Members Present: Chairman William (Bill) J. Kicklighter, Commissioners Ricky C. Jarriel, Bobby Kennedy, Billy D. Conley, Wayne Tatum, and Wanda S. Allen

Staff Present: County Manager Frank H. Murphy, County Attorney Tom Peterson, Certified County Clerk Sheila R. Mills, PR/HR Administrator Angel Melton, Crew Leader Wayne Martin, County Project Consultant Dennis Odom, County Project Manager Hal Dasher, County Extension Coordinator/ANR Agent Aubrey Shirley

Elected Officials Present: Sheriff Kyle Sapp, Coroner Brad Anderson

Chairman Bill Kicklighter called the meeting to order at 9:00 a.m. and welcomed everyone.

Chairman Kicklighter gave the invocation and led the Pledge of Allegiance.

1. **Approval of Agenda:**

Chairman Kicklighter called for a motion to approve the Agenda.

There was a motion by Commissioner Conley and a 2nd by Commissioner Tatum to approve the Agenda. Motion carried unanimously.

2. **Approval of Consent Agenda:**

Chairman Kicklighter next called for approval of the Consent Agenda as follows:

1. Regular Commission Meeting Minutes – **November 3, 2025**

There was a motion by Commissioner Jarriel and a 2nd by Commissioner Allen to approve the Consent Agenda. Motion carried unanimously.

Old Business:

None

New Business:

3. **Wreaths Across America**

Mr. Donnie Epperson, Combat Veterans Motorcycle Association (CVMA) Chapter Representative/Glennville Faith Riders and Mr. Arnie Jones, Glennville Faith Riders, graciously requested contributions to ensure that all graves of our United States Veterans have a wreath placed during a service held nation-wide on December 13, 2025. They explained a local wreath-laying ceremony will be held at the Georgia Veterans Memorial Cemetery in Glennville, Georgia at 12:00 p.m. The Georgia Veterans Memorial Cemetery Glennville (GAVMCG) is the final resting place for over 2,100 Veterans. Wreaths are $17.00 each and can be purchased by visiting www.wreathsacrossamerica.org. While the last day to purchase a wreath for this year is December 1st, Mr. Jones added that any wreaths purchased from now to December 31, 2025 through the Glennville Faith Riders, Wreaths Across America (WAA) is offering a 1:1 match towards their 2026 goal. If purchase through another non-profit WAA will give that organization $5.00 in return. In closing they encouraged everyone to attend the ceremony and REMEMBER the Fallen....HONOR those who Serve....TEACH our children the value of Freedom. Furthermore, they shared the opportunity to honor the fallen, and family members in attendance, is a truly moving experience.

Chairman Kicklighter pledged $100.00 and challenged other members of the board and those in the community to join him.

4. FLOST (Floating Local Option Sales Tax) Consideration

County Attorney Tom Peterson explained HB 581 which passed in 2024 known as the "Save the Homes Act" limits the annual increase in a homestead property's taxable value to the rate of inflation, preventing large jumps due to market fluctuations. Tattnall County exercised the option to implement a Floating Local Option Sales Tax (FLOST) of up to 1% to recover potential revenue losses and provide property tax relief, subject to local voter approval via referendum and intergovernmental agreements. He noted the conditions are as follows:

- The county and all municipalities that levy a property tax must have a floating or base-year homestead exemption
- The county and participating cities representing at least 50% of the municipal population of cities levying a property tax must negotiate an Intergovernmental Agreement (IGA) to authorize the referendum and specify key details of the tax. Eligible cities that levy ad valorem tax are Reidsville, Glennville, Collins, and Manassas. Cobbtown does not levy property taxes and is excluded from receiving FLOST revenues.
- The IGA must provide for the amount of FLOST which can be up to 1%, the tax duration not to exceed 5 years, provisions for the referendum and ballot question, and the distribution allocation.
- Every $.01 in FLOST revenue collected must be used solely for property tax relief, such as millage rate rollbacks, and must align with the signed IGA.

County Attorney Peterson stated if members are in agreement to pursue FLOST and the eligibility conditions are satisfied, he will then proceed with ensuring all deadlines are achieved and the paperwork required is in order to call for a special election to place the FLOST question on the ballot in May 2026.

County Manager Frank H. Murphy noted FLOST is the fairest tax there is as it shifts the burden form homeowners to everyone who shops in Tattnall County because it MUST be used to offset property taxes and ensures revenue stays local to support services in Tattnall County. He estimates if there is approval by a majority of the local voters it could potentially lower county property taxes by nearly 3 mills. County Manager Murphy also shared the County and respective cities have a history of working together effectively to achieve mutually beneficial IGA's for revenue distributions such as the Special Purpose Local Option Sales Tax (SPLOST) and Local Option Sales Tax (LOST).

Hearing no questions Chairman Kicklighter called for a motion to approve.

There was a motion by Commissioner Jarriel and a 2nd by Commissioner Conley to approve pursuing FLOST. Motion carried unanimously.

5. Early Closing Request for Commissioner's Office: December 24, 2025 & December 31, 2025 @12:00 p.m.

County Manager Frank H. Murphy stated per tradition, the Chairman made the call on early closure, subsequently informing the respective elected officials for their own decision-making purposes. Chairman Kicklighter shared he, County Manager Frank H. Murphy, and County Clerk Sheila Mills had discussed the early closures and his actions were in keeping with tradition, there was no intent to operate outside of his authority, and any miscommunication of such intent was incorrect. Commissioner Kennedy called into question his authority to make the decision.

After considerable discussion there was a motion by Commissioner Conley and a 2nd by Commissioner Tatum that all County employees will be off at 12:00 p.m. on December 24, 2025 and December 31, 2025.

6. **Spot Leveling Estimate December 2025 (Attached)**

County Project Consultant Dennis Odom began by giving an update on the Hillview Road project detailing the recent progress. McLendon Enterprises, Inc. has installed the concrete culverts and are working to build the culvert headwalls and riprap. Paving is expected to begin within the next few weeks.

County Project Consultant Odom next presented spot leveling estimates on the following three (3) roads in the amount of $81,925.00:

- Baxter Durrence Road at State Route 121 intersection – widen the radius on the south side
- Cyril P. Burkhalter Road & driveway entrance to the pole plant – extend the apron out to the right-of-way of road for turning truck traffic which is compromising the newly resurfaced roadway
- Levi Kennedy Road from Campground Road – Plans were to resurface Levi Kennedy but a flooding storm came November 7, 2024 which closed the road indefinitely until a drainage study and repairs could be made. With the repair complete, resurfacing is once again up for consideration in 2026, but there will be no GDOT funding available for the project until later next year. Due to heavy truck and equipment travel on the roadway daily the pavement has become rutted and to prevent further damage he recommends spot leveling the areas.

Chairman Kicklighter called for a motion to approve.

There was a motion by Commissioner Jarriel and a 2nd by Commissioner Tatum to approve the list as presented. Motion carried unanimously.

7. **Heart of Georgia Altamaha Regional Commission (HOGARC) County/Third Member Appt. Recommendation: Chairman Bill Kicklighter**

County Manager Frank H. Murphy explained HOGARC is a 51-member Regional Commission Council which sets policy for the 17-county commission. They work with local governments in areas such as aging services, workforce development, transportation, and local/regional planning and development. He noted the important role HOGARC has in serving as the administrator and coordinator for the Transportation Investment Act (TIA), also known as the Regional TSPLOST (Transportation Special Purpose Local Option Sales Tax) in our region. Their role is crucial in facilitating a collaborative, regional approach to funding significant transportation infrastructure improvements through the voter-approved, one-cent sales tax vital to local governments such as ours. In conformance with the HOGARC Bylaws and state law the Chairman serves as the first member and as an elected official can also serve as the third member. County Manager Murphy's recommendation was to appoint Chairman Bill Kicklighter to also serve as the third member. The mayor of the largest city in each county is appointed to serve as the second member and Glennville Mayor Bernie Weaver currently fills that position.

Chairman Kicklighter called for a motion to approve.

There was a motion by Commissioner Jarriel and a 2nd by Commissioner Kennedy to appoint Chairman Bill Kicklighter to a dual role as the county member and the third member on the HOGARC. Motion carried unanimously.

8. **Request to Fund Commercial Driver's License (CDL) Training & Licensure with Employment Term Commitment**

HR/PR Administrator Angel Melton put forth a proposal for members to consider funding CDL training and licensure for qualified participants in the Road Department to attend Ogeechee Technical College in Hagan, Georgia three (3) nights per week, Monday – Wednesday at 6:00 p.m. Additionally, the participants would need prior approval to leave approximately thirty (30) minutes early in order to attend. She went on to propose a two-year (2) employment guarantee be made part of the agreement stipulating that an early departure would require repayment to the County.

Crew Leader Wayne Martin shared the importance of having CDL license holders to limit the down time as our organization has a shortage of qualified drivers and struggles with recruitment and retention. He is optimistic this program will be beneficial.

There was much discussion, and County Attorney Tom Peterson advised on the matter and requested additional time to review the legal implications more extensively to ensure full compliance with our current policies.

There was a motion by Commissioner Jarriel and a 2nd by Commissioner Allen to defer consideration until the January 5, 2026 Regular Commission Meeting. Motion carried unanimously.

9. **RFP 2026-30 (Request for Proposal) Summary: Hazard Mitigation Plan Update**

County Manager Frank H. Murphy gave a brief review of the information shared by EMA Director/Fire Chief Walt Rogers during the November meeting when he made the request to solicit bids. A hazard mitigation plan is required to receive federal and state disaster assistance and requires updating every five (5) years. The plan helps to reduce long-term risk and recovery costs from natural disasters, and strengthens community resilience by identifying and implementing actions to lessen the impact of hazards like severe weather, floods, and wildfires. Tattnall County's current plan is set to expire in 2026 and proposals were solicited for assistance in preparing a turnkey plan. The RFPs were evaluated by a committee of four (4) comprised of Chairman Bill Kicklighter, County Manager Frank H. Murphy, EMA Director/Fire Chief Walt Rogers, and Certified County Clerk Sheila R. Mills.

County Manager Murphy reviewed the process and scoring criteria used to independently rate each prospective applicant:

1. Review applicants' proposal to ensure it meets all requirements of the RFP. If proposal does not meet requirements, it shall be rejected.

2. Evaluate and score each applicants' responses to the questions presented in the RFP, using the five (5) criteria listed below: (Equal 100 points)
    A. Past performance – Similar Projects (quality of work, cost, control, & compliance with performance schedules (30)
    B. Firm Qualifications & Experience (20)
    C. Project Approach-understanding of the work to be performed (20)
    D. Price Proposal/Fee Schedule (20)
    E. Technical Approach – quality of package (requested information provided, presentation, etc.) (10)

3. Prepare recommendation for the Board of Commissioners

County Manager Murphy presented the five (5) RFPs received and stated the committee recommends iParametrics, LLC:

COMPANY	RATING/POSSIBLE 400
▪ Chloeta Holdings, LLC	379
▪ iParametrics, LLC	400
▪ Katmai Preparedness Solutions	333
▪ Stantec Consulting Services, Inc.	367
▪ Witt Associates	355

There was a motion by Commissioner Allen and a 2nd by Commissioner Tatum to award iParametrics, LLC. Motion carried unanimously.

10. **Department Reports**

None

11. **Commission/Staff Comments**

None

12. **Public Comments**

Chairman Bill Kicklighter acknowledged Road Department Crew Leader Wayne Martin and expressed his appreciation for his hard work and that of his team.

Tattnall County Industrial Development Authority Chairman Wayne Dasher took the opportunity to introduce new Chief Administrative Officer Melanie Fitzgibbon for Optim Medical Center-Tattnall and Meg Pace, Optim Health System Director of Marketing and Communications. The hospital in Reidsville continues to grow with patients traveling from up to a 200-mile radius for orthopedic and spine related specialized care. They also employ over two hundred (200) people and are proud to have several long-serving employees who are 20-to-30-year veterans in their field. Patty Busby, Greater Tattnall Chamber of Commerce (GTCC) Executive Director, shared Optim Medical Center-Tattnall is very supportive of events and activities in Tattnall County and extended her sincere appreciation to them for their community support.

Chairman Bill Kicklighter also gave them a warm welcome. In closing he reminded everyone of the ground-breaking ceremony for the new TownePlace Suites by Marriott beginning at 11:15 a.m. in Reidsville.

13. **Executive Session**

None

14. **Adjournment**

With no further discussion, there was a motion by Commissioner Tatum and a 2nd by Commissioner Conley to adjourn the meeting at 10:00 a.m. Motion carried unanimously.

William (Bill) J. Kicklighter, Chairman

SEAL

Sheila R. Mills, Certified County Clerk

SPOT LEVELING ESTIMATE - December 2025

ROAD	FROM	BEGIN STATION	END STATION	LENGTH PLUS 25'	STRIPE LENGTH	SIDE	ASPHALT TONS
Baxter Durrence Rd *	SR121 Intersection	0	50	75	240	L	7.2
Cyril Burkhalter **	Driveway at Poll Plant	0	195	220	530	R	21.2
Levi Kennedy	Campground Rd	775	848	98	286	L	9.4
		775	848	98	286	R	9.4
		1491	1542	76	242	L	7.3
		1491	1542	76	242	R	7.3
		2036	2086	75	240	L	7.2
		2036	2086	75	240	R	7.2
		3209	3359	175	660	L	16.8
		3359	3746	412	1078	L	39.7
		3463	3683	245	580	R	23.6
		3844	4294	475	1040	L	45.7
		3844	4294	475	1040	R	45.7
		4824	4963	164	418	L	15.8
		4824	4963	164	418	R	15.8
		5170	5333	188	466	L	18.1
		5170	5333	188	466	R	18.1
* Radius on south side needs to be widened							
** Pave driveway out to RW of Road for turning truck traffic							
TOTAL LENGTH & ASPHALT					**8472**		**316**
	Quantity	Price	Total	0% over			
Asphalt Cost	316	$222.00	$70,064				
Striping	8472	$1.40	$11,861				
Total Estimate			$81,925	$81,925			
TOTAL ESTIMATE							**$81,925**