



5. Council to consider appointment of Department Directors:

City Attorney:	McNally, Fox, Grant & Davenport
Fire Chief:	TBD
Police Chief:	Charles Odom
Public Services Director:	Cedric Clark
City Engineer:	TBD
Medical Director:	Dr. Kenneth E. Jones

At this time Councilmember Jones asked if TBD next to the Fire Chief could be changed to Joe Maddox.

Council was agreeable.

Councilmember Robinson stated that she had a concern with the City Engineer.

Mayor Williams stated that the City Engineer will be addressed at a later time; however, the City Attorney, Fire Chief, Police Chief, Public Services Director and Medical Director can be added to the consent agenda.

Council was agreeable; therefore the aforementioned items above were added to the consent agenda.

Mayor Williams stated that the City Engineer will be discussed during the Regular Meeting.

6. Council to consider approval of the revised Employee Handbook.

Councilmember Mealing stated that she had an issue with section 20 of the handbook regarding safety. She then asked if the handbook addressed issues when staff drives City vehicles while under the influence.

After a brief discussion Ms. Teaa Allston informed Councilmember Mealing that this item is addressed in Chapter 9 and Chapter 20 of the Employee Handbook.

Councilmember Mealing stated that she wanted to make sure that it is address so that we can be proactive as opposed to reactive.

Ms. Allston informed Councilmember Mealing that our legal team reviewed the Employee Handbook, specifically safety to ensure that we are in compliance. She then confirmed that driving under the influence has been addressed and there are disciplinary actions in place. She added that it was addressed under the Rules of Conduct and Safety.

Councilmember Jones stated that 15 vacation days is the cap, but if you work in the Fire Department you would be in a use or lose situation by the end of the year if you do not take off.

Ms. Allston stated that the 120 cap is for full-time employees and 180 for Fire.

Councilmember Mealing stated that she would like to address the employees that were hired with a benefits package which included a 20% payout of their sick leave. She added that some changes occurred and they could no longer have those hours.

City Manager Fillingame stated that this policy was not incorporated in this employee hand book because it was removed from the policy, but she is working with the City Attorney to discuss the employees who were affected by the policy. She added that it was approximately 15 employees.

Councilmember Mealing stated that she was speaking of the policy that applied to all employees.

Mrs. Cossey stated that Councilmember Mealing is speaking of the benefits package that offered a 20% payout of sick leave upon leaving the City.

Mayor Williams stated that this was cut out due to financial constraint.

City Manager Fillingame stated that it was not included in this employee handbook due to the financial impact.

Councilmember Mealing stated that it was not addressed in this employee handbook. She then asked if it would be addressed on a case by case basis.

Ms. Fillingame responded, "Yes".

Councilmember Robinson asked if that would be equitable. She then stated that it should be across the board.

City Attorney Davenport stated that the Council only has a little information, but there is a lot more information needed. He added that the policy was phased out in 2010 and at that time everybody's sick leave banks were frozen and that number represented a number of sick hours and you could receive the value of 20%. He further added that going forward from that date, sick time continued to accrue, but it was non-compensable; however, whenever the employee was out sick the first place that the City deducted the sick time was from the frozen bank. He concluded that while the employee had a frozen bank in 2010, if they took sick time after that, the bank started coming down so there are people that could have had a frozen bank in 2010, but do not any more. He added that they may have sick time subsequent to 2010, but what was in the bank in 2010 is gone.

At this time City Attorney Davenport stated that he would like to address the issue regarding employee vacation days. He added that when a regular employee takes a vacation day 8 hours is deducted and when they accrue they accrue 8 hours. He further added that with the Fire Department, when they take a day off, they lose 24 hours. He stated that if they are being deducted 24 hours for taking a day, their cap should be 15 days times 24 which is 360 because we are not looking at hours, we are looking at days. He concluded that if hours are being placed in the employee handbook we should make sure the conversion for the Firefighters is 360 as opposed to 120.

Councilmember Mealing asked if the Council is being asked to approve the revised employee handbook tonight.

City Manager Fillingame responded, "Yes".

Ms. Allston stated that the amendments will be made to reflect the changes brought forward tonight.

Councilmember Mealing asked if the revised employee handbook would go into effect immediately once it is approved tonight.

City Manager Fillingame responded, "It does". She added that she will make sure that it is transmitted to all employees.

This item was added to the consent agenda.

7. Council to consider approval to move forward with Transportation Enhancement (TE) Pedestrian System Phase I Project (644).

Finance Director Tarsha Calloway stated that during the fiscal year 2014 we had two projects being conducted simultaneously, TE which is federally funded and Group Seven which is locally funded. She added that they were both put on hold due to funding, but since that time Mr. Clark has spoken with GDOT and received approval to move forward with Keck & Wood as the Project Manager for the federally funded project. She then asked for approval to enter into a contract with Keck & Wood in the amount of \$181,478.

This item was added to the consent agenda.

8. Council to consider approval of an Intergovernmental Agreement with Fulton County for consolidated Emergency 911 Communications.

Police Chief Chuck Odom led this discussion and stated that this discussion will cover items 8 and 9. He further stated that he has entered into discussions with the New Fulton County 911 Director with regards to consolidated radio dispatch services. He added that we are the only municipality in the County that has our own 911 Center. Chief Odom stated that it is aged and there is money in the budget for updating it but in the process of doing so, he entered into some discussions with the County and it seems that we could consolidate those services under one roof and get a better return on our investment for the citizens in the City. He added that having all 911 calls routed out of one center and dispatched out of one center would help expedite the response times for the City and our neighboring jurisdictions.

City Attorney Davenport stated that we recently approved an agreement with Chattahoochee Hills to provide them E911 services. He then asked how that would impact them.

Chief Odom stated that there are still some dead areas with our radio systems in Chattahoochee Hills and with the enhancements that the County has made, and about

to go live with their digital system, it helps to get a better coverage footprint in Chattahoochee Hills and in South Henry County so it would appear that Chattahoochee Hills is going to the County. Chief Odom stated that this will affect some of the perspective revenues that we have. He concluded that Chattahoochee Hills is going and we will follow suit.

Councilmember Jones asked how much it will cost Union City to move to Fulton County.

Chief Odom stated that the number will be similar to what we budgeted to operate our E911 Center. He added that there may be some saving to the residents. He added that the big cost savings will come in with the enhancements that need to be made to our center and the upgrades that are coming because the County has upgraded their system and the radio room and they are already running the phase III enhancements to their 911 center, so rather than to ask for money from the General Fund in the upcoming budget year, we will stay neutral with regards to what it will cost to operate the center. Chief Odom stated that ten full-time employees and one part-time employee will be affected by this, but after speaking with the County E-911 Director; they are willing to open a special hiring date and extend the opportunity for our people to apply for dispatcher positions to cause a minimal effect on the employees. He added that they must apply. He then stated that there are also positions available that they could apply for in the police department. He concluded that there are options to minimize the impact.

Councilmember Mealing asked if we had an exit plan in place for the employees that will be impacted.

Chief Odom responded, "I do".

Councilmember Robinson stated that the cost savings are in the report and she gave this a lot of attention and she supports Chief Odom's recommendation because we are unable to update the E911 center and will ultimately lose our certification. She added that this is a win-win for everybody as there will be no dropped calls due to a void in the system.

Joseph Barasoain, Fulton County Director of Emergency Services, stated that they have been discussing this for months. He added that this began when a resident called and complained that her call was being transferred while she was being chased by a reckless driver. He further added that she was transferred from the City of Atlanta to Fulton to Union City and back to Fulton County. He then stated that this will make a one stop shop and give the residents the assistance they need with one call including Fire, EMS, or Police. Mr. Barasoain stated that as of now these agencies are constantly transferring calls between each other which wastes time when someone is asking for help. He added that this is an issue for the officers and the citizens and moving forward together is the only way that we will survive. He concluded that they are adding staff and are not looking to put any one out of a job.

At this time Mayor Williams asked Mr. Barasoain to give Union City staff consideration to minimize the impact.

Mr. Barasoain stated that the City and County are committed to staying together for public safety.

Chief Odom stated that he wanted everyone one to understand that this is not about dollars and cents. He added that these were hard decisions to be made and they were based on the best services for the citizens for Union City and South Fulton County. He added that this alleviates being bounced from call center to call center. He concluded that we are putting all of this under one roof to provide a quick response to the citizens.

- 9 Council to consider approval of an Intergovernmental Agreement with Fulton County to grant the City a revocable license to use 150 radio units on the County's System for four years.

This item was added to the consent agenda.

10. Council to consider approval of the Proposed 2015 Municipal Court Fine/Fee Schedule.

This item was added to the consent agenda.

11. Council to consider approval of the Proposed 2015 Fire Department Fee Schedule.

This item was added to the consent agenda.

12. Council to consider approval of the Proposed 2015 Police Department Fee Schedule.

This item was added to the consent agenda.

VI. RECOMMENDATIONS FROM THE PLANNING COMMISSION: None.

City Manager Reports:

- Mayor's Bike Race
- Georgia Cities Week

VII. OTHER BUSINESS:

VIII. REPORTS & ANNOUNCEMENTS FROM THE MAYOR & COUNCIL:

IX. ADJOURNMENT:

*There being no further business, the meeting was adjourned.*