

**DAWSON COUNTY BOARD OF COMMISSIONERS
WORK SESSION AGENDA - THURSDAY, FEBRUARY 9, 2017
DAWSON COUNTY GOVERNMENT CENTER ASSEMBLY ROOM
4:00 PM**

NEW BUSINESS

1. Presentation of 2017 Emergency Services Boot Drive Dates - Emergency Services Director Lanier Swafford
2. Presentation of 2017 Georgia Trauma Commission EMS Trauma Equipment Grant Application - Emergency Services Director Lanier Swafford
3. Presentation of 2017 SPLOST VI Update - Public Works Director David McKee
4. Discussion of County Attorney Compensation - Chairman Billy Thurmond
5. Presentation of Board Appointments:
 - a. **Development Authority of Dawson County**
 - i. Mike Ball- (Term: February 2017 through December 2020)
 - ii. Brian Trapnell- replacing Dan Tennant (Term: February 2017 through December 2020)
 - iii. Steven Melching- replacing Tom Alexander (Term: February 2017 through December 2020)
 - iv. C. Anthony Passarello- replacing Peter Hill (Term: February 2017 through December 2020)
 - v. Calvin Byrd- replacing Charlie Tarver (Term: February 2017 through December 2020)
6. Paladin Wireless Presentation - Steve Fortmann
7. Presentation of 2016 Dawson County Salary Study - Chip King, Regional Director for the Archer Company
8. County Manager Report
9. County Attorney Report

EXECUTIVE SESSION

Backup material for agenda item:

1. Presentation of 2017 Emergency Services Boot Drive Dates - Emergency Services
Director Lanier Swafford



DAWSON COUNTY BOARD OF COMMISSIONERS AGENDA REQUEST

All items requiring action by the Commissioners must be presented first at a work session. The following information should be provided for each item.

No item will be considered for a work session until the Department has received authorization on the item by the County Manager.

Form must be submitted to the County Clerk 10 days prior to the meeting date.

Department: Emergency Services

Presenter: Lanier Swafford

Submitted By: Lanier Swafford

Date Submitted: January 30, 2017

Item of Business/Agenda Title: 2017 Charity Boot Drive Dates

Attach an Executive Summary fully describing all elements of the item of business. X (Attached)

THE ITEM IS FOR:

Work Session presentation only
(no action needed)

OR X **Commission Action Needed.**

Is there a deadline on this item? If so, Explain: No

Purpose of Request: To request for BOC approval to partner with the Georgia Firefighter's Burn Foundation, the Muscular Dystrophy Foundation, and KARE for Kids to conduct "Boot Drive" fund raisers for each organization.

Department Recommendation: Yes

If the action involves a Resolution, Ordinance, Contract, Agreement, etc. has it been reviewed by the County Attorney?

Yes Explanation/ Additional Information: _____

No

If funding is involved, are funds approved within the current budget? **If Yes, Finance Authorization is Required Below.**

Yes Explanation/ Additional Information: With approval, Boot Drives will held at various locations around the county on the following dates:

X No

May 25, 26, & 27 from 9-11 am and 4-6 pm each day for the Georgia Firefighters Burn Foundation

August 31, September 1 & 2 from 9-11 am and 4-6 pm each day for the Muscular Dystrophy Foundation

November 24 and 25 from 9-11 am and 4-6 pm each day for KARE for Kids

Early approval is needed to schedule with other groups who also fund raise at various locations to assure a duplication of activities. Safety procedures are followed by all personnel and signage is provided at each location, each time, to inform the public what they are donating for.

Amount Requested: 0

Fund Name and Account Number:

Dept. Head Authorization: Lanier Swafford _____ Date: 01/30/2017 _____

Finance Dept. Authorization: *Vickie Neikirk* _____ Date: 2/2/2017 _____

County Manager Authorization: David Headley _____ Date: 2/02/2017 _____

Comments: _____

Attachments: _____



DAWSON COUNTY BOARD OF COMMISSIONERS
EXECUTIVE SUMMARY

SUBJECT: 2017 Boot Drive Dates for Charity

DATE: 30 Jan. 2017

RECOMMENDATION
 POLICY DISCUSSION
 STATUS REPORT
 OTHER

BUDGET INFORMATION:
ANNUAL-
CAPITAL-

COMMISSION ACTION REQUESTED ON: Work Session – 09 Feb., 2017 Voting Session 16 Feb., 2017

PURPOSE: Seeking Board approval for Dawson County Emergency Services to again partner with the Georgia Firefighter’s Burn Foundation, the Muscular Dystrophy Foundation, and KARE for Kids to conduct “Boot Drive” fund raisers for each organization.

HISTORY: The department has been given permission for many years to conduct Boot Drives to support these charities. Over the years, the department, through the generosity of the public we serve, has been able to donate thousands of dollars to each of the three charitable groups.

FACTS AND ISSUES: With approval, Boot Drives will held at various locations around the county on the following dates:

May 25, 26, & 27 from 9-11 am and 4-6 pm each day for the Georgia Firefighters Burn Foundation

August 31, September 1 & 2 from 9-11 am and 4-6 pm each day for the Muscular Dystrophy Foundation

November 24 and 25 from 9-11 am and 4-6 pm each day for KARE for Kids

Early approval is needed to schedule with other groups who also fund raise at various locations to assure a duplication of activities. Safety procedures are followed by all personnel and signage is provided at each location, each time, to inform the public what they are donating for.

OPTIONS: Approve or deny the request

RECOMMENDED SAMPLE MOTION: Motion to approve Dawson County Emergency Services request to conduct “Boot Drive” fund raisers for the three charitable groups listed above on the dates requested.

DEPARTMENT:

Prepared by: Lanier Swafford

Director Lanier Swafford

Backup material for agenda item:

2. Presentation of 2017 Georgia Trauma Commission EMS Trauma Equipment Grant Application - Emergency Services Director Lanier Swafford



DAWSON COUNTY BOARD OF COMMISSIONERS AGENDA REQUEST

All items requiring action by the Commissioners must be presented first at a work session. The following information should be provided for each item.

No item will be considered for a work session until the Department has received authorization on the item by the County Manager.

Form must be submitted to the County Clerk 10 days prior to the meeting date.

Department: Emergency Services

Presenter: Lanier Swafford

Submitted By: Lanier Swafford

Date Submitted: January 30, 2017

Item of Business/Agenda Title: Georgia Trauma Commission EMS Grant

Attach an Executive Summary fully describing all elements of the item of business. (Attached)

THE ITEM IS FOR:

Work Session presentation only
(no action needed)

OR **Commission Action Needed.**

Is there a deadline on this item? If so, Explain: February 17, 2017 is the deadline for submission to the Trauma Commission

Purpose of Request: To request for BOC approval to apply for the 2017 Georgia Trauma Commission Grant Program. The grant program was established to assist local 911 zoned provider ambulance services to improve the level of trauma care they provide.

Department Recommendation: Yes

If the action involves a Resolution, Ordinance, Contract, Agreement, etc. has it been reviewed by the County Attorney?

Yes Explanation/ Additional Information: _____

No

If funding is involved, are funds approved within the current budget? **If Yes, Finance Authorization is Required Below.**

Yes Explanation/ Additional Information: The grant is 100% with no local match. The equipment must be purchased by Dawson County and reimbursement submitted. Funds for the purchases are included in the approved FY 17 budget.
 No Dawson County's estimated grant for 2017 is \$4,412.87. This is determined by the number of ambulances the department licenses with the state which equates to \$882.57 each.

Amount Requested: \$4412.87

Fund Name and Account Number: 3630-5100600 & 3630-531100 until coded to a grant account by finance

Administration Staff Authorization

Dept. Head Authorization: Lanier Swafford Date: 01/30/2017

Finance Dept. Authorization: Vickie Neikirk Date: 2/2/2017

County Manager Authorization: David Headley Date: 2/02/2017

Comments: _____

Attachments: _____



DAWSON COUNTY BOARD OF COMMISSIONERS
EXECUTIVE SUMMARY

SUBJECT: 2017 Georgia Trauma Commission Grant for EMS Trauma Related Equipment

DATE: 30 Jan. 2017

- RECOMMENDATION**
- POLICY DISCUSSION**
- STATUS REPORT**
- OTHER**

BUDGET INFORMATION:

ANNUAL- \$4412.87
CAPITAL-

COMMISSION ACTION REQUESTED ON: Work Session – 09 Feb., 2017 Voting Session 16 Feb., 2017

PURPOSE: Seeking Board approval to apply for the 2017 Georgia Trauma Commission EMS Trauma Related Equipment Grant Program. The grant program was established to assist 911 ambulance services, who are the designated zone provider obtain additional trauma related equipment to better care for these patients.

HISTORY: The department has been given permission to apply and has received this for the past several years in various amounts based upon the grant amounts from GTC.

FACTS AND ISSUES: The grant is based upon the number of licensed ambulances the service or departments operate. Dawson County has 5 licensed units. The portion allocated to Dawson for 17 is approximately \$4412.87 or 882.50 per unit. This is a 100% grant with no local match. Should the estimated grant amount change, the budget line for the items is substantial enough to cover any shortfalls thus reducing any risk of applying.

OPTIONS: Apply and receive approximately \$4412.87 with no local match or not apply and receive nothing.

RECOMMENDED SAMPLE MOTION: Motion to approve Dawson County Emergency Services request to apply for the 2017 Georgia Trauma Commission EMS Trauma Related Equipment Grant for the estimated amount of \$4421.87.

DEPARTMENT:

Prepared by: Lanier Swafford

Director Lanier Swafford



Georgia Trauma Commission

Right Patient. Right Hospital. Right Time. Right Move.

410 Chickamauga Avenue
Suite 332
Rossville, Georgia 30741
Phone: 706-841-2800

Date: 16 December 2016

“Notice of Grant Opportunity from Georgia Trauma Care Network Commission for EMS Trauma Related Equipment”

To: All EMS Directors of 911-Zoned EMS Agencies

The Georgia Trauma Care Network Commission “GTCNC” through the EMS Subcommittee has approved a grant opportunity for your EMS agency “GRANTEE” for funds to be used for purchase(s) of Trauma Related Equipment to equip ambulances. The total amount of funds to be awarded is \$977,010 statewide. These funds will be distributed on a reimbursement basis only.

Please find the grant application attached to this document as Attachment A. As described in the application, also Attachment B gives a list of affirmations that each GRANTEE must submit on a notarized affidavit. **All complete applications must be mailed to 410 Chickamauga Ave, Suite 332 Rossville, Georgia 30741 no later than 17 February 2017. NO LATE APPLICATIONS WILL BE ACCEPTED.**

This grant can be used by the GRANTEE to purchase equipment that is on the required list for ambulance licensure by the State Office of EMS within the Joint Policy Statement or the Commission approved list both in Attachment C. If you foresee a need for equipment which is not already approved, please submit your request for approval to purchase the desired equipment on letterhead to gtcbusinessops@gtcnc.org, which contains the following answers to the below:

1. Provide a list of equipment desired for approval.
2. Provide an amount of funds, which have been expended on desired equipment.
3. Does the equipment desired have an expiration date? If so, when the equipment expires what will your agency do to replace and dispose of expired equipment?
4. Explain what desired equipment will fulfill within your EMS agency that will better the overall care of trauma patients.

All requests for desired equipment above the approved list will be submitted to the Georgia Trauma Care Network Commission’s EMS Subcommittee for approval.

These requests may take longer to process than purchasing items from the approved list.

Attachment D provided gives a list of EMS agencies estimated award amounts by Region. This list has been reviewed and confirmed by the State Office of EMS. If you see a discrepancy in the amount of 911-zoned ambulances for your EMS agency, please let us know.

I look forward to serving the EMS community with this grant opportunity. If you have any questions, please feel free to contact the GTCNC office at 706-841-2800.

Sincerely,



Dena Abston
Executive Director
Georgia Trauma Care Network Commission
Phone: 706-841-2800
Cell: 706-996-6082
dena@gtcnc.org

ATTACHMENT D

		GTC EMS Trauma Related Equipment Grant		Total Program Budget	\$977,010
		Zoned Provider		Total Amount of Ambulances	1107
				Total Amount of Budget per Ambulance	\$882.57
County	Region	Service Name	# of Ambulances	Total Grant Estimated Amount by Service	
Bartow	1	Bartow County EMS	11	\$9,708.32	
Chattooga	1	Chattooga County EMS	0	\$0.00	
Cherokee	1	Cherokee County Emergency Services	16	\$14,121.19	
Dade	1	Puckett EMS	5	\$4,412.87	
Fannin	1	Fannin County Fire & EMS	6	\$5,295.45	
Gilmer	1	Gilmer County Fire & EMS	7	\$6,178.02	
Gordon	1	Gordon EMS	5	\$4,412.87	
14	1	Ambucare, Inc	6	\$5,295.45	
14	1	Murray EMS	7	\$6,178.02	
Paulding	1	MetroAtlanta Ambulance Service	10	\$8,825.75	
Pickens	1	Pickens County EMS	8	\$7,060.60	
Polk	1	Polk County EMS	0	\$0.00	
Walker	1	Walker County Emergency Services	10	\$8,825.75	
Whitfield	1	Whitfield Emergency Medical Services	7	\$6,178.02	
Floyd	1	Floyd Emergency Medical Services	16	\$14,121.19	
Floyd	1	Redmond Regional EMS	0	\$0.00	
Catoosa	1	Catoosa Emergency Medical Services	0	\$0.00	
Catoosa	1	Angel EMS, Inc.	11	\$9,708.32	
Banks	2	Banks County Fire & EMS	5	\$4,412.87	
Dawson	2	Dawson County Emergency Services	5	\$4,412.87	
Forsyth	2	Forsyth County EMS	9	\$7,943.17	
Franklin	2	Franklin County EMS	7	\$6,178.02	
Habersham	2	Habersham County EMS	5	\$4,412.87	

Backup material for agenda item:

3. Presentation of 2017 SPLOST VI Update - Public Works Director David McKee

SPLOST VI PROJECTS UPDATE

David McKee
January
2017

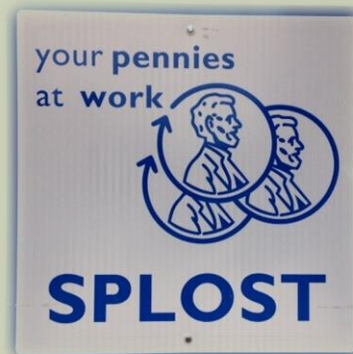


your pennies
at work

SPLOST
special purpose local option sales tax

PROJECTIONS

- \$46,000,000.00 over 6 Years
 - Collections started July 2015
- 85% County 15% City Projects
- Pre-Funding Projects is not authorized
 - Projects are proposed to be funded based on priority/need
 - Staff will develop an annual list of approved projects to be funded by SPLOST, and update the BOC on previous phased projects



APPROVED COUNTY PROJECTS

■ County Projects (Total Estimates)

■ County Road Projects	\$21,200,000
■ Public Works Facility	\$ 2,500,000
■ Recycling Facility	\$ 100,000
■ Fire Station/Community Center	\$ 1,750,000
■ Public Work Equipment	\$ 2,200,000
■ Recreational Facilities	\$ 4,067,000
■ Sheriff Vehicles and Equipment	\$ 3,883,000
■ Public Safety Vehicles and Equip.	
■ Ambulances	\$ 750,000
■ Fire Trucks and Equip.	\$ 1,750,000
■ Information Technology Equip.	\$ 350,000

APPROVED CITY PROJECTS

■ City Projects (Total Estimates)

■ City Roads, Streets, Bridges, Sidewalks	\$ 1,250,000
■ City Hall Acquisition	\$ 2,000,000
■ City Sewer and Water Projects	\$ 2,750,000
■ City Park and Rec Facilities	\$ 2,250,000
■ City Farmers Market Facility	\$ 1,000,000

IMPLEMENTATION PROGRAM

- Percentage of County Projects of Projected Funds Listed in the Approved IGA
 - Roads 67%
 - Park and Rec 10%
 - Public Safety 11%
 - Sheriff 11%
 - IT 1%

Approximately \$9,100,000 has been collected and allocated to County projects to date.

- Priority Determination
- Reserve built in

SPLOST VI PHASE 1 PROJECTS COMPLETED

■ Roads:

- Dawson Forest Road (Culvert Repair, Paving prep, Paving) Contracted
 - \$2,310,303
- Equipment (Skid Steer, Vehicle upfitting, Two equipment Trailers)
 - \$104,920

■ Parks and Rec

- Field Rehabilitation
 - \$121,190
- Rock Creek Park Soccer Lights
 - \$360,700

■ Public Safety(Fire/EMS)

- Fire Truck Debt payoff/ Truck Purchase
 - \$943,019
- Ambulance Purchase (3)
 - \$707,593

■ Sheriff

- Vehicles (12)
 - \$487,696

SPLOST VI PHASE 1 PROJECTS COMPLETED

SPLOST VI				
Actual Expenditures YTD				
Department	Allocation %	Total Collections YTD	Actual Exp.	
Sheriff		11	\$1,003,095.68	-\$487,696.86
Fire/EMS		11	\$1,003,095.68	-\$1,430,355.54
Park and Rec		10	\$911,905.16	-\$121,190.00
Public Works		67	\$6,109,764.58	-\$2,385,191.95
IT		1	\$91,190.52	\$0.00
Misc. Expenses				-\$630.00
			\$9,119,051.62	-\$4,425,064.35

SPLOST VI PHASE 2 PROPOSED PROJECTS

■ Roads:

- Road Rehabilitation Package (Kelly Bridge Road-6 Miles, Tanner Road-2 miles, Steve Tate Hwy-4.7 miles)
 - \$5,700,000
- Equipment- (2 John Deer Tractors, Mini Excavator, Low boy)
 - \$500,000
- Public Works Facility (Design Build)
 - \$1,500,000

■ Parks and Rec

- Pool House Demo and Reconstruction
 - \$350,000

■ Public Safety(Fire/EMS)

- Ambulance Purchase
 - \$215,740

■ Sheriff

- Vehicles SUV (12)
 - \$564,000

SPLOST VI PHASE 2 PROPOSED PROJECTS

SPLOST VI		
Phase 2 Projects		
Department	Cost Estimate	Encumbered
Sheriff Vehicles (12) SUV's	\$ 564,000.00	
Misc. Equipment and Vehicle Upfitting		
Fire and EMS Ambulance Purchase	\$ 215,740.00	\$ 215,740.00
Fire and EMS Equipment		
Park/Rec Pool House Demo/Reconstruction	\$ 350,000.00	
PW Building and Infrastructure Design Build		
	Design \$ 1,500,000.00	
PW Equipment	\$ 500,000.00	
PW Roads		
	Tanner Road \$ 500,000.00	
	Kelly Bridge Rd \$ 3,200,000.00	
	Steve Tate \$ 2,000,000.00	
Misc Expenses (ads, audit, etc.)		
IT Equipment		
	\$ 215,740.00	

DISCUSSION



Backup material for agenda item:

4. Discussion of County Attorney Compensation - Chairman Billy Thurmond



DAWSON COUNTY BOARD OF COMMISSIONERS AGENDA FORM

Department: Board of Commissioners

Work Session: 2/9/17

Prepared By: Danielle Yarbrough

Voting Session: 2/16/17

Presenter: Chairman Billy Thurmond

Public Hearing: Yes No

Agenda Item Title: Discussion of County Attorney Compensation

Background Information:

Current Information:

Discussion of newly appointed County Attorney compensation.

Budget Information: Applicable: Not Applicable: Budgeted: Yes No

Fund	Dept.	Acct No.	Budget	Balance	Requested	Remaining

Recommendation/Motion: Motion to compensate County Attorney Lynn Frey an annual salary of \$85,000 with an increase of \$5,000 after a 6 month probationary period.

Department Head Authorization: Billy Thurmond

Date: 2/3/17

Finance Dept. Authorization: Vickie Neikirk

Date: 2/6/2017

County Manager Authorization: David Headley

Date: 2/06/2017

County Attorney Authorization:

Date:

Comments/Attachments:

Backup material for agenda item:

5. Presentation of Board Appointments:

a. **Development Authority of Dawson County**

- i. Mike Ball- (Term: February 2017 through December 2020)
- ii. Brian Trapnell- replacing Dan Tennant (Term: February 2017 through December 2020)
- iii. Steven Melching- replacing Tom Alexander (Term: February 2017 through December 2020)
- iv. C. Anthony Passarello- replacing Peter Hill (Term: February 2017 through December 2020)
- v. Calvin Byrd- replacing Charlie Tarver (Term: February 2017 through December 2020)

BRIAN TRAPNELL

103 HARBOUR RIDGE DR • DAWSONVILLE, GA 30534 •

January 4, 2017

To Whom It May Concern:

Please allow this letter to serve as confirmation of my interest in being considered for a position with the Development Authority of Dawson County.

I'm sure there are many qualified citizens of Dawson County who can serve on this important Board.

My family and I have enjoyed living in Dawson County since December 2010 – we're actively involved in our church, participate in county rec sports and overall have a commitment to experiencing the wonderful things in and around Dawson County. Our county is poised for great things in the coming years and I'd enjoy being a part of the team that helps make those things a reality.

Along with the attached professional resume, I'd like to highlight some experience that may be relevant to Board membership:

- 5+ years of professional regional and local economic development experience, including working with regional and local development authorities;
- Completed IEDC Certified Economic Developer course curriculum;
- Published in the peer-reviewed *International Economic Development Journal*; and
- Past and present front-line experience in start-up/ entrepreneurial environments.

I hope we have the opportunity to meet to discuss this Board role further and how I may be of assistance.

If you would like to talk with me regarding this, please feel free to call or e-mail at your convenience.

Sincerely,



Brian Trapnell

Enclosure

BRIAN TRAPNELL, SPHR, CHC

103 HARBOUR RIDGE DR • DAWSONVILLE, GA 30534 •

VALUE STATEMENT

Driven and committed, transparent and earnest. A human resource professional who believes that bringing out the best in employees delivers the best outcomes for the organization. Outcomes matter; processes guide outcomes; people deliver them.

PROFESSIONAL EXPERIENCE & ACCOMPLISHMENTS

Strategic business management

- Provided strategic support through the integration of HR business processes with operational needs, including planning, administration and mergers/acquisitions
- Supported the development and ongoing evaluation of the HR department strategic plan to ensure alignment with organizational needs; revised annual action plan as appropriate
- Participated in the development of the overall strategic approach for the organization in partnership with other executives and organizational leadership

Workforce planning & development

- Facilitated the implementation of HRIS systems with employee self-service functionality for common HR business transactions (payroll, benefits, employee reporting and information maintenance)
- Developed and implemented HR practices including employee orientation programs (including co-development of discipline-specific orientation), job descriptions, personnel file systems, HR procedural guidelines, sample and guidance documents for supervisors and other day-to-day, people-related business transactions – revised and updated according to business conditions
- Supported the integration of acquired employees with organizational culture through due diligence prior to transaction closings and aggressive communication post-close, including comprehensive communication cascade

Total rewards

- Developed and implemented compensation plans (wage scales, market analysis, custom reviews etc.) for home health and hospice agencies – reviewed and updated as needed
- Developed, restructured and implemented benefits offerings in partnership with organizational leadership, including Paid Time Off plans, group health/dental and supplemental insurance plans, 401(k), employee assistance program and other programs to enhance employer ability to attract/ retain talent
- Facilitated electronic pay approach to improve processing and distribution for managers and employees
- Implemented COBRA solutions with ongoing management routines/reports

Employee & labor relations

- Supported problem resolution between supervisors and employees through mediation, coaching or other appropriate means
- Developed, implemented and supported ongoing employee engagement programs, including employee satisfaction assessments, high-profile recognition initiatives, communication cascade and employee referral programs
- Introduced training initiatives including signature customer service programs, corporate compliance and functional-position training
- Represented the organization in front of third party agencies such as DOL, EEOC or others as needed

PROFESSIONAL EXPERIENCE & ACCOMPLISHMENTS (CONTINUED)

Risk management

- Various designated Corporate Compliance Officer, Privacy & Security Officer, Risk Management Coordinator and Safety Officer for current and previous organizations; developed and implemented programs to meet each of those responsibilities
- Introduced safety initiatives to embed safety as a cultural component, including development and implementation of return-to-work program for injured workers
- Developed and implemented HR compliance audits to reduce and mitigate potential exposure
- Introduced comprehensive employee training on key risk management topics to reduce likelihood of injury occurrence or recurrence; twice achieved/administered certified Drug Free Workplace in Georgia

WORK HISTORY

Epix Healthcare Associates, Vice President of Human Resources/ Corporate Compliance Officer – Epix provides services to community hospitals, ambulatory surgery centers and office-based physician groups, including anesthesia and hospitalist services as well as clinical staffing and revenue cycle management solutions.

Halcyon Healthcare, Vice President of Human Resources and Compliance (promoted from Director of Human Resources) – Halcyon Healthcare supports hospice operations doing business as Halcyon Hospice throughout Georgia, Mississippi and South Carolina.

Steward Health Services (member of Community Health Services of Georgia), Director of Human Resources – SHS provides support to home health and hospice agencies within Georgia.

Ethica Health & Retirement Communities (member Community Health Services of Georgia), Director of Associate Relations – Ethica is the largest provider of long-term care within Georgia with over 50 plus client centers with approximately 5,000 employees.

Macon Economic Development Commission, Manager of Existing Business & Industry – A public-private partnership serving as the lead for business development and retention, including community workforce development and planning for Macon, Georgia and the surrounding region.

Middle Georgia Regional Commission, Government Services Specialist – Supports 11 counties and 22 cities within Middle Georgia, including personnel management and payroll support.

EDUCATION & CERTIFICATIONS

Certified SHRM-SCP, Society for Human Resource Management (through May 2018)

Certified Senior Professional in Human Resources (SPHR), Human Resources Certification Institute (through May 2018)

Certified in Healthcare Compliance (CHC), Compliance Certification Board (through November 2016)

Certificate in End of Life Care, Clayton College and State University (2013)

Certified Mediator managing workplace conflict emphasis, Mediation Training Institute International (2008)

Leadership Macon (2007)

Georgia Academy for Economic Development (2005)

MBA, Georgia Southern University (2004)

BS (Political Science major/Speech Communication minor), Georgia Southern University (2002)

Brian Trappell – January 2017

DAWSON COUNTY BOARD OF COMMISSIONERS
APPLICATION FOR APPOINTMENT TO COUNTY
BOARDS AND AUTHORITIES



The Dawson County Board of Commissioners accepts applications for appointments. Interested parties should submit this form and supporting documentation to the County Clerk.

Board or Authority Applied for Development Authority, Parks-REC.

Name STEVEN A. MELCHING

Home Address 10780 Big Canoe

City, State, Zip BIG CANOE - JASPER, GA, 30143

Mailing Address (if different) _____

City, State, Zip _____

Telephone Number _____ Alternate Number _____

Fax Telephone Number N/A

E-Mail Address _____

Additional information you would like to provide:

Dawson Chamber of Commerce, Chair 2016
Dawson Chamber of Commerce, Vice Chair 2015

* See additional details attached -

Signature Steven A Melching Date 11.7.16

Please note: Submission of this application does not guarantee an appointment.

Return to: Dawson County Board of Commissioners
Attn: County Clerk
25 Justice Way, Suite 2313
Dawsonville, GA 30533
(706) 344-3501 FAX: (706) 344-3889

STEVEN A. MELCHING

10780 Big Canoe, Jasper, GA 30143 –

Experience

Atlanta Journal Constitution

Advertising Sales Management & Advertising Sales Account Executive

- Distinguished Salesperson of the Year, 2002 # Territory East Division

Advertising Sales Account Executive

Big Canoe Smoke Signals Newspaper

2010 - Present

Dawson County Chamber of Commerce

Chair

2016

Vice Chair

2015

Dawson County Chamber Board of Directors

2012 – 2017

Dawson County Chamber Leadership Program

2014 – 2015

Dawson County Chamber of Commerce

Ambassador of the Year

2011

Boy Scouts of America, Dawson County Chapter

Team Leader

2015 & 2016

- Top Fundraising Team

American Cancer Society, Relay for Life

Created Big Canoe RFL

2015 & 2016

- Fundraiser Teams with over \$7000 raised, 2 year total

Board of Directors, Johns Creek Business Association

2009 - 2010

C. Anthony Passarello
180 Sunset Drive, Dawsonville GA 30534

PROFESSIONAL EXPERIENCE

MEDICAL IMAGING SOLUTIONS, (2015 – Present)

Principle – Providing Enterprise imaging consultative solutions to hospitals and private physician practices in Radiology, Cardiology and Information Technology Departments. Services include baseline, cost analysis, justification, design, vendor selection and implementation of medical image and information content strategies.

AGFA HEALTHCARE CORPORATION, (1997-2014)

VICE PRESIDENT, HealthCare Solutions Sales, SE and Mid-Atlantic Zones US (1997-2014)
Responsible for creating customized solutions involving Agfa's suite of innovative medical technologies, healthcare information and imaging systems, management consulting, and support services, to help healthcare organization achieve tangible, sustainable, clinical and financial outcomes. Annual sales \$ +155M.

Achievements:

- Manage a team of 66-sales and sales engineers responsible for growing revenue in acute care customer markets through consultative selling, needs assessment and solution set design.
- Co-created a shared-risk technology acquisition model to leverage current operational expense to finance IT deployment.
- Implemented a co-branding channel strategy for Group Purchasing Organizations and distributors.
- Member of team to develop and to implement strategic integration plan after Sterling Diagnostic Imaging acquisition.
- Numerous Strategic Committee positions (US and Worldwide Agfa Corporate)

STAR TECHNOLOGIES, INC. (1995-1996)
Medical Imaging and Information Management Division

BUSINESS DIRECTOR

Responsible for Divisional performance including P&L, strategic marketing, engineering, product management, sales, and customer service through 13 direct reports. Products include medical imaging software applications, custom engineering, and digital dictation and transcription networks for hospitals and clinics.

Achievements:

- Established OEM and international product distribution and support channels
- Led go-to-market launch and sales activity
- Reduced annual cost \$300K through consolidation and outsourcing
- Designed complete selection of product literature, brochures, sales presentations and trade show booth

E. I. du PONT de NEMOURS & CO., INC. (1977 - 1994)
Medical Products, Diagnostic Imaging Division

DISTRICT SALES MANAGER, NYC/NJ Markets (1989 - 1994)

Accountable for annual District sales of \$37M and a staff 17 people with operating budget of \$3.4M. Customers include hospitals, imaging centers and physician offices, managed consumable dealer distribution network including inventory, credit, and collections, responsible for recruiting and development of direct and telemarketing sales force and managing administrative staff and office facilities.

PRODUCT MANAGER, Wilmington, DE (1987 - 1989)

Responsible for Radiology laser imaging and optical archiving products. Chairman of product design, market intelligence, manufacturing engineering, and market introduction committees. As Product Manager controlled a budget of \$23M and staff of 11 people.

SYSTEM TECHNICAL REPRESENTATIVE, SE REGION (1977 - 1987)

Responsible for direct account prospecting and sales of the full line of Du Pont imaging consumable products in three different sales territories. Responsible for sales of Radiology computer information system. Customers were hospital administration and chief information managers.

MOBAY CHEMICALS, A.G. BAYER, INC. (1974 - 1977)

Bushy River Plant, Charleston, SC

RESEARCH CHEMIST

One of five staff chemists responsible for instrumental testing and spectral analysis of non-dispersing textile fiber dyestuff for manufacturing plant.

EDUCATION:

BS - Chemistry 1974, Baptist College at Charleston, SC
Columbia University, Graduate School of Business, MBA Program
Trainer Miller Heiman Strategic Selling
Lead Field Manager on CRM implementation NA

MEMBERSHIPS/BOARDS:

Society for Informatics in Medicine (formerly SCAR)
Healthcare Information and Management Systems Society
Board of Directors, US Rowing Association Southeast
Board of Directors, Susan G. Komen "Row for the Cure"

PUBLICATIONS:

"Differences in Federated Workflow in an IT- centric Hospital" SE HIMSS July 2011
"Measurable ROI of Technology Investments in Imaging" Society of Radiology Show, October 2009
"Financial and Technical Decision tools when Facing Upgrade verses Replacement", Society for Magnetic Resonance Imaging Conference Miami March 2008
"Top Ten Ways to Boost Technology Adoption", Canadian Healthcare Manager, April 2004
"The Strategic Advantage of Standardization: Lessons Learned", Med Assets CFO Forum, February 2004.
"Operationalizing Technology Acquisition", Health Insight's Institute, October 2003

Calvin Byrd

Calvin Byrd
1661 Hwy 9 South
Dawsonville, GA 30534

Calvin Byrd is a resident of Dawsonville, GA. He is the Chief Financial Officer and oversees the day to day operations at Byrd's Mini Storage and UHAUL, which includes 9 locations in the southeast. He also manages several other storage properties in the Atlanta area. Calvin was the president of KARE for Kids from 2007-2014. He served a term on the Dawsonville City Council, as well as two separate 3-year terms on the Dawson County Chamber of Commerce. Calvin has served on the boards of a number of civic organizations, including the Dawson County READ Board, Georgia Mountain Regional Commission, Georgia Mountain Food Bank, and Dawson County Family Connection.

Certifications/Affiliations

-
- Georgia Self Storage Association(GASSA)- member since 2010
 - Alabama Self Storage Association(ALSSA)- member since 201
 - Dawson County Chamber of Commerce-active member since 2002
 - Lumpkin County Chamber of Commerce-active member since 2005
 - Hall County Chamber of Commerce-active member since 2010
 - Habersham County Chamber of Commerce- active member since 2010
 - White County Chamber of Commerce- active member since 2011
 - Pinson, Alabama Chamber of Commerce- active member since 2015
 - Pickens County Chamber of Commerce-member from 2011-2015
 - Ellijay Chamber of Commerce-member from 2011-2015
 - Georgia Academy of Economic Development, Class of 2011

Civic Involvement

KARE for Kids, www.kareforkids.org President (2006-2015)
R.E.A.D., www.readdawson.org Board Member (2010-2012)
Dawson County Family Connection, Board Member (2010-2012)
Georgia Mountain Regional Commission, Board Member (2010-2012)
Hall-Dawson CASA Program, Board Member (2012)
The Georgia Mountain Food Bank, Board Member (2014)
Dawson County Chamber of Commerce, Board Member, 2-terms

Work Experience

Byrd's Mini Storage, Chief Financial Officer (2003-present)
Dawsonville City Council, Council Member (2010-2012)
Dawsonville City Council, Mayor Pro Tem (2010)

Backup material for agenda item:

6. Paladin Wireless Presentation - Steve Fortmann

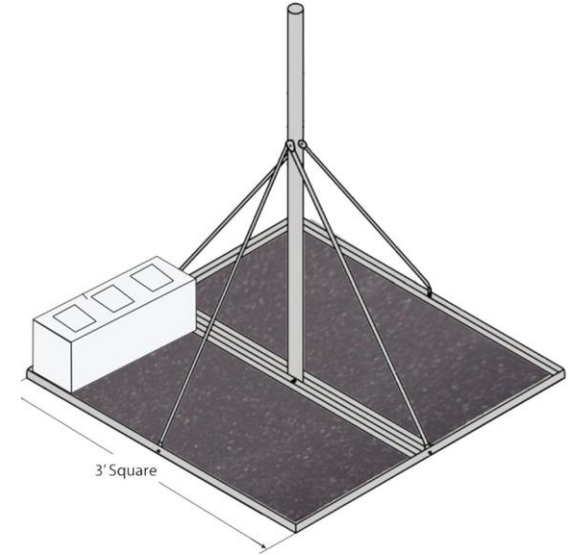
**CUT THE CABLE, AND GO
WIRELESS!**



www.paladinwireless.com

Courthouse Rooftop Installation

- Non-penetrating roof mounts do not require drilled holes
- 90 degree sector antenna create wide coverage area
- Install will be performed by skilled professionals
- 60 to 90 days until LIVE





Standard Service Plans



Residential Subscriber Plans - no data caps and no contracts

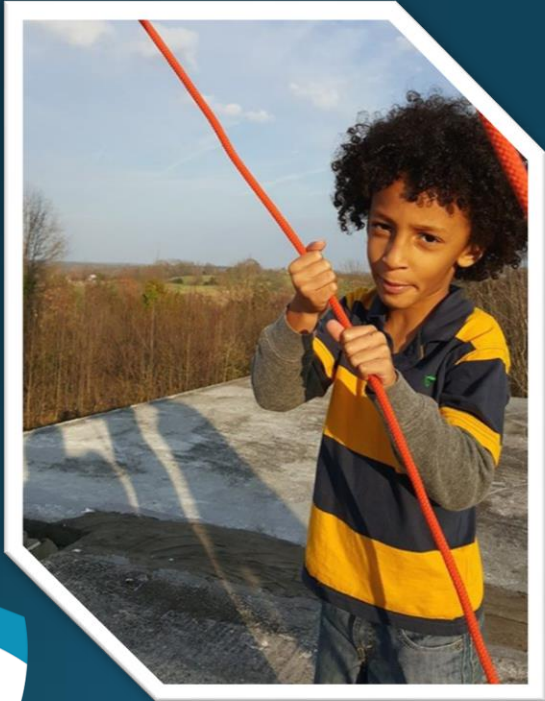
	Scout	Ranger	Tank	Assassin
Upload Speeds*	Up to 10Mbps	Up to 10Mbps	Up to 10Mbps	Up to 10Mbps
Download Speeds**	4Mbps down	10Mbps down	15Mbps down	20Mbps down
Price	\$39.99 per month	\$49.99 per month	\$79.99 per month	\$99.99 per month

BASIC INSTALLATION ONLY \$199!

Custom Plans Available

- Synchronous Circuits up to 500Mbps
- Voice and Data
- Backup Circuits
- Public IP address
- Fast installation





Your Hometown Internet Service



Paladin Wireless, LLC

Dawson County

Overview

In today's economy, fast and reliable internet service is no longer a luxury. Like electricity and telephone service a century ago, connectivity to the internet represents a critical foundation for economic growth, job creation and a better way of life. Across industries, the internet is redefining how we provide education and healthcare, manage energy, ensure public safety and how we store, access and share information.

Fast and reliable access to the internet is a necessity for the continued economic success of Dawson County. Recent studies indicate that approximately 90% of job seekers use online job search resources. Nearly all students today use the internet in school, and many are required to use the internet to complete homework assignments on a daily basis.

The challenge facing Dawson County is two-fold. First is the limited number of internet service providers. Lack of competition in any area often produces a product or service high in cost and low in delivery and satisfaction for the consumer. The second challenge is the goal of building an infrastructure that is sufficient to reach the entire community is too high in cost and too low on ROI for the current provider. This is the case for most rural areas which the government has termed "Last Mile Services" in their effort to provide solutions to provide service to unserved and underserved areas.

Paladin Wireless is a solution for cities and counties who are either underserved or are experiencing unreliable and high cost internet service providers.



Who We Are

In 2012, PureWeb, a managed IT services and Web Development company, moved from Atlanta to Royston, Georgia. Immediately, the business was affected by the lack of reliable and fast speed internet service. The owners began researching options and asking the community about their experience with the current internet providers and decided to do something about it.

Research showed that the rural area of Royston would best be served with technology involving wireless networks. After many months of research, education, and gaining support from both residence and city officials, Paladin Wireless was born and launched it's first customer in late 2015. Since that time, Paladin has increased its customer base by 65% each month.

Steve Fortmann: President

Angela Sullivan: Vice President

Jason Barnes: Director of Operations

Andrew Barnes: Network Engineer

Ben Garland: IT Manager

Ryan Garney: Systems Engineer

What is Wireless

Providers of fixed wireless broadband services typically provide equipment to customers and install a small antenna or dish somewhere on the building. This equipment is deployed as a service and maintained by the company providing that service. The antenna is pointed with line of sight, near line of sight, or no line of sight, to an access point installed on a tall structure such as a water tower, cell tower, or even a tall building. The fixed access point can be installed in a short amount of time and will provide access to a five-mile radius, at a relatively low cost. Compare this to the amount of time, money, and disruption caused by traditional installation of hard wiring areas for service and you will understand why wireless is the best solution for rural areas!



Dawson County Courthouse Proposal

Paladin Wireless is seeking a lease agreement to install antennas to the roof of the Dawson County Courthouse. (See Appendix C for coverage) This would be the first launch of the plan to expand coverage for 74 sq miles of Dawson County by seeking a similar lease agreement with Etowah Water Authority for use of their communication and water towers as access points. See Appendix D for a coverage map that shows the areas that will likely receive high speed internet connectivity provided agreements are made for access.

Installation of the LTE antennas would include non-penetrating roof mast (see appendix A for photo details and specs). A walk-thru of the courthouse roof and attic with James Tolbert, the Facility Manager, identified an area to store the necessary networking switch, along with a standard power outlet.

An example of a lease agreement used in Jackson County is attached. (See appendix B for details) Normally, standard leases include verbiage describing the installation of equipment, need for 24/7 egress, responsibilities of each entity involved, and either payment or services rendered in exchange for the space leased. Paladin Wireless is open to discuss the terms of the agreement.

Paladin Service Plans

Depending on bandwidth needs, Paladin offers the following plans for residential subscribers with no contract and no data cap! The following guidelines are suggested in determining the best plan for the home:

Scout: Faster than DSL and good for surfing the web

Ranger: Good for small households, surfing, and HD video streaming

Tank: Best for large households, 4K video streaming and online gaming

Subscriber Plans - no data caps and no contracts

	Scout	Ranger	Tank
Upload Speeds*	Up to 10 Mbps	Up to 10 Mbps	Up to 10 Mbps
Download Speeds*	4 Mbps down	10 Mbps down	15 Mbps down
Price	\$39.99 per month	\$49.99 per month	\$79.99 per month

In addition, for heavy bandwidth needs we offer Assassin Plan with 20 Mbps down for \$99.99 per month.

Paladin Advantages

1. Value: Neighborhoods are more attractive to perspective buyers when offered the conveniences of high speed internet. Competition in the field will likely result in better customer service and value among the internet service providers currently offered.
2. Reliability: Wireless data technologies have been proven through more than fifty years of wireless application in both commercial and military systems. While radio interference can cause degradation in throughput, such interference is rare in residential and workplace settings. Robust designs of proven wireless technology and the limited distance over which signals travel result in connections that are far more reliable than cellular phone connections and provide data integrity performance equal to or better than wired networking.
3. Convenience: Installation of wireless service is fast and relatively inexpensive when compared to the traditional hardwiring methods of delivering service. There is no digging or interruption of electric power.
4. Service: Paladin does not lock anyone into a contract for months on end. There are no data caps and we never throttle bandwidth.

**LET'S CUT THE CABLE!
GO WIRELESS TODAY!**

PALADIN WIRELESS - INSTALLATION GUIDE FOR DAWSON COUNTY COURTHOUSE



ANTENNA HEIGHT 26.5"
ANTENNA WIDTH 7"
ANTENNA WEIGHT 7LBS



REVERSE SIDE OF ANTENNA
RADIO CONNECTS TO MAST
WIRES RUN DOWN MAST

NON-PENETRATING ROOF MOUNT
USES 8 X CONCRETE BLOCKS TO ANCHOR TO ROOF
14 GAUGE
2-1/4" X 60" MAST
3' SQUARE BASE
LOADED BASE WEIGHS 242lbs



ELEVATION OF DAWSON COUNTY COURTHOUSE

90 DEGREE SECTOR ANTENNAS SHOWN MOUNTED USING NON-PENETRATING ROOF MOUNT TO FOUR CORNERS OF ROOF TO ALLOW FOR 360 DEGREES OF COVERAGE. ANTENNAS ARE SHOWN CIRCLED.

APPENDIX B

Lessee Site Name: Gordon Street

State: Georgia

County: Jackson

LEASE AGREEMENT

This LEASE AGREEMENT (hereinafter referred to as “Lease”) by and between Jackson County, a political subdivision of the State of Georgia, located at 67 Athens Street, Jefferson, Georgia 30549 (hereinafter referred to as “Lessor”) and Paladin Wireless (hereinafter referred to as “Lessee”).

Lessor hereby leases the Leased Premises to Lessee, as defined below, subject to the terms and conditions of this Lease as follows:

1. Premises.

Subject to the following terms and conditions, Lessor leases to Lessee certain space and area (“Leased Premises” or “Premises”) upon and adjacent to Lessor’s tower (“Lessor Tower”), which Lessor Tower is located on certain real property leased by Lessor located at Gordon Street in Jefferson, Georgia, and as shown on the Tax Map of the County of Jackson as a portion of Tax parcel No. J08 061A, and as more particularly described in **Exhibit 1** attached hereto and incorporated herein by reference. Lessee’s use and maintenance of the Property shall be limited only to the Leased Premises; provided, however, Lessee shall have a non-exclusive easement (the “Easement”) for pedestrian and vehicular ingress and egress 24 hours per day, 7 days per week and for the installation and maintenance of utility wires, poles, cables, conduits, and pipes over, under, or along a twenty (20) foot wide easement extending from the nearest public right-of-way, Gordon Street, to the Leased Premises, as more particularly described in **Exhibit 1** attached hereto and incorporated herein by reference. The Leased Premises and the location of the Communications Equipment (as defined below) on Lessor Tower are depicted on the site plan (the “Site Plan”) attached hereto as **Exhibit 2** and incorporated herein by reference.

2. Term.

The initial term (“Initial Term”) of this Lease shall be for a period of five (5) years and shall commence on the first day of the first month following the earlier to occur of (a) 180 days after full execution of this Lease, or (b) commencement of construction at the Leased Premises, whichever occurs first (“Commencement Date”). If the Commencement Date is based upon the commencement of construction at the Leased Premises, then Lessor and Lessee shall memorialize the Commencement Date of this Lease in writing.

This Lease shall be automatically extended for a total of three (3) additional five (5) year terms, each being a Renewal Term (“Renewal Term”), unless Lessee terminates it at the end of the then current five-year term by giving Lessor written notice of the intent to terminate at least six (6) months prior to the expiration of the Initial Term or of the then current Renewal Term, as the case may be; provided, however, such right of renewal is contingent upon Lessee not being in default of the Lease. The term shall include the Initial Term and all Renewal Terms hereunder.

3. Rent.

- a. Lessee shall provide to Lessor, in lieu of rent for the Leased Premises, 50 mb of dedicated bandwidth at no cost along with 10 static Ip addresses for the duration of this agreement.
- b. Lessor hereby agrees to provide the Lessee certain documentation (the "Rental Documentation") evidencing Lessor's interest in, and right to receive payments under, this Lease, including without limitation: (i) documentation, acceptable to Lessee in Lessee's reasonable discretion, evidencing Lessor's good and sufficient title to and/or interest in the Property and right to receive rental payments and other benefits hereunder; (ii) a complete and fully executed Internal Revenue Service Form W-9, or equivalent, in a form acceptable to Lessee, for any party to who rental payments are to be made pursuant to this Lease; and (iii) other documentation requested by Lessee in Lessee's reasonable discretion. From time to time during the Term of this Lease and within thirty (30) days of a written request from Lessee, Lessor agrees to provide updated Rental Documentation in a form reasonably acceptable to Lessee. The Rental Documentation shall be provided to Lessee in accordance with the provision of and at the address given in Paragraph 13. Delivery of Rental Documentation to Lessee shall be a prerequisite for the payment of any rent by Lessee and notwithstanding anything to the contrary herein, Lessee shall have no obligation to make any rental payments until Rental Documentation has been supplied to Lessee as provided herein.

Within fifteen (15) days of obtaining an interest in the Property or this Lease, any assignee(s), transferee(s) or other successor(s) in interest of Lessor shall provide to Lessee Rental Documentation in the manner set forth in the preceding paragraph. From time to time during the Term of this Lease and within thirty (30) days of a written request from Lessee, any assignee(s) or transferee(s) of Lessor agrees to provide updated Rental Documentation in a form reasonably acceptable to Lessee. Delivery of Rental Documentation to Lessee by any assignee(s), transferee(s) or other successors(s) in interest of Lessor shall be a prerequisite for the payment of any rent by Lessee to such party and notwithstanding anything to the contrary herein, Lessee shall have no obligation to make any rental payments to any assignee(s), transferee(s) or other successor(s) in interest of Lessor until Rental Documentation has been supplied to Lessee as provided herein.

- c. Lessor shall, at all times during the Term, provide electrical service and telephone service access within the Premises. If permitted by the local utility company servicing the Premises, Lessee shall furnish and install an electrical meter at the Premises for the measurement of electrical power used by Lessee's installation. In the alternative, if permitted by the local utility company servicing the Premises, Lessee shall furnish and install an electrical sub-meter at the premises for the measurement of electrical power used by Lessee's installation. In the event such sub-meter is installed, the Lessee shall pay the utility directly for its power consumption, if billed by the utility, and if not billed by the utility, then the Lessee shall pay the Lessor thirty (30) days after receipt of an invoice from Lessor indicating the usage amount based upon Lessor's reading of the sub-meter. All invoices for power consumption shall be sent by Lessor to Lessee at 104 Bowersville St. Royston, GA 30662. Lessee shall be permitted at any time during the Term, to install, maintain and/or provide access to and use of, as necessary (during any power interruption at the Premises), a temporary power source, and all related equipment and appurtenances within the Premises, or elsewhere on the Property in such locations as reasonably approved

by Lessor. Lessee shall have the right to install conduits connecting the temporary power source and related appurtenances to the Premises.

3A. Lessee agrees to start paying a \$100/month tower usage fee for each of the following conditions if the Lessor determines the condition has not been met: a) outages of service to the customer are longer than industry standards; b) the number of repeat complaints from customers are more than the industry standard; c) lessee is oversubscribing to the point it affects the speed of the internet service being provided and is consistently less than the speed the customer has contracted with lessee to provide.

4. Permitted Use.

The Leased Premises may be used by Lessee to install, maintain and operate a communications facility and related equipment on the Leased Premises (“Permitted Use”). Lessee’s antenna equipment (hereinafter referred to as “Communications Equipment” or “Communications Center”), is described in Exhibit 3. Lessee shall have the right to replace, repair, add or otherwise modify its utilities, equipment (including, without limitation, Communications Equipment), antennas and/or conduits or any portion thereof and the frequencies over which the equipment operates, whether the equipment, antennas, conduits or frequencies are specified or not on any exhibit attached hereto, during the Initial Term and any Renewal Term. However, if Lessee replaced equipment, the new equipment must be similar and comparable to the old equipment, and the new equipment must not increase the tower loading of the Tower.

All Communications Equipment shall be anchored and installed on Lessor’s Tower in accordance with good and accepted engineering practices. Lessee must notify Lessor of its intent to install the Communications Equipment prior to installation.

5. Access.

Lessor agrees that during the term of this Lease, Lessee shall have the right of reasonable ingress and egress on a 24 hour basis to the Leased Premises for the purpose of installing, maintaining, repairing and removing its Communications Equipment. Lessee acknowledges and agrees, however, that such access shall be permitted only to authorized engineers or employees of Lessee or persons under the direct supervision of Lessee for the limited purposes set forth herein.

6. Interference.

Lessee agrees to install equipment of the type and frequency which will not cause harmful interference which is measurable in accordance with then existing industry standards to any equipment of Lessor or other lessees of the Property which existed on the Property prior to the date this Lease is executed by the Parties. In the event any after-installed Lessee’s equipment causes such interference, and after Lessor has notified Lessee in writing of such interference, Lessee will take all commercially reasonable steps necessary to correct and eliminate the interference, including but not limited to, at Lessee’s option, powering down such equipment and later powering up such equipment for intermittent testing. In no event will Lessor be entitled to terminate this Lease or relocate the equipment as long as Lessee is making a good faith effort to remedy the interference issue. Lessor agrees that Lessor and/or any other tenants of the Property who currently have or in the future take possession of the Property will be

permitted to install only such equipment that is of the type and frequency which will not cause harmful interference which is measurable in accordance with then existing industry standards to the then existing equipment of Lessee. The Parties acknowledge that there will not be an adequate remedy at law for noncompliance with the provisions of this Paragraph and therefore, either Party shall have the right to equitable remedies, such as, without limitation, injunctive relief and specific performance.

7. **Improvements; Utilities; Removal.**

All work by Lessee shall be performed in compliance with all applicable laws and ordinance. Lessee is not authorized to contract for or on behalf of Lessor for work on, or the furnishing of materials to, the Leased Premises or any other part of the Property, and Lessee shall discharge of record by payment, bond or otherwise, within thirty (3) days subsequent to the date of its receipt of notice thereof from Lessor, any mechanic's laborer's or similar lien filed against the Leased Premises or the Property for work or materials claimed to have been furnished at the instance of Lessee. The Communications Equipment shall remain the exclusive property of Lessee, and Lessee shall have the right to remove all or any portion of the Communication Facilities at any time during the term of the Lease and following any termination of this Lease; provided Lessee is not in default of this Lease. Any property which is not removed by Lessee within ninety (90) days after the expiration or earlier termination of this Lease upon the expiration of said ninety (90) day period, shall at the option of Lessor (i) be removed and discarded or stored by Lessor at Lessee's expense, or (ii) become the property of Lessor, and Lessee shall thereafter have no rights, obligations or liabilities whatsoever with respect thereto.

8. **Termination.** Except as otherwise provided herein, this Lease may be terminated as follows:

- a. by Lessor, if Lessee fails to make any monetary payment due under this Lease within fifteen (15) days after Lessee's receipt of written notice of default from Lessor;
- b. by Lessor, if Lessee defaults (other than a default described in Section 8a. above) and fails to cure such default within thirty (30) days after written notice of such default is received; provided, however, that if such default is capable of being cured, but not within such 30-day period, this Lease may not be terminated so long as Lessee commence^s appropriate curative action within such 30-day period and thereafter diligently prosecutes such cure to completion as promptly as possible;
- c. by Lessee, if Lessor defaults and fails to cure such default within thirty (30) days after written notice of such default is received; provided, however, that if such default is capable of being cured, but not within such 30-day period, this Lease may not be terminated so long as Lessor commences appropriate curative action within such 30-day period and thereafter diligently prosecutes such cure to completion as promptly as possible;
- d. notwithstanding Section 8.c. above, Lessee may terminate this Lease if Lessor defaults and then fails, within five (5) days after receipt of written notice of such default, to cure such default if the default interferes with Lessee's ability to conduct its business on the Property; provided, however, that if the nature of Lessor's default is such that curative efforts will take longer than five (5) days after Lessor receives such notice, than it shall be a default under this Agreement if curative efforts are commenced by Lessor within five (5) day period and thereafter diligently pursued to completion.

- e. by Lessee upon prior notice if it is unable to obtain or obtained in a timely manner, maintain or otherwise forfeits or cancels any license, permit or governmental approval necessary for the construction or operation of the Communications Equipment; or
- f. by Lessee upon prior written notice if Lessee determines, in its reasonable discretion exercised in good faith, that based on (i) technology, (ii) interference with use of the Leased Premises resulting from the acts of any third party, and act of God or from other natural forces, (iii) changes in system design or system usage patterns or for any other reason, (iv) any soil boring test or structural analysis is unsatisfactory, (v) structurally incompatible, or (vi) obsolete or unnecessary, Lessee's use of the Communications Equipment, as the same may have been modified from time to time) is no longer consistent with the optimal operation of Lessee's communication system.
- g. by Lessor if Lessee does not have all the necessary equipment installed to begin providing internet service to customers within 90 days of signing this agreement. Lessee may ask the lessor for a 90 day extension of this requirement. Such request for an extension should not be reasonably withheld if lessee can show they are making a good faith effort to complete their buildout.

9. Casualty and Condemnation.

- a. In the event of damage by fire or other casualty to Lessor Tower or Leased Premises that cannot reasonably be expected to be repaired within forty-five (45) days following same or, if the Property is damaged by fire or other casualty so that such damage may reasonably be expected to disrupt Lessee's operations at the Leased Premises for more than forty-five (45) days, then Lessee may, at any time following such fire or other casualty, provided Lessor has not completed the restoration required to permit Lessee to resume its operation at the Leased Premises, terminate this Lease upon fifteen (15) days prior written notice to Lessor. Any such notice of termination shall cause this Lease to expire with the same force and effect as though the date set forth in such notice were the date originally set as the expiration date of this Lease and the parties shall make an appropriate adjustment, as of such termination date, with respect to payments due to the other under this Lease. Notwithstanding the foregoing, the rent shall abate during the period of repair following such fire or other casualty in proportion to the degree to which Lessee's use of the Lease Premises is impaired.
- b. In the event of any condemnation of all or any portion of the Property, this Lease shall terminate as to the part so taken as of the date the condemning authority takes title or possession, whichever occurs first. If as a result of a partial condemnation of the Leased Premises or Lessor Tower, Lessee, in Lessee's sole discretion, is unable to use the Leased premises for the purposes intended hereunder, or if such condemnation may reasonable be expected to disrupt Lessee's operations at the Leased Premises for more than forty-five (45) days, Lessee may, at Lessee's option, to be exercised in writing within fifteen (15) days after Lessor shall have given Lessee written notice of such taking (or in the absence of such notice, within fifteen (15) days after the condemning authority shall have taken possession) terminate this Lease as of the date the condemning authority takes such possession. Lessee may on its own behalf make a claim in any condemnation proceeding involving the Leased Premises for losses related to the equipment, conduits, fixtures, its relocation costs and its damages and losses (but not for the loss of its leasehold interest). Any such notice of

termination shall cause this Lease to expire with the same force and effect as though the date set forth in such notice were the date originally set as the expiration date of this Lease and the parties shall make an appropriate adjustment as of such termination date with respect to payments due to the other under this Lease. If Lessee does not terminate this Lease in accordance with the foregoing, this Lease shall remain in full force and effect as to the portion of the Leased Premises remaining, except that the rent shall be reduced in the same proportion as the rentable area of the Leased Premises taken bears to the total rentable area of the Leased Premises. In the event that this Lease is not terminated by reason of such condemnation, Lessor shall promptly repair any damage to the Leased Premises caused by such condemning authority.

10. Taxes.

Lessee shall have the responsibility to pay any personal property, real estate taxes, assessments, or charges owed on the Property which Lessor demonstrates is the result of Lessee's use of the Premises and/or the installation, maintenance, and operation of the Lessee's improvements, and any sales tax imposed on the rent (except to the extent that Lessee is or may become exempt from the payment of sales tax in the jurisdiction in which the Property is located), including any increase in real estate taxes at the Property which Lessor demonstrates arises from the Lessee's improvements and/or Lessee's use of the Premises. Lessor and Lessee shall each be responsible for the payment of any taxes, levies, assessments and other charges imposed including franchise and similar taxes imposed upon the business conducted by Lessor or Lessee at the Property. Notwithstanding the foregoing, Lessee shall not have the obligation to pay any tax, assessment, or charge that Lessee is disputing in good faith in appropriate proceedings prior to a final determination that such tax is properly assessed provided that no lien attaches to the Property. Nothing in this Paragraph shall be construed as making Lessee liable for any portion of Lessor's income taxes in connection with any Property or otherwise. Except as set forth in this Paragraph, Lessor shall have the responsibility to pay any personal property, real estate taxes, assessments, or charges owed on the Property and shall do so prior to the imposition of any lien on the Property.

Lessee shall have the right, at its sole option and at its sole cost and expense, to appeal, challenge or seek modification of any tax assessment or billing for which Lessee is wholly or partly responsible for payment. Lessor shall reasonably cooperate with Lessee at Lessee's expense in filing prosecuting and perfecting any appeal or challenge to taxes as set forth in the preceding sentence, including but not limited to, executing any consent, appeal, or other similar document. In the event that as a result of any appeal or challenge by Lessee, there is a reduction, credit or repayment received by the Lessor for any taxes previously paid by Lessee, Lessor agrees to promptly reimburse the Lessee the amount of said reduction, credit or repayment. In the event that Lessee does not have the standing rights to pursue a good faith and reasonable dispute of any taxes under this paragraph, Lessor will pursue such dispute at Lessee's sole cost and expense upon written request of Lessee.

11. Insurance and Subrogation.

Lessee will provide:

- a. Commercial General Liability Insurance in an aggregate amount of \$3,000,000 and name Lessor as an additional insured on the policy or policies. Lessee may satisfy this requirement by obtaining appropriate endorsement to any mater policy of liability insurance

maintained by Lessee and providing Lessor within ten (10) days of the Commencement Date with a certificate of insurance naming Lessor as an additional insured; and

b. Workmen's Compensation coverage in the statutory amount.

12. Limitation of Liability.

Except for indemnification pursuant to Paragraph 14, neither Party shall be liable to the other, or any of their respective agents, representatives or employees for any lost revenue, lost profits, loss of technology, rights or services, incidental, punitive, indirect, special or consequential damages, loss of data, or interruption of loss of use of service, even if advised of the possibility of such damages, whether under theory of contract, tort (including negligence), strict liability or otherwise.

13. Notices.

All notices, requests, demands and other communications hereunder shall be in writing and shall be deemed given if mailed, certified mail, return receipt requested, or sent by overnight carrier to the following addresses:

If to Lessee to:
Paladin Wireless
ATTN: Angela Sullivan
1040 Bowersville St.
Royston, GA 30622

If to Lessor to:
Emergency contact: Mr. Kevin C. Poe
Jackson County Board of Commissioners

14. Laws.

Lessor will be responsible for all obligations of compliance with any and all environmental and industrial hygiene laws, including regulations, guidelines, standards, or policies of any governmental authorities regulating or imposing standards of liability or standards of conduct with regard to any environmental or industrial hygiene conditions or concerns as may now or at any time hereafter be in effect, that are or were in any way related to activity now conducted in, or in any way related to the Property, unless such conditions or concerns are caused by the specific activities of Lessee in the Premises.

Except as permitted by law, neither Party will allow any hazardous substances, including without limitation any and all pollutants, wastes, flammables, explosives, radioactive materials, hazardous materials, hazardous wastes, hazardous or toxic substances and all other materials defined by or regulated under any Environmental law, including this defined by the Comprehensive Environmental Response, Compensation and Liability Act of 1980 ("CERCLA"), 42 U.S.C. § 9604, pollutants or contaminants as defined in CERCLA, 42 U.S.C. § 9604 (A) (2), or hazardous waste as defined in the Resources Conservation and Recovery Act ("RCRA"), 42 U.S.C. § 6903 or other similar applicable Federal or State Laws or regulations, to be generated released, stored, or deposited over, beneath, or on the Premises or Property or on

any structures located on the Premises from any source whatsoever. Each party covenants to indemnify and hold the other party harmless from all claims, demands, damages, fines, costs, cleanup, attorney's fees, and court costs (collectively, "Claims") arising from the indemnitor's material misrepresentations or from hazardous wastes on the Premises (either intentionally or accidentally) by the indemnitor or its predecessors in interest, agents, licenses or assigns, unless caused by the indemnitee or persons acting under the indemnitee.

15. Assignment and Subleasing.

This Lease may be sold, assigned or transferred by Lessee without any approval or consent of Lessor to Lessee's principal, affiliates, subsidiaries of its principal or to any entity which acquires all or substantially all of Lessee's assets in the market defined by the Federal Communications Commission in which the Property is located by reason of a merger, acquisition or other business reorganization. As to other parties, this Lease may not be sold, assigned or transferred without the written consent of Lessor, which consent will not be unreasonably withheld, delayed or conditioned. No change of stock ownership, partnership interest or control of Lessee or transfer upon partnership or corporate dissolution of Lessee shall constitute an assignment hereunder.

16. Site Plan.

Lessee shall proceed with Lessee's work on the Premises in accordance with the Site Plan.

17. Force Majeure.

No party shall be responsible for any default, delay or failure to perform if such default, delay or failure to perform is due to causes beyond such party's reasonable control, including, but not limited to, strikes, lockouts actions or inactions of governmental authorities, epidemics, war, embargoes, fire, earthquake, acts of God or the default of a common carrier. In the event of a default, delay or failure to perform due to causes beyond such party's reasonable control, any date or times by which the parties are otherwise scheduled to perform shall be extended automatically for a period of time equal in duration to the time lost by reason of the cause beyond the reasonable control of such party.

18. Right of First Refusal.

If Lessor elects, during the Term (i) to sell or to otherwise transfer all or any portion of the Property, whether separately or as part of a larger parcel of which the Property is a part, or (ii) to grant to a third party by easement or other legal instrument an interest in and to that portion of that Tower and or Property occupied by Lessee, or a larger portion thereof, for the purpose of operating and maintaining communications facilities or the management thereof, with or without an assignment of this Lease to such third party, Lessee shall have the right of first refusal to meet any bona fide offer of sale or transfer on the same terms and conditions of such offer. If Lessee fails to meet such bona fide offer within thirty (30) days after written notice thereof from Lessor, Lessor may sell or grant this easement or interest in the Property or portion thereof to such third person in accordance with the terms and conditions of such third party offer.

19. Rights upon Sale.

Should Lessor, at any time during the Term decide (i) to sell or transfer all or any part of the Property or the Tower thereon to a purchaser other than Lessee, or (ii) to grant to a third party by easement or other legal instrument an interest in and to that portion of Lessor Tower and/or Property occupied by Lessee, or a larger portion thereof, for the purpose of operating and maintaining communications facilities or the management thereof, such sale, transfer or grant of an easement or interest therein shall be under and subject to this Lease and any such purchaser or transferee shall recognize Lessee's rights hereunder under the terms of this Lease. To the extent that Lessor grants to a third party by easement or other legal instrument an interest in and to that portion of Lessor Tower and/or Property occupied by Lessee for the purpose of operating and maintaining communications facilities or the management thereof and in conjunction therewith, assigns this Lease to said third party, Lessor shall not be released from its obligations to lessee under this Lease, and Lessee shall have the right to look to Lessor and the third party for the full performance of this Lease.

20. Title.

Lessor represents and warrants to Lessee as of the execution date of this Lease, and covenants during the Term that Lessor is seized of good and sufficient title and interest to the Property and has full authority to enter into and execute this Lease. Lessor further represents, warrants and covenants during the Term that there are no liens, judgements or impediments of title on the Property, or affecting Lessor's title to the same and that there are no covenants, easements or restrictions which prevent or adversely affect the use or occupancy of the Premises by Lessee as set for above.

21. Subordination and Non-Disturbance.

At Lessor's option, this Lease shall be subordinate to any future master lease, ground lease, mortgage, deed to secure debt or other security interest (a "Mortgage") by Lessor which from time to time may encumber all or part of the Property, Lessor Tower or Easement' provided, however, as a condition precedent to Lessee being required to subordinate its interest in this Lease to any future Mortgage covering Lessor Tower or Property, Lessor shall obtain for Lessee's benefit a non-disturbance and attornment agreement for Lessee's benefit in the form reasonably satisfactory to Lessee, and containing the terms described below (the "Non-Disturbance Agreement"), and shall recognize Lessee's right to remain in occupancy of and have access to the Premises as long as Lessee is not in default of this Lease beyond applicable notice and cure periods. The Non-Disturbance Agreement shall include the encumbering party's ("Lender's") agreement that, if Lender or its successor-in-interest or any purchaser of Lender's or its success's interest (a "Purchaser") acquires an ownership interest in Lessor Tower or Property, then Lender or such successor-in-interest or Purchaser will (1) honor all the terms of this Lease, (2) fulfill Lessor's obligations under this Lease, and (3) promptly cure all of the then-existing Lessor defaults under this Lease. Such Non-Disturbance Agreement must be binding on all of Lender's participants in the subject loan (if any) and on all successors and assigns of Lender and/or its participants and on all Purchasers. In return for such Non-Disturbance Agreement, Lessee will execute an agreement for Lender's benefit in which Lessee (1) confirms that this Lease is subordinate to the Mortgage or other real property interest in favor of Lender, (2) agrees to attorn to Lender if Lender becomes the owner of Lessor Tower or Property, and (3) agrees to accept a cure by Lender of any of Lessor's defaults, provided such cure is completed within the deadline applicable to Lessor. In the event Lessor defaults in the payment and/or other performance of any deed to secure debt or other real property interest encumbering all or any part of the Property, Lessee, may, at its sole option and without obligation, cure or correct

Lessor's default and upon doing so, Lessee shall be subrogated to any and all rights, titles, liens and equities of the holders of such deed to secure debt or other reals property interest and Lessee shall be entitled to deduct and setoff against all rents that may otherwise become due under this Lease the sums paid by Lessee to cure or correct such defaults.

22. Miscellaneous.

- a. The prevailing party in any litigation arising hereunder shall be entitled to its reasonable attorneys' fees and court costs. With respect to this Section and any other provision in this Lease providing for payment or indemnification of attorneys' fees, such fees shall be deemed to include reasonable fees incurred through any applicable appeal process and shall include fees attributable to legal services provided by any in-house counsel and staff to the prevailing or indemnified party. For purposes hereof, the services of in-house attorneys and their staff shall be valued at rates for independent counsel prevailing in the metropolitan area in which such counsel and staff practice.
- b. This Lease constitutes the entire agreement and understanding of the parties and supersedes all offers, negotiations and other agreements. There are no representations or understandings of any kind not set forth herein. Any amendment to this Lease must be in writing and executed by both parties.
- c. Either party hereto that is represented in this transaction by a broker, agent or commission salesperson (a "Representative") shall be fully and exclusively responsible for the payment of any fee, commission or other compensation owing to such Representative, and shall indemnify and hold the other party harmless from and against any claim to a fee, commission or other compensation asserted by such Representative, including reasonable attorneys' fees and costs incurred in defending such claim.
- d. This Lease shall be construed in accordance with the laws of the State of Georgia.
- e. If any term of this Lease is found to be void or invalid, such invalidity shall not affect the remaining terms of this Lease, which shall continue in full force and effect.
- f. Whenever under the Lease the consent or approval of either party is required or a determination must be made by either party, no such consent or approval shall be unreasonably withheld or delayed, and all such determinations shall be made on a reasonable basis and in a reasonable manner.
- g. Lessor covenants that Lessee shall, upon paying the Rent and observing the other covenants and conditions herein upon its part to be observed, peaceably and quietly hold and enjoy the Leased Premises during the term of this Lease or as it may be extended subject to the Primary Lease.
- h. Upon receipt of Lessor's written request and within thirty (30) days after said request, Lessee shall execute, acknowledge and deliver to Lessor, a certificate stating that: This Lease is in full force and effect and has not been modified, supplemented or amended in any way, except as specified in such certificate; there are no existing defenses or offsets, except as specified in such certificate. Lessee has not paid any Rent in advance, except as specified in such certificate; Lessee is not in default in the payment of Rent or any of the other

obligations required of Lessee under this Lease; and Lessee has paid Rent, Additional Rent, and any other payments due Lessor as of the date set forth in the certificate.

- i. Nothing herein contained shall be deemed or construed by the parties hereto, nor by any other party as creating the relationship of principal and agent or of partnership or of joint venture between the parties hereto. Neither the method of computation of Rent, nor any other provision contained herein, nor any acts of the parties hereto, shall be deemed to create any relationship between the parties hereto other than that set forth hereto.
- j. Lessor will cooperate with and permit Lessee, at Lessee's sole cost and expense, to implement reasonable measures in order for Lessee to fulfil its RF exposure obligations at the transmitting site, including restricting public access and posting signs and markings. If Lessor does not fulfil its obligations pursuant this paragraph, in addition to all other remedies it may have, Lessee may terminate this Lease upon written notice to Lessor without further obligation to pay rent under this Lease.
- k. Waiver of a breach of any provision hereof under any circumstances will not constitute a waiver of any subsequent breach of such provision, or a breach of any other provision of this Lease.
- l. Lessee agrees to initially hire at least 2 installers and 2 technicians to service the first 600 customers that subscribe to the lessee's internet service.

23. Annual Termination.

Notwithstanding anything to the contrary contained herein, provided Lessee is not in default hereunder beyond applicable notice and cure periods, Lessee shall have the right to terminate this Lease upon the annual anniversary of the Commencement Date provided that three (3) months prior notice is given to Lessor.

24. Removal at End of Term.

Lessee shall, upon expiration of the Term, or within ninety (90) days after any earlier termination of this lease, remove its building(s), antenna(s), equipment, conduits, fixtures and all personal property and restore the Premises to its original condition, reasonable wear and tear and casualty damage excepted. Lessor agrees and acknowledges that all of the equipment, conduits, fixtures and personal property of Lessee shall remain the personal property of Lessee and Lessee shall have the right to remove the same at any time during the Term, whether or not said items are considered fixtures and attachments to real property under applicable Laws. If such time for removal causes Lessee to remain on the Leased Premises after termination of this Lease, Lessee shall pay rent at the then existing monthly rate or on the existing monthly pro-rata basis if based upon a longer payment term, until such time as the removal of the building, antenna structure, fixtures and all personal property are completed. Lessor hereby waives any statutory or landlord's lien that may otherwise attach to Lessee's equipment.

25. Holdover.

Lessee has not right to retain possession of the Leased Premises or any part thereof beyond the expiration of that removal period set forth in Paragraph 23 herein, unless the parties are

negotiating a new lease or lease extension in good faith. In the event that the parties are not in the process of negotiating a new lease or lease extension in good faith and Lessee holds over in violation of Paragraph 23 and this Paragraph 24, then the rent then in effect payable from and after the time of the expiration or earlier removal period set forth in Paragraph 25 shall be equal to the rent applicable during the month immediately preceding such expiration or earlier termination.

IN WITENSS WHEREOF, the parties have entered into this Lease as of the dates set forth below.

WITNESS:

Lessor: JACKSON COUNTY

By: _____

Print Name: Kevin C. Poe
Commissioners

Name: Tom Crow
Title: Chairman, Jackson County Board of

Date: _____

WITNESS:

Lessee: Paladin Wireless

By: _____

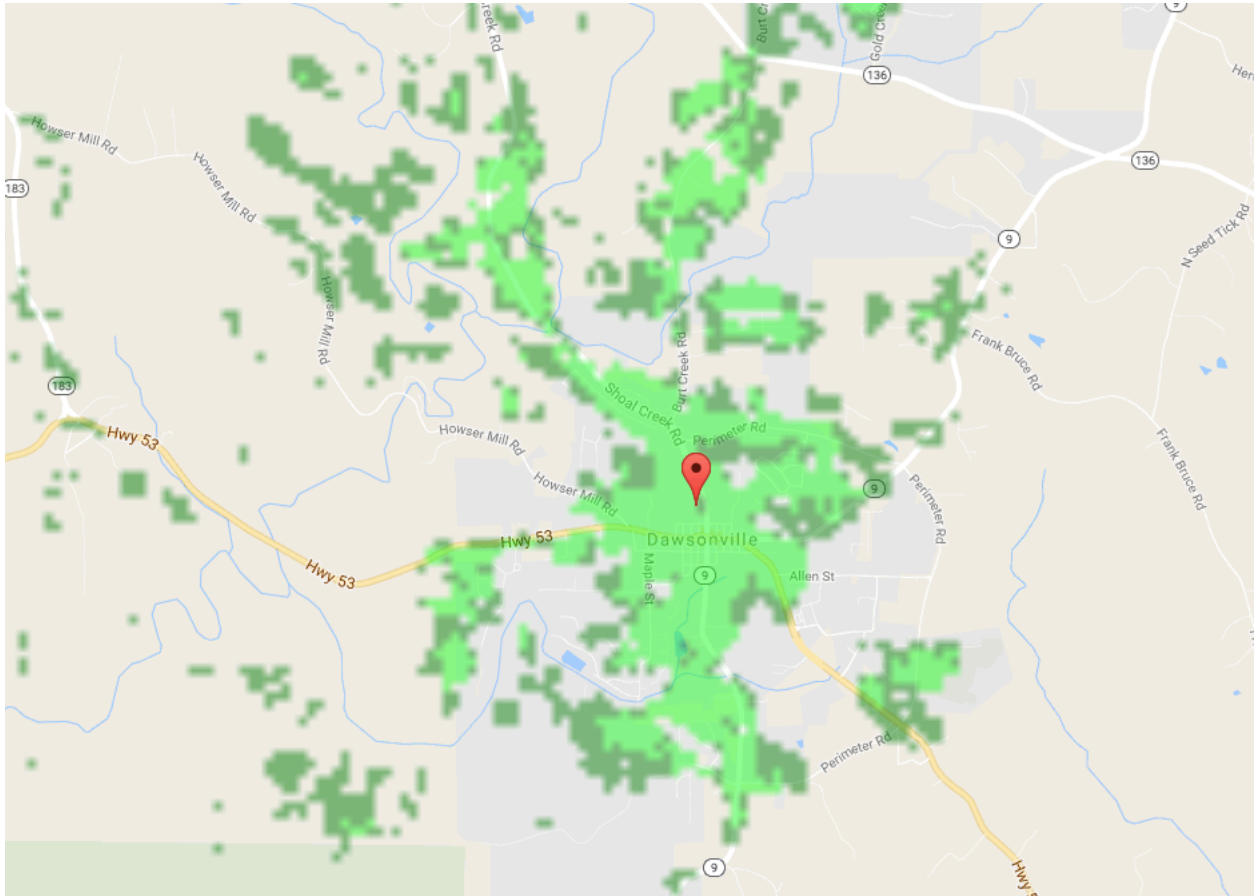
Print Name: _____

Name: _____
Title: _____

Date: _____

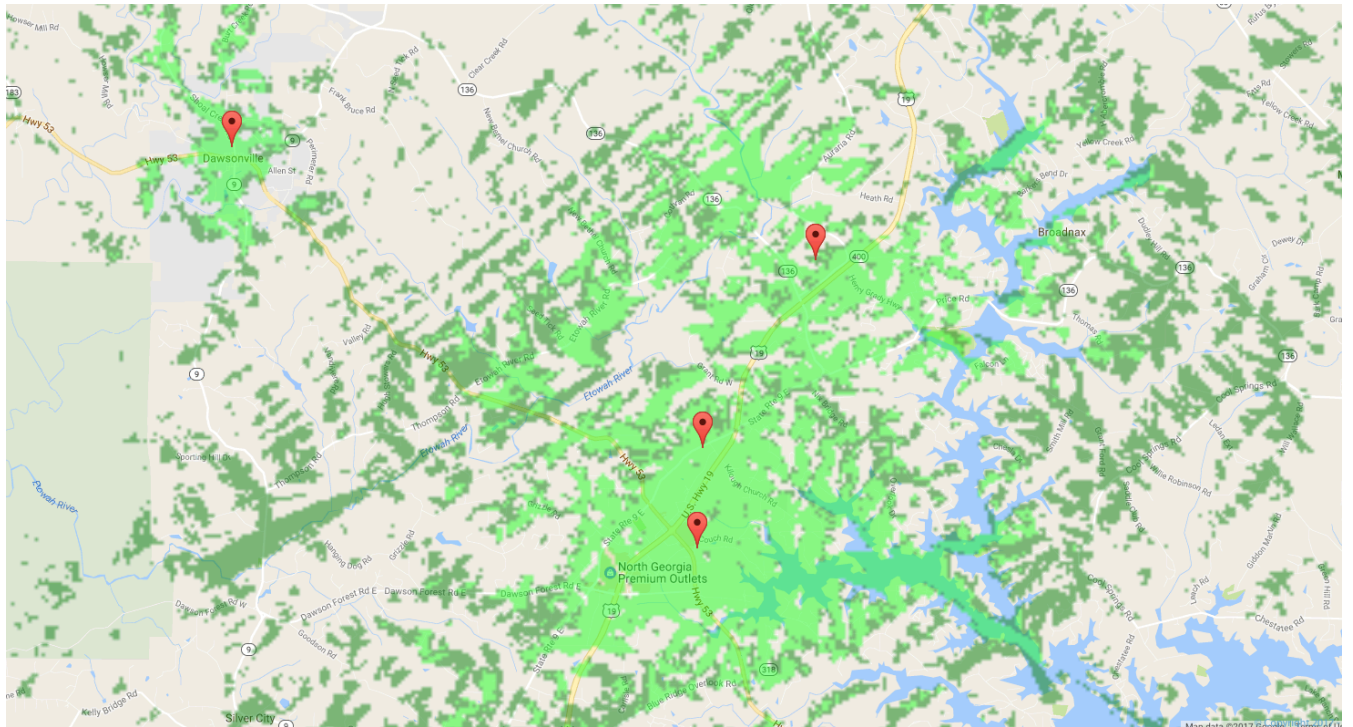
Appendix C

Courthouse Coverage



Appendix D

Dawson Coverage Map



Backup material for agenda item:

7. Presentation of 2016 Dawson County Salary Study - Chip King, Regional Director for the Archer Company



CLASSIFICATION & COMPENSATION STUDY

DAWSON COUNTY, GEORGIA

*Presentation of
Findings & Recommendations*

Board of Commissioners
Work Session • February 9, 2017



PURPOSE OF THE STUDY

- Review and update of the County's pay plan (classification and compensation).
 - 425 employees – all disciplines
 - approximately 140 job classifications
 - Ensure the pay plan has internal equity
 - Competitive pay ranges to improve retention and recruitment



PURPOSE OF THE STUDY

- This study was...
 - Conducted by an experienced, national consultant with expert knowledge of public sector compensation
 - Using a valid and reliable system and methodology
 - Paired with sound judgement and practical application to fit Dawson County's unique needs as an employer.
 - Initially completed in 2014 but with limited implementation
- **2016/2017 Update**
 - Revisit market analysis
 - Solicit input and feedback from Directors & Constitutional Officers
 - Address compression and range penetration



SCOPE OF WORK

- Conducted job analyses for every position,
- Classified positions according to duties and responsibilities,
- Evaluated every classification using a valid and reliable job evaluation system,
- Conducted a thorough market analysis,
- Built a new pay grade structure for the County, and
- Calculated pay ranges that reflect the County's desired market position



METHODOLOGY

- **Two Basic Questions:**

1. *Are positions properly classified and ranked in a pay grade based on current duties and responsibilities?*

INTERNAL EQUITY

2. *Is the pay range for each classification competitive in the market?*

MARKET ANALYSIS



METHODOLOGY

Internal Equity:

■ ***Job Analysis, Classification, & Evaluation***

- Comprehensive job analysis of every position
- Classify positions according to job content
- Use Job Evaluation to determine the relative worth of each job and place it in the hierarchy
- Determine the appropriate classification structure for the County



METHODOLOGY

Internal Equity:

■ ***Archer Job Evaluation System***

- Objective basis for establishing grade levels for each job in the organization based on relative worth and degree of difficulty
- Focus is on job responsibilities—not the employee
- Ensures that there is absolutely no unlawful discrimination (i.e., based on race, gender, or physical or mental disability)



METHODOLOGY

Market Analysis

- Compile Survey Data (Regional Focus)
- Comparative Analysis of Pay Plans
- Approximately 70 Benchmarks
- Ten Peer Organizations
 - Counties: *Cherokee, Forsyth, Gilmer, Gwinnett, Hall, Lumpkin, Pickens*
 - Cities: *Cumming, Canton, Gainesville*



METHODOLOGY

- ***Develop a pay plan that balances internal equity with market competitiveness***
- ***The pay plan is customized to fit Dawson's unique culture, operational needs, management style, and compensation philosophy***
 - Defining the Market
 - Desired Market Placement
 - Grade Structure
 - Pay Range Structure
 - Implementation Strategies



METHODOLOGY

▪ **End Results:**

- *Up-to-date classification structure*
- *Proper placement into a pay grade based on the duties, responsibilities, and complexity of each job.*
- *New pay ranges for each classification*
- *Pay Plan that reflects the County's desired level of competitiveness in the market.*
- *Salary increases for some employees*



RECOMMENDATIONS – PAY PLAN

- Adopt the pay plan
- Implement the plan (fund payroll increases as necessary) – Options to Consider
 - *Across-the-Board Increase?*
 - *Cost to Minimum*
 - *Bring Salaries up to the minimum of the new ranges*
 - *Placement into the Range*
 - *Based on time-in-class (ten years at midpoint) OR*
 - *Option for Longevity with County*



RECOMMENDATIONS – PAY PLAN

- Placement into the Range – *Example*

Option A												
Grade 15:		35,356	44,548	54,801								
OPTION 4												
	Minimum											Midpoint
Years	0%	10%	20%	30%	40%	50%	60%	70%	80%	90%		100%
0	35,356											
1		36,275										
2			37,194									
3				38,113								
4					39,033							
5						39,952						
6							40,871					
7								41,790				
8									42,710			
9										43,629		
10												44,548



RECOMMENDATIONS – PAY PLAN

- Variables available to reduce implementation costs
 - Reduce the across-the-board increase
 - Modify placement into the range (slow it down)
 - Phase in over multiple years
 - Place caps on the amount of increase for any one employee



RECOMMENDATIONS – PAY PLAN

- Adopt the pay plan
- Implement the plan (fund payroll increases as necessary)
- **Maintain the pay plan**
 - Systematic review of classifications
 - Adjustment of salary ranges (annually)
 - Salary adjustments
 - Movement through the range



Dawson County, Georgia

Pay Plan Update 2016

Prepared for the County by the Archer Company

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Market Analysis - Summary

CODE	TITLE	FLSA	GR	MIN	MID	MAX	Notes	MMIN	MMID	MMAX
'15640	CUSTODIAN	N	4	20,454	26,078	31,703		21,189	26,939	32,689
'45220	CASHIER	N	6	22,730	28,981	35,232		27,297	34,056	40,816
'10040	ADMINISTRATIVE CLERK	N	6	22,730	28,981	35,232		25,173	31,304	37,434
'55230	TRANSIT DRIVER	N	7	23,868	30,432	36,996		23,870	30,436	37,001
'15430	TAX/TAG SPECIALIST	N	8	25,007	31,883	38,760		25,718	33,074	40,429
'15630	GROUND MAINTENANCE WORKER	N	8	25,007	31,883	38,760		24,677	31,276	37,876
'41110	EQUIPMENT OPERATOR I	N	8	25,007	31,883	38,760		28,806	36,027	43,247
'61235	PARKS MAINTENANCE WORKER	N	8	25,007	31,883	38,760		25,073	30,980	36,887
'15420	TAX/TAG SPECIALIST, SENIOR	N	9	26,145	33,335	40,524		29,643	37,799	45,954
'21820	DEPUTY COURT CLERK - COC	N	9	26,145	33,335	40,524		28,178	34,702	41,227
'24020	MAGISTRATE CLERK	N	9	26,145	33,335	40,524		26,849	34,297	41,744
'24520	PROBATE CLERK	N	9	26,145	33,335	40,524		28,037	36,217	44,396
'61215	ATHLETIC ASSISTANT	N	9	26,145	33,335	40,524		24,883	34,467	48,983
'15620	BUILDING MAINTENANCE WORKER	N	10	27,283	34,786	42,289		28,757	36,530	44,304
'41120	EQUIPMENT OPERATOR II	N	10	27,283	34,786	42,289		29,765	37,690	45,614
'10020	ADMINISTRATIVE SPECIALIST	N	10	27,283	34,786	42,289		28,716	36,134	43,553
'15140	ACCOUNTING TECHNICIAN	N	12	29,559	37,688	45,817		29,794	38,226	46,659
'10050	LEGAL SECRETARY	N	11	28,421	36,237	44,053		30,116	38,391	46,666
'61230	CREW LEADER, PARKS MAINTENANCE	N	11	28,421	36,237	44,053		32,242	41,287	50,332
'38020	COMMUNICATIONS OFFICER	N	12	29,559	37,688	45,817		29,744	38,702	47,660
'15530	APPRAISER I	N	12	29,559	37,688	45,817		32,378	40,707	49,036
'33250	DETENTION OFFICER	N	12	29,559	37,688	45,817		30,578	38,746	46,914
'99910	ANIMAL CONTROL OFFICER							30,044	37,976	45,908
'15130	PAYROLL & REVENUE TECHNICIAN	N	14	31,836	40,591	49,346		33,688	40,335	46,981
'49110	FLEET MECHANIC	N	13	30,698	39,140	47,581		31,975	41,532	51,088
'10010	ADMINISTRATIVE ASSISTANT	N	13	30,698	39,140	47,581		33,328	40,622	47,916
'41130	EQUIPMENT OPERATOR III	N	13	30,698	39,140	47,581		31,525	39,284	47,042
'15220	HUMAN RESOURCES SPECIALIST	N	14	31,836	40,591	49,346		31,896	40,716	49,536
'33510	CODES ENFORCEMENT OFFICER	N	14	31,836	40,591	49,346		34,140	43,220	52,300
'15135	ACCOUNTING SPECIALIST	N	14	31,836	40,591	49,346		31,071	39,706	48,279

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Market Analysis - Summary

CODE	TITLE	FLSA	GR	MIN	MID	MAX	Notes	MMIN	MMID	MMAX
'14010	DEPUTY REGISTRAR	N	14	31,836	40,591	49,346		29,658	37,819	45,979
'33050	DEPUTY SHERIFF	N	15	32,974	42,042	51,110		34,722	43,475	52,228
'36155	FIREFIGHTER / EMT	N	15	32,974	42,042	51,110		34,788	44,920	55,052
'15320	PC SUPPORT TECHNICIAN	N	16	34,112	43,493	52,874		36,223	44,502	52,780
'74120	BUILDING INSPECTOR	N	16	34,112	43,493	52,874		35,171	43,818	52,465
'33040	DEPUTY SHERIFF, CORPORAL	N	16	34,112	43,493	52,874		38,347	49,032	59,717
'33140	DEPUTY SHERIFF, DETECTIVE	N	16	34,112	43,493	52,874		38,905	49,285	59,666
'15120	ACCOUNTANT	E	16	34,112	43,493	52,874		38,129	49,005	59,880
'42210	PUBLIC WORKS FIELD SUPERVISOR	N	16	34,112	43,493	52,874		37,742	46,932	56,121
'13220	EXECUTIVE ASSISTANT	E	18	36,389	46,396	56,403		38,167	48,713	59,258
'15230	EMPLOYEE BENEFITS SPECIALIST	N						36,217	46,158	56,100
'99930	PLANNER	E						42,869	53,408	63,947
'49105	FLEET ADMINISTRATOR	E	18	36,389	46,396	56,403		42,369	54,673	66,977
'15215	COUNTY CLERK	E					V	49,372	61,637	73,903
'33030	DEPUTY SHERIFF, SERGEANT	N	20	38,665	49,298	59,931		40,079	50,920	61,761
'36140	FIRE LIEUTENANT	N	20	38,665	49,298	59,931		41,680	53,158	64,637
'15310	NETWORK SYSTEMS ADMINISTRATOR	E	21	40,350	51,446	62,542	?	45,511	57,799	70,087
'15150	MANAGER, PURCHASING	E	21	40,350	51,446	62,542		65,357	83,382	101,408
'33020	DEPUTY SHERIFF, LIEUTENANT	E	22	42,626	54,348	66,071		44,851	54,365	63,879
'36130	FIRE CAPTAIN	N	21	40,350	51,446	62,542		47,229	59,706	72,183
'33010	DEPUTY SHERIFF, CAPTAIN	E	24	47,179	60,153	73,128		49,570	63,302	77,033
'14001	DIRECTOR, ELECTIONS & REGISTRATION	E	25	49,456	63,056	76,656	V	51,443	64,975	78,508
'15605	DIRECTOR, FACILITIES / I.T.	E	25	49,456	63,056	76,656		49,535	64,622	79,709
'42205	MANAGER, ROADS & BRIDGES	E	25	49,456	63,056	76,656		47,151	59,077	71,003
'15110	MANAGER, ACCOUNTING & BUDGET	E	25	49,456	63,056	76,656		56,601	73,408	90,215
'22010	ASST DISTRICT ATTORNEY	E	24	47,179	60,153	73,128		52,786	69,506	86,225
'33005	DEPUTY SHERIFF, MAJOR	E	26	51,732	65,958	80,185		57,632	74,545	91,457
'33205	DETENTION MAJOR	E	26	51,732	65,958	80,185	V	52,877	64,235	75,594
'38001	DIRECTOR, E911	E	26	51,732	65,958	80,185		51,917	65,612	79,307
'36105	DEPUTY CHIEF, EMERGENCY SERVICES	E	27	55,147	70,312	85,477		58,902	76,627	93,907
'74101	DIRECTOR, PLANNING & DEVELOPMENT	E	28	59,700	76,117	92,534		67,423	81,251	97,256
'15501	CHIEF APPRAISER	E	28	59,700	76,117	92,534	V	66,152	81,158	98,161
'55201	DIRECTOR, SENIOR SERVICES	E	28	59,700	76,117	92,534		46,640	61,092	75,544
'61201	DIRECTOR, PARKS & RECREATION	E	28	59,700	76,117	92,534		64,454	76,635	88,816
'15210	DIRECTOR, HUMAN RESOURCES	E	27	55,147	70,312	85,477		66,908	83,248	100,074

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Market Analysis - Summary

CODE	TITLE	FLSA	GR	MIN	MID	MAX	Notes	MMIN	MMID	MMAX
'15101	DIRECTOR, FINANCE	E	29	64,253	81,922	99,591		68,502	88,220	109,350
'36101	CHIEF, EMERGENCY SERVICES	E	30	71,082	90,629	110,177	V	67,654	82,893	98,132
'41001	DIRECTOR, PUBLIC WORKS & COMM DEV	E	30	71,082	90,629	110,177	V	75,772	85,797	95,822
'13201	COUNTY MANAGER	E	32	80,188	102,239	124,291	V	88,935	113,117	137,298

Dawson County, Georgia

Pay Plan Update 2017

Prepared for the County by the Archer Company

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Job Classification List (Code Order)

CODE	TITLE	FLSA	Current				Proposed			
			GR	MIN	MID	MAX	GR	PMIN	PMID	PMAX
'15640	CUSTODIAN	N	4	20,454	26,078	31,703	4	22,131	27,885	34,303
'55250	MEALS ON WHEELS DRIVER	N	5	21,592	27,530	33,467	5	23,333	29,400	36,166
'10040	ADMINISTRATIVE CLERK	N	6	22,730	28,981	35,232	6	24,535	30,915	38,030
'45220	CASHIER	N	6	22,730	28,981	35,232	6	24,535	30,915	38,030
'61240	LIFEGUARD	N	7	23,868	30,432	36,996	7	25,738	32,429	39,893
'55230	TRANSIT DRIVER	N	7	23,868	30,432	36,996	7	25,738	32,429	39,893
'33620	CIVIL CLERK, SHERIFF	N	8	25,007	31,883	38,760	8	26,940	33,944	41,757
'41110	EQUIPMENT OPERATOR I	N	8	25,007	31,883	38,760	8	26,940	33,944	41,757
'15630	GROUND MAINTENANCE WORKER	N	8	25,007	31,883	38,760	8	26,940	33,944	41,757
'61235	PARKS MAINTENANCE WORKER	N	8	25,007	31,883	38,760	8	26,940	33,944	41,757
'15430	TAX/TAG SPECIALIST	N	8	25,007	31,883	38,760	8	26,940	33,944	41,757
'14020	ADMINISTRATIVE / ABSENTEE BALLOT CLERK	N	9	26,145	33,335	40,524	9	28,142	35,459	43,620
'61215	ATHLETIC ASSISTANT	N	9	26,145	33,335	40,524	9	28,142	35,459	43,620
'74140	BUSINESS LICENSE TECHNICIAN	N	9	26,145	33,335	40,524	9	28,142	35,459	43,620
'21820	DEPUTY COURT CLERK - COC	N	9	26,145	33,335	40,524	9	28,142	35,459	43,620
'24020	MAGISTRATE CLERK	N	9	26,145	33,335	40,524	9	28,142	35,459	43,620
'24520	PROBATE CLERK	N	9	26,145	33,335	40,524	9	28,142	35,459	43,620
'71310	4H PROGRAM COORDINATOR	N	10	27,283	34,786	42,289	10	29,344	36,974	45,484
'10020	ADMINISTRATIVE SPECIALIST	N	10	27,283	34,786	42,289	10	29,344	36,974	45,484
'15620	BUILDING MAINTENANCE WORKER	N	10	27,283	34,786	42,289	10	29,344	36,974	45,484
'45210	COMMUNITY SERVICE COORDINATOR	N	10	27,283	34,786	42,289	10	29,344	36,974	45,484
'41120	EQUIPMENT OPERATOR II	N	10	27,283	34,786	42,289	10	29,344	36,974	45,484
'55210	SENIOR SERVICES ADVOCATE	N	10	27,283	34,786	42,289	10	29,344	36,974	45,484
'15420	TAX/TAG SPECIALIST, SENIOR	N	10	27,283	34,786	42,289	10	29,344	36,974	45,484
'33610	WARRANTS CLERK	N	10	27,283	34,786	42,289	10	29,344	36,974	45,484
'61230	CREW LEADER, PARKS MAINTENANCE	N	11	28,421	36,237	44,053	11	30,547	38,489	47,347
'15440	DELINQUENT TAX SPECIALIST	N	11	28,421	36,237	44,053	11	30,547	38,489	47,347
'21520	JUDICIAL ASSISTANT	N	11	28,421	36,237	44,053	11	30,547	38,489	47,347
'10050	LEGAL SECRETARY	N	11	28,421	36,237	44,053	11	30,547	38,489	47,347

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Job Classification List (Code Order)

CODE	TITLE	FLSA	Current				Proposed			
			GR	MIN	MID	MAX	GR	PMIN	PMID	PMAX
'15140	ACCOUNTING TECHNICIAN	N	12	29,559	37,688	45,817	12	31,749	40,004	49,211
'99910	ANIMAL CONTROL OFFICER	N					12	31,749	40,004	49,211
'15530	APPRAISER I	N	12	29,559	37,688	45,817	12	31,749	40,004	49,211
'29030	CASE MANAGER, DRUG COURT	N	12	29,559	37,688	45,817	12	31,749	40,004	49,211
'38020	COMMUNICATIONS OFFICER	N	12	29,559	37,688	45,817	12	31,749	40,004	49,211
'33250	DETENTION OFFICER	N	12	29,559	37,688	45,817	12	31,749	40,004	49,211
'55240	FOOD SERVICES COORDINATOR	N	12	29,559	37,688	45,817	12	31,749	40,004	49,211
'15540	PERSONAL PROPERTY APPRAISER	N	12	29,559	37,688	45,817	12	31,749	40,004	49,211
'10010	ADMINISTRATIVE ASSISTANT	N	13	30,698	39,140	47,581	13	32,951	41,518	51,074
'15520	APPRAISER II	N	13	30,698	39,140	47,581	13	32,951	41,518	51,074
'15610	BUILDING MAINTENANCE MECHANIC	N	13	30,698	39,140	47,581	13	32,951	41,518	51,074
'33240	DETENTION CORPORAL	N	13	30,698	39,140	47,581	13	32,951	41,518	51,074
'41130	EQUIPMENT OPERATOR III	N	13	30,698	39,140	47,581	13	32,951	41,518	51,074
'49110	FLEET MECHANIC	N	13	30,698	39,140	47,581	13	32,951	41,518	51,074
'33255	INMATE WORK DETAIL OFFICER	N	13	30,698	39,140	47,581	13	32,951	41,518	51,074
'21510	JUDICIAL ASSISTANT, SENIOR	N	13	30,698	39,140	47,581	13	32,951	41,518	51,074
'55260	LICENSED PRACTICAL NURSE, SENIOR SERVICES	N	13	30,698	39,140	47,581	13	32,951	41,518	51,074
'22050	VICTIM WITNESS ADVOCATE	N	13	30,698	39,140	47,581	13	32,951	41,518	51,074
'15135	ACCOUNTING SPECIALIST	N	14	31,836	40,591	49,346	14	34,153	43,033	52,938
'14010	ASSISTANT TO THE BOE&R	N	14	31,836	40,591	49,346	14	34,153	43,033	52,938
'33510	CODES ENFORCEMENT OFFICER	N	14	31,836	40,591	49,346	14	34,153	43,033	52,938
'38015	COMMUNICATIONS OFFICER, SENIOR	N	14	31,836	40,591	49,346	14	34,153	43,033	52,938
'15230	EMPLOYEE BENEFITS SPECIALIST	N					14	34,153	43,033	52,938
'36160	FIRE QUARTERMASTER	N	14	31,836	40,591	49,346	14	34,153	43,033	52,938
'15220	HUMAN RESOURCES SPECIALIST	N	14	31,836	40,591	49,346	14	34,153	43,033	52,938
'33260	LICENSED PRACTICAL NURSE, DETENTION	N	14	31,836	40,591	49,346	14	34,153	43,033	52,938
'15130	PAYROLL & REVENUE TECHNICIAN	N	14	31,836	40,591	49,346	14	34,153	43,033	52,938
'13230	PUBLIC INFORMATION COORDINATOR	N	14	31,836	40,591	49,346	14	34,153	43,033	52,938
'33280	RECORDS MANAGER	N	14	31,836	40,591	49,346	14	34,153	43,033	52,938
'24030	CHIEF CLERK, MAGISTRATE	N	15				15	35,356	44,548	54,801
'24510	CHIEF CLERK, PROBATE	N	15	32,974	42,042	51,110	15	35,356	44,548	54,801
'21810	CHIEF DEPUTY CLERK - COC	N	15	32,974	42,042	51,110	15	35,356	44,548	54,801
'38010	COMMUNICATIONS SUPERVISOR, E911	N	15	32,974	42,042	51,110	15	35,356	44,548	54,801

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Job Classification List (Code Order)

CODE	TITLE	FLSA	Current				Proposed			
			GR	MIN	MID	MAX	GR	PMIN	PMID	PMAX
'33050	DEPUTY SHERIFF	N	15	32,974	42,042	51,110	15	35,356	44,548	54,801
'33230	DETENTION SHIFT SUPERVISOR	N	15	32,974	42,042	51,110	15	35,356	44,548	54,801
'36155	FIREFIGHTER / EMT	N	15	32,974	42,042	51,110	15	35,356	44,548	54,801
'55220	TRANSIT COORDINATOR	N	15	32,974	42,042	51,110	15	35,356	44,548	54,801
'15120	ACCOUNTANT	N	16	34,112	43,493	52,874	16	36,558	46,063	56,665
'74120	BUILDING INSPECTOR	N	16	34,112	43,493	52,874	16	36,558	46,063	56,665
'33040	DEPUTY SHERIFF, CORPORAL	N	16	34,112	43,493	52,874	16	36,558	46,063	56,665
'33140	DEPUTY SHERIFF, DETECTIVE	N	16	34,112	43,493	52,874	16	36,558	46,063	56,665
'15650	FACILITIES MAINTENANCE SUPERVISOR	N					16	36,558	46,063	56,665
'38030	I.S. COORDINATOR, SHERIFF	N	16	34,112	43,493	52,874	16	36,558	46,063	56,665
'22030	INVESTIGATOR, D.A.	N	16	34,112	43,493	52,874	16	36,558	46,063	56,665
'22060	JUV INVESTIGATOR / VICTIM ADVOCATE	N	16	34,112	43,493	52,874	16	36,558	46,063	56,665
'33265	LICENSED PRACTICAL NURSE, LEAD	N	16	34,112	43,493	52,874	16	36,558	46,063	56,665
'15320	PC SUPPORT TECHNICIAN	N	16	34,112	43,493	52,874	16	36,558	46,063	56,665
'42210	PUBLIC WORKS FIELD SUPERVISOR	N	16	34,112	43,493	52,874	16	36,558	46,063	56,665
'15240	RISK / SAFETY COORDINATOR	N					16	36,558	46,063	56,665
'15410	TAX/TAG/TITLE SUPERVISOR	N	16	34,112	43,493	52,874	16	36,558	46,063	56,665
'74130	ZONING ADMINISTRATOR	N	16	34,112	43,493	52,874	16	36,558	46,063	56,665
'74110	BUILDING INSPECTOR, SENIOR	N	17	35,251	44,944	54,638	17	37,760	47,578	58,528
'33150	CRIME SCENE TECHNICIAN	N	17	35,251	44,944	54,638	17	37,760	47,578	58,528
'36150	FIREFIGHTER PARAMEDIC	N	17	35,251	44,944	54,638	17	37,760	47,578	58,528
'33270	INMATE SERVICES OFFICER	N	17	35,251	44,944	54,638	17	37,760	47,578	58,528
'15510	APPRAISER III	N	18	36,389	46,396	56,403	18	38,962	49,093	60,392
'15215	COUNTY CLERK	E					18	38,962	49,093	60,392
'29020	DRUG COURT COUNSELOR	E	18	36,389	46,396	56,403	18	38,962	49,093	60,392
'13220	EXECUTIVE ASSISTANT	E	18	36,389	46,396	56,403	18	38,962	49,093	60,392
'99930	PLANNER	E					18	38,962	49,093	60,392
'61220	RECREATION PROGRAMS MANAGER	E	18	36,389	46,396	56,403	18	38,962	49,093	60,392
'61210	SPORTS PROGRAMS MANAGER	E	18	36,389	46,396	56,403	18	38,962	49,093	60,392
'45205	TRANSFER STATION SUPERVISOR	E	18	36,389	46,396	56,403	18	38,962	49,093	60,392
'22040	DIRECTOR, VICTIM WITNESS ASSISTANCE	E	19	37,527	47,847	58,167	19	40,165	50,607	62,255
'74150	STORMWATER / PLAN REVIEW MANAGER	E					19	40,165	50,607	62,255
'15405	CHIEF DEPUTY TAX COMMISSIONER	E	20	38,665	49,298	59,931	20	41,367	52,122	64,119

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Job Classification List (Code Order)

CODE	TITLE	FLSA	Current				Proposed			
			GR	MIN	MID	MAX	GR	PMIN	PMID	PMAX
'41010	CONSTRUCTION PROJECTS COORDINATOR	E	20	38,665	49,298	59,931	20	41,367	52,122	64,119
'15505	DEPUTY CHIEF APPRAISER	E	20	38,665	49,298	59,931	20	41,367	52,122	64,119
'33030	DEPUTY SHERIFF, SERGEANT	N	20	38,665	49,298	59,931	20	41,367	52,122	64,119
'33130	DEPUTY SHERIFF, SERGEANT CID	N	20	38,665	49,298	59,931	20	41,367	52,122	64,119
'36140	FIRE LIEUTENANT	N	20	38,665	49,298	59,931	20	41,367	52,122	64,119
'36145	FIRE LIEUTENANT, PREVENTION	N	20	38,665	49,298	59,931	20	41,367	52,122	64,119
'22020	CHIEF INVESTIGATOR, D.A.	E	21	40,350	51,446	62,542	21	43,170	54,395	66,914
'49105	FLEET ADMINISTRATOR	E	18	36,389	46,396	56,403	21	43,170	54,395	66,914
'15150	MANAGER, PURCHASING	E	21	40,350	51,446	62,542	21	43,170	54,395	66,914
'15310	NETWORK SYSTEMS ADMINISTRATOR	E	21	40,350	51,446	62,542	21	43,170	54,395	66,914
'33020	DEPUTY SHERIFF, LIEUTENANT	E	22	42,626	54,348	66,071	22	45,575	57,424	70,641
'33220	DETENTION LIEUTENANT	E	22	42,626	54,348	66,071	22	45,575	57,424	70,641
'29010	DRUG COURT ADMINISTRATOR	E	22	42,626	54,348	66,071	22	45,575	57,424	70,641
'76310	FAMILY CONNECTION COORDINATOR	E	22	42,626	54,348	66,071	22	45,575	57,424	70,641
'36130	FIRE CAPTAIN	N	21	40,350	51,446	62,542	22	45,575	57,424	70,641
'33060	TRAINING & CERTIFICATION LIEUTENANT	E	22	42,626	54,348	66,071	22	45,575	57,424	70,641
'36120	FIRE BATALION CHIEF	E	23	44,903	57,251	69,599	23	47,979	60,454	74,368
'36115	ASSISTANT CHIEF, TRAINING	E	24	47,179	60,153	73,128	24	50,384	63,484	78,095
'24010	ASSOCIATE MAGISTRATE	E	24	47,179	60,153	73,128	24	50,384	63,484	78,095
'22010	ASST DISTRICT ATTORNEY	E	24	47,179	60,153	73,128	24	50,384	63,484	78,095
'33010	DEPUTY SHERIFF, CAPTAIN	E	24	47,179	60,153	73,128	24	50,384	63,484	78,095
'22015	ASST DISTRICT ATTORNEY, SENIOR	E	25	49,456	63,056	76,656	25	52,788	66,513	81,822
'14001	DIRECTOR, ELECTIONS & REGISTRATION	E	25	49,456	63,056	76,656	25	52,788	66,513	81,822
'15110	MANAGER, ACCOUNTING & BUDGET	E	25	49,456	63,056	76,656	25	52,788	66,513	81,822
'42205	MANAGER, ROADS & BRIDGES	E	25	49,456	63,056	76,656	25	52,788	66,513	81,822
'33005	DEPUTY SHERIFF, MAJOR	E	26	51,732	65,958	80,185	26	55,193	69,543	85,549
'33205	DETENTION MAJOR	E	26	51,732	65,958	80,185	26	55,193	69,543	85,549
'38001	DIRECTOR, E911	E	26	51,732	65,958	80,185	26	55,193	69,543	85,549
'33000	CHIEF DEPUTY SHERIFF	E	27				27	58,800	74,087	91,139
'36110	DEPUTY CHIEF, ADMINISTRATION	E	25	49,456	63,056	76,656	27	58,800	74,087	91,139
'36105	DEPUTY CHIEF, FIRE OPERATIONS	E	27	55,147	70,312	85,477	27	58,800	74,087	91,139
'15501	CHIEF APPRAISER	E	28	59,700	76,117	92,534	28	63,609	80,147	98,593
'13210	DIRECTOR, ADMIN & SPECIAL PROJECTS	E	28	59,700	76,117	92,534	28	63,609	80,147	98,593

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Job Classification List (Code Order)

CODE	TITLE	FLSA	Current				Proposed			
			GR	MIN	MID	MAX	GR	PMIN	PMID	PMAX
'15605	DIRECTOR, FACILITIES / I.T.	E	25	49,456	63,056	76,656	28	63,609	80,147	98,593
'15210	DIRECTOR, HUMAN RESOURCES	E	27	55,147	70,312	85,477	28	63,609	80,147	98,593
'61201	DIRECTOR, PARKS & RECREATION	E	28	59,700	76,117	92,534	28	63,609	80,147	98,593
'74101	DIRECTOR, PLANNING & DEVELOPMENT	E	28	59,700	76,117	92,534	28	63,609	80,147	98,593
'55201	DIRECTOR, SENIOR SERVICES	E	28	59,700	76,117	92,534	28	63,609	80,147	98,593
'15101	DIRECTOR, FINANCE	E	29	64,253	81,922	99,591	29	68,418	86,206	106,047
'36101	CHIEF, EMERGENCY SERVICES	E	30	71,082	90,629	110,177	30	73,227	92,266	113,501
'41001	DIRECTOR, PUBLIC WORKS & COMM DEV	E	30	71,082	90,629	110,177	30	73,227	92,266	113,501
'13201	COUNTY MANAGER	E	32	80,188	102,239	124,291	32	82,845	104,384	128,409

Backup material for agenda item:

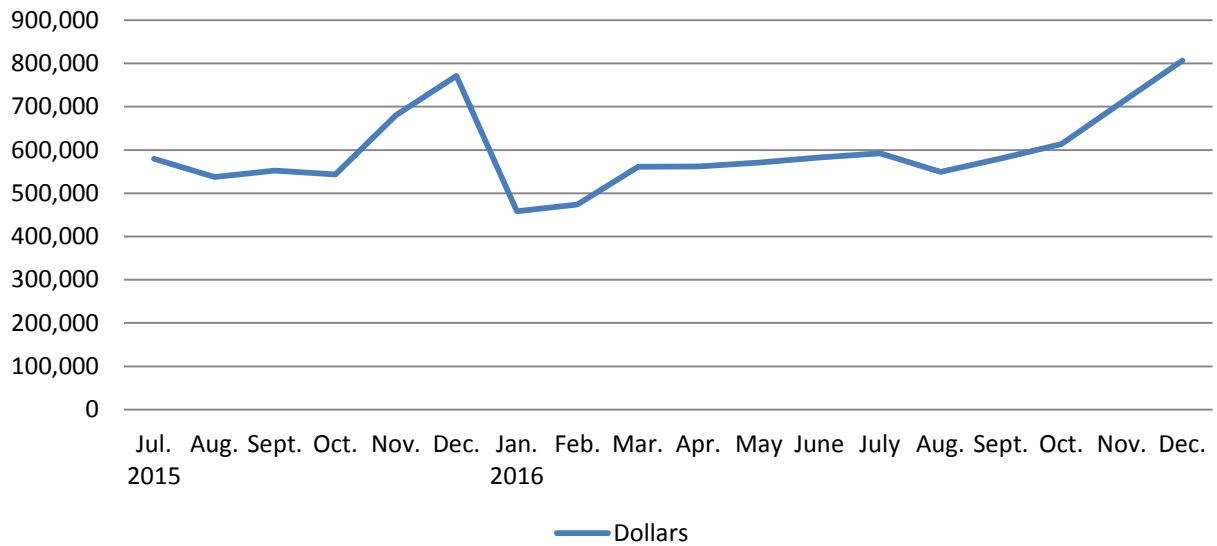
8. County Manager Report



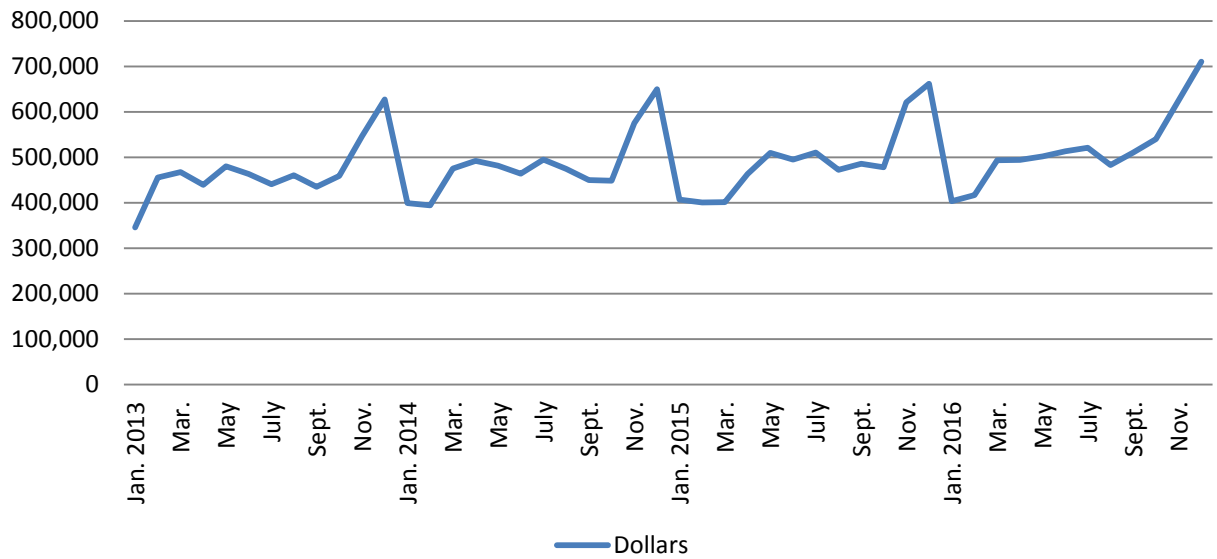
Key Indicator Report

January 2017

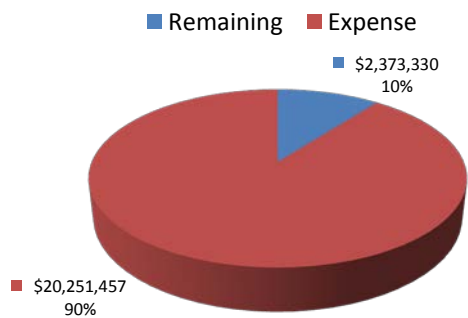
SPLOST VI COLLECTION CHART



LOST COLLECTION CHART

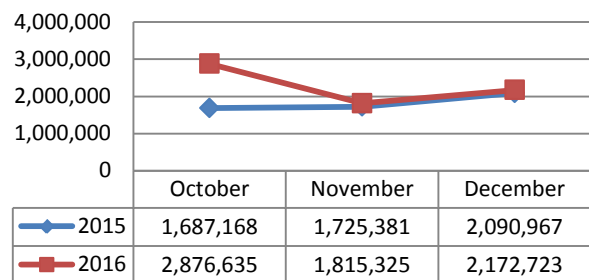


Budget

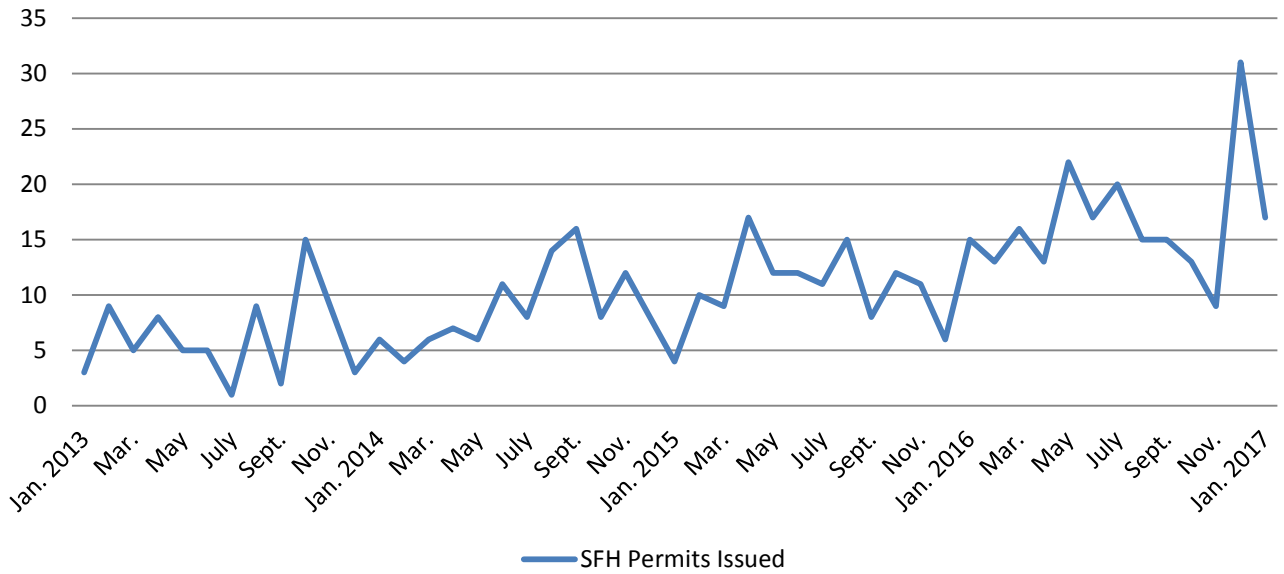


Through 12/31/16

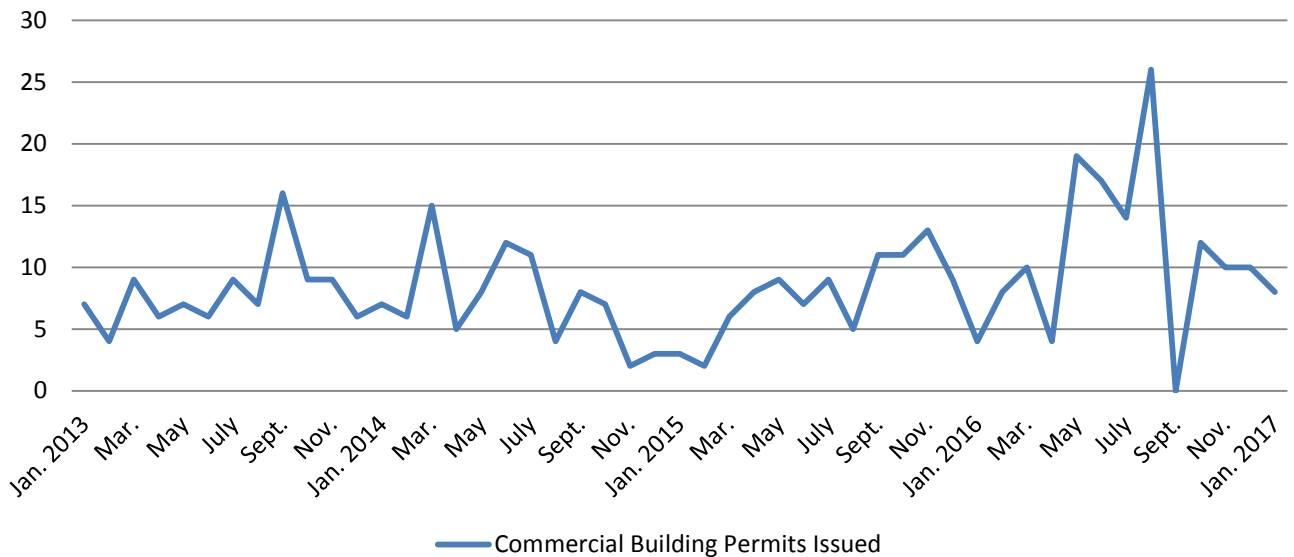
All Revenue Per Month



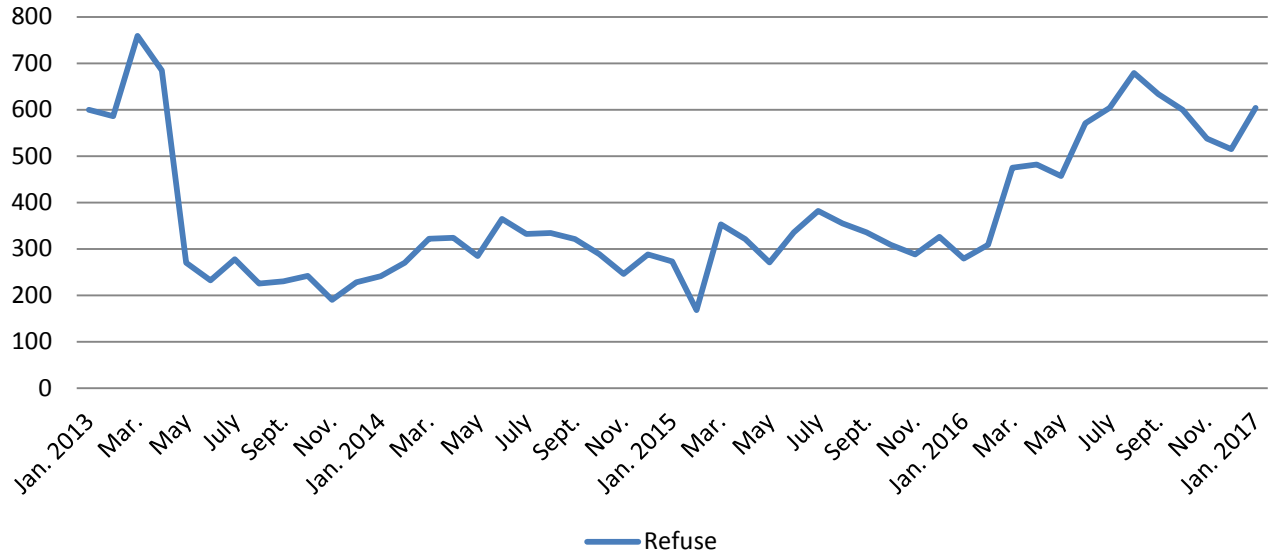
SINGLE FAMILY HOME BUILDING PERMITS ISSUED



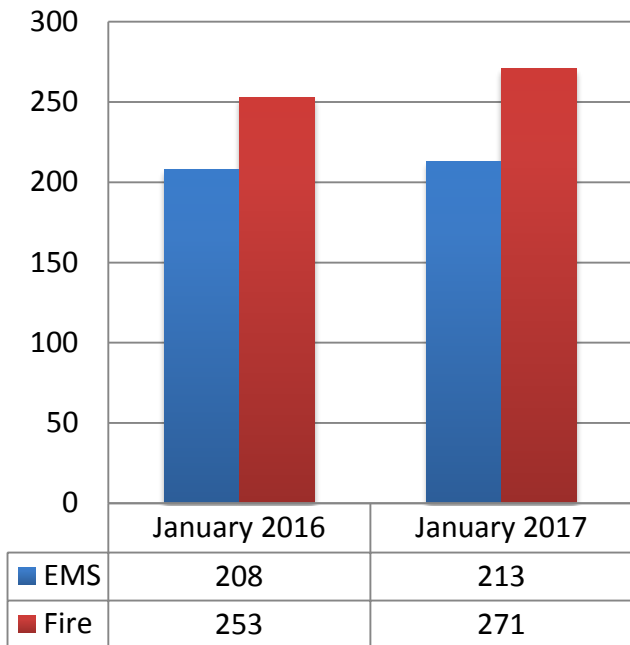
COMMERCIAL BUILDING PERMITS ISSUED



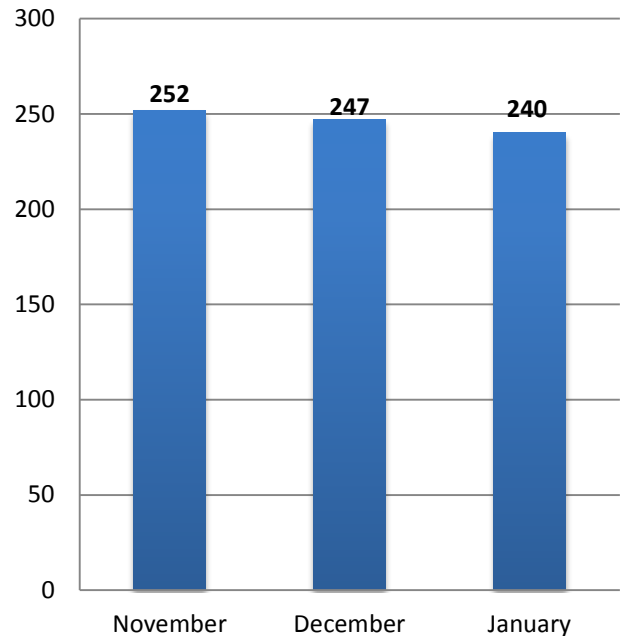
TRANSFER STATION TONNAGE COLLECTION



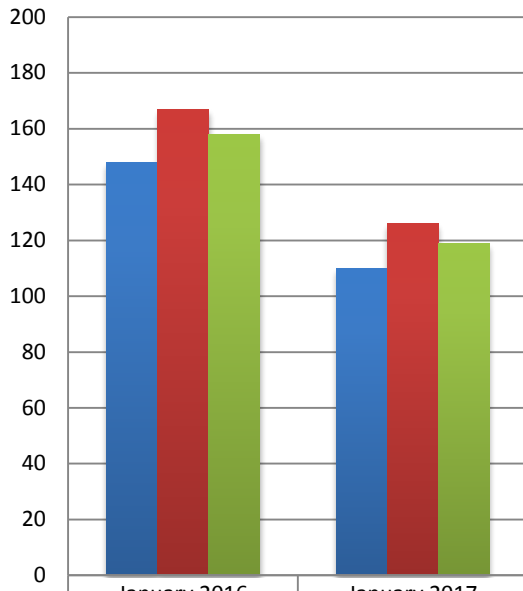
EMS/Fire Calls for Service



Number of Employees

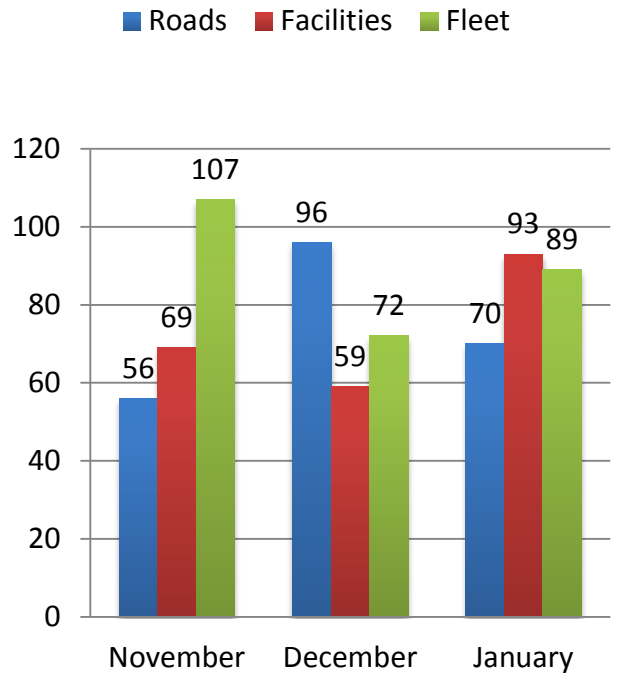


Inmate Population



	January 2016	January 2017
Lowest Daily Count	148	110
Highest Daily Count	167	126
Daily Average	158	119

Repair Requests





Dawson County Board of Commissioners

Elections/Registrar Monthly Report – January 2017

- **New Applications/Transfers In: 239**
- **Changes/Duplicates: 232**
- **Cancelled/Transferred Out: 176**
- **Total Processed: 647**

HIGHLIGHTS

Voter Registration Projects:

- Processing voter registration requests/changes held until January General Election Runoff elections were complete.
- Scan, index and file backlog of held applications/changes in process.
- “Delete file” storage cleanup (re-arrange and destruction per retention schedule)

Elections Projects:

- Municipal General Election – November 7, 2017
 - Qualifying: August 21-24 (M-T) 8:30 – 4:30 daily at Board of Elections & Registration office
 - Municipal IGA drafted and in process of approval
 - Task list for November Municipal General Election
- Dale Holland-Board of Elections Member sworn in at first board meeting in January
- Ethics filings for January 2017 complete
- Cleanout and replacement of election directional signage

Highlights of plans for upcoming month:

- Update & prepare municipal qualifying packets
- As Regional Coordinator (recently appointed by GEOA President) for Region 2 in the State, coordinate and implement regional meeting for specific topic training in preparation of the upcoming GEOA conference in May. (GEOA=Georgia Elections Officials Association). *Region 2 consists of Dawson, Habersham, Lumpkin, Towns, Hall, Rabun, Union, White, Forsyth & Stephens counties.



Dawson County Board of Commissioners

Emergency Services Monthly Report – January 2017

Fire Responses	November	December	January
2015	253	324	280
2016	319	297	253
2017			271

EMS Responses	November	December	January
2015	181	256	214
2016	221	235	208
2017			213

Plan Reviews: 6

EMS Revenue:

- December 2015- \$ 45,819.92
- December 2016- \$ 49,255.86
- 7.5 % Increase
- Note: from September 1 through December 31, EMS Consultants collected \$27,576.46 of outstanding billing handled by previous biller, AMB (bringing total revenue to \$73,832.32)

Plan Review and Inspection Revenue Total: \$ 2,465.00

- County: \$ 2,165.00
- City: \$ 300.00

Business Inspections Total: 32

- County follow-up: 10
- City follow-up: 0
- County final inspection: 5
- City final inspection: 2
- County annual inspections: 15
- City annual inspections: 0

HIGHLIGHTS

Dawson County Emergency Services Projects:

- Training hours completed by staff: 1,555.25
- Public Relations / Education Details: 3 (total of 29 kids and 34 adults)
- Smoke detector installations: 6
- Search and Rescue: 0
- Fire investigation: 1
- CPR people trained: 0
- Child safety seat installations: 2
- Total water usage: 13,800 gallons (EWSA: 4,800 gallons; City: 9,000 gallons; Pickens: 0; Cherokee: 0)
- 11 Fires (Building 3 ; brush/grass 3; vehicle 3; outside rubbish/trash/waste 3; dumpster 0)



Dawson County Board of Commissioners

Facilities Monthly Report – January 2017

- **Total Work Orders: 93**
- **Community Service Workers: 8**

HIGHLIGHTS:

- Annual Building & Facilities Inspection – All Dawson County properties



FACILITIES DEPARTMENT

MONTHLY REPORT

For Period Covering the Month of JANUARY 2017

SN	TASKS/ WORK DONE	LOCATION/S of Service
1	Completed HVAC preventive maintenance	Government Center
2	Met with Shumate HVAC on job pricing quote	Government Center
3	Removed deck and repaired sheetrock at tax commissioner's office	Government Center
4	Repainted the office and hallway at tax commissioner's office	Government Center
5	Cleaned carpet for the new tax commissioner	Government Center
6	Moved office phone lines and removed old chairs	DCSO-LEC
7	Repaired low cooling level switch of the generator	Fire Station 2
8	Installed cabinets for 4-H	Agriculture Center
9	Removed ice/snow	Dawson County Buildings
10	Replaced broken mail box	Chappell Building
11	Removed asphalt for phone pole installation	Transfer Station
12	Wired and relocated air compressor	Fuel Center
13	Trimmed landscaping area	Dawson County Buildings
14	On-going repairs on HVAC	Government Center
15	Completed repairs on HVAC	Fleet Shop
16	Completed repairs on HVAC	Historic Courthouse
17	Completed work on lights	Rock Creek Park
18	Replaced the block heater for the generator	Fire Station 2
19	Repaired gate	Fleet Shop
20	Repaired gate	Fuel Center
21	Washed all FAC & IT vehicles	Facilities
22	Repaired major water leak	Fire Station 1
23	Repainted office for the new BOC Chairman	Government Center
24	Repainted office for the new Purchasing Manager	Government Center
25	Repaired cut wiring for the new lights	Rock Creek Park
26	Total Work Orders for the month = Ninty three (93)	Facilities
27	Total Community Service for the month = Eight (8)	Facilities

These numbers do not reflect daily/ weekly routine duties to include:

Cutting of grass and landscape maintenance on all county properties

Cutting of grass and landscape maintenance on all five (5) parks on the west side of county

Cleaning of the new government center and other county owned buildings, offices and facilities

Emptying outside trash receptacles at county owned buildings

Collecting and recycling of all county buildings, offices and facilities

Noted By: _____

JAMES TOLBERT, Facilities Director

Prepared By: MVBosten, 02/01/17



Dawson County Board of Commissioners

Finance Monthly Report – January 2017

FINANCE HIGHLIGHTS

- **LOST Collections:** \$710,278 – up 7.3% compared to 2015.
- **SPLOST Total Collections:** \$807,105 – up 4.64% compared to 2015.
 - \$686,039– County Portion (85%)
 - \$121,066 – City Portion (15%)
- **TAVT:** \$92,777– down 8.0% compared to 2015
- **See attached Revenue and Expenditure Comparison for 2016**
- **Total County Debt:** \$3,011,765 (See attached Debt Summary)
- **Audit Status:** Preliminary fieldwork took place in January
- **Budget Status:** The 2017 Budget was approved on November 10, 2016.

PURCHASING HIGHLIGHTS

Formal Solicitations

- None

Informal Solicitations

- 40 Plastic Tables – Park & Rec
- Ice Machine for T-ball – Park & Rec
- Batting Cage Nets – Park & Rec
- 4 Aluminum Bleachers – Park & Rec
- 3 Scoreboards w/ Remotes – Park & Rec
- Track Uniforms – Park & Rec
- Baseball & Softball Uniforms – Park & Rec
- First Aid Kits – Park & Rec
- Portable Radios/Mics – DCES (K9)
- Infield Repair Project – Park & Rec
- Thermal Imager/Charger Kit - DCES

Pending Projects

- Debt Collection Services for Ambulance Transport Billing

Work in Progress

- Dawson Forest Road Rehab
- Dawson Forest Pipe Rehab
- Ambulances (SPLOST VI) – On Order
- Soccer Lights for Park & Rec
- Contract Renewals

Future Bids

- 2017 Bids

Future Bids – SPLOST VI

- Spreader Body Dump Truck
- Pothole Patching Machine
- Kelly Bridge Road Project (2)
- Steve Tate Highway Road Project (2)
- Equipment for Public Works
- Water Filtration System for DCGC & DCSO
- 2017 SPLOST Projects

LOST COLLECTIONS BY SALES MONTH	2012						2013	2013	2014
	LOST	LOST	LOST	LOST	LOST	LOST	TOTAL OF LOST & TAVT	TOTAL OF LOST & TAVT	
JANUARY	427,078	311,874	354,720	369,174	328,893	370,550	379,168	345,607	473,779
FEBRUARY	379,871	397,116	274,907	351,667	388,129	419,291	429,042	456,057	461,565
MARCH	436,637	481,885	537,310	364,950	415,995	455,290	465,879	489,324	563,503
APRIL	527,148	420,013	378,111	397,231	427,721	434,896	445,010	524,594	573,352
MAY	487,877	444,481	356,278	427,034	416,451	499,434	511,049	549,846	571,704
JUNE	417,191	427,008	438,812	402,680	414,777	467,551	478,424	538,357	550,402
JULY*	547,443	400,807	413,304	410,466	502,962	491,524	502,955	515,807	580,004
AUGUST	443,874	383,235	370,932	410,825	424,917	449,745	460,204	523,490	548,897
SEPTEMBER	468,792	416,854	384,882	402,478	440,780	451,155	461,647	511,552	534,645
OCTOBER	465,104	385,729	404,927	391,190	401,269	447,804	458,218	528,647	524,554
NOVEMBER	491,703	420,202	478,122	474,131	483,604	516,419	528,429	597,545	637,071
DECEMBER	529,043	526,677	369,174	534,286	588,809	625,589	640,138	707,147	749,414
PRORATA DISTRIBUTION			27,742	3,429	10,298	2,778	2,843		2,712
TOTAL	\$ 5,621,761	\$ 5,015,881	\$ 4,789,221	\$ 4,939,542	\$ 5,244,606	\$ 5,632,027	5,763,005	\$ 6,287,973	\$ 6,771,602

Note: The 2013 LOST distribution percentage changed from 86%/14% in 2012 to 88%/12% in 2013 as a result of LOST negotiations. Therefore, the dollar and percentage change calculations convert the 2012 figures to the 2013 percentage distribution.

DAWSON COUNTY LOST COLLECTION ANALYSIS

LOST COLLECTIONS BY SALES MONTH	2015			2016			2017			2018			2019			
	LOST	\$ CHANGE	%CHANGE	TAVT	\$ CHANGE	% CHANGE	LOST & TAVT	\$ CHANGE	% CHANGE	LOST	\$ CHANGE	%CHANGE	TAVT	\$ CHANGE	% CHANGE	
JANUARY	407,119	7,902	2.0%	99,691	25,129	33.7%	506,810	33,031	7.0%	403,647	(3,472)	-0.85%	88,609	(11,082)	-11.1%	
FEBRUARY	401,048	6,404	1.6%	70,976	4,055	6.1%	472,024	10,459	2.3%	417,338	16,290	4.06%	59,291	(11,685)	-16.5%	
MARCH	401,681	(74,041)	-15.6%	94,563	6,782	7.7%	496,244	(67,259)	-11.9%	494,022	92,341	22.99%	92,619	(1,944)	-2.1%	
APRIL	463,433	(27,762)	-5.7%	110,268	28,111	34.2%	573,701	349	0.1%	494,218	30,785	6.64%	72,830	(37,438)	-34.0%	
MAY	509,230	27,352	5.7%	85,934	(3,892)	-4.3%	595,164	23,460	4.1%	502,178	(7,052)	-1.38%	71,669	(14,265)	-16.6%	
JUNE	494,999	30,556	6.6%	101,458	15,499	18.0%	596,457	46,055	8.4%	513,139	18,140	3.66%	76,593	(24,865)	-24.5%	
JULY*	510,294	14,786	3%	104,987	20,491	24.3%	615,281	35,277	6.1%	520,934	10,640	2.09%	71,040	(33,947)	-32.3%	
AUGUST	472,899	(1,564)	-0.3%	103,028	28,594	38.4%	575,927	27,030	4.9%	483,123	10,224	2.16%	85,774	(17,254)	-16.7%	
SEPTEMBER	486,278	35,902	8%	89,242	4,973	5.9%	575,520	40,875	7.6%	510,465	24,187	4.97%	90,752	1,510	1.7%	
OCTOBER	478,120	29,305	6.5%	80,721	4,982	6.6%	558,841	34,287	6.5%	539,988	61,868	12.94%	70,396	(10,325)	-12.8%	
NOVEMBER	618,782	44,659	7.8%	74,308	11,360	18.0%	693,090	56,019	8.8%	625,356	6,574	1.1%	57,577	(16,732)	-22.5%	
DECEMBER	662,138	12,142	1.9%	100,841	1,423	1.4%	762,979	13,565	1.8%	710,278	48,140	7.3%	92,777	(8,064)	-8.0%	
Prorata Distribution(June)	735			735			735	(1,977)		1,513	778	105.9%				
Prorata Distribution (Dec.)	2,039			2,039			2,039			995	(1,044)	-51.2%				
TOTAL	\$ 5,908,795	\$ 105,641		\$1,116,017			\$7,024,812	\$251,171	45.6%	\$ 6,217,194	\$ 308,399		\$929,927	\$7,147,120	\$122,574	22.9%

FY16 LOST & TAVT	\$7,147,120
FY15 LOST & TAVT	7,024,812
FY14 LOST & TAVT	6,771,602
FY13 LOST & TAVT	6,287,973
FY13	5,623,424
FY12 CONVERTED	5,763,005
FY12	5,632,027
FY11	5,244,606
FY10	4,939,542
FY09	4,789,221
FY08	5,015,881
FY07	5,621,760
FY06	5,608,446
FY05	4,426,013
FY04	3,527,663

FY15 ACTUAL TO DATE	
FY15 ACTUAL TO DATE	\$5,908,795
FY16 ACTUAL TO DATE	\$6,217,194
\$ DIFFERENCE	308,399
% DIFFERENCE	5.22%

BELOW FIGURES INCLUDE TAVT CALCULATIONS	
FY15 ACTUAL TO DATE	\$7,024,812
FY16 ACTUAL TO DATE	\$7,147,120
\$ DIFFERENCE	122,308
% DIFFERENCE	1.74%



Dawson County Board of Commissioners

Fleet Maintenance and Fuel Center Monthly Report – January 2017

FLEET

- **Preventative Maintenance Performed: 31**
- **Tires Mounted: 33**
- **Repair Orders Completed: 89**
- **Labor Hours: 198.35**
- **Labor Cost Savings: \$5,351.48**
(Comparison of the Fleet Maintenance rate of \$43.02 per labor hour to outsourced vendors rate of \$70.00 per labor hour)
- **Parts Cost Savings: \$1,832.08**
(Comparison of Dawson County's parts discounts to outsourced markup; average 20%)
- **Total Cost Savings for October: \$7,183.56**

FUEL CENTER

- **Average fuel center price per gallon:**
Gasoline: \$1.87
Diesel: \$1.93
- **Fuel Center Usage - Dawson County and Board of Education**
Gasoline: 9,586.80 gallons; 711 transactions
Diesel: 7,627.00 gallons; 214 transactions
- **Fuel Center Usage - Etowah Water and City of Dawsonville**
Gasoline: 1,402.70 gallons; 77 transactions
Diesel: 350.70 gallons; 11 transactions
- **Revenue from Etowah Water and City of Dawsonville: \$87.67**

HIGHLIGHTS

- Vehicle Policy is in final stages. Next step is for Board of Commission review.
- Fleet has updated the Users in the fuel data system and corrected discrepancies.
- Surplus list is being compiled to present to the BOC for approval to dispose.



Dawson County Board of Commissioners

Human Resources Department Monthly Report – January 2017

POSITION CONTROL

- Positions approved by BOC: 434
- # of filled F/R Positions: 240
- # of filled F/T Positions: 0
- # of filled Grant Funded Positions: 6
- # of filled P/R Positions: 50
- # of filled P/T Seasonal Positions: 14
- # of Supplemental Positions: 52
- # of Vacant Positions: 42
- #of Frozen Positions: 30
- % of Budgeted/Actual Positions: 83%

ADDITIONAL INFORMATION

- FMLA/LOA tracking: 4
- WC and/or P & L claims filed: 1
- Unemployment claims received: 1
- Performance Evaluations received: 10
- Payroll/Benefit changes keyed: 256

HIGHLIGHTS

Positions Advertised/ Posted: 5

- Marshal's Office- Animal Control Officer
- Parks & Recreation- Part-Time Parks Maintenance Worker
- Public Works- Operator I
- Public Works- Operator II
- Public Works- Part-Time Operator I

Applications Received: 43

New Hires added into system: 10

- | | |
|--|--|
| • Chris Gaines- Board of Commissioners | Christine Riscassi- Magistrate Court |
| • Tara Sanderson- D.A.'s Office | Patrick Apoian- Sheriff's Office |
| • Anthony Buttram- Emergency Services | Charles Hamrick- Sheriff's Office |
| • Avery Evans- Emergency Services | Chad White- Sheriff's Office |
| • Cory West- Emergency Services | Nicole Stewart- Tax Commissioners Office |

Terminations Processed: 6

- | | |
|--|-----------------------------------|
| • Jennifer Geller- D.A.'s Office | Brandon Branson- Sheriff's Office |
| • Eva Bagley- Emergency Services | Jennifer Mott- Sheriff's Office |
| • Jason Holbrook- Planning & Development | Dana Cleveland- Transfer Station |
| • John Carter- Sheriff's Office | |

Additional Highlights for January

- Annual W2s distributed to all employees
- Affordable Care Act 1095-Cs mailed out to all employees
- County-Wide Weight Loss Challenge Started
- Annual GEBCorp Census Completed



Dawson County Board of Commissioners

Information Technology Monthly Report – January 2017

- **Calls for Service: 153**
- **Service Calls Completed: 153**
- **Windstream visits: 3**

HIGHLIGHTS:

- Working on fiber installation with Windstream
- Multiple projects with Law Enforcement Center restructure



Dawson County Board of Commissioners

Parks and Recreation Monthly Report – January 2017

- **Youth Sports Participants**
 - January 2017: 967 up 22% compared to same month last year.
 - YTD 2017: 967 up 22% compared to last year
- **Facility Rentals/Bookings/Scheduled Uses:**
 - January 2017: 676 up 6% compared to same month last year
 - YTD 2017: 676 up 6% compared to last year
- **Adult and Youth Wellness and Specialty Program Participation:**
 - January 2017: 57 down 86% compared to same month last year.
 - YTD 2017: 57 down 86% compared to last year.
- **Total Customers Served:**
 - January 2017: 1,700 up 12% compared to same month last year
 - YTD 2017: 1,700 up 12% compared to last year

HIGHLIGHTS

Park Projects:

- Quotes obtained and vendor secured for all 2016 weed control and fertilization.
- New scoreboards ordered for Fields 1, 2 and 3 at VMP. New boards are LED w/ wireless router controls.
- Ordered new bleachers for Fields 1 and 2 at VMP. Replacement recommended by ACCG inspector.
- Batting cages at RCP were replaced with custom welded frames and new cage nets installed.
- Replaced ice machine at RCP.
- Online reservation system implemented for War Hill Park campground reservations.
- Quotes obtained and vendor secured for 2017 field rehab at RCP.
- Soccer lights installation and testing complete. Musco will tweak a few heads, but otherwise ready.
- Purchased 100 first-aid kits for equipment bags for all sports.

Athletic and Program Summary:

- Youth basketball games continued, including end of season tournaments in each age group.
- Basketball all-star teams practiced in preparation for upcoming GRPA District tournaments in February
- Specialty programs included basketball lessons, dance classes, adult boot camp, Kid Fit, Tai Chi, & Yoga.
- Quotes obtained and POs issued for all spring sports uniforms.
- Registration began (baseball, softball, t-ball, instructional league, volleyball, track, & girls' volleyball league (new))

On the Horizon:

- February: youth volleyball league begins
- February 3-4: Battle of the Best Pre District Basketball Tournament @ RCP and VMP
- February 20: Spring sports evaluations and team drafts
- February 23-26: GRPA District Basketball Tournaments
- February 23-26: Rock Creek Park hosts the GRPA 10U boys District Tournament
- February 25: Leap for Literacy @ WHP, water level permitting
- March 13: Park Board meeting, 5:30PM
- March 18: Spring Sports Opening Day 2017 @ RCP
- April 1: WHP Campground opens for camp season
- April 15: KARE for Kids Community Egg Hunt @ VMP

Rock Creek Park	JAN	FEB	MARCH	APRIL	MAY	JUNE	JULY	AUGUST	SEPT	OCT	NOV	DEC	TOTALS
Tv Room	9												9
Classroom	8												8
Community Room	33												33
Gyms	198												198
Small Pav.	1												1
Large Pav.	0												0
Fields 7-16	20												20
Soccer Fields	25												25
Tennis Courts	10												10
Weight Room	224												224
2 story/upstairs	10												10
Totals	538												538
Veteran's Memorial Park													
Gym	115												115
Small Pav.	0												0
Large Pav.	0												0
Pool	0												0
Fields 1-6	0												0
Football Field	0												0
Other	15												15
Totals	130												130
Fire Station 2	8												8
Pool opened for summer													
T-Ball Participants	57												57
BB Participants	102												102
Adult League	0												0
Basketball	278												278
Football	0												0
Cheer	0												0
Wrestling	25												25
Track	6												6
Travel	90												90
Instructional League	47												47
Softball	38												38
Soccer	288												288
Swim Team	0												0
Tournament Participation	0												0
Volleyball	36												36
Totals	967												967

Monthly Report Totals - 2017

Activity	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	Total
All Sports Day Camps (1 & 2)	-												0
Basketball Lessons	6												6
Basketball Pre-Try Out Prep Camp	-												0
Battle of the Best Relay for Life Fundraiser	-												0
Boot Camp (all classes)	24												24
Breakfast with Santa	-												0
Camp of Ballers	-												0
Cheerleading Camp	-												0
Circuits & Supersets	-												0
Community Egg Hunt	-												0
Dance	7												7
Dance Camp	-												0
Fitness Sampler	-												0
Guard Prep Camp	-												0
Hula Hoop Fitness Class	-												0
Kango (all classes)	-												0
Kids Fit	-												0
Lady Tigers Fundamental Basketball Camp (girls)	-												0
Movies in the Park	-												0
Pool Swimmers	-												0
Pups in the Park	-												0
Rotary Day	-												0
Sandy's Basketball Camps	-												0
SilverSplash	-												0
Speed & Agility Camp	-												0
Spring Sports Opening Day	-												0
Swim Lessons	-												0
Tai Chi	8												8
Tennis Lessons	-												0
Tigers Fundamental Basketball Camp (boys)	-												0
Trunk or Treat	-												0
UFA Soccer Camp	-												0
Volleyball	-												0
War Hill Park Guests	-												0
Water Aerobics	-												0
Yoga	12												12
Zumba	-												0
	57	0	0	0	0	0	0	0	0	0	0	0	57



Dawson County Board of Commissioners

Planning and Development Monthly Report – January 2017

- **Total Building permits Issued**
 - January 2017: 39 down 25%
 - YTD 2017: 39
 - Single Family New Homes: 17
 - Commercial Buildings: 8
- **Business Licenses Issued:**
 - Jan 2017: 221 up 125%
 - YTD 2017: 221
- **Total Building Inspections Completed:**
 - Jan 2017: 450 down 9%
 - YTD 2017: 450
- **Variances/Zonings Processed:**
 - Sept 2017: 3 same 0%
 - YTD 2017: 3
- **Plats Reviewed:**
 - Jan 2017: 6 down 57%
 - YTD 2016: 6
- **Total Stormwater/Erosion Inspections: 10**
- **Total Stormwater Warnings/Stop Work Orders Issued: 1**
- **Total Civil Plan Review Meetings: 1**
- **Total Building Plan Review Meetings: 4**

HIGHLIGHTS

Planning & Building Projects:

- Grayson Smith newly on-boarded as animal control officer.
- Currently accepting applications for building inspector.
- The need for upfront admin & planning commission support continues to be a factor in timely and effectively processing departmental workloads.

Licensed Businesses:

- Commercial based businesses: 107
- Home based businesses: 70

Dawson County New Business Licensing January 2017

Dawson County has nine (9) New Commercial Businesses that have opened this month.

1. Appliances 4 Less – Retail Appliances
240 Dawson Village Way North
2. K & C Towing - Towing
603 Carlisle Road
3. Hobby Lobby – Retail Art & Craft Supplies
136 Marketplace Parkway
4. Premier Surplus - Recycler
12 Nordson Drive
5. Relax Cigar, Beer & Wine – Retail Cigars, Beer & Wine
240 Dawson Village Way North
6. Ross Dress for Less – Retail Clothing
136 Marketplace Parkway
7. Tripp & Company – Retail Jewelry
145 Forest Boulevard
8. The Joint – Chiropractic Services
145 Forest Boulevard
9. ZTC Holding – Equipment Repair
8593 Highway 53 West

Home Based Business has ten (10) New Locations and Home Office Business Licenses.

1. A Ability Bail Bonds – Bail Bonds
180 Ingram Drive
2. BorderLight – Commercial Leasing
95 Sassafras Ridge
3. From the He"Art" - Crafts
80 Kelly Bridge Road
4. Experience Claims Service – Home Repair
105 Hickory Nut Trail
5. Georgia Peachy Clean – Cleaning Service
989 Henry Grady Road
6. McDaniels Transport – Transport
205 North Seed Tick Road
7. Howell Parham Agency – Insurance
15 Wake Robin Drive
8. Mangle Bangle – Jewelry Design
2114 Bayberry Court
9. Huband House – Interior Design
239 Toto Creek Drive East
10. Live Oaks Landscapes – Landscaping
620 Spring Ridge Drive



Dawson County Board of Commissioners

Public Affairs Monthly Report – January 2017

Website Activity

- Page Views: 109,664
 - 1% decrease from previous year; 10% increase from previous month
- Unique Visitors: 18,977
 - 37% increase from previous year; 24% increase from previous month

Social Media

- Fans (Facebook): 1,476
 - 32% increase from previous year; 1% increase from previous month
- Followers (Twitter): 253
 - 83% increase from previous year; 2% increase from previous month

Citizen Care

- 311 Calls: 11 (legitimate calls: 0)
- Requests: 1

HIGHLIGHTS

Social Media and Website Promotions:

- January newsletter
- Community Connections Workshop: January 17
- Offices closed in observance of MLK Jr Day
- New headshots of newly elected officials / website update
- Miscellaneous events and department activities
- 5 job postings: magistrate clerk, county attorney, purchasing manager, PW operator, marshal
- Two demo calls for social media archiving

Plans for Upcoming Month:

- February newsletter
- Offices closed: February 20
- Continue evaluation process for social media archiving



Dawson County Board of Commissioners

Public Works Monthly Report – January 2017

ROADS:

- Work Orders: 70
- Mowing: 0 miles (total miles, including all passes)
- Gravel: 422.41 tons

ENGINEERING/GIS:

- Assisted Planning Department with GIS needs: created a zoning history layer, reprinted current zoning map books, and implemented temporary digital viewing platform.
- Working with Tax Assessor to start the creation of a parcel fabric.

TRANSFER STATION:

- Solid Waste: 603.95 tons
- Recycling: 25.94 tons
- Recycling scrap metal: 4.53 tons



Dawson County Board of Commissioners

Dawson County Senior Services Monthly Report – January 2017

SENIOR CENTER

- **Home Delivered Meals Served**
 - January 2017: 1,409 up 7% compared to same month last year
 - YTD 2017: 1,409
- **Congregate Meals Served**
 - January 2017: 555 up 14% compared to same month last year
 - YTD 2017: 555
- **Physical Activity Participation**(Tai Chi, Silver Sneakers, individual fitness)
 - January 2017: 556 up 47% compared to same month last year
 - YTD 2017: 556
- **Lifestyle Management Participation**(art, bridge, bingo, awareness, prevention)
 - January 2017: 227 no change compared to same month last year
 - YTD 2017: 227

HIGHLIGHTS

January Events:

- The Center received a 100 grade on the Food Service Inspection Report from Dawson County Health Dept.
- Installed projection screen for easier presentations.
- Installed new 40" TV in the main room that displays daily menus, announcements, events, calendars, etc.
- Silver Sneakers:Tues/Thurs; Tai Chi: Mon/Wed; Chair Yoga: Fri; Bible Study: 1st Tues/every Thurs; Art/Jewelry: Thur/Fri.

Special Dates Coming Soon:

- February 1, 15: Walmart
- February 3: Movie and Birthday
- February 6: Nutrition Education w/ Michelle
- February 7, 27: BINGO
- February 8: Dollar Tree
- February 10, 17, 24: Movie & Snack
- February 13: Outside the Lines Art Studio
- February 14: Valentine Party
- February 21: Gold City Presentation: "The Heart"
- February 22: Dollar General
- February 22: Today's Seniors with Dawn
- February 27: Pruitt Health Care – BINGO
- February 28: Health Education with Dedri

TRANSIT

- **DOT Trips Provided**
 - January 2017: 213 no change compared to same month last year
 - YTD 2017: 213
- **Senior Trips Provided**
 - January 2017: 548 up 12% compared to same month last year
 - YTD 2017: 548
- **# of Miles**
 - January 2017: 7,037 up 10% compared to same month last year
 - YTD 2017: 7,037
- **Gallons of Fuel**
 - January 2017: 828 up 5% compared to same month last year
 - YTD 2017: 828