholding to do that just to make sure in terms of family and some other situations he will save until October. City Manager Sykes stated he will talk with the councilmembers individually who were not in the group of three to make sure everybody is on the same page. City Manager Sykes stated we would put the color schemes for the playground equipment on the website for two weeks and will then provide the feedback. If there is a clear consensus we will move forward. He stated he is having a meeting with the representative onsite but not knowing the color scheme will not affect the meeting.

MAYOR'S COMMENTS

Mayor Owens thanked the Council and public. This has been a very robust budget season and the budget determines our path for the next year. Obviously there will be times where the conversation gets more robust and this is serious business. He appreciates everyone's contribution and conversation to our budget.

He further commented roughly two weeks ago he was asked about the City issuing a Proclamation for the death of Mr. Oberia Mills, a former councilmember. After having a discuss-

MAYOR'S COMMENTS (cont.)

ion with Councilman Twitty he made an awesome suggestion to make sure at some point this Proclamation makes its way into our official record. He has chose tonight to do that and make sure the Proclamation lives on in our records. Mayor Owens read the Proclamation for the record and stated it was issued on August 28, 2021 and signed by him. He thanked them for the opportunity to read the Proclamation and Councilman Twitty for making the suggestion.

As the City Manager mentioned the COVID numbers, it is important as a community we continue to follow CDC and DPH guidelines. It is also important to mention you are encouraged to continue considering getting the vaccine. The science, reports and data says even if there are break through cases, those that are vaccinated if they get a break through case, 80 to 90% of the folks in the hospital right now were not vaccinated. We are strongly encouraging you to consider getting the vaccine and talking to your doctor to find out what is best for you and encourage you to consider following CDC and DPH guidelines.

Councilman Palmer commented we do not need to forget Philip Kelson's resolution. Councilman Pollard stated he would forward the information to the city clerk as he had talked to the daughter.

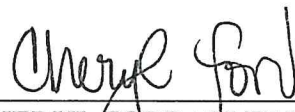
ADJOURNMENT

On motion by Councilman Pollard, seconded by Councilwoman Willingham, the meeting adjourned at 9:00 p.m.

BY:


KELVIN M. OWENS, MAYOR

ATTEST:


CHERYL FORD, CLERK

SIGN-IN SHEET

DATE: SEPTEMBER 13, 2021

MEETING: COUNCIL

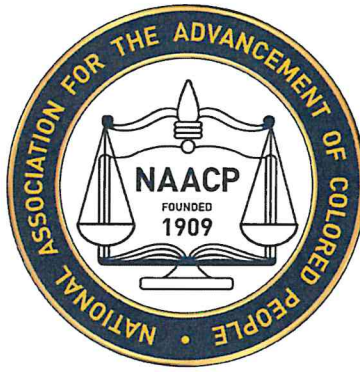
TIME: 6:30 ☐ A.M. ☒ P.M.

NAME (please print)	STREET ADDRESS	CITY
1. Raymond Burley	56 Thompson St	
2. Dawn Clark	5606 Raye Ridge Rd.	Camilla
3. Rhonda Willard	194 N Ellis St	Camilla
4. Clennon L. King	240 Pine Albany	↑
5. [unclear] K 26	915 SE 54th Street Okla + L	
6. Laura Beth Tulla	455 Fuller St	Camilla
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City of Camilla
Council Meeting
September 13, 2021

1. Jamie Sullivan, Fire Chief
2. Cindy D. Nelson
3. Walter Anderson 104 Thomas Camilla
4. Kizmot Burley
5. Lisa Rigby
6. Jerry Jackson
7. JANN THOMAS
8. Derek Hadley
9. Jonathan King
10. Jerry Groves
11. C.R. King, Jr.
12. M. Jettie Crosby





To the Councillors of the City of Camilla:

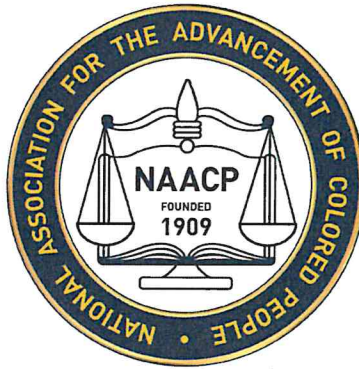
I am writing to you today as the Interim President of the Albany/Dougherty branch of the NAACP, one of the oldest organizations serving in the cause for freedom, justice, and liberation for people in this country. **It is an honor today to express my support for Dr. Jonathan King and his family in demanding that the leaders of Camilla today recognize the atrocities that happened here in Mitchell County that for too long have been ignored.**

Our life members in our branch and across Southwest Georgia do not need history books to tell them about what happened here just decades ago. Like so many, they were intimidated, beaten, harassed, and watched loved ones die in lynchings and violence, with grim expectations of any justice being served. What happened to Ms. Marion King here in Camilla speaks to a culture in Mitchell County (and across the region) of white officials and residents abusing anyone that dared to speak out or take action for racial justice or equal rights. I want to pause for a moment and reflect on what Ms. King was doing when she encountered those officers- she was bringing clothes to her housekeeper's daughter who had been arrested for protesting for equal rights. Equal rights.

Why was that so threatening? What compelled those officers to kick and shove a pregnant woman to the extent that she lost her child? And what is compelling so many today to stay silent on it decades later?

We know that racism is not a thing of the past in Camilla, it is present very much today in 2021. And the same people who are silent today, refuse to acknowledge it, who uphold it in the schools, in businesses, and in government, are no different from the people in 1868 who chased people down into the woods to lynch them, or the people who opposed the civil rights movement for demanding equality.

We do not shift culture or change history by pretending it doesn't exist. And what a city chooses to recognize sends a message of who and what it values. Today, in front of the courthouse, there are countless memorials to veterans who fought overseas in wars. Why? Because those people mattered to the leadership of this community.




We are asking you today to affirm that Ms. Marion King, and her family, matter. That those who were killed or injured in the Camilla Massacre in 1868 matter. That the Black people in your community and county today matter.

The NAACP proudly supports the King family today, and we look forward to the Camilla City Council taking the action of recognizing the past, and taking steps to ensure it never happens again.

Sincerely,
Amna Farooqi
Interim President, Albany/Dougherty NAACP
albanydoconaacp@gmail.com

Memo

To: Camilla City Council

From: Steve Sykes, City Manager 

cc:

Date: September 8, 2021

Re: Final Recommendation for 2021/2022 Budget

During the City Council Budget Work Session held Tuesday, September 7, 2021, staff provided budget adjustment recommendations related to employee cost of living and merit payroll expenses, removal of the Economic Development Transfers within the electric, water/sewer and gas funds and recommended adding a Natural Gas Connections Marketing Program. In addition to the staff recommendations presented during the Work Session, Mayor and Council discussed the following topics for further consideration:

- Transfer from the Economic Development fund to the DDA for use to fund a grant program;
- Use of ARPA funds to fund an employee vaccine incentive program and playground equipment for Toombs Park;
- Amendment of the Council Travel Policy to provide funds for Mayor and Council to attend next year's MEAG Annual Meeting;
- Amendment of the Council Travel Policy to provide funds for the Mayor to attend the Nation League of Cities Annual Meeting in Salt Lake City; Utah in November;
- Amendment of the Governing Body Operating Budget to increase the Dues & Fees budget to include National League of Cities membership dues;
- Increase the Police budget for additional overtime;
- Request for itemized detail of the Downtown Camilla special events and related budgeted expense; and
- Request to terminate the right-of-way maintenance contract with Allen Turf & Landscape and provide the service with City of Camilla personnel.

City staff has reviewed the requests for consideration and provide the Mayor and Council with requested information and recommendations where appropriate.

Work Session Presentation Adjustment to Budget

Employee Related Expense – Substitute 3% merit payroll adjustments with 3% COLA and 2% merit;
Eliminate Economic Development transfer from electric, water/sewer and gas funds;
Add funding for the Natural Gas Connection Marketing Program in the Gas Fund.

Staff recommends Council approval.

Transfer from Economic Development Fund to the DDA

Mayor Owens requested \$150,000 to be transferred from the Economic Development Fund to the DDA for match-grant funding façade improvements and for other economic development purposes.

Staff recommends Council approval.

ARPA Proceeds for Toombs Park Playground and Employee Vaccination Incentive Program

General consensus supports the use of American Recovery Plan Act funds to be used for playground equipment to be installed in Toombs Park (\$64,000) and an employee vaccination incentive program (\$44,000).

Staff recommends Council approval.

Amend Council Travel budget to include MEAG Annual Meeting for Mayor & Council

General consensus supports amending the Council Travel budget to provide adequate funds for Mayor & Council to attend the 2022 MEAG Annual Meeting. The additional expense requested is \$4,700 and expenses in Customer Service (\$3,500) and Municipal Court (\$1,200) have been reduced to offset this amendment.

Staff recommends Council approval.

Amend Council budget to include NLC Dues and Annual Meeting for Mayor Owens

Mayor Owens requested amendment of the Council Travel Policy to allow reimbursement for him to attend the National League of Cities (NLC) Annual Meeting. The City of Camilla is not a member of the NLC and dues are based on Camilla's population. Estimated expenses include registration (\$650), dues (\$1,172), lodging (\$1,500), travel (\$600) and food (\$300) for a **total expense of \$4,222**. Although it may be beneficial for the Mayor to attend to this annual conference, it is not necessarily beneficial to the City of Camilla considering the opportunities provided by GMA for similar training and professional development. Camilla's benefit in joining NLC in addition to GMA is not likely.

Staff does not recommend Council approval.

Request to increase the Police budget for additional overtime

Camilla's current patrol staff (14) requires 840 OT hours annually w/out Tyson costs \$638,276/yr.
Camilla's current patrol staff (14) requires 5,488 OT hours annually with Tyson costs \$597,573/yr.
Mayor's proposal for an additional officer requires 5,488 OT hrs. annually with Tyson costs \$635,924/yr.
Staff proposes an additional officer to reduce OT (3,434 hrs.) at an annual cost of \$576,975/yr.

Staff recommends Council approval as presented in budget.

Request for itemized detail of the Downtown Camilla special events included in the budget

Black History Month	\$900
Valentine's Day	\$500
Ag Lunch	\$500
Easter	\$1,600
Gnat Days	\$1,600
Juneteenth	\$1,600
July 4th	\$25,000
Scarecrow	\$750
Homecoming	\$650
Halloween	\$1,100
Christmas	\$7,500
Equipment	\$2,000
Meals/Food	\$300
Total	\$44,000

Staff recommends Council approval as presented in budget.

Request to terminate right-of-way maintenance contract

Request was made by Mayor Owens to terminate the right-of-way maintenance contract with Allen Turf & Landscape and provide the service with City of Camilla personnel. The current contract ends February 28, 2022 and may renew for four (4) additional years unless terminated by either party.

The current annual cost with the contractor is **\$82,500**.

If the City terminated the contract and began performing these services starting October 1, 2021, the budget for three (3) new employees, a truck, trailer, mowers, small equipment and fuel would be **\$206,747**.

If the equipment purchases are depreciated over a seven (7) year period, the annualized cost for the City would be **\$147,005**.

Based on the additional cost to the City, the current challenges hiring three (3) additional staff members and the additional safety risk inherent with mowing US 19 and Newton Road, staff recommends maintaining the current agreement.

Staff recommends Council approval as presented in budget.

City of Camilla
09/30/2022 Budget

General Fund Revenues	9/30/21 Budget	9/30/22 Budget
Taxes	2,432,400	3,108,400
Licenses and Permits	68,700	68,700
Intergovernmental Revenues	214,000	207,000
Charges for Services	302,300	475,400
Fines and Forfeitures	178,500	178,500
Investment Income	9,000	2,000
Contributions and Donations	10,000	10,000
Miscellaneous	152,400	152,400
Other Financing Sources	5,062,400	4,976,400
Total General Fund Revenues	8,429,700	9,178,800

General Fund Departmental Budgets	9/30/21 Budget	9/30/22 Budget
City Council	105,700	108,400
City Manager	314,800	358,500
City Clerk	101,700	116,400
Finance	262,000	269,200
Legal	26,500	26,500
Human Resources	107,100	123,200
Facilities & Buildings	1,070,400	502,300
Customer Service & Billing	845,500	812,300
Municipal Court	112,400	98,800
Public Safety-Police	1,675,000	1,951,900
Public Safety-Fire	1,004,500	1,027,800
Public Works	1,898,200	2,689,600
Maintenance Shop	148,600	150,000
Planning, Zoning & Inspection	255,900	292,000
Economic Development	310,900	194,100
Downtown Camilla		128,200
ARPA Projects		104,000
Other Financing Uses	75,600	225,600
Fund Balance Reserve	114,900	-
Total General Fund Expenditures	8,429,700	9,178,800

City of Camilla
09/30/2022 Budget

	9/30/21 Budget	9/30/22 Budget
Fund 505 - Water & Sewer Fund		
<i>Revenues</i>	7,345,900	7,117,800
<i>Expenditures by Department</i>		
Sewer Department	3,901,150	3,709,880
Water Department	2,186,950	2,286,680
Debt Service	814,200	717,200
Other Financing Uses	374,000	374,000
Total Expenditures	7,276,300	7,087,760
Surplus/(Deficit)	69,600	30,040
Fund 510 - Electric Fund		
<i>Revenues</i>	15,035,700	16,543,700
<i>Expenditures by Department</i>		
Electric Department	12,199,800	13,945,840
Warehouse	54,800	55,700
Other Financing Uses	2,780,000	2,540,000
Expenditures	15,034,600	16,541,540
Surplus/(Deficit)	1,100	2,160
Fund 515 - Gas Fund		
<i>Revenues</i>	3,470,600	3,851,900
<i>Expenditures by Department</i>		
Gas Department	2,502,500	2,853,800
Other Financing Uses	965,000	965,000
Expenditures	3,467,500	3,818,800
Surplus/(Deficit)	3,100	33,100
Fund 540 - Solid Waste Fund		
<i>Revenues</i>	815,500	830,000
<i>Expenditures by Department</i>		
Solid Waste Fund	759,100	773,800
Other Financing Uses	55,300	55,300
Expenditures	814,400	829,100
Surplus/(Deficit)	1,100	900

City of Camilla
09/30/2022 Budget

Fund 550 - Airport Fund	9/30/21 Budget	9/30/22 Budget
<i>Revenues</i>	557,800	565,100
<i>Expenditures by Department</i>		
Airport Fund	557,600	565,100
Expenditures	557,600	565,100
Surplus/(Deficit)	200	-
Fund 570 - Telecom-CNS Fund		
<i>Revenues</i>	437,500	437,500
<i>Expenditures by Department</i>		
Telecom-CNS Cable	125,400	125,400
Other Financing Uses	312,100	312,100
Expenditures	437,500	437,500
Surplus/(Deficit)	-	-

City of Camilla
09/30/2022 Budget

Hotel Motel	9/30/21 Budget	9/30/22 Budget
Revenues		
100-0000-31-4100 Hotel/Motel Tax	30,000	30,000
Total Revenues	30,000	30,000
Expenditures		
100-7500-57-2002 Camilla Chamber of Commerce	30,000	30,000
Total Expenditures	30,000	30,000

Special Purpose Local Option Sales Tax (SPLOST)	9/30/21 Budget	9/30/22 Budget
Revenues		
100-0000-31-3200 Special Purpose Local Option S	450,000	480,000
100-0000-39-3505 Use of 2018 SPLOST Reserves	806,000	35,000.00
Total Revenues	1,256,000	515,000
Projects:		
100-1565-54-1202 Site Improvement-Recreation Facilities	750,000	235,500
100-1565-54-1203 Site Impr-Marietta St Pavilion	40,000	-
100-1565-54-1204 Site Impr - Marietta St Basketball Ct	10,000	-
100-3200-54-2200 Vehicles	64,000	64,000
100-3500-54-2100 Machinery & Equipment		10,000
100-4100-54-1401 Infrastructure-1 % Roads & S	118,000	-
100-4100-54-1406 Infrastructure-1% SPLOST - Sidewalks	53,500	-
100-4100-54-1409 Infrastructure 1% SPLOST - CDBG Match	100,500	100,500
100-4100-54-2200 PW Vehicles/Equipment	120,000	105,000
Total Expenditures	1,256,000	515,000

Splash pad project is anticipated to be carried over into FYE2022. Amount to be determined.

CDBG project is anticipated to be carried over into FYE2022; Sidewalk match amount to be determined.

Transportation Special Purpose Local Option Sales Tax (TSPLOST)	9/30/21 Budget	9/30/22 Budget
Revenues		
100-0000-31-3500 Transportation Special Purpose Local Option Sales Tax (TSPLOST)		480,000
100-0000-39-3507 Use of TSPLOST Reserves		166,000
Total Revenues		646,000
Projects:		
100-4100-54-1410 TSPLOST Paving		516,800
100-4100-54-1411 TSPLOST Sidewalks		129,200
Total Expenditures		646,000

TSPLOST expenses will be dependent on receipt of TSPLOST funds. TSPLOST will be used to match LMIG paving funds. See LMIG Budget.

City of Camilla
09/30/2022 Budget

Local Maintenance & Improvement Grant (LMIG)		9/30/21 Budget	9/30/22 Budget
Revenues			
100-0000-33-1324	GA-LMIG Paving Program	82,000	75,000
100-0000-31-3200	Special Purpose Local Option S	118,000	
100-0000-39-3507	Use of TSPLOST Reserves		125,000
Total Revenues		200,000	200,000
Projects:			
100-4100-54-1401	Infrastructure-1 % Roads & S	118,000	
100-4100-54-1410	TSPLOST Paving		125,000
100-4100-54-1402	Infrastructure-LMIG Streets	82,000	75,000
Total Expenditures		200,000	200,000

Paving Projects to be determined. Paving budget includes required city matching (TSPLOST) funds.

Stormwater Funds		9/30/21 Budget	9/30/22 Budget
Revenues			
100-0000-34-4260	Stormwater Fees	190,000	190,000
100-0000-39-3506	Use of Stormwater Reserves		265,000
Total Revenues		190,000	455,000
Projects:			
100-4100-52-2206	Repairs & Maintenance- Drainag		20,000
100-4100-54-1403	Infrastructure-Stormwater Dr	190,000	170,000
100-4100-54-2202	Vehicles-Stormwater		265,000
Total Expenditures		190,000	455,000

Community Housing Improvement Program - CHIP		9/30/21 Budget	9/30/22 Budget
Revenues			
100-0000-33-1315	GA DCA CHIPS Program Grant	100,000	100,000
Total Revenues		100,000	100,000
Projects:			
100-1565-57-3002	CHIP Grant Program Expenditures	100,000	100,000
Total Expenditures		100,000	100,000

City of Camilla
09/30/2022 Budget

Community Development Block Grant - CDBG		9/30/21 Budget	9/30/22 Budget
Revenues			
505-0000-33-4315	CDBG-2020	750,000	750,000
100-0000-31-3200	Infrastructure-1% SPLOST - Sidewalks	100,500	100,500
Total Revenues		850,500	850,500
Projects:			
505-4331-54-1406	West Circle Sewer Project	750,000	750,000
100-4100-54-1406	West Circle Sidewalk Project	100,500	100,500
Total Expenditures		850,500	850,500

This project is expected to be carried over into FYE2022. Amount to be determined.

American Rescue Plan Act Grant		9/30/21 Budget	9/30/22 Budget
Revenues			
100-0000-39-3508	Use of ARPA Reserves	-	104,000
Total Revenues		-	104,000
Projects:			
100-7900-51-1400	Vaccine Incentives	-	44,000
100-7900-54-1203	Site Impr-Marietta St Pavilion	-	60,000
Total Expenditures		-	104,000

RESOLUTION NO. 2021-09-13-3

**RESOLUTION SETTING THE BUDGET
FOR THE 2021-2022 FISCAL YEAR**

WHEREAS, the City of Camilla, by and through its Mayor and Council, has duly advertised Notice of Public Hearings; and

WHEREAS, the City has further held such hearings as required by law; and

WHEREAS, the Mayor and Council have received public input on the Budget for 2021-2022 fiscal year, and upon due consideration and deliberation, the City hereby resolves to set its Budget for said 2021-2022 fiscal year in the amount of \$38,524,800.

SO RESOLVED, this 13th day of September, 2021.

CITY OF CAMILLA

By: _____

Kelvin Owens, Mayor

Attest: _____

Cheryl Ford, City Clerk



Credit Card

Purchasing Card and Travel Expense Reimbursement Policy

A. Overview

The Georgia General Assembly established guidelines and penalties into the Official Code of Georgia Annotated (“O.C.G.A.”) which provides that no municipal corporation shall issue government purchasing cards or government credit cards to elected officials on or after January 1, 2016, until the governing authority of the municipal corporation, by public vote, has authorized the issuance and has promulgated specific policies regarding the use of such government purchasing cards or government credit cards for elected officials of such municipal corporation.

B. Purpose

The purpose of this policy is to set requirements and standards for the City of Camilla Credit Card and Purchasing Card Program. The policy is not intended to replace current State of Georgia statutes but is intended to comply with such state laws and establish more efficient guidelines for elected officials using such purchasing cards. At no time should a city issued purchasing card or credit card be used for personal purchases regardless of the circumstances. Utilizing the purchasing card or credit card for personal use or for any item or service not directly related to such official’s public duty may result in disciplinary action including, but not limited to, felony criminal prosecution. All purchases utilizing a government purchasing card or government credit card must be in accordance with these guidelines and with state law.

C. Scope

This purchasing card policy, as required by state law under O.C.G.A. § 36-80-24(c), applies to the use of government purchasing cards or government credit cards used by elected officials authorized to be issued such government purchasing cards or government credit cards. The below list of officials have been authorized by the governing authority of the city to use such government purchasing cards or government credit cards and must abide by all of the applicable state laws and this purchasing card policy.

1. Mayor
2. City Council Members

D. Public Inspection

In accordance with O.C.G.A. § 36-80-24(b) any documents related to purchases using government purchasing cards or government credit cards incurred by elected officials shall be available for public inspection.

E. Transaction Limits

Transaction limits are hereby established to insure compliance with state purchasing laws, maintain proper budgetary controls, and to minimize excessive use of any

individual credit line. Individual monthly card limits cannot exceed those established by the municipal governing authority. The established single transaction limit for each card must be less than \$2,500.00. The established monthly card limit is based upon the city's budgetary constraints and is not to exceed \$2,500.00 per month. Any exceptions to the standardized limits must have express written approval by the municipal governing authority and must be added to this policy by amendment or addendum.

F. Authorized Travel

- a. The Mayor is authorized to attend the Georgia Municipal Association (GMA) Spring and Fall Training, GMA Mayor's Day, and the Annual GMA Conference. In addition to GMA training, the Mayor is authorized to attend the Municipal Electric Authority of Georgia Annual Meeting and the Municipal Electric Authority of Georgia Mayor's Summit.
- b. Members of Council are authorized to attend the Georgia Municipal Association (GMA) Spring and Fall Training, GMA Mayor's Day, and the Annual GMA Conference. ~~The alternate voting delegate for the Municipal Electric Authority of Georgia is authorized to attend the Annual Meeting.~~ **Members of Council are authorized to attend the Municipal Electric Authority of Georgia Annual Meeting.**
- c. All other training and travel reimbursement requires advance Council approval.

G. Purchasing Restrictions

1. Elected Officials may not use a government purchasing card or government credit card for the following:
 - a. Any purchases of items for personal use.
 - b. Cash refunds or advances.
 - c. Any transaction amount greater than the transaction limits set for by this policy.
 - d. Items specifically restricted by this policy, unless a special exemption is granted by the municipal governing authority.
 - e. Alcohol or liquor of any kind. Such purchases should not be made with the purchasing card and may not be reimbursed by the city.
 - f. Purchases or transactions made with the intent to circumvent the city purchasing policy, transactional limits, or state law.
 - g. Food, fuel or non-alcoholic beverages. Such purchases should not be made with the purchasing card and may not be reimbursed by the city.

2. Elected Officials may use government purchasing cards or government credit cards to purchase goods and/or services not prohibited by this policy or state law. Such purchases include, but are not limited to:
 - a. Purchases of items for official city use which fall within the transactional restrictions of this policy.
 - b. Purchase of lodging, education and training materials while on city business.
 - c. Emergency purchases necessary to protect city property.

H. Travel Expense Reimbursement

1. Reimbursement Procedures
 - a. *Mileage Allowance.* Mayor and Council receiving travel advancement or reimbursement will be reimbursed at the standard IRS mileage rate per mile only when their personal vehicle is used for travel in the performance of official city duties. Mayor and Council will notify City Clerk when out-of-town travel arrangements are needed. A Travel Advance Form is required to be submitted to the Clerk for food and mileage expense reimbursement. Reimbursement will be for actual miles based on MapQuest mileage.
 - b. *Common Carrier.* If common carrier is used for official travel, reimbursement will be at the tourist rate. Receipts must be submitted. Mayor and Council should approve use of common carrier prior to travel.
 - c. *Meals.* Reimbursement will be the federal standard meal allowance rates per day while on official travel. A day begins at 6:00 a.m. and ends at 7:00 p.m. The standard meal allowance will be paid regardless of any registration fee paid.
 - d. *Lodging.* Reimbursement will be made for actual, reasonable cost of lodging while on official travel. Copies of hotel or motel receipts shall be attached to expense voucher for payment.
 - e. *Other Expenses.* Employees may be reimbursed for other expenses incidental to official travel and normally will be limited to taxi fees, baggage handling fees, official phone calls, parking fees, registration fees for conventions, seminars or workshops. Any other expenses will be reimbursed at the discretion of the Council. Receipts must be provided.

I. Administrator

The city designates the office of Finance Director as the program administrator of government purchasing cards or government credit cards. Such administrator shall:

1. Serve as a liaison between the city's cardholders and the issuers of such cards.
2. Maintain the cardholder agreement for all cardholders.

3. Provide instruction, training, and assistance to cardholders
4. Maintain account information and secure all cardholder information.
5. Keep cardholders up-to-date on new or changing information
6. Upon receipt of information indicating fraudulent use or lost/stolen cards immediately report it to appropriate parties, including the issuer.
7. Ensure all card accounts are being utilized properly as set forth by state law and this policy.
8. Define the city's policy and procedures for proper documentation and storage of receipts, logs, and approvals required under this policy.
9. Identify any changes to named persons authorized to use a government purchasing card or government credit card.
10. Any other duties assigned by the municipal governing authority.

J. Accounting and Auditing

The Administrator, in an effort to ensure compliance with city policy and state law, will conduct quarterly reviews and audits of all government purchasing card or government credit card transactions. The review is designed to ensure compliance, identify non-compliance issues and misuse, and through corrective measures assist the city with improving compliance. The quarterly review and audit should happen within 30 (thirty) days of the start of a new quarter. After completing the quarterly audit the Administrator shall notify cardholders of any violations or questions the Administrator has that occurred within that previous quarter. Depending on the severity of the violation, the Administrator may suspend or revoke the use of the government purchasing card or government credit card after notification to the cardholder and to the municipal governing authority, but only after consultation with the city attorney. Any unresolved violations should be reported to the municipal governing authority and the city attorney in writing within 10 (ten) business days.

K. Violations

The use of a government purchasing card or government credit card may be suspended or revoked when the Administrator, after consultation with the city attorney, determines that the cardholder has violated the approved policies or state law regarding the use of the government purchasing card or government credit card. The government purchasing card or government credit card shall be revoked whenever a cardholder is removed from office with the city and shall be suspended if such elected official has been suspended from office.

L. Agreement

Before being issued a government purchasing card or government credit card under this policy and state law, all authorized users of government purchasing cards or government credit cards shall sign and accept below indicating that such user will use such cards only in accordance with the policies of the city and with the requirements of state law.

As an elected official for the City of Camilla I hereby acknowledge receipt of the Credit Card/Purchasing Card and Travel Expense Reimbursement Policy.

Name Printed

Signature

Title: _____

Date: _____

TRAVEL ADVANCE REQUEST

Instructions:

1. Any travel resulting in advancement or reimbursement must be submitted on this form.
2. This form must be submitted to the City Clerk at least fifteen (15) days prior to date of travel.
3. Advance payment shall be made only to Mayor, Council Members, and vendors providing services such as registration, lodging and other customary incidentals.
4. Supporting documentation and registration requirements must be presented at the time of request for travel.

INFORMATION

NAME: _____

DEPARTMENT: _____

CONFERENCE, MEETING, SEMINAR, ETC. INFORMATION:

NAME OF CONFERENCE: _____

ADDRESS: _____

CITY: _____

DEPARTURE DATE: _____ TIME: _____ ☐ AM ☐ PM

RETURN DATE: _____ TIME: _____ ☐ AM ☐ PM

WILL YOU USE YOUR PERSONAL VEHICLE FOR TRAVEL? ☐ YES ☐ NO

WILL YOU INCUR DESTINATION CHARGES? ☐ YES ☐ NO

I hereby certify the travel expenses requested above will be incurred by me while on official City of Camilla business.

Signed: _____

Date: _____

Title: _____

NON-EXEMPT POSITIONS
As of October 1, 2021

Department(s)	Position	Grade	Minimum - Hourly	Minimum - Annual	Midpoint - Hourly	Midpoint - Annual	Maximum - Hourly	Maximum - Annual
GG Buildings	CUSTODIAN / JANITOR	17	12.00	\$ 24,960.00	\$ 14.64	\$ 30,451.20	\$ 17.28	\$ 35,942.40
Public Works	LABORER	17	12.00	\$ 24,960.00	\$ 14.64	\$ 30,451.20	\$ 17.28	\$ 35,942.40
Natural Gas	LABORER	17	12.00	\$ 24,960.00	\$ 14.64	\$ 30,451.20	\$ 17.28	\$ 35,942.40
Water Sewer	LABORER	17	12.00	\$ 24,960.00	\$ 14.64	\$ 30,451.20	\$ 17.28	\$ 35,942.40
Multi	ADMINISTRATIVE ASSISTANT I	18	12.96	\$ 26,956.80	\$ 15.81	\$ 32,887.30	\$ 18.66	\$ 38,817.79
Customer Service	CASHIER	18	12.96	\$ 26,956.80	\$ 15.81	\$ 32,887.30	\$ 18.66	\$ 38,817.79
Public Works	EQUIPMENT OPERATOR	18	12.96	\$ 26,956.80	\$ 15.81	\$ 32,887.30	\$ 18.66	\$ 38,817.79
Water Sewer	EQUIPMENT OPERATOR	18	12.96	\$ 26,956.80	\$ 15.81	\$ 32,887.30	\$ 18.66	\$ 38,817.79
Natural Gas	GAS UTILITY WORKER I	18	12.96	\$ 26,956.80	\$ 15.81	\$ 32,887.30	\$ 18.66	\$ 38,817.79
Financial Services	ACCOUNTS PAYABLE COORDINATOR	19	14.00	\$ 29,113.34	\$ 17.08	\$ 35,518.28	\$ 20.16	\$ 41,923.22
Customer Service	CUSTOMER SERVICE REPRESENTATIVE	19	14.00	\$ 29,113.34	\$ 17.08	\$ 35,518.28	\$ 20.16	\$ 41,923.22
Solid Waste	EQUIPMENT OPERATOR/CDL - SOLID WASTE	19	14.00	\$ 29,113.34	\$ 17.08	\$ 35,518.28	\$ 20.16	\$ 41,923.22
Public Works	EQUIPMENT OPERATOR/CDL	19	14.00	\$ 29,113.34	\$ 17.08	\$ 35,518.28	\$ 20.16	\$ 41,923.22
Water Sewer	EQUIPMENT OPERATOR/CDL	19	14.00	\$ 29,113.34	\$ 17.08	\$ 35,518.28	\$ 20.16	\$ 41,923.22
Natural Gas	GAS UTILITY WORKER II	19	14.00	\$ 29,113.34	\$ 17.08	\$ 35,518.28	\$ 20.16	\$ 41,923.22
Customer Service	HEAD CASHIER	19	14.00	\$ 29,113.34	\$ 17.08	\$ 35,518.28	\$ 20.16	\$ 41,923.22
Shop	MECHANIC ASSISTANT	19	14.00	\$ 29,113.34	\$ 17.08	\$ 35,518.28	\$ 20.16	\$ 41,923.22
Water Sewer	TREATMENT PLANT OPERATOR	19	14.00	\$ 29,113.34	\$ 17.08	\$ 35,518.28	\$ 20.16	\$ 41,923.22
Multi	ADMINISTRATIVE ASSISTANT II	20	15.12	\$ 31,442.41	\$ 18.44	\$ 38,359.74	\$ 21.77	\$ 45,277.07
Airport	AIRPORT ASSISTANT	20	15.12	\$ 31,442.41	\$ 18.44	\$ 38,359.74	\$ 21.77	\$ 45,277.07
Electric	ELECTRIC GROUND WORKER	20	15.12	\$ 31,442.41	\$ 18.44	\$ 38,359.74	\$ 21.77	\$ 45,277.07
Water Sewer	MAINTENANCE TECHNICIAN	20	15.12	\$ 31,442.41	\$ 18.44	\$ 38,359.74	\$ 21.77	\$ 45,277.07
Customer Service	METER SERVICE TECHNICIAN	20	15.12	\$ 31,442.41	\$ 18.44	\$ 38,359.74	\$ 21.77	\$ 45,277.07
Planning	PLANNING ADMINISTRATIVE ASSISTANT	20	15.12	\$ 31,442.41	\$ 18.44	\$ 38,359.74	\$ 21.77	\$ 45,277.07
Public Works	PUBLIC WORKS COORDINATOR	20	15.12	\$ 31,442.41	\$ 18.44	\$ 38,359.74	\$ 21.77	\$ 45,277.07
Customer Service	SR CUSTOMER SERVICE REPRESENTATIVE/BILLING	20	15.12	\$ 31,442.41	\$ 18.44	\$ 38,359.74	\$ 21.77	\$ 45,277.07
Electric	WAREHOUSE CLERK	20	15.12	\$ 31,442.41	\$ 18.44	\$ 38,359.74	\$ 21.77	\$ 45,277.07
Natural Gas	CREW LEADER	21	16.33	\$ 33,957.80	\$ 19.92	\$ 41,428.52	\$ 23.51	\$ 48,899.24
Public Works	CREW LEADER	21	16.33	\$ 33,957.80	\$ 19.92	\$ 41,428.52	\$ 23.51	\$ 48,899.24
Solid Waste	CREW LEADER	21	16.33	\$ 33,957.80	\$ 19.92	\$ 41,428.52	\$ 23.51	\$ 48,899.24
Water Sewer	CREW LEADER	21	16.33	\$ 33,957.80	\$ 19.92	\$ 41,428.52	\$ 23.51	\$ 48,899.24
Shop	MECHANIC I	21	16.33	\$ 33,957.80	\$ 19.92	\$ 41,428.52	\$ 23.51	\$ 48,899.24
Public Works	MAINTENANCE FOREMAN	22	17.63	\$ 36,674.43	\$ 21.51	\$ 44,742.80	\$ 25.39	\$ 52,811.18
Planning	BUILDING INSPECTION OFFICER I	23	19.04	\$ 39,608.38	\$ 23.23	\$ 48,322.23	\$ 27.42	\$ 57,036.07
Electric	LINEMAN TRAINEE	23	19.04	\$ 39,608.38	\$ 23.23	\$ 48,322.23	\$ 27.42	\$ 57,036.07
Shop	MECHANIC II	23	19.04	\$ 39,608.38	\$ 23.23	\$ 48,322.23	\$ 27.42	\$ 57,036.07
Planning	BUILDING INSPECTION OFFICER II	24	20.57	\$ 42,777.05	\$ 25.09	\$ 52,188.01	\$ 29.61	\$ 61,598.96
Planning	CODE ENFORCEMENT OFFICER	24	20.57	\$ 42,777.05	\$ 25.09	\$ 52,188.01	\$ 29.61	\$ 61,598.96
Public Works	MAINTENANCE SUPERINTENDENT	24	20.57	\$ 42,777.05	\$ 25.09	\$ 52,188.01	\$ 29.61	\$ 61,598.96
Customer Service	UTILITIES BILLING CLERK	24	20.57	\$ 42,777.05	\$ 25.09	\$ 52,188.01	\$ 29.61	\$ 61,598.96
Not assigned at this time		25	22.21	\$ 46,199.22	\$ 27.10	\$ 56,363.05	\$ 31.98	\$ 66,526.87
Water Sewer	AMR METER ADMINISTRATOR	26	23.99	\$ 49,895.16	\$ 29.27	\$ 60,872.09	\$ 34.54	\$ 71,849.02
Electric	LINEMAN I / LINE TECHNICIAN III	26	23.99	\$ 49,895.16	\$ 29.27	\$ 60,872.09	\$ 34.54	\$ 71,849.02
Water Sewer	TREATMENT PLANT SUPERVISOR	26	23.99	\$ 49,895.16	\$ 29.27	\$ 60,872.09	\$ 34.54	\$ 71,849.02
Electric	LINEMAN II	27	25.91	\$ 53,886.77	\$ 31.61	\$ 65,741.86	\$ 37.31	\$ 77,596.95
Electric	LINEMAN III/CREW LEADER	28	27.98	\$ 58,197.71	\$ 34.14	\$ 71,001.21	\$ 40.29	\$ 83,804.70
Electric	ELECTRIC ASSISTANT SUPERINTENDENT	29	30.22	\$ 62,853.53	\$ 36.87	\$ 76,681.30	\$ 43.51	\$ 90,509.08

EXEMPT POSITIONS
As of October 1, 2021

	Position	Grade	Minimum - Annual	Midpoint - Annual	Maximum - Annual
	Not assigned at this time	43	\$ 36,363.64	\$ 45,454.55	\$ 54,545.45
Customer Service	CASHIER MANAGER	44	\$ 40,000.00	\$ 50,000.00	\$ 60,000.00
Main Street	MAIN STREET DIRECTOR	44	\$ 40,000.00	\$ 50,000.00	\$ 60,000.00
Customer Service	CUSTOMER SERVICE MANAGER	45	\$ 44,000.00	\$ 55,000.00	\$ 66,000.00
Airport	AIRPORT MANAGER	46	\$ 48,400.00	\$ 60,500.00	\$ 72,600.00
City Clerk	CITY CLERK	46	\$ 48,400.00	\$ 60,500.00	\$ 72,600.00
Executive	DIRECTOR OF MARKETING & COMMUNICATIONS	46	\$ 48,400.00	\$ 60,500.00	\$ 72,600.00
Planning	HOUSING ADMINISTRATOR	46	\$ 48,400.00	\$ 60,500.00	\$ 72,600.00
Human Resources	HR DIRECTOR	47	\$ 53,240.00	\$ 66,550.00	\$ 79,860.00
Planning	CHIEF BUILDING OFFICIAL	47	\$ 53,240.00	\$ 66,550.00	\$ 79,860.00
Executive	EXECUTIVE ASSISTANT	47	\$ 53,240.00	\$ 66,550.00	\$ 79,860.00
Planning	ECONOMIC DEVELOPMENT DIRECTOR	48	\$ 58,564.00	\$ 73,205.00	\$ 87,846.00
Planning	PLANNING & DEVELOPMENT DIRECTOR	48	\$ 58,564.00	\$ 73,205.00	\$ 87,846.00
Natural Gas	NATURAL GAS SUPERINTENDENT	48	\$ 58,564.00	\$ 73,205.00	\$ 87,846.00
Public Works	PUBLIC WORKS SUPERINTENDENT	48	\$ 58,564.00	\$ 73,205.00	\$ 87,846.00
Water Sewer	WATER SEWER SUPERINTENDENT	48	\$ 58,564.00	\$ 73,205.00	\$ 87,846.00
	ASSISTANT UTILITIES DIRECTOR	49	\$ 64,420.40	\$ 80,525.50	\$ 96,630.60
Electric	ELECTRIC SUPERINTENDENT	50	\$ 70,862.44	\$ 88,578.05	\$ 106,293.66
Direct Report	UTILITIES DIRECTOR	51	\$ 77,948.68	\$ 97,435.86	\$ 116,923.03
Direct Report	CHIEF FINANCIAL OFFICER	52	\$ 85,743.55	\$ 107,179.44	\$ 128,615.33

NON-EXEMPT POSITIONS
(Based on 2912 hours)
As of October 1, 2021

Position	Grade	Minimum - Hourly	Minimum - Annual	Midpoint - Hourly	Midpoint - Annual	Maximum - Hourly	Maximum - Annual
Firefighter Trainee	10FT	\$ 10.00	\$ 29,120.00	\$ 12.20	\$ 35,526.40	\$ 14.40	\$ 41,932.80
Firefighter Intermediate	10FI	\$ 10.00	\$ 29,120.00	\$ 12.20	\$ 35,526.40	\$ 14.40	\$ 41,932.80
Firefighter	12F	\$ 11.66	\$ 33,953.92	\$ 14.23	\$ 41,423.78	\$ 16.79	\$ 48,893.64
Not assigned at this time	13F	\$ 12.59	\$ 36,670.23	\$ 15.36	\$ 44,737.68	\$ 18.13	\$ 52,805.14
Lieutenant	14F	\$ 13.60	\$ 39,603.85	\$ 16.59	\$ 48,316.70	\$ 19.58	\$ 57,029.55
Not assigned at this time	15F	\$ 14.69	\$ 42,772.16	\$ 17.92	\$ 52,182.04	\$ 21.15	\$ 61,591.91
Not assigned at this time	16F	\$ 15.86	\$ 46,193.93	\$ 19.35	\$ 56,356.60	\$ 22.84	\$ 66,519.26
Captain	17F	\$ 17.13	\$ 49,889.45	\$ 20.90	\$ 60,865.13	\$ 24.67	\$ 71,840.81

EXEMPT POSITIONS
(Based on 2080 annual hours)

Position	Grade	Minimum - Annual	Midpoint - Annual	Maximum - Annual
Asst. Fire Rescue Chief	47	\$ 53,240.00	\$ 66,550.00	\$ 79,860.00
Fire Chief	49	\$ 64,420.40	\$ 80,525.50	\$ 96,630.60

NON-EXEMPT SWORN POSITIONS

(Based on 2184 annual hours)

As of October 1, 2021

Position	Grade	Minimum - Hourly	Minimum - Annual	Midpoint - Hourly	Midpoint - Annual	Maximum - Hourly	Maximum - Annual
Officer I (New Recruit)	13P	\$ 14.81	\$ 32,355.56	\$ 18.07	\$ 39,473.78	\$ 21.33	\$ 46,592.00
Officer II (Certified Officer)	14P	\$ 16.00	\$ 34,944.00	\$ 19.52	\$ 42,631.68	\$ 23.04	\$ 50,319.36
Sergeant	15P	\$ 17.28	\$ 37,739.52	\$ 21.08	\$ 46,042.21	\$ 24.88	\$ 54,344.91
Not assigned at this time	16P	\$ 18.66	\$ 40,758.68	\$ 22.77	\$ 49,725.59	\$ 26.87	\$ 58,692.50
Lieutenant	17P	\$ 20.16	\$ 44,019.38	\$ 24.59	\$ 53,703.64	\$ 29.02	\$ 63,387.90
Captain/ Shift Commander	18P	\$ 21.77	\$ 47,540.93	\$ 26.56	\$ 57,999.93	\$ 31.35	\$ 68,458.93

NON-EXEMPT SWORN POSITIONS

(Based on 2080 annual hours)

Position	Grade	Minimum - Hourly	Minimum - Annual	Midpoint - Hourly	Midpoint - Annual	Maximum - Hourly	Maximum - Annual
CRIMINAL INVESTIGATOR	23	\$ 19.04	\$ 39,603.20	\$ 23.23	\$ 48,315.90	\$ 27.42	\$ 57,028.61
DRUG INVESTIGATOR	23	\$ 19.04	\$ 39,603.20	\$ 23.23	\$ 48,315.90	\$ 27.42	\$ 57,028.61
DRUG COMMANDER	25	\$ 22.21	\$ 46,196.80	\$ 27.10	\$ 56,360.10	\$ 31.98	\$ 66,523.39
LIEUTENANT /CRIMINAL INVESTIGATIONS	26	\$ 23.99	\$ 49,899.20	\$ 29.27	\$ 60,877.02	\$ 34.55	\$ 71,854.85

CIVILIAN POSITIONS

(Based on 2080 annual hours)

Position	Grade	Minimum - Hourly	Minimum - Annual	Midpoint - Hourly	Midpoint - Annual	Maximum - Hourly	Maximum - Annual
Custodian	17	\$ 12.00	\$ 24,960.00	\$ 14.64	\$ 30,451.20	\$ 17.28	\$ 35,942.40
Records Clerk	18	\$ 12.96	\$ 26,956.80	\$ 15.81	\$ 32,887.30	\$ 18.66	\$ 38,817.79
Municipal Court Clerk	20	\$ 15.12	\$ 31,449.60	\$ 18.45	\$ 38,368.51	\$ 21.77	\$ 45,287.42

EXEMPT - SWORN POSITIONS

Position	Grade	Minimum - Annual	Midpoint - Annual	Maximum - Annual
Asst. Police Chief	48	\$ 58,564.00	\$ 73,205.00	\$ 87,846.00
Police Chief	50	\$ 70,862.44	\$ 88,578.05	\$ 106,293.66

EMPLOYEE PAY PLAN

October 1, 2021

Annual Individual Performance Review

Each year, individual performance reviews will be conducted by supervisors and approved by upper management. Employees that **meet or exceed** performance review standards will qualify for merit based compensation adjustments to the employee's base pay, if provided in the approved budget. Employees that **need improvement** with their performance may receive a partial merit based adjustment or may be required to wait until a probationary period ends with positive results. Employees **failing** to reach performance standards will not qualify for merit based salary adjustments, if provided in the approved budget.

If approved by City Council in the budget, each department will be provided an amount to be used for individual merit based pay adjustments. The total of all adjustments will not exceed the budgeted department amount. These pay adjustments **will not** be considered as cost of living adjustments, but rather merit based adjustments that are justified by the individual's annual performance and goal achievement. From time to time, **cost of living adjustments** are necessary due to inflation and market drivers. If approved by City Council, cost of living adjustments will be made uniformly to **ALL** employees, regardless of performance.

The performance review period will be for job performance between October 1, 2020 and August 31, 2021. Annual performance review will take place between employees and supervisors during the month of September. Merit base pay adjustments, if any, will be made in October once the budget has been adopted by City Council.

Executive Management Employees, employees reporting directly to the City Manager, will be Evaluated directly by the City Manager during the same period as other employees. For Executive Management Employees, base pay and incentive performance bonuses will both be considered as compensation components. Executive Management Employees do not receive Share the Success Incentives (see below).

Annual Share the Success Employee Incentive Program

The 'Share the Success' program is as an incentive program designed to promote success of the organization. The incentive to encourage efficiency in work habits, productivity, paying closer attention to safe work environments, utilizing creativity and innovation in job processes, maintaining equipment and vehicles so as to keep them in good working condition and seeking ways to improve excellent service delivery is the intended goal of this program.

The Share the Success Employee Incentive Program replaced the annual Christmas bonus, which was included in the annual budget and was based on each individual's length of service. The Incentive Program is instead based on team performance and is not included in the annual budget. Instead, it is funded when the annual goals are met and the results are positive and surplus funds are available based on September 30 year-end financials. Share the Success awards are typically made in early December to all eligible employees in good standing.

**AGREEMENT BETWEEN
THE CITY OF CAMILLA
AND
THE BOYS AND GIRLS CLUB OF CAMILLA/MITCHELL COUNTY, INC.**

This agreement is made and entered into this 13th day of September, 2021, by and between the City of Camilla, a municipal corporation created and existing under the laws of the State of Georgia, acting by and through the Mayor and Council (hereafter referred to as "City") and the Boys and Girls Club of Camilla/Mitchell County, Inc., (hereinafter referred to as "Club").

WITNESSETH:

WHEREAS, the City does desire to enhance the quality of life and protect the health, safety and welfare of the citizens of the City; and

WHEREAS, the City wishes to contract with Club to operate a recreation program for the benefit of the boys and girls of the City of Camilla.

NOW, THEREFORE, the parties in consideration of the mutual covenant contained herein, do agree as follows:

Section 1A. Term and Payment. This agreement shall begin October 1, 2021 and shall continue for a period of five years. Provided however, this contract shall terminate on December 31st of each year during the five-year term should either party give notice to terminate the Agreement by October 1. Should either party fail to give notice, the contract shall continue each year or part of a year during the five-year period. The City shall pay **\$32,000** for services contemplated under this contract unless notice is given by October 1st of each year by the City of changes in the annual payment.

Section 1B. COVID-19 Supplement. To assist with additional challenges associated with the COVID-19 pandemic, a supplemental amount of **\$7,500** will be paid by the City for the period October 1, 2021 through September 30, 2022. Each year at renewal, the City will consider if additional and future supplemental financial support is necessary.

Section 2. During the term of the agreement, Club shall operate and maintain a recreation program for the citizens of the City to include recreation programs and tennis to be determined by the Club Board of Directors.

Section 3. Club shall make an annual report to City on the anniversary of this Agreement including among other information program participation and use of City funds.

Section 4. Insurance Clause. Club will maintain the insurance required under the Worker's Compensation Act of the State of Georgia. Club will also maintain with an insurance company satisfactory to City an insurance policy having limits of not less than \$1,000,000 covering public liability and property damage. Club agrees to name City as an additional insured on the public liability and property damage policy. In addition, Club agrees that said policies shall contain a provision that said policies may not be canceled without giving City notice. City shall be furnished copies of said policies.

Section 5. Club agrees to indemnify and save the City harmless from any and all claims, suits, causes of actions, judgments, or damages, including damages for care or loss of services because of bodily injury, sickness, or disease, including death resulting therefrom, sustained by it or any person or persons and because of injury to or destruction of property, including the loss or use thereof, caused by (in whole or in part), arising out of, resulting from, or contributed to by any neglect, act, or omission of Club, its agents, servants, or employees.


Section 6. This agreement is governed by the laws of the State of Georgia.

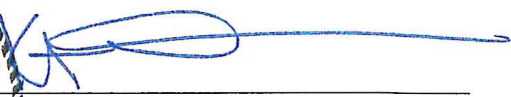
Section 7. Time is of the essence in this agreement.

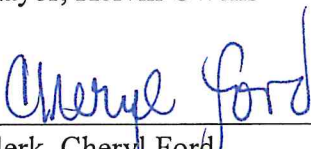
Section 8. City employs Club as an independent contractor and not as an employee or agent of the City.

IN WITNESS WHEREOF, the parties hereto have made and executed this Agreement as of the 13th day of September, 2021.

CITY OF CAMILLA

The seal is circular with a double-lined border. The outer border contains the text "CITY OF CAMILLA" at the top and "GEORGIA" at the bottom. The inner circle contains the word "SEAL" in the center.

By: 
Mayor, Kelvin Owens

Attest: 
Clerk, Cheryl Ford

**BOYS AND GIRLS CLUB OF
CAMILLA/MITCHELL COUNTY, INC.**

By: _____
Title: _____

ORDINANCE NO. 2021-09-13-1

AN ORDINANCE OF THE CITY OF CAMILLA TO APPROPRIATE UP TO \$44,000 TO BE PAID FROM AMERICAN RESCUE PLAN ACT FOR THE PURPOSE OF FUNDING A VACCINATION INCENTIVE PROGRAM FOR EMPLOYEES ON THE CITY OF CAMILLA PAYROLL; REPEALING ALL ORDINANCES IN CONFLICT HERewith; AND FOR OTHER PURPOSES.

WHEREAS, COVID-19 has become a global pandemic that caused dramatic changes to daily lives and operations worldwide throughout 2020 and into 2021; and

WHEREAS, through August 31, 2021, Mitchell County has recorded **1,898** total cases of COVID-19, including **81** deaths; and

WHEREAS, on March 11, 2021, President Joseph Biden signed the American Rescue Plan Act of 2021 (the “ARP Act”) into law as Public Law 117-2; and

WHEREAS, in addition to a variety of targeted economic stimulus and recovery appropriations, Section 9901 of the ARO Act amended Title VI of the Social Security Act, 42 U.S.C. § 803, to appropriate \$130.2 Billion in direct payments to local city and county governments; and

WHEREAS, the United States Treasury Department has calculated that the direct payment allocation to the City of Camilla should be \$1,871,663.00 in funding; and

WHEREAS, the United States Treasury Department has indicated that the City of Camilla will receive these ARP funds in two tranches of 50% each, with one paid in 2021, and the other approximately twelve months later in 2022; and

WHEREAS, the City of Camilla has received its first tranche of approximately \$935,831.50 in ARP Act local government assistance funding; and

WHEREAS, on May 17, 2021, the United States Treasury Department issued an Interim final Rule (“IFR”) concerning the expenditure of local government assistance funds under the ARP Act, which rule was published in Volume 86 of the Federal Register, at page 26,786, and implemented in Part 35 of Title 31 of the Code of Federal Regulations; and

WHEREAS, the IFR provides that the money received by local governments may be spent on certain enumerated items in response to the COVID-19 public health emergency and the negative economic impacts thereof; and

WHEREAS, the Mayor and City Council of the City of Camilla finds that the appropriations authorized by this ordinance are allowable under the ARP Act and the IFR and finds that this ordinance is an effective use of ARP funds to address one or more components of the COVID-19 public health emergency and its economic impact on the City of Camilla; and

WHEREAS, vaccination has been shown to effectively reduce susceptibility to the SARS-CoV-2 virus, the severity of COVID-19 disease in breakthrough infection cases, and the transmission of COVID-19 by those who have been vaccinated; and

WHEREAS, the Mayor and City Council of the City of Camilla desire to encourage and incentivize its employees to obtain the COVID-19 vaccine in order to further protect against sickness and transmission of disease and to mitigate the future impact of COVID-19 on the City of Camilla operations and the ability of the City of Camilla government to provide necessary public services; and

WHEREAS, the Mayor and City Council of the City of Camilla finds that this Ordinance is necessary and proper to promote or protect the safety, health, peace, security, and general welfare of the City of Camilla and its inhabitants; and

NOW, THEREFORE, BE IT ORDAINED by the Mayor and City Council of the City of Camilla and it is hereby so ordered and ordained by the authority of the same that:

1.

a. The City Council of the City of Camilla does hereby approve and authorize the appropriation of up to **\$44,000.00** from American Rescue Plan Act funds in accordance with the regulations issued by the United States Department of Treasury, to be used for the creation of a City of Camilla Vaccination Incentive Program for employees.

b. Under such program, every full-time employee of the City of Camilla Government, or of another local governmental office, whose wages are paid through the City of Camilla finance Department, and is who is able to demonstrate to the City of Camilla Human Resources Department on or before **October 29, 2021**, that such employee has personally received both doses of a two-dose COVID-19 vaccine series, or has personally received a dose from a one-dose COVID-19 vaccine, shall be entitled to an incentive payment of five hundred dollars (\$500.00).

c. Under such program, every part-time employee of the City of Camilla Government, or of another local governmental office, whose wages are paid through the City of Camilla Finance Department, and is who is able to demonstrate to the City of Camilla Human Resources Department on or before **October 29, 2021**, that such employee has personally received both doses of a two-dose COVID-19 vaccine series or has personally received a dose from a one-dose COVID-19 vaccine shall be entitle to an incentive payment of two hundred and fifty dollars (\$250.00).

d. All sums paid under this Vaccinations Incentive Program shall be taxable as wages, and subject to ordinary withholding in accordance with the tax documents on file for each employee.

e. No part of the pay granted under this vaccination Incentive Program shall be considered as part of the "base earnings" or "compensation" or "basic compensation" of any employee for purposes of calculating benefits under any defined benefit plan managed by or through the City of Camilla.

2. The Mayor and City Council hereby declares that the foregoing preamble and whereas provisions set forth hereinabove constitute, and shall be considered to be, substantive provisions of this Ordinance and are herby incorporated by reference into this provision.

3. In the event scrivener's errors shall be discovered in this Ordinance or in the Exhibits hereto after the adoption hereof, the City Council hereby authorizes and directs that each such scrivener's error shall be corrected in all multiple counterparts of this Ordinance.

4. The Mayor and all other proper officers and agents of the City are authorized and directed to execute such documents and to take such other actions as may be required to accomplish the intents and purposes of this Ordinance.

5. Except as specifically provided herein, any and all ordinances or resolutions or parts of ordinances or resolutions in conflict with this Ordinance shall be and the same hereby are repealed, and this Ordinance shall be in full force and effect from and after its adoption.

6. This Ordinance shall become effective immediately upon its adoption.

SO ORDERED AND ORDAINED this 13th day of September, 2021.

CITY OF CAMILLA

By: _____

Mayor, Kelvin Owens

Attest: _____

Clerk, Cheryl Ford



DISCUSSION PAPER

COUNCIL MEETING DATE: SEPTEMBER 13, 2021

FOR: CITY COUNCIL REVIEW AND CONSIDERATION

SUBJECT: TOOMBS PARK PLAYGROUND EQUIPMENT BID AWARD

PRESENTER: STEVE SYKES, CITY MANAGER



BACKGROUND: THE TOOMBS PARK PLAYGROUND EQUIPMENT CAN BE PURCHASED DIRECTLY BY THE CITY OF CAMILLA UTILIZING A STATE CONTRACT BID. THE BENEFIT TO THE CITY IS A COMPETITIVE PURCHASE PRICE WITHOUT PAYING A SALES TAX:

DISCUSSION:

THE PROPOSED DESIGN INCLUDES CUSTOM PLAYGROUND EQUIPMENT WITH SHADE AND ENGINEERED WOOD FIBER SAFETY SURFACE OF EQUAL QUALITY AND VALUE AS THE SPLASH PARK.

REQUESTED ACTION:

THE CITY MANAGER RECOMMENDS TO CITY COUNCIL AWARDING THE TOOMBS PARK PLAYGROUND EQUIPMENT AND INSTALLATION STATE CONTRACT TO GREAT SOUTHERN RECREATION OF MURFREESBORO, TN, IN THE AMOUNT OF \$63,974.73.

THIS CAPITAL PROJECT IS PROPOSED USING ELIGIBLE AMERICAN RESCUE PLAN ACT FUNDS. CURRENT MANUFACTURING SCHEDULES REQUIRE 14 WEEKS FOR THIS EQUIPMENT AND THE ANTICIPATED COMPLETION DATE IS DECEMBER 31, 2021.



1-800-390-8438

www.GreatSouthernRec.com

Beautiful Outdoor Spaces, we can ALL be proud of.

ORGANIZATION:	City of Camilla
CONTACT:	Steve Sykes
ADDRESS:	Thomasville GA 31792
PHONE:	229-226-1821

PROJECT TITLE:	Camilla PG
REVISION:	1
OPTION:	1

Official Quote from Great Southern Recreation

OMNIA PLAYCRAFT CONTRACT NUMBER: Region 4 ESC R170304

TERRITORY MANAGER	DATE	TERRITORY	COUNTY	TERMS	COLORS
Kyle Peggram	9/8/2021	GA	Mitchell	N10	TBD

PART NUMBER	QUANTITY	DESCRIPTION	UNIT PRICE	TOTAL
R351D7D3B	1	Custom Playground structure with Shade	\$ 25,038.00	\$ 25,038.00
A2-1B	1	Arch swing bay	\$ 2,165.00	\$ 2,165.00
A2-AB	1	Arch swing bay-Inclusive seat	\$ 2,003.00	\$ 2,003.00
ADAX1	1	Arch Swing bay-one seat traditional	\$ 1,559.00	\$ 1,559.00
PC1341	1	Spring Rider-Toddler Toad	\$ 1,111.00	\$ 1,111.00
PC1386	1	Spring Rider-Bear	\$ 1,111.00	\$ 1,111.00
PC2436	1	Wiggle Beam	\$ 1,046.00	\$ 1,046.00
PC2330	1	Crawl Tube JR	\$ 766.00	\$ 766.00
PC2190	1	Toddler T Swing	\$ 1,575.00	\$ 1,575.00
SUBTOTAL FOR EQUIPMENT				\$ 36,374.00
Certified Southern-built™ Installation				\$ 10,912.20
SAFETY SURFACE	4366	Engineered Wood Fiber Safety Surface	\$ 1.25	\$ 5,457.50
Install into existing surface.				
MISCELLANEOUS	266	12" Interlocking Playground Borders-Installed	\$ 18.00	\$ 4,788.00
SURCHARGE	1	PC materials surcharge	\$ 4,810.43	\$ 4,810.43
SITEWORK		EWf is full use zones of equipment		\$ -
DISCOUNT	10%	Discount from Omnia purchasing co-op		\$ (3,637.40)
SUBTOTAL				\$ 58,704.73

TAX RATE	
SALES TAX	

EQUIPMENT FREIGHT	4,955.00
SURFACE FREIGHT	315.00

TOTAL \$ 63,974.73


**CITY OF CAMILLA, GEORGIA
RESOLUTION NO. 2021-09-13-1**

**AUTHORIZATION TO ACCEPT GDOT CONTRACT FOR AMERICAN RESCUE
PLAN ACT (ARPA) FOR COSTS ASSOCIATED WITH OPERATIONAL EXPENSES
AT THE CAMILLA-MITCHELL COUNTY AIRPORT.**

WHEREAS, the City of Camilla will receive a contract from the Georgia Department of Transportation (GDOT) for the American Rescue Plan Act (ARPA) for 100% of reimbursement of eligible operational expenses in the amount of \$32,000.

NOW, THEREFORE, BE IT RESOLVED THAT the City of Camilla authorizes Mayor Kelvin Owens and staff to sign such documents that may be necessary to complete this project and accept a contract from the GDOT for 100% of FAA funds.

Adopted this 13th day of September, 2021.



Mayor Kelvin Owens





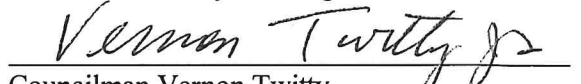
Councilman Lewis Bryant Campbell, Jr.



Councilwoman Annie Doris Willingham



Councilman Corey B. Morgan



Councilman Vernon Twitty

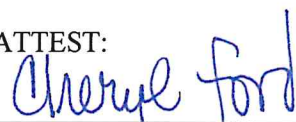


Councilman Venterra Pollard



Councilman W.D. Palmer III

ATTEST:



Cheryl Ford, Clerk

Attachment 3

AIRPORT OPERATING EXPENSES - BUDGET WORKSHEET

ITEM	DESCRIPTION	ESTIMATED COST/EXPENSE
1	UTILITIES	\$0.00
2	INSURANCE	\$0.00
3	GROUND REPAIRS & MAINTENANCE	\$0.00
4	VEHICLE/EQUIPMENT REPAIRS & MAINTENANCE	\$0.00
5	BUILDING REPAIRS & MAINTENANCE	\$0.00
6	COMPUTER/SOFTWARE MAINTENANCE	\$0.00
7	SUPPLIES/INVENTORY/MATERIALS	\$0.00
8	VEHICLE/EQUIPMENT RENTAL	\$0.00
9	AUTO FUEL	\$0.00
10	EMPLOYEE SALARY - FT/PT/OT	\$0.00
11	EMPLOYEE BENEFITS	\$0.00
12	TRAINING/EDUCATION	\$0.00
13	COMMUNICATIONS	\$0.00
14	TRAVEL	\$0.00
15	ACCOUNTING	\$0.00
16	LEGAL SERVICES	\$0.00
17	AVIATION FUEL	\$32,000.00
18	DUES/FEES/SUBSCRIPTIONS	\$0.00
19	LICENSES/CERTIFICATIONS	\$0.00
20	OTHER ELIGIBLE EXPENSES	\$0.00
	TOTAL ESTIMATED COSTS*	\$32,000.00

*Total estimated cost should equal the amount allocated to airport through ARPA

You may include costs/expenses incurred since January 20, 2020 plus future estimated costs/expenses

You may include debt service payments due on or after March 11, 2021.

If your airport does not have a cost/expense for an item above, leave at \$0.00

RESOLUTION NO. 2021-09-13-2

**RESOLUTION TO SET
AD VALOREM TAX FOR 2021 TAX DIGEST**

WHEREAS, pursuant to O.C.G.A. 48-5-32, the millage rate for the ad valorem taxes for the 2021 tax digest was brought before the City Council at a Committee Meeting conducted on September 7, 2021; and

WHEREAS, all Notices have been given as required by law; and

WHEREAS, the 2020 millage rate was 7.245; and

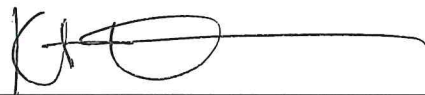
WHEREAS, after full review of the tax rate and the needs for the City, the Mayor and Council find it appropriate to set the current millage rate to 7.245 mills;

UPON CONSIDERATION AND VOTE, the Mayor and Council hereby set the millage rate at 7.245 mills for the City ad valorem tax digest for the year 2021.

SO RESOLVED, this 13th day of September 2021.

CITY OF CAMILLA

By:


Kelvin Owens, Mayor

Attest:


Cheryl Ford, City Clerk



NOTICE

The Camilla City Governing Authority does hereby announce that the millage rate will be set at a Council Meeting to be held at City Hall in the 4th floor conference room on September 13, 2021 at 6:30 p.m. Pursuant to the requirements of O.C.G.A. Section 45-5-32 the City of Camilla hereby publishes the following presentation of the current year's tax digest and levy along with the history of the tax digest and levy for the past five years. The meeting is open to the public with limited seating on a first-come, first-serve basis.

CURRENT 2021 TAX DIGEST AND 5 YEAR HISTORY OF LEVY						
COUNTY WIDE	2016	2017	2018	2019	2020	2021
Real & Personal	139,726,800	147,617,121	141,576,392	159,172,620	152,931,850	158,323,664
Motor Vehicles	5,332,210	44,541,490	3,774,880	2,702,740	2,605,020	2,129,050
Mobile Homes	464,150	460,740	509,428	493,964	489,527	519,338
Timber - 100%	0	0	0	0	0	0
Heavy Duty Equipment	0	0	0	0	15,355	0
Gross Digest	145,523,160	192,619,351	145,860,700	162,369,324	156,041,752	160,972,052
Less M& O Exemptions	19,388,130	21,269,406	16,023,012	17,436,042	12,400,918	15,527,222
Net M & O Digest	126,135,030	171,349,945	129,837,688	144,933,282	143,640,834	145,444,830
Gross M&O Millage	7.245	7.245	7.245	7.245	7.245	7.245
Less Rollbacks	0.000	0.000	0.000	0.000	0.000	0.000
Net M&O Millage	7.245	7.245	7.245	7.245	7.245	7.245
Total County Taxes Levied	\$913,848	\$1,241,430	\$940,674	\$1,050,042	\$1,040,678	\$1,053,748
Net Taxes \$ Increase	\$1,447	\$327,582	(\$300,756)	\$109,368	(\$9,364)	\$13,070
Net Taxes % Increase	16.00%	35.85%	-24.23%	11.63%	-0.89%	1.26%

THESE DIGEST VALUES ARE SUBJECT TO CHANGES DUE TO OTHER APPEALS AND ADJUSTMENTS.

**RESOLUTION NO. 2021-09-13-4
CITY OF CAMILLA, GEORGIA
2021 STRATEGIC PLAN**

WHEREAS, the Mayor and City Council of the City of Camilla believes the development of specific guiding principles and both long and short-term goals and objectives is vital to planning for the future of the community; and

WHEREAS, the Mayor and City Council of the City of Camilla developed a set of guiding principles and a series of goals for the City of Camilla through strategic planning sessions which included input and collaboration from a professional facilitator, the City Manager, City Officials, city department heads, community leaders, and community partners; and

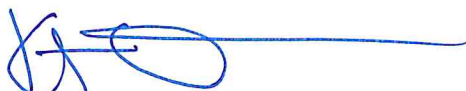
WHEREAS, a strategic plan consisting of the priorities for the City of Camilla is needed to guide the budget process and ensure the City Council clearly communicates its priorities to City staff and the public; and

WHEREAS, the City Council reviewed a draft of the 2021 Strategic Plan at the September 7, 2021 Committee Meeting and found the draft to be an acceptable plan.

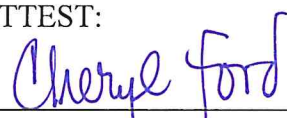
NOW, THEREFORE, BE IT RESOLVED BY THE MAYOR AND CITY COUNCIL OF THE CITY OF CAMILLA, GEORGIA that the attached 2021 Strategic Plan for the City of Camilla is hereby adopted.

BE IT FURTHER RESOLVED a copy of the 2021 Strategic Plan shall be provided to entities and agencies within the community as appropriate for the purpose of coordinating activities and sharing our principles and goals.

APPROVED AND ADOPTED this 13th day of September, 2021.



Kelvin Owens, Mayor

ATTEST:


Cheryl Ford, Clerk





PROJECT: SANITARY SEWER SYSTEM IMPROVEMENTS - FY 2020 CDBG

Project Number: C0113.008

Change Order No. 1

Base Bid: Sanitary Sewer Improvements

Addition					
Item No.	Description	Qty	Unit	Unit Price	Total Price
35	Pipebursting of Existing Sewer 8" to 8"	948	LF	\$ 83.00	\$78,684.00
A1	Asphalt Resurfacing 1.125 " Thick 9.5 MM Superpave (Marietta Street)	100	TONS	\$ 190.00	\$19,000.00
A2	Asphalt Resurfacing 1.125 " Thick 9.5 MM Superpave (Portion of West Circle)	160	TONS	\$ 190.00	\$30,400.00
A3	Asphalt Resurfacing 1.125 " Thick 9.5 MM Superpave (Palmer Street)	135	TONS	\$ 190.00	\$25,650.00
A4	Asphalt Resurfacing 1.125 " Thick 9.5 MM Superpave (Oak Street)	30	TONS	\$ 190.00	\$5,700.00
Total Addition					\$159,434.00
Deduction					
Item No.	Description	Qty	Unit	Unit Price	Total Price
3	8" Cured in Place Piping	948	LF	\$ 35.95	\$34,080.60
22	Class "A" Pavement Replacement	57.02	SY	\$ 75.00	\$4,276.50
Total Deduction					\$38,357.10
Total Net Increase (Total Addition-Total Deduction)					\$121,076.90
Original Contract Price					\$ 552,573.99
Change Order #1- Net Construction Price (Original Contract Price + Total Net)					\$ 673,650.89

Date of Issuance: 09/02/2021

Effective Date:

Owner:

Owner's Contract No.:

Contractor: Green's Backhoe, Inc

Contractor's Project No.:

Engineer: Still Waters Engineering

Engineer's Project No.: C0113.008

Project: Sanitary Sewer System Improvements- FY 2020 CDBG Contract Name:

The Contract is modified as follows upon execution of this Change Order:

Description: Change 948 linear feet of proposed 8" Cured In Place Piping to Pipebursting of Existing Sewer 8" to 8" and asphalt paving for Marietta Street, a portion of West Circle, Palmer Street and Oak Street.

Attachments: Paving Improvements Sheet #1 for CDBG Amendment

CHANGE IN CONTRACT PRICE	CHANGE IN CONTRACT TIMES [note changes in Milestones if applicable]
Original Contract Price:	Original Contract Times:
\$ 552,573.99	Substantial Completion: <u>November 25, 2021</u>
	Ready for Final Payment: <u>December 25, 2021</u>
	days or dates
[Increase] [Decrease] from previously approved Change Orders No. <u>0</u> to No. <u>0</u> :	[Increase] [Decrease] from previously approved Change Orders No. <u> </u> to No. <u> </u> :
\$ 0	Substantial Completion: <u> </u>
	Ready for Final Payment: <u> </u>
	Days
Contract Price prior to this Change Order:	Contract Times prior to this Change Order:
\$ 552,573.99	Substantial Completion: <u>November 25, 2021</u>
	Ready for Final Payment: <u>December 25, 2021</u>
	days or dates
[Increase] [Decrease] of this Change Order:	[Increase] [Decrease] of this Change Order:
\$ 121,076.90	Substantial Completion: <u> </u>
	Ready for Final Payment: <u> </u>
	days or dates
Contract Price incorporating this Change Order:	Contract Times with all approved Change Orders:
\$ 673,650.89	Substantial Completion: <u>November 25, 2021</u>
	Ready for Final Payment: <u>December 25, 2021</u>
	days or dates
By: <u>[Signature]</u> Engineer (if required) Title: <u>Project Engineer</u> Date: <u>9/3/21</u>	By: <u>[Signature]</u> Owner (Authorized) Title: <u>City Mgr</u> Date: <u>9/15/21</u>
	By: <u>[Signature]</u> Contractor (Authorized) Title: <u>Secretary / Treasurer</u> Date: <u>9/3/21</u>

Approved by Funding Agency (if applicable)

By: _____ Date: _____
Title: _____

**CITY OF CAMILLA
COMMUNITY DEVELOPMENT BLOCK GRANT
PUBLIC HEARING - AMENDMENT
GRANT No 19P-X-101-2-6116**

The City of Camilla will hold a PUBLIC HEARING on *August 17th* at *12:00 pm* at the Camilla City Hall, 30 East Broad Street, Camilla, GA 31730, It will be held in the 4th floor conference room and will also be accessible by phone for any citizens wishing to attend. Please call toll free 1-866-527-1159 Attendee Code 41358 on August 17, 2021 @ 12:00 p.m. for the purpose of discussing the approved activities and proposed amended activities of the Camilla Community Development Block Grant. On October 16, 2020, Camilla was awarded CDBG funds of \$750,000 to perform: sewer improvements in the following locations: Marietta Street, N. Scott Street, Palmer Street, N. Butler Street, W. Circle, and W. Oakland Avenue in Camilla GA.

The proposed amendment will include street paving/overlaying on the following Streets: Marietta Street, N. Palmer Street, Oak Street and a portion of West Circle in Camilla GA.

Items to be discussed at the hearing include:

- 1) The amount of funds received and a description of the activities.
- 2) Amendments to the Community Development Block Grant sewer improvements project.
- 3) The amount of funds available for each activity and the amount of funds that will benefit low and moderate income persons.
- 4) The plan, if applicable, to minimize or prevent displacement of persons and the plan to assist persons who may be displaced.
- 5) Fair Housing laws and Camilla's plan to further fair housing.

The Public is invited to attend this Hearing to be informed of the amended project activities.

The City of Camilla is committed to providing all persons with equal access to its services, programs, activities, education and employment regardless of race, color, national origin, religion, sex, familial status, disability or age. For a reasonable accommodation, alternative format or language, please contact Cheryl Ford, City Clerk at: (229) 330-2325 or email: cford@cityofcamilla.com.

Persons with hearing disabilities can contact the Georgia Relay Service at (TDD) 1-800-255-0056 or 1-800-255-0135 (Voice).



MITCHELL COUNTY
GEORGIA

**RENTAL AGREEMENT BETWEEN THE CITY OF CAMILLA
AND PINECLIFF PEANUT AND GRAIN, INC.**

THIS RENTAL AGREEMENT is entered into this 13th day of September, 2021, between the City of Camilla, Mitchell County, Georgia, (hereafter referred to as "Lessor"), and Pinecliff Peanut and Grain, Inc., of Mitchell County, Georgia, (hereafter referred to as "Lessee").

IN CONSIDERATION of the promises herein stated, Lessor leases to Lessee two (2) grain bins located on the City of Camilla spray field on Penelope Lane in Mitchell County, Georgia.

This lease is to be for a period of twelve (12) months. The rental shall be \$3,000.00 and is due and payable upon the signing of this lease.

Lessee agrees to provide the fans on the two grain bins after the Lessee takes possession. Lessee will remove same fans when lease ends and will be responsible for all other repairs.

Lessor will have the grain bins insured, and Lessee will have the corn in the bins insured. Lessee will add these two (2) grain bins to his liability insurance policy.

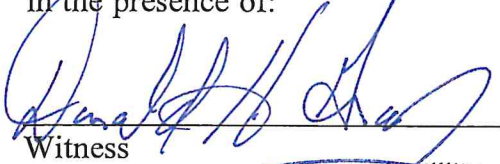
Lessee hereby agrees to indemnify and save harmless Lessor from all claims or demands that may be made upon Lessor as a result of any action or inaction, whether intentional or negligent on the part of Lessee, his agents, employees, or invitees.


Lessee agrees to leave the grain bins in the same condition at the end of the lease, as they are at the beginning of the lease, normal wear and tear excepted.

This is the entire agreement between the parties hereto and no amendments, representations, agreements, inducements or promises between the parties shall be of any force or effect unless agreed to in writing.

IN WITNESS WHEREOF, the parties hereunto set their hands and affix their seals on the day and year first above written.

Signed, sealed and delivered
in the presence of:


Witness


Notary Public



CITY OF CAMILLA

By: 
Kelvin Owens, Mayor



Signed, sealed and delivered
in the presence of:

Witness

Notary Public

PINECLIFF PEANUT & GRAIN,
INC.

By: _____
Hamill McNair, President

CEMETERY SPACES SOLD - REPORT - OAKVIEW CEMETERY

5/22/2021 -9/7/2021

<i>OWNER</i>	<i>BURIAL</i>	<i>SECTION</i>	<i>SIZE</i>	<i>COST</i>
Margaret McIntyre Thomas	Purchase in Advance	Red Oak	5' x 10'	\$175.00
Kervin Mayo	Lillian Huntley	Laurel Oak	5' x 10'	\$175.00
Gala Ralls	Terrence Ralls	Georgia Oak	5' x 10'	\$175.00
Horice Jackson & Family	Purchase in Advance	Water Oak	10' x 20'	\$700.00
Ann Bryant	Willam Bryant	Laurel Oak	5' x 10'	\$175.00
Horice Jackson & Family	Purchase in Advance	Water Oak	5' x 10'	\$175.00
Diann Johnson	M.J. Johnson	Live Oak	5' x 10'	\$175.00
Angela Knight	Lataurus Swan	Water Oak	10' x 15'	\$525.00
Ann Bryant	Purchase in Advance	Laurel Oak	10' x 25'	\$875.00
April Mango	Joe Lewis Mango Sr.	Live Oak	10' x 10'	\$350.00
Cassandra Wright	Chelsea Wright	Live Oak	5' x 10'	\$175.00
Gwinnett King	Ri'chard Haywood Sr.	Georgia Oak	5' x 10'	\$175.00
Ronnie Leggins	Willie Dean Anderson	Post Oak	5' x 10'	\$175.00
Kizmet Burley	Oberia Mills	Laurel Oak	5' x 10'	\$175.00
Leonard Sessions	Louise Sessions	Red Oak	5' x 10'	\$175.00
Rufus Davis	Priscilla Wright Davis	Live Oak	5' x 10'	\$175.00
Sherilynn Jones	Hazel J. Carter	Georgia Oak	10' x 10'	\$350.00
TOTAL SPACES SOLD (28)				\$4,900.00


CITY OF CAMILLA, GEORGIA

Proclamation

- WHEREAS,** Mr. Oberia Mills was born on June 30, 1940, the seventh child of the late Willie Mae and Willie Mills of Camilla, Georgia; and
- WHEREAS,** Mr. Mills served his community and the citizens of Camilla on the City Council for 18 years from February 13, 1989 until January 14, 2008; and
- WHEREAS,** During his tenure on the City Council, he was nominated and awarded the 1994 Community Leadership Award in recognition of his outstanding service to the citizens of Camilla and efforts to extend municipal services to all areas of the City and new industry; his advocacy for strict compliance with Georgia Open Meetings Law; and leading the way for peaceful racial relations in Camilla and Mitchell County; and
- WHEREAS,** During his service on the City Council, Mr. Mills was awarded the highest level of certification for public official training by the Harold F. Holtz Training Institute in 2000; and
- WHEREAS,** Mr. Mills continued serving his community as a member of the City of Camilla Animal Control Appeals Board and in numerous capacities for Beulah Baptist Church; and
- WHEREAS,** In 1994 Mr. Mills became a charter member of the Mitchell County Boys and Girls Club and continued his service on the Board until his passing; and
- WHEREAS,** Mr. Oberia Mills transitioned from this earthly life on August 22, 2021.

NOW, THEREFORE, BE IT KNOWN that the Mayor and City Council of the City of Camilla express their sincere condolences to his family and friends and pay their respects to a fellow Council Member and citizen.

This 28th day of August, 2021.



Kelvin M. Owens, Mayor
City of Camilla

