

The Tattnall County Commissioners met in Regular Session with the following Members present: Chairman Jackie C. Trim; Bobby Kennedy, Herbert (Bubba) Burkhalter, Wayne Tatum, Edward Kennedy and GW Thompson.

Staff present: Frank H. Murphy, County Manager; Christy D. McCall, County Clerk; Kenny Hicks, Road Superintendent; Kyle Sapp, Sheriff; Jeff Rogers, Chief Deputy; Dennis Odum, County Engineer; Walt Rogers, EMA Director; Monica Douglas, 911 Director; Blake Monroe, EMS; Dustin Dasher, EMS Director; and Joseph McGovern, County Attorney.

Chairman Trim called the Meeting to order at 9:00 a.m. and led the Pledge of Allegiance. Rev. Marc Foster then gave the invocation.

Chairman Trim presented the consent agenda for approval. Consent agenda included the following:

- Regular Meeting Minutes, July 2, 2018
- Called Meeting Minutes, July 31, 2018
- Budget Amendment (Copy attached)
- Easement – GM Brannen
- Easement – Trevor & Melissa Tatum
- Easement – Wayman Parker

There was a motion by Commissioner Bobby Kennedy and 2nd by Commissioner Bubba Burkhalter to accept and approve the consent agenda. Motion carried unanimously.

New Business

1. Chairman Trim stated the agenda would need to be amended to add the Recognition of the Tattnall County Archives.

There was a motion by Commissioner GW Thompson and 2nd by Commissioner Bobby Kennedy to amend the agenda to add the recognition of the Tattnall County Archives. Motion carried unanimously.

2. Chairman Trim then presented the agenda for approval.

There was a motion by Commissioner Bubba Burkhalter and 2nd by Commissioner Bobby Kennedy to approve the agenda. Motion carried unanimously.

3. Ms. Elyse Butler of the Georgia Historical Society addressed the Board and the Tattnall County Archives and congratulated the Tattnall County Archives on being selected to receive the Georgia Historical Society's Roger K. Warlick Local History Achievement Award in the category of Special Projects for the "Revitalization of Tattnall County Archives" project. Ms. Butler stated the Georgia Historical Society consist of 200 associations in Tennessee, South Carolina and Georgia. These associations assist in collecting data. The Tattnall County Archives has been a member since 1996. Ms. Butler then presented the award to Pharris Johnson, Board Chair for the Tattnall County Archives. Employees and volunteers from Tattnall County Archives along with Mr. Johnson were present to receive the award. A picture was taken by the local news media.

Mr. Johnson then thanked Ms. Butler and expressed his gratification for receiving the award. He went onto thank the employees and volunteers of the Tattnall County Archives for their hard work and dedication. Mr. Johnson stated that the Archives has visitors from all over, even as far as California. He ended by thanking the Commissioners for their support and the local paper, The Journal Sentinel for their support.

Chairman Trim thanked Mr. Johnson and staff and congratulated them on receiving this outstanding award. He then reminded everyone of the Tattnall County Archives hours of operation and encouraged everyone to visit the Archives.

4. Chairman Trim stated the next item on the agenda, Approval of the Classification & Compensation Plan. He then announced that executive session was needed to discuss personnel before voting on this agenda item.

There was a motion by Commissioner Bobby Kennedy and 2nd by Commissioner Bubba Burkhalter to go into executive session at 9:11 a.m. to discuss personnel. Motion carried unanimously.
(Affidavit signed by Chairman Trim and made a part of the Official Record)

5. There was a motion by Commissioner Bobby Kennedy and 2nd by Commissioner GW Thompson to go back into open session at 9:29 a.m. Motion carried unanimously.

6. Chairman Trim then presented the Approval of the Classification & Compensation Plan.

Frank Murphy addressed the Board and went over the proposed FY 2019 budget to justify the funding of the compensation plan. The funding of the compensation plan is in the budget and no tax increase is needed to fund the compensation plan. Mr. Murphy went onto say that the mileage rate is being rolled back this year. He then specified that the approximate cost of funding the compensation plan is \$480,562.76. He then explained that if the cost goes over that amount, that the contingency fund can cover any increase. He briefly went over the Classification & Compensation Plan as it was previously reviewed during the July 31, 2018 Called meeting. (See attached) Mr. Murphy then went over the Guidelines for the Initial Implementation of the Classification & Compensation Plan. He specifically explained that employees who are 'topped out' in their current position, will receive a 3% pay raise. He went onto say that Supervisor/Department Head raises will be approved by the Board of Commissioners. (See attached Guidelines for the Initial Implementation)

There was a motion by Commissioner Bubba Burkhalter and 2nd by Commissioner Wayne Tatum to approve the Classification & Compensation Plan and to approve the Guidelines for the Initial Implementation of the Classification & Compensation Plan. Motion carried unanimously.

Chairman Trim remarked that the Pay scale has been needed for a long time now and thanked the Board and department heads for all their hard work on the Compensation Plan.

7. Chairman Trim next presented the 911 Postpaid wireline/wireless service resolution for adoption.

Mr. Murphy explained that resolutions were needed in conjunction with the HB 751 that was signed into law on May 7, 2018 which establishes the Georgia Emergency Communications Authority (GECA) as the coordinating body for 911 and emergency communications in the state. The

legislation also created a new process by which all 911 fees are collected and remitted to local governments.

Beginning January 1, 2019, service suppliers will begin remitting their collected 911 fees the Georgia Department of Revenue through a contract with GECA.

Two resolutions will need to be adopted in accordance with HB 751. However, the 911 Postpaid wireline/wireless service is being presented first. The fee on the Postpaid wireline/wireless is also being increased from \$0.75 to \$1.50.

There was a motion by Commissioner Bobby Kennedy and 2nd by Commissioner GW Thompson to adopt the 911 Postpaid wireline/wireless service Resolution. Motion carried unanimously.

8. Following the first 911 resolution, Chairman Trim presented the 911 Prepaid wireless telephone service resolution for adoption.

There was a motion by Commissioner Bobby Kennedy and 2nd by Commissioner GW Thompson to adopt the 911 Prepaid wireless telephone service Resolution. Motion carried unanimously.

9. Dennis Odum, County Engineer presented the list of roads for the 2019 Local Maintenance and Improvement Grant (LMIG).

List includes the following roads:

- 1) Cedar Creek Church Road, Length: 1.74
- 2) John M Brewton Road, Length: 4.66
- 3) Joe McGovern Road, Length: 0.20
- 4) Stoney Hill Church Road, Length: 1.91
- 5) Mack Phillips Road, Length: 2.70

Mr. Odum explained that the commitment for funding has been received and is \$10k more than the County received last year. Total is around \$957k. He then stated the total for the work to be performed on these roads was a little more than he estimated. Mr. Murphy reported that there are extra funds in T-SPLOST that can absorb any overage.

Mr. Odum also explained the roads are not equally divided among districts and he normally tries to make it equal. However, he has spoken with the Commissioners regarding this and all the Commissioners agree on the list of roads to be on the 2019 LMIG.

There was a motion by Commissioner GW Thompson and 2nd by Commissioner Wayne Tatum to approve and accept the 2019 LMIG. Motion carried unanimously.

10. Sheriff, Kyle Sapp, presented the Wave Plus Security System Proposal to the Board. This security system is upgrading our current emergency system 'push buttons' for the whole court house square and adds additional 'push buttons'. This system connects directly to the Sheriff departments radio system.

Funding is available in public buildings for security upgrades. Mr. Murphy stated bid process is used unless items are priority. However, this bid is for upgrading our current system, which explains why there is only one bid.

Bid received is for \$16,300.00 from Wave Plus Security System.

There was a motion by Commissioner Bubba Burkhalter and 2nd by Commissioner Wayne Tatum to accept and approve the bid of \$16,300.00 from Wave Plus Security System to upgrade our current system of 'push buttons' and add addition 'push buttons' needed. Motion carried unanimously.

11. Road Superintendent, Kenny Hicks, presented the Water truck bid. The board previously voted to purchase a water truck, however, demonstration of water truck was not satisfactory, and that water truck was not purchased. Which explains the new bid for a water truck.

Mr. Hicks stated this water truck will work in conjunction with the recently purchased sewer jetter to clean out pipes and will also be used on other special projects.

Mr. Jason Bledsoe of United Rentals addressed the board regarding the price of the water truck. Bid in package reflects a total of \$46,892.22. However, Mr. Bledsoe stated he was lowering the price to an even \$45k with no sales tax.

It was stated that this bid is lower than the water truck bid previously approved that did not meet demonstration satisfaction.

Questions arose regarding engine type and transmission. Mr. Bledsoe could not recall engine type but stated the transmission is automatic.

This will be funded by Sales Tax equipment and will not be financed but purchased in full.

There was a motion by Commissioner Wayne Tatum and 2nd by Commissioner Bubba Burkhalter to approve and accept the bid of \$45,000.00 from United Rentals for the purchase of a water truck. Motion carried unanimously.

12. EMA Director, Walt Rogers presented Skid unit bids. Bids are as follows:

Firepenny	\$15,000.00
Heiman Fire Trucks	\$15,780.00
NEEL Fire Protection Apparatus, Inc.	\$18,995.00

Mr. Rogers explained that the skid unit is needed to add to a truck acquired through the Government program to create a Brush fire truck. Other equipment will be needed to complete the truck, which is included in the next agenda item, Fire department equipment bids. Mr. Rogers also commented that there are fire funds remaining in the 2014 SPLOST that will be used to purchase the skid unit. Mr. Rogers recommended Firepenny in the amount of \$15,000.00.

Commissioner Kennedy asked if this would help with the County's fire rating. Mr. Rogers responded that it would.

There was a motion by Commissioner Bobby Kennedy and 2nd by Commissioner Wayne Tatum to accept and approve the bid of \$15,000.00 from Firepenny to purchase the skid unit to create a brush fire truck. Motion carried unanimously.

13. Mr. Rogers then presented bids for fire department equipment. This equipment is needed to complete the fire brush truck and the jaws of life equipment. Bids are as follows:

Ten-8	\$4,244.51
NEFECO	\$4,599.80
Fireline	\$5,163.00

Mr. Rogers recommended Ten-8 in the amount of \$4,244.51. He also commented that this will be paid from the EMA equipment budget.

There was a motion by Commissioner Bubba Burkhalter and 2nd by Commissioner Wayne Tatum to accept and approve the bid of \$4,244.51 from Ten-8 to purchase additional fire department equipment. Motion carried unanimously.

14. Chairman Trim then presented a request from the City of Reidsville for assistance with drainage problems on Industrial Drive in front of the San Reid apartments. The mayor of Reidsville was not present at the meeting.

County Engineer, Dennis Odum recommended a study be performed to determine what will be required to correct the drainage problems.

It was decided by the Chairman and Board to table this item to allow time to discuss with the mayor and for the study to be performed.

15. Mr. Murphy then presented equipment for surplus. The 2012 ambulance, Vin # 1FDRF3GTXCEBB1599 and light package was recently placed on GovDeals for surplus and did not sell. Mr. Murphy asked what the board would like to do.

Commissioner Bobby Kennedy stated he would like to put the 2012 Ford ambulance back on GovDeals and keep lights to be used by the EMA dept. This time he would like to set the reserve for the 2012 Ford ambulance at \$4k.

There was a motion by Commissioner Bobby Kennedy and 2nd by Commissioner Bubba Burkhalter to place the 2012 Ford ambulance, Vin # 1FDRF3GTXCEBB1599 on GovDeals to surplus with the reserve of \$4k and to keep the lights for future use by the EMA dept. Motion carried unanimously.

Public Comments:

16. Mr. Lee Stanley thanked the Board for the fast response time on painting lines on the Old River Road which he brought to the Commissioners attention in the July 31 Called meeting.

17. Mr. Wayne Dasher of the Tattnall County Development Authority mentioned possible Solar Farm development that he would like to discuss with Commissioners at a later date. Mr. Dasher also announced that Rick Allen will be at the Glennville Garden Club on August 16th from 8:00 a.m.-9:00 a.m. for those that would like to attend.

Committee Reports:

18. All Commissioners good, no issues.

19. Mr. Murphy reminded everyone that the Department of Labor Commissioner visit will be held on August 28, 2018 at 5:00 p.m.

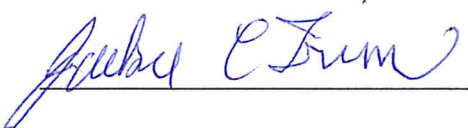
20. County Attorney, Joe McGovern stated another Executive session was needed to discuss Real Estate and Litigation.

There was a motion by Commissioner GW Thompson and 2nd by Commissioner Bobby Kennedy to enter Executive Session at 10:06 a.m. to discuss Real Estate and Litigation. Motion carried unanimously. **(Affidavit signed by Chairman Trim and made a part of the Official Record)**

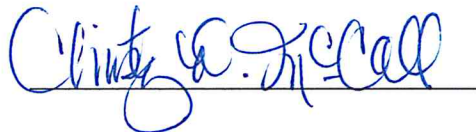
21. There was a motion by Commissioner Bobby Kennedy and 2nd by Commissioner Wayne Tatum to go back into open session at 10:24 a.m. Motion carried unanimously.

22. There was a motion by Commissioner Bubba Burkhalter and 2nd by Commissioner GW Thompson to adjourn the meeting at 10:25 a.m. Motion carried unanimously.

JACKIE C. TRIM, CHAIRMAN

Handwritten signature of Jackie C. Trim in blue ink, written over a horizontal line.

CHRISTY D. MCCALL, COUNTY CLERK

Handwritten signature of Christy D. McCall in blue ink, written over a horizontal line.

A CLASSIFICATION AND
COMPENSATION PLAN
FOR
TATTNALL COUNTY

PRESENTED
August 6, 2018

Introduction

As directed by the Tattnall Board County Board of Commissioners the Administrative Staff has worked with the Elected Officials and Department Supervisors to develop a job classification and compensation plan.

The objectives of the study included:

1. Reviewing and upgrading the current classification system and pay plan for all employees of Tattnall County; and
2. Collecting wage survey data and producing a recommended pay plan based on job analysis, job evaluation and wage survey data.

The process used to collect the necessary data and develop the classification and compensation plan consisted of several steps.

Step 1) Was the distribution of Job Self Evaluation Surveys to all employees.

Step 2) Was evaluating each position. Staff, Elected Officials and Department Supervisors met to discuss each position in his or her department.

Step 3) Elected Officials and Department Supervisors evaluated each position in their respective departments to provide an up to date Job Description and conduct a salary survey collecting salary information from counties of comparable size to Tattnall County, business and industry interest that would be competing for employees, City/County Associations and the Georgia Department of Community Affairs database. The acquired information was then used to establish a Minimal and Maximal Salary for each Job Classification.

The Classification Plan

The system used to classify the jobs in Tattall County is an adapted version of the Factor Evaluation System (FES).

FES is a factor-comparison evaluation system that uses nine factors for the evaluation of jobs: Knowledge Required by the Position, Supervisory Controls, Guidelines, Complexity, Scope and Effect, Personal Contacts, Purpose of Contacts, Physical Demands, and Work Environment. To adapt it to this setting, a tenth factor covering supervisory responsibility was added by staff. The factors are weighted (i.e., Knowledge Required by the Position "counts more" than Physical Demands). Using these factors all Officials and Department Supervisors created and will keep an updated Job Description for each position in their department.

Annual Performance Increases

Each July a Performance Evaluation will be conducted by Supervisors using the same Factor Evaluation System (FES). Employees will receive a Meets Expectations Rating or a Does Not Meet Expectations Rating. In rare circumstances an employee could receive an Exceeds Expectations Rating. Supervisors/Department heads working directly under the Board of Commissioners will be evaluated by the Board of Commissioners or a committee appointed by the Board of Commissioners. Those included as Supervisors/Department heads are County Manager, Road Superintendent, Code Enforcement, 911 Director, EMS Director, Fire/EMA Director, and Animal Control.

Rewards

- 1) Employees that Meets Expectations will receive a Performance Step Increase in addition to any other increases budgeted for the next fiscal year beginning October 1st of each year.
- 2) Employees that do not Meet Expectations will not receive a Performance Step Increase. These employees will receive by letter a list of the reasons he/she did not meet expectations and be

giving a 60-day probation period to correct the problems or face disciplinary action and possible dismissal. A copy of the letter will be placed in the employees personal file.

The Compensation Plan

The compensation plan developed for Tattnall County is based on an internal value system reflected in the classification plan and on a salary survey of comparable organizations to help assure an externally equitable and competitive pay system.

The pay plan consists of twenty-six grades. (Appendix B: Pay Scale) The salary range for each grade is approximately fifty percent. The range is deliberately broad so that problems associated with employees reaching the top of their pay range will be minimized. Also, to minimize employees reaching the top of their pay range too soon in their career the policy dictates that a ratio of 01 Step for every Five Years of experience rounded to the closes number (i.e. 16 years = 03 Steps 18 years = 04 Steps) be used to place current employees on the PayScale and in the future when New Hires are placed. (NOTE: Steps giving for experience can be applied for any verifiable job experience) The Policy also allows Elected Officials and Department Supervisors to award up to 03 Steps to help in recruiting qualified employees. Any new positions added to any department should be included in future year budget projections to be considered by the Board of Commissioners for adoption.

Once employees reach the maximum of their assigned pay range they will continue to receive Cost of Living salary increases and Annual Salary Supplements when included in future budget's. This should help alleviate retention and motivation problems associated with employees who have "topped out" of their pay range.

To keep the proposed salary tables current, an annual market adjustment will be considered. This adjustment should be applied as an increase to the salary schedule and as a Cost of Living salary increase for all employees when market conditions dictate. This market adjustment should be made in addition to employee performance raises. Thus, Tattnall County

should budget for two annual personnel cost adjustments: 1) an across-the-board increase which would raise every employee's salary and every pay range equally when market conditions dictate, and 2) annual performance increases linked to employee service and/or performance.

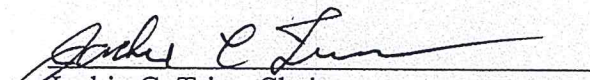
Cost of Implementation

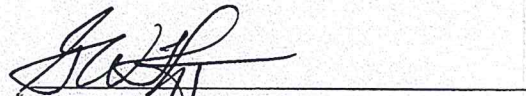
The implementation plans do not include Elected Officials or Contract Employees. Elected Officials and Department Supervisors have closely worked with The Commissioners and Staff to evaluate their Departments and provide an estimated cost for the implementation of this policy. (Appendix A). Cost of implementation is projected in the Proposed FY-19 Budget. Initial implementation is funded without a tax increase due to new growth in the Tax Digest, increases in Sales Tax Revenue, Interest earned from General Fund Reserves and projected Fund Balance carried over from the FY-18 Budget.

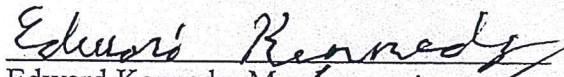
Cost of Funding Pay-Scale in Future Budgets

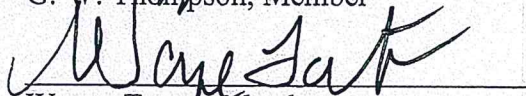
Annual Performance Increases will be funded by interest earned from General Fund Reserves set aside for this purpose.

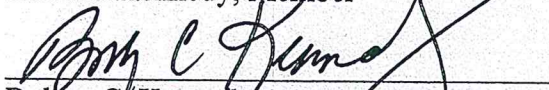
Approved on this day, August 6, 2018 by the TATTNALL COUNTY BOARD OF COMMISSIONERS


Jackie C. Trim, Chairman

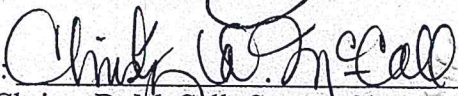

G. W. Thompson, Member


Edward Kennedy, Member


Wayne Tatum, Member


Bobby C. Kennedy, Member


Herbert (Bubba) Burkhalter, Member

ATTEST: 
Christy D. McCall, County Clerk

APPENDIX A:

PAY-SCALE POLICY

GENERAL FUND COST PROJECTION'S

Department	Current	Projected	Variable
Election	\$ 101,908.20	\$ 112,908.00	\$ 10,999.80
Tax Comm	\$ 202,799.14	\$ 216,995.08	\$ 14,195.94
Tax Assor	\$ 160,066.73	\$ 183,066.73	\$ 23,000.00
Gen Admen	\$ 236,390.00	\$ 230,000.00	\$ (6,390.00)
Public Buliding	\$ 36,051.00	\$ 39,051.00	\$ 3,000.00
Code EnF	\$ 42,068.00	\$ 44,172.04	\$ 2,104.04
Solicitor	\$ 24,671.76	\$ 27,671.76	\$ 3,000.00
State Court	\$ 88,132.45	\$ 98,132.45	\$ 10,000.00
Clerk	\$ 229,000.00	\$ 249,000.00	\$ 20,000.00
Magistrate	\$ 141,794.73	\$ 150,794.73	\$ 9,000.00
Probate	\$ 153,442.07	\$ 163,442.07	\$ 10,000.00
Roads & Bridges	\$ 874,000.00	\$ 935,000.00	\$ 61,000.00
EMS	\$ 798,427.81	\$ 873,427.81	\$ 75,000.00
Coroner	\$ 5,012.00	\$ 6,012.00	\$ 1,000.00
Deputy Coroner	\$ 5,000.00	\$ 6,000.00	\$ 1,000.00
Animal Control	\$ 41,200.00	\$ 45,200.00	\$ 4,000.00
EMA/Fire	\$ 71,800.00	\$ 76,826.00	\$ 5,026.00
Jail	\$ 792,550.00	\$ 900,928.52	\$ 108,378.52
Sheriff	\$ 971,600.00	\$ 1,068,578.46	\$ 96,978.46
E-911	\$ 122,320.00	\$ 147,320.00	\$ 25,000.00
SOLID WASTE BILLING	\$ 127,730.00	\$ 132,000.00	\$ 4,270.00
TOTAL'S	\$ 5,225,963.89	\$ 5,706,526.65	\$ 480,562.76

Grade	TATTNALL COUNTY PAY-SCALE										SALARY										JULY 31, 2018									
	A-1	B-2	C-3	D-4	E-5	F-6	G-7	H-8	I-9	J-10	K-11	L-12	M-13	N-14	O-15	P-16	Q-17	R-18	S-19	T-20	U-21									
1	\$19,045.39	\$19,283.46	\$19,524.50	\$19,768.56	\$20,015.66	\$20,265.86	\$20,519.18	\$20,775.67	\$21,035.37	\$21,298.31	\$21,564.54	\$21,834.10	\$22,107.02	\$22,383.36	\$22,663.15	\$22,946.44	\$23,233.27	\$23,523.69	\$23,817.73	\$24,115.46	\$24,416.90									
2	\$20,009.56	\$20,259.68	\$20,512.93	\$20,769.34	\$21,028.96	\$21,291.82	\$21,557.97	\$21,827.44	\$22,100.28	\$22,376.54	\$22,656.24	\$22,939.45	\$23,226.19	\$23,516.52	\$23,810.47	\$24,108.11	\$24,409.46	\$24,714.57	\$25,023.51	\$25,336.30	\$25,653.00									
3	\$21,022.55	\$21,285.33	\$21,551.40	\$21,820.79	\$22,093.55	\$22,369.72	\$22,649.34	\$22,932.46	\$23,219.11	\$23,509.35	\$23,803.22	\$24,100.76	\$24,402.02	\$24,707.04	\$25,015.88	\$25,328.68	\$25,645.19	\$25,965.75	\$26,290.32	\$26,618.95	\$26,951.69									
4	\$22,086.81	\$22,362.90	\$22,642.43	\$22,925.47	\$23,212.03	\$23,502.18	\$23,795.96	\$24,093.41	\$24,394.68	\$24,699.51	\$25,008.25	\$25,320.86	\$25,637.37	\$25,957.84	\$26,282.31	\$26,610.84	\$26,943.47	\$27,280.27	\$27,621.27	\$27,966.54	\$28,316.12									
5	\$23,204.96	\$23,485.02	\$23,768.71	\$24,056.07	\$24,347.14	\$24,641.98	\$24,940.63	\$25,243.14	\$25,549.51	\$25,859.55	\$26,173.30	\$26,490.73	\$26,811.95	\$27,137.04	\$27,466.01	\$27,798.86	\$28,135.59	\$28,477.19	\$28,822.64	\$29,171.94	\$29,525.04									
6	\$24,379.71	\$24,664.46	\$24,953.01	\$25,245.42	\$25,541.74	\$25,842.01	\$26,146.24	\$26,454.43	\$26,766.58	\$27,082.69	\$27,402.76	\$27,726.80	\$28,054.82	\$28,386.81	\$28,722.76	\$29,062.67	\$29,406.54	\$29,754.37	\$30,106.16	\$30,461.91	\$30,821.62									
7	\$25,613.93	\$25,904.11	\$26,198.28	\$26,496.51	\$26,797.84	\$27,102.23	\$27,410.67	\$27,722.10	\$28,037.51	\$28,356.88	\$28,680.21	\$29,007.51	\$29,338.78	\$29,674.01	\$30,013.19	\$30,356.32	\$30,703.41	\$31,054.46	\$31,409.57	\$31,768.74	\$32,131.97									
8	\$26,910.64	\$27,207.02	\$27,507.61	\$27,812.45	\$28,121.61	\$28,435.13	\$28,753.07	\$29,075.48	\$29,401.45	\$29,730.96	\$30,064.01	\$30,401.60	\$30,742.84	\$31,087.74	\$31,436.27	\$31,788.54	\$32,144.56	\$32,504.34	\$32,867.88	\$33,235.17	\$33,607.21									
9	\$28,272.99	\$28,576.40	\$28,884.23	\$29,196.53	\$29,512.37	\$29,831.73	\$30,154.73	\$30,481.36	\$30,811.60	\$31,145.44	\$31,483.67	\$31,825.29	\$32,170.29	\$32,518.56	\$32,869.99	\$33,224.58	\$33,582.32	\$33,943.21	\$34,307.25	\$34,674.44	\$35,044.78									
10	\$29,704.31	\$30,015.61	\$30,331.17	\$30,651.00	\$30,974.19	\$31,300.63	\$31,630.32	\$31,963.26	\$32,299.45	\$32,638.88	\$32,981.54	\$33,327.42	\$33,676.51	\$34,028.81	\$34,384.31	\$34,743.01	\$35,104.91	\$35,470.01	\$35,838.31	\$36,209.81	\$36,584.51									
11	\$31,208.09	\$31,528.19	\$31,851.17	\$32,178.04	\$32,508.78	\$32,842.39	\$33,178.84	\$33,518.11	\$33,860.21	\$34,205.14	\$34,552.91	\$34,903.44	\$35,256.72	\$35,612.74	\$35,971.51	\$36,333.03	\$36,697.30	\$37,064.32	\$37,434.09	\$37,806.51	\$38,181.59									
12	\$32,788.00	\$33,117.85	\$33,451.28	\$33,789.28	\$34,130.84	\$34,476.05	\$34,824.91	\$35,177.42	\$35,533.67	\$35,893.71	\$36,256.54	\$36,623.15	\$36,993.54	\$37,366.61	\$37,742.34	\$38,120.72	\$38,501.75	\$38,885.43	\$39,271.76	\$39,660.74	\$40,052.47									
13	\$34,447.89	\$34,778.49	\$35,113.47	\$35,452.84	\$35,795.90	\$36,142.85	\$36,493.67	\$36,847.34	\$37,203.86	\$37,563.23	\$37,925.45	\$38,290.52	\$38,658.44	\$39,029.21	\$39,402.83	\$39,779.30	\$40,159.62	\$40,541.79	\$40,927.81	\$41,316.68	\$41,708.41									
14	\$36,191.82	\$36,544.21	\$36,896.21	\$37,251.82	\$37,610.04	\$37,971.85	\$38,337.26	\$38,706.26	\$39,077.85	\$39,452.03	\$39,828.80	\$40,208.15	\$40,590.08	\$40,974.58	\$41,361.64	\$41,751.35	\$42,143.71	\$42,538.72	\$42,936.38	\$43,336.64	\$43,739.51									
15	\$38,024.03	\$38,428.33	\$38,834.33	\$39,242.03	\$39,652.33	\$40,064.53	\$40,479.73	\$40,897.83	\$41,318.83	\$41,742.73	\$42,169.53	\$42,599.13	\$43,031.53	\$43,466.73	\$43,904.73	\$44,345.53	\$44,789.03	\$45,235.23	\$45,684.13	\$46,135.63	\$46,592.73									
16	\$39,948.99	\$40,408.36	\$40,869.36	\$41,332.06	\$41,796.36	\$42,262.36	\$42,730.06	\$43,199.36	\$43,670.36	\$44,143.06	\$44,618.36	\$45,095.36	\$45,575.06	\$46,057.36	\$46,542.36	\$47,029.96	\$47,520.36	\$48,013.46	\$48,509.16	\$49,007.46	\$49,508.46									
17	\$41,971.41	\$42,456.05	\$42,942.25	\$43,429.95	\$43,919.25	\$44,410.25	\$44,902.95	\$45,397.35	\$45,893.45	\$46,391.25	\$46,890.75	\$47,391.95	\$47,894.75	\$48,399.15	\$48,905.15	\$49,412.75	\$49,921.95	\$50,432.75	\$50,945.15	\$51,459.15	\$51,973.75									
18	\$44,086.21	\$44,607.61	\$45,130.61	\$45,655.21	\$46,181.41	\$46,709.41	\$47,239.61	\$47,771.91	\$48,306.31	\$48,843.81	\$49,383.41	\$49,925.11	\$50,468.91	\$51,015.01	\$51,564.41	\$52,116.01	\$52,672.01	\$53,231.41	\$53,794.11	\$54,359.11	\$54,926.41									
19	\$46,328.58	\$46,907.69	\$47,488.42	\$48,070.77	\$48,654.77	\$49,240.42	\$49,828.77	\$50,419.82	\$51,013.57	\$51,609.92	\$52,208.87	\$52,810.42	\$53,414.67	\$54,021.52	\$54,631.07	\$55,242.32	\$55,855.27	\$56,470.82	\$57,088.87	\$57,709.42	\$58,332.57									
20	\$48,673.97	\$49,282.39	\$49,892.82	\$50,504.29	\$51,117.71	\$51,733.08	\$52,350.35	\$52,969.52	\$53,590.59	\$54,213.46	\$54,838.13	\$55,464.60	\$56,092.97	\$56,723.24	\$57,355.41	\$57,989.48	\$58,625.45	\$59,263.32	\$59,903.09	\$60,544.76	\$61,188.33									
21	\$51,138.09	\$51,777.31	\$52,418.64	\$53,061.01	\$53,705.43	\$54,351.90	\$54,999.42	\$55,648.99	\$56,299.61	\$56,951.28	\$57,604.01	\$58,257.79	\$58,912.62	\$59,568.50	\$60,225.43	\$60,883.41	\$61,539.44	\$62,196.52	\$62,854.65	\$63,513.83	\$64,174.16									
22	\$53,726.95	\$54,398.54	\$55,071.82	\$55,746.71	\$56,423.20	\$57,101.39	\$57,781.18	\$58,462.57	\$59,145.56	\$59,830.15	\$60,516.24	\$61,203.93	\$61,892.72	\$62,582.61	\$63,273.70	\$63,965.99	\$64,659.48	\$65,354.17	\$66,049.96	\$66,746.85	\$67,444.84									
23	\$56,446.88	\$57,152.47	\$57,860.87	\$58,571.06	\$59,282.95	\$59,996.54	\$60,711.83	\$61,428.82	\$62,147.51	\$62,867.90	\$63,589.99	\$64,313.68	\$65,038.97	\$65,765.86	\$66,494.35	\$67,224.44	\$67,955.13	\$68,687.42	\$69,421.31	\$70,156.80	\$70,893.99									
24	\$59,304.50	\$60,045.81	\$60,793.83	\$61,548.54	\$62,309.95	\$63,078.06	\$63,842.87	\$64,613.48	\$65,389.89	\$66,172.00	\$66,959.81	\$67,753.32	\$68,553.53	\$69,359.54	\$70,171.35	\$70,988.96	\$71,812.37	\$72,641.48	\$73,476.19	\$74,316.50	\$75,162.51									
25	\$62,306.79	\$63,085.63	\$63,870.20	\$64,661.49	\$65,458.48	\$66,261.17	\$67,069.56	\$67,883.65	\$68,693.44	\$69,508.93	\$70,329.12	\$71,154.91	\$71,986.10	\$72,822.69	\$73,664.68	\$74,511.97	\$75,364.56	\$76,222.55	\$77,085.84	\$77,953.43	\$78,826.32									
26	\$65,461.08	\$66,279.34	\$67,107.83	\$67,946.68	\$68,796.01	\$69,655.96	\$70,526.55	\$71,407.84	\$72,298.83	\$73,199.52	\$74,110.81	\$75,032.70	\$75,965.19	\$76,908.18	\$77,861.67	\$78,825.66	\$79,799.15	\$80,782.14	\$81,674.63	\$82,576.62	\$83,488.11									

APPENDIX B: TATTNALL COUNTY PAY SCALE HOURLY

Grade	A-1	B-2	C-3	D-4	E-5	F-6	G-7	H-8	I-9	J-10	K-11	L-12	M-13	N-14	O-15	P-16	Q-17	R-18	S-19	T-20	U-21
1	\$9.16	\$9.27	\$9.48	\$9.70	\$9.91	\$10.14	\$10.37	\$10.60	\$10.84	\$11.08	\$11.33	\$11.59	\$11.85	\$12.11	\$12.39	\$12.66	\$12.95	\$13.24	\$13.54	\$13.84	\$14.15
2	\$9.62	\$9.74	\$9.87	\$9.99	\$10.11	\$10.24	\$10.37	\$10.50	\$10.63	\$10.76	\$10.90	\$11.03	\$11.17	\$11.31	\$11.45	\$11.59	\$11.74	\$11.89	\$12.04	\$12.19	\$12.34
3	\$10.11	\$10.24	\$10.37	\$10.49	\$10.63	\$10.76	\$10.89	\$11.03	\$11.17	\$11.31	\$11.45	\$11.59	\$11.74	\$11.88	\$12.03	\$12.18	\$12.33	\$12.49	\$12.64	\$12.80	\$12.96
4	\$10.62	\$10.76	\$10.89	\$11.03	\$11.16	\$11.30	\$11.44	\$11.59	\$11.73	\$11.88	\$12.03	\$12.18	\$12.33	\$12.48	\$12.64	\$12.80	\$12.96	\$13.12	\$13.28	\$13.45	\$13.62
5	\$11.16	\$11.30	\$11.44	\$11.58	\$11.73	\$11.88	\$12.02	\$12.17	\$12.33	\$12.48	\$12.64	\$12.79	\$12.95	\$13.12	\$13.28	\$13.45	\$13.61	\$13.78	\$13.96	\$14.13	\$14.31
6	\$11.73	\$11.87	\$12.02	\$12.17	\$12.32	\$12.48	\$12.63	\$12.79	\$12.95	\$13.11	\$13.28	\$13.44	\$13.61	\$13.78	\$13.95	\$14.13	\$14.30	\$14.48	\$14.66	\$14.85	\$15.03
7	\$12.32	\$12.47	\$12.63	\$12.79	\$12.95	\$13.11	\$13.27	\$13.44	\$13.61	\$13.78	\$13.95	\$14.12	\$14.30	\$14.48	\$14.66	\$14.84	\$15.03	\$15.22	\$15.41	\$15.60	\$15.79
8	\$12.94	\$13.10	\$13.27	\$13.43	\$13.60	\$13.77	\$13.94	\$14.12	\$14.30	\$14.47	\$14.65	\$14.84	\$15.02	\$15.21	\$15.40	\$15.59	\$15.79	\$15.99	\$16.19	\$16.39	\$16.59
9	\$13.60	\$13.77	\$13.94	\$14.11	\$14.29	\$14.47	\$14.65	\$14.83	\$15.02	\$15.21	\$15.40	\$15.59	\$15.78	\$15.98	\$16.18	\$16.38	\$16.59	\$16.80	\$17.01	\$17.22	\$17.43
10	\$14.29	\$14.47	\$14.65	\$14.83	\$15.01	\$15.20	\$15.39	\$15.58	\$15.78	\$15.98	\$16.18	\$16.38	\$16.58	\$16.79	\$17.00	\$17.21	\$17.43	\$17.65	\$17.87	\$18.09	\$18.32
11	\$15.01	\$15.20	\$15.39	\$15.58	\$15.77	\$15.97	\$16.17	\$16.37	\$16.58	\$16.79	\$17.00	\$17.21	\$17.42	\$17.64	\$17.86	\$18.08	\$18.31	\$18.54	\$18.77	\$19.01	\$19.24
12	\$15.77	\$15.97	\$16.17	\$16.37	\$16.57	\$16.78	\$16.99	\$17.20	\$17.42	\$17.64	\$17.86	\$18.08	\$18.30	\$18.53	\$18.77	\$19.00	\$19.24	\$19.48	\$19.72	\$19.97	\$20.22
13	\$16.57	\$16.78	\$16.98	\$17.20	\$17.41	\$17.63	\$17.85	\$18.07	\$18.30	\$18.53	\$18.76	\$18.99	\$19.23	\$19.47	\$19.72	\$19.96	\$20.21	\$20.46	\$20.72	\$20.98	\$21.24
14	\$17.41	\$17.62	\$17.84	\$18.07	\$18.29	\$18.52	\$18.75	\$18.99	\$19.23	\$19.47	\$19.71	\$19.96	\$20.20	\$20.46	\$20.71	\$20.97	\$21.23	\$21.50	\$21.77	\$22.04	\$22.32
15	\$18.29	\$18.52	\$18.75	\$18.98	\$19.22	\$19.46	\$19.70	\$19.95	\$20.20	\$20.45	\$20.71	\$20.97	\$21.23	\$21.49	\$21.76	\$22.03	\$22.31	\$22.59	\$22.87	\$23.16	\$23.45
16	\$19.21	\$19.45	\$19.70	\$19.94	\$20.19	\$20.44	\$20.70	\$20.96	\$21.22	\$21.49	\$21.76	\$22.03	\$22.30	\$22.58	\$22.86	\$23.15	\$23.44	\$23.73	\$24.03	\$24.33	\$24.63
17	\$20.19	\$20.44	\$20.69	\$20.95	\$21.21	\$21.48	\$21.75	\$22.02	\$22.30	\$22.57	\$22.86	\$23.14	\$23.43	\$23.72	\$24.02	\$24.32	\$24.63	\$24.93	\$25.24	\$25.56	\$25.88
18	\$21.21	\$21.47	\$21.74	\$22.01	\$22.29	\$22.57	\$22.85	\$23.14	\$23.42	\$23.72	\$24.01	\$24.31	\$24.62	\$24.93	\$25.24	\$25.55	\$25.87	\$26.20	\$26.52	\$26.85	\$27.19
19	\$22.28	\$22.56	\$22.84	\$23.13	\$23.42	\$23.71	\$24.01	\$24.31	\$24.61	\$24.92	\$25.23	\$25.54	\$25.86	\$26.19	\$26.51	\$26.85	\$27.18	\$27.52	\$27.87	\$28.21	\$28.57
20	\$23.41	\$23.70	\$24.00	\$24.30	\$24.60	\$24.91	\$25.22	\$25.54	\$25.86	\$26.18	\$26.51	\$26.84	\$27.17	\$27.51	\$27.86	\$28.21	\$28.56	\$28.91	\$29.28	\$29.64	\$30.01
21	\$24.60	\$24.90	\$25.21	\$25.53	\$25.85	\$26.17	\$26.50	\$26.83	\$27.17	\$27.50	\$27.85	\$28.20	\$28.55	\$28.91	\$29.27	\$29.63	\$30.00	\$30.38	\$30.76	\$31.14	\$31.53
22	\$25.84	\$26.16	\$26.49	\$26.82	\$27.16	\$27.50	\$27.84	\$28.19	\$28.54	\$28.90	\$29.26	\$29.62	\$29.99	\$30.37	\$30.75	\$31.13	\$31.52	\$31.92	\$32.32	\$32.72	\$33.13
23	\$27.15	\$27.49	\$27.83	\$28.18	\$28.53	\$28.89	\$29.25	\$29.61	\$29.99	\$30.36	\$30.74	\$31.12	\$31.51	\$31.91	\$32.31	\$32.71	\$33.12	\$33.53	\$33.95	\$34.38	\$34.81
24	\$28.52	\$28.88	\$29.24	\$29.61	\$29.98	\$30.35	\$30.73	\$31.11	\$31.50	\$31.90	\$32.30	\$32.70	\$33.11	\$33.52	\$33.94	\$34.37	\$34.79	\$35.23	\$35.67	\$36.12	\$36.57
25	\$29.97	\$30.34	\$30.72	\$31.10	\$31.49	\$31.89	\$32.29	\$32.69	\$33.10	\$33.51	\$33.93	\$34.35	\$34.78	\$35.22	\$35.66	\$36.10	\$36.56	\$37.01	\$37.48	\$37.94	\$38.42
26	\$31.48	\$31.88	\$32.28	\$32.68	\$33.09	\$33.50	\$33.92	\$34.34	\$34.77	\$35.21	\$35.65	\$36.09	\$36.55	\$37.00	\$37.46	\$37.93	\$38.41	\$38.89	\$39.37	\$39.87	\$40.36

GUIDELINES FOR THE INITIAL IMPLEMENTATION OF
THE CLASSIFICATION AND
COMPENSATION PLAN
FOR
TATTNALL COUNTY

PRESENTED

August 6, 2018

Guidelines

- 1) Salary adjustments during the initial implementation of the Classification and Compensation plan will be set by the Board of Commissioner for all Supervisors/Department heads by the Board of Commissioners. Those included as Supervisors/Department heads are County Manager, Road Superintendent, Code Enforcement, 911 Director, EMS Director, Fire/EMA Director, and Animal Control.
- 2) Due to funding the Classification and Compensation plan, the FY 19 budget year does not include a cost of living raise, Therefore, During the initial placement on the pay scale, any employee that is maxed out in their job classification due to their years of service will receive a 3% cost of living increase in the initial implementation.

As stated in the Classification and Compensation Plan:

Once employees reach the maximum of their assigned pay range they will continue to receive Cost of Living salary increases and Annual Salary Supplements when included in future budget's. This should help alleviate retention and motivation problems associated with employees who have "topped out" of their pay range.

To keep the proposed salary tables current, an annual market adjustment will be considered. This adjustment should be applied as an increase to the salary schedule and as a Cost of Living salary increase for all employees when market conditions dictate.

This market adjustment should be made in addition to employee performance raises.

Thus, Tattnell County should budget for two annual personnel cost adjustments: 1) an across-the-board increase which would raise every employee's salary and every pay range equally when market conditions dictate, and 2) annual performance increases linked to employee service and/or performance.

STATE OF GEORGIA
COUNTY OF TATTNALL

AFFIDAVIT OF CHAIRMAN

Jackie C. Trim, Chairman of the Tattnall County Board of Commissioners, being duly sworn, states under oath that the following is true and accurate to the best of my knowledge and belief:

1.
The Tattnall County Board of Commissioners met in a duly advertised meeting on 8/6/18.

2.
During such meeting, the Board voted to go into closed session.

3.
The executive session was called to order at 9:11 (a.m.) p.m.

4.
The subject matter of the closed portion of the meeting was devoted to the following matter (s) within the exceptions provided in the open meeting law:

_____ Consultation with the County Attorney or other legal counsel to discuss pending or potential litigation, settlement, claims, administrative proceedings, or other judicial actions brought by or against the county or any officer or employee or in which the county or any officer may be directly Involved in O.C.G.A. 50-14-2(1);

_____ Discussion of tax matters made confidential by state law as provided by O.C.G.A. 50-14-2(2) And _____.

_____ Discussion of the future acquisition of real estate as provided by O.C.G.A. 50-14-3 (4);

Discussion or deliberation on the appointment, employment, compensation, hiring, disciplinary action or dismissal, or periodic evaluation or rating of a county officer or employee as provided in O.C.G.A. 50-14-3(6);

Other _____

As provided in _____

This 6th day of August, 2018.

Jackie C. Trim
Chairman
Tattnall County Board of Commissioners

Sworn to and subscribed
Before me this 6th
Day of August, 2018.

Christy D. McCall
Notary Public



MEMBERS PRESENT: Edward Kennedy,
Bobby Kennedy, GW Thompson,
Wayne Tatum +
Bubba Burkhalter

STATE OF GEORGIA
COUNTY OF TATTNALL

AFFIDAVIT OF CHAIRMAN

Jackie C. Trim, Chairman of the Tattnall County Board of Commissioners, being duly sworn, states under oath that the following is true and accurate to the best of my knowledge and belief:

1.
The Tattnall County Board of Commissioners met in a duly advertised meeting on 8/6/18.

2.
During such meeting, the Board voted to go into closed session.

3.
The executive session was called to order at 10:13 (a.m.) p.m.

4.
The subject matter of the closed portion of the meeting was devoted to the following matter (s) within the exceptions provided in the open meeting law:

Consultation with the County Attorney or other legal counsel to discuss pending or potential litigation, settlement, claims, administrative proceedings, or other judicial actions brought by or against the county or any officer or employee or in which the county or any officer may be directly involved in O.C.G.A. 50-14-2(1);

Discussion of tax matters made confidential by state law as provided by O.C.G.A. 50-14-2(2)
And _____

Discussion of the future acquisition of real estate as provided by O.C.G.A. 50-14-3 (4);

Discussion or deliberation on the appointment, employment, compensation, hiring, disciplinary action or dismissal, or periodic evaluation or rating of a county officer or employee as provided in O.C.G.A. 50-14-3(6);

Other _____

As provided in _____

This 6th day of August, 2018.

Jackie C. Trim
Jackie C. Trim Chairman
Tattnall County Board of Commissioners

Sworn to and subscribed
Before me this 6th
Day of August, 2018

Christy D. McCall
Notary Public



MEMBERS PRESENT: Edward Kennedy,
Bobby Kennedy, GW
Thompson, Wayne Tatum
+ Bubba Burkhalter