



July 07, 2015 9:00 am

1. Call to Order by Mayor Jan J. Moore
2. Invocation and Pledge of Allegiance by Councilman Gary Lewis
3. Recognitions/Public Presentations
 - A) Recognition of the Finance Department for Receiving a Certificate of Achievement for Excellence in Financial Reporting for Fiscal Year Ending June 30,2014
4. Public Comments (Agenda Item):
5. Consideration of a Motion to approve the Consent Agenda
 - A) Approval of Minutes
 - a) 06-16-2015 Council Minutes
 - b) 06-16-2015 Executive Session Minutes
 - B) Consideration of a Motion to award a contract to purchase a 3 point side-arm mower from Diamond Mowers per the NJPA contract in the amount of \$23,061.00. If approved, this mower would be utilized by the Streets Division of Public Works with a CIP number of ENG-STS-100. The amount budgeted for this item is \$25,000.00.
6. First reading and Public Hearing of **Ordinance 2016- 08:** An Ordinance amending Chapter 66 (Solid Waste) of the Statesboro Code of Ordinances.
7. Consideration of a Motion to award a contract to purchase a Caterpillar 938M Wheel Loader to Yancey Caterpillar in the amount of \$223,156.00. This will be purchased using 2013 SPLOST funds as \$250,000.00 was budgeted for this Landfill/Transfer Station Item with CIP # SWD-11. If this item is approved, we would recommend the old 2001 Caterpillar IT28G be placed on the surplus list per City ordinance.
8. Consideration of a Motion to award a contract to purchase a Gradall from Tractor and Equipment at the NJPA contract amount of \$\$359,922.00. If approved, this item will be funded by the GMA Lease Pool and paid back by Storm Water Utility funds. This item is budgeted under CIP number ENG-STM-08 in the amount of \$375,000.00.
9. Consideration of a motion to purchase a Use of Force Training Simulator from Meggitt Training Systems Inc. in the amount of \$77,792.00. This purchase will be funded from the Police Department Seized Fund Account.

10. Consideration of a Motion to authorize the Mayor to execute, on behalf of the City, a Georgia Department of Transportation HAWK Signal Permit Application for South Main Street at Parrish Drive.
11. Presentation to acknowledge the accomplishments of the Code Compliance Enforcement Division regarding dilapidated structures since the implementation of the new demolition permit application procedure by the Department of Planning and Development.
12. Consideration of a Motion to Authorize the Mayor to execute a contract for professional services with the Slavin Management Consultants (SMC) to conduct an executive search for the City Manager vacancy in an amount not to exceed \$22,591.00.
13. Consideration of a Motion to approve **Resolution 2015-26:** A Resolution to approve adjustments to the classification and compensation plan to create the position of Deputy City Manager and authorize the Mayor to negotiate compensation.
14. Consideration of a Motion to appoint Robert L. Cheshire to the position of Deputy City Manager.
15. Other Business from City Council
 - A) Mayor- set a date for the final alcohol work session
16. City Managers Comments
 - A) Set a date for the next work session to include Ordinance for “Temporary Vendors/Garage Sales”
 - B) City Clerks Dept. (Notice of alcohol application)
 - a) 40 East Grill is applying for a change in alcohol license owner pending the background investigation. The name is Larry Brian Carter and Linwood L Pumphrey Jr.
 - b) The Hall is applying for a change in alcohol license owner pending the background investigation. The name is Larry Brian Carter and Linwood L Pumphrey Jr.
 - c) Applebee's is applying for a change in alcohol license holder pending the background investigation. The name is Matthew Skinner.
17. Public Comments (General)
18. Consideration of a Motion to enter into Executive Session to discuss “Personnel Matters” in accordance with **O.C.G.A.§50-14-3 (2012)**
19. Consideration of a Motion to approve **Resolution 2015-27:** A Resolution waiving attorney-client privilege as to certain attorney work product only.
20. Consideration of a Motion to Adjourn



**CITY OF STATESBORO
Council Minutes
June 16, 2015**

A regular meeting of the Statesboro City Council was held on June 16, 2015 at 5:30 p.m. in the Council Chambers at City Hall. Present were Mayor Jan J. Moore, Council Members: Will Britt, Phil Boyum, John Riggs and Gary Lewis. Also present were Interim City Manager Robert Cheshire, City Clerk Sue Starling, City Attorney Alvin Leaphart, Assistant City Engineer Jason Boyles and Director of Planning and Development Mandi Cody. Councilman Travis Chance was absent.

The meeting was called to Order by Mayor Jan J. Moore.

The Invocation was given by Councilman Gary Lewis and Pledge of Allegiance was led by Councilman John Riggs.

Recognitions/Public Presentations: None

Public Comments (Agenda Item): None

Consideration of a Motion to approve the Consent Agenda

- A) Approval of Minutes**
 - a) 05-27-2015 Work Session Minutes**
 - b) 06-02-2015 Council Meeting Minutes**
 - c) 06-02-2015 Executive Session Minutes**
 - d) 06-04-2015 Public Hearing Minutes**

- B) Consideration of a motion for the surplus and disposal of a Dayco hydraulic crimping tool and hydraulic parts inventory.**

- C) Consideration of a motion for the surplus and disposal of truck 3838 in Fleet Maintenance, a 2002 Ford F450 service truck.**

Councilman Riggs made a motion, seconded by Councilman Britt to approve the consent agenda in its entirety. Councilman Britt, Boyum, Riggs, and Lewis voted in favor of the motion. The motion carried by a 4-0 vote.

Consideration of a Motion to approve Resolution 2015-17: A Resolution to appoint Bryant Tatum to the Board of Directors of the Averitt Center for the Arts, Incorporated.

Councilman Boyum made a motion, seconded by Councilman Lewis to approve **Resolution 2015-17**: A Resolution to appoint Bryant Tatum to the Board of Directors of the Averitt Center for the Arts, Incorporated. Councilman Britt, Boyum, Riggs, and Lewis voted in favor of the motion. The motion carried by a 4-0 vote.

Consideration of a Motion to authorize the Mayor to execute the GMA Lease Pool Agreement for the City's KM 8000THPD Asphalt Hot Box in the amount of \$41,324.00; Motorola Radios in the amount of \$24,997.50 and a 2015 RAM 5500with Summit Body in the amount of \$119,060.

Councilman Britt made a motion, seconded by Councilman Riggs to authorize the Mayor to execute the GMA Lease Pool Agreement for the City's KM 8000THPD Asphalt Hot Box in the amount of \$41,324.00; Motorola Radios in the amount of \$24,997.50 and a 2015 RAM 5500with Summit Body in the amount of \$119,060. Councilman Britt, Boyum, Riggs, and Lewis voted in favor of the motion. The motion carried by a 4-0 vote.

Consideration of a Motion to approve Change Order No. 2 Summary for the I/16 U.S. Hwy. 301 South 1,000,000 Gallon Elevated Water Storage Tower. The revised contract amount is \$2,108,505.00, which is a deduction of \$11,200.00.

Councilman Boyum made a motion, seconded by Councilman Lewis to approve Change Order No. 2 Summary for the I/16 U.S. Hwy. 301 South 1,000,000 Gallon Elevated Water Storage Tower. The revised contract amount is \$2,108,505.00, which is a deduction of \$11,200.00. Councilman Britt, Boyum, Riggs, and Lewis voted in favor of the motion. The motion carried by a 4-0 vote.

Consideration of a motion to approve Resolution 2015-21: A Resolution authorizing adoption of the Bulloch County Pre-Disaster Hazard Mitigation Plan.

Councilman Riggs made a motion, seconded by Councilman Britt to approve Resolution 2015-21: A Resolution authorizing adoption of the Bulloch County Pre-Disaster Hazard Mitigation Plan. Councilman Britt, Boyum, Riggs, and Lewis voted in favor of the motion. The motion carried by a 4-0 vote.

Consideration of a Motion to approve Resolution 2015-18: A Resolution to adopt the Fiscal Year 2016 Budget for each fund of the City of Statesboro, Georgia, appropriating the amounts shown in each budget as expenditures/expenses, adopting the several items of revenue anticipations, and prohibiting expenditures or expenses from exceeding the actual funding available for appropriation.

Councilman Riggs made a motion, seconded by Councilman Lewis to approve Resolution 2015-18: A Resolution to adopt the Fiscal Year 2016 Budget for each fund of the City of Statesboro, Georgia, appropriating the amounts shown in each budget as expenditures/expenses, adopting the several items of revenue anticipations, and prohibiting expenditures or expenses from exceeding the actual funding available for appropriation. Councilman Britt, Boyum, Riggs, and Lewis voted in favor of the motion. The motion carried by a 4-0 vote.

Consideration of a Motion to approve Resolution 2015-23; A Resolution adopting the City of Statesboro schedule of rates, fees and fines.

Councilman Riggs made a motion, seconded by Councilman Britt to approve Resolution 2015-23; A Resolution adopting the City of Statesboro schedule of rates, fees and fines. Councilman Britt, Boyum, Riggs, and Lewis voted in favor of the motion. The motion carried by a 4-0 vote.

Consideration of a Motion to approve Resolution 2015-24: A Resolution to adopt the third amendment to the fiscal year 2015 budget for each fund of the City of Statesboro, Georgia, appropriating the amounts shown in each budget as expenditures/expenses, adopting the several items of revenue anticipations, and prohibiting expenditures or expenses from exceeding the actual funding appropriated.

Councilman Riggs made a motion, seconded by Councilman Boyum to approve Resolution 2015-24: A Resolution to adopt the third amendment to the fiscal year 2015 budget for each fund of the City of Statesboro, Georgia, appropriating the amounts shown in each budget as expenditures/expenses, adopting the several items of revenue anticipations, and prohibiting expenditures or expenses from exceeding the actual funding appropriated. Councilman Britt, Boyum, Riggs, and Lewis voted in favor of the motion. The motion carried by a 4-0 vote.

Consideration of a Motion to approve Resolution 2015-19: A Resolution ratifying appointment of I. Cain Smith as the Assistant Prosecuting Attorney for the Municipal Court of the City of Statesboro.

Councilman Riggs made a motion, seconded by Councilman Britt to approve Resolution 2015-19: A Resolution ratifying appointment of I. Cain Smith as the Assistant Prosecuting Attorney for the Municipal Court of the City of Statesboro. Councilman Britt, Boyum, Riggs, and Lewis voted in favor of the motion. The motion carried by a 4-0 vote.

Public Hearing and Consideration of a Motion to Authorize the Mayor to execute a contract for services with the Statesboro Arts Council, Inc. to market downtown Statesboro by operating and managing the Averitt Center for the Arts, using proceeds from the Hotel/Motel Tax

Councilman Riggs made a motion, seconded by Councilman Lewis to open the public hearing. Councilman Britt, Boyum, Riggs, and Lewis voted in favor of the motion. The motion carried by a 4-0 vote.

Jenny Foss representing the Arts Council thanked Council for their support.

Councilman Riggs made a motion, seconded by Councilman Lewis to close the public hearing. Councilman Britt, Boyum, Riggs, and Lewis voted in favor of the motion. The motion carried by a 4-0 vote.

Councilman Boyum made a motion, seconded by Councilman Lewis to Authorize the Mayor to execute a contract for services with the Statesboro Arts Council, Inc. to market downtown Statesboro by operating and managing the Averitt Center for the Arts, using proceeds from the Hotel/Motel Tax. Councilman Britt, Boyum, Riggs, and Lewis voted in favor of the motion. The motion carried by a 4-0 vote.

Public Hearing and Consideration of a Motion to Authorize the Mayor to execute a contract for services with the Downtown Statesboro Development Authority/Main Street to market downtown Statesboro, using proceeds from the Hotel/Motel Tax

Councilman Lewis made a motion, seconded by Councilman Britt to open the public hearing. Councilman Britt, Boyum, Riggs, and Lewis voted in favor of the motion. The motion carried by a 4-0 vote.

Bob Mikell representing the DSDA thanked Council for their support.

Councilman Boyum made a motion, seconded by Councilman Riggs to close the public hearing. Councilman Britt, Boyum, Riggs, and Lewis voted in favor of the motion. The motion carried by a 4-0 vote.

Councilman Lewis made a motion, seconded by Councilman Riggs to Authorize the Mayor to execute a contract for services with the Downtown Statesboro Development Authority/Main Street to market downtown Statesboro, using proceeds from the Hotel/Motel Tax. Councilman Britt, Boyum, Riggs, and Lewis voted in favor of the motion. The motion carried by a 4-0 vote.

Public Hearing and Consideration of a Motion to Authorize the Mayor to execute a contract for services with the Statesboro Convention and Visitors Bureau, Inc. to market Statesboro and Bulloch County, using proceeds from the Hotel/Motel Tax

Councilman Riggs made a motion, seconded by Councilman Lewis to open the public hearing. Councilman Britt, Boyum, Riggs, and Lewis voted in favor of the motion. The motion carried by a 4-0 vote.

Darin Van Tassell representing the SCVB thanked Council for their support. He also stated the Georgia Soccer tournament which was held here was a great success.

Councilman Riggs made a motion, seconded by Councilman Boyum to close the public hearing. Councilman Britt, Boyum, Riggs, and Lewis voted in favor of the motion. The motion carried by a 4-0 vote.

Councilman Riggs made a motion, seconded by Councilman Britt to authorize the Mayor to execute a contract for services with the Statesboro Convention and Visitors Bureau, Inc. to market Statesboro and Bulloch County, using proceeds from the Hotel/Motel Tax. Councilman Britt, Boyum, Riggs, and Lewis voted in favor of the motion. The motion carried by a 4-0 vote.

Mr. Van Tassell read a letter from the Georgia Soccer committee thanking them for the support of the City and their staff. Heidi Jeffers also with the SCVB gave members of Council a gift bag.

Public Hearing and Consideration of a Motion to approve Resolution 2015-22: A Resolution exempting certain vehicles from marking requirements for one year.

Councilman Riggs made a motion, seconded by Councilman Lewis to open the public hearing. Councilman Britt, Boyum, Riggs, and Lewis voted in favor of the motion. The motion carried by a 4-0 vote.

Hearing no concerns, Councilman Lewis made a motion, seconded by Councilman Boyum to close the public hearing. Councilman Britt, Boyum, Riggs, and Lewis voted in favor of the motion. The motion carried by a 4-0 vote.

Councilman Riggs made a motion, seconded by Councilman Boyum to approve Resolution 2015-22: A Resolution exempting certain vehicles from marking requirements for one year. Councilman Britt, Boyum, Riggs, and Lewis voted in favor of the motion. The motion carried by a 4-0 vote.

Public Hearing and Consideration of a Motion to approve Resolution 2015-20: A Resolution adopting maximum tariff rates allowed by towing and storage operations engaged in non-consensual towing.

Councilman Boyum made a motion, seconded by Councilman Riggs to open the public hearing. Councilman Britt, Boyum, Riggs, and Lewis voted in favor of the motion. The motion carried by a 4-0 vote.

Attorney Scott Brannen, representing some of the towing companies, addressed the concerns with the fees. Tracy Hart, owner of A&P Wrecker and Troy Edenfield, owner of GATA Towing also expressed their opinion of the fees. They stated that Exhibit "A" Section "A" #1 should have a fee not to exceed \$150.00. There was also a discussion on what should be the definition of after-hours service for customers to retrieve their towed vehicles.

After a lengthy discussion, Councilman Boyum made a motion, seconded by Councilman Britt to close the public hearing. Councilman Britt, Boyum, Riggs, and Lewis voted in favor of the motion. The motion carried by a 4-0 vote.

Councilman Lewis made a motion, seconded by Councilman Riggs to approve Resolution 2015-20: A Resolution adopting maximum tariff rates allowed by towing and storage operations engaged in non-consensual towing with the following changes. Exhibit "A" Section "A" #1 should read: Removal fee for vehicles with a gross vehicle weight rating (GVWR) of 10,000 pounds or less, not to exceed \$150.00 and Exhibit "A" Section "C" After Hours Fee #1 should read: After hours fee may be charged if the vehicle's owner wishes to claim an impounded vehicle at any time other than between 8:00 a.m. and 6:00 p.m. Monday through Friday, and between 10:00 a.m. and 2:00 p.m. on Saturday and Sunday, not to exceed \$25.00. Councilman Britt, Boyum, Riggs, and Lewis voted in favor of the motion. The motion carried by a 4-0 vote.

Consideration of a motion to enter into renewal of the three year agreement with CGI Communications, Inc. for the 2015 Community Video Program, which showcases the City of Statesboro on its website at no cost to the City.

Council viewed a short video of the welcoming statement from the City's website.

Councilman Boyum made a motion, seconded by Councilman Riggs to table this item for a later date. Councilman Britt, Boyum, Riggs, and Lewis voted in favor of the motion. The motion carried by a 4-0 vote.

Consideration of a Motion to award a contract extension for auditing services to the accounting firm of Thigpen, Lanier, Westerfield and Deal at a rate of \$42,000 for one (1) additional year. If approved, this contract will cover auditing services for fiscal years 2015.

Councilman Boyum made a motion, seconded by Councilman Riggs to award a contract extension for auditing services to the accounting firm of Thigpen, Lanier, Westerfield and Deal at a rate of \$42,000 for one (1) additional year. Councilman Britt, Boyum, Riggs, and Lewis voted in favor of the motion. The motion carried by a 4-0 vote.

Other Business from City Council: None

City Managers Comments

Interim City Manager Robert Cheshire updated Council on resurfacing of some streets such as Stockyard Road and W. Main Street. Mr. Cheshire also stated after talking with the Mayor, they would like to see roadwork projects listed on the website as they progress.

Mr. Cheshire recognized Finance Director Cindy West for received her certificate in Financial Management. Mr. Cheshire also gave an update on the Storm water project as it moves forward. He stated the first bills should be going out August 1st, 2015. A date will be set at the next Council meeting for a work session regarding garage sales.

Councilman John Riggs left the meeting.

Public Comments (General):

A) Bob Mikell and Downtown Merchants request to speak with Council in regards to on-street parking downtown.

Bob Mikell representing the DSDA stated that merchants downtown were having problems with other business employees parking in front of their business all day. Mary Severson, owner of Mary's Linen's and Maria Proctor, owner of Madame Contour's also expressed the same concerns.

Consideration of a Motion to enter into Executive Session to discuss "Personnel Matters" and "Potential Litigation" in accordance with O.C.G.A. §50-14-3 (2012)

At 7:45 pm, Councilman Lewis made a motion, seconded by Councilman Britt to enter into Executive Session with a 5 minute break. Councilman Britt, Boyum and Lewis voted in favor of the motion. The motion carried by a 3-0 vote.

At 9:14 pm, Councilman Britt made a motion, seconded by Councilman Lewis to exit Executive Session. Councilman Britt, Boyum and Lewis voted in favor of the motion. The motion carried by a 3-0 vote.

Mayor Moore called the meeting back to order with no action being taken.

Consideration of a Motion to approve Resolution 2015-25: A Resolution waiving attorney-client privilege as to certain attorney work product only.

Councilman Boyum made a motion, seconded by Councilman Lewis to approve Resolution 2015-25: A Resolution waiving attorney-client privilege as to certain attorney work product only. Councilman Boyum and Lewis voted in favor of the motion. Councilman Britt voted against the motion. The motion failed by a 2-1 vote.

Consideration of a Motion to Adjourn

Councilman Lewis made a motion, seconded by Councilman Britt to adjourn the meeting. Councilman Britt, Boyum and Lewis voted in favor of the motion. The motion carried by a 3-0 vote. The meeting was adjourned at 9:15 pm.

Memo



TO: Robert Cheshire, City Manager

FROM: Darren Prather, Purchasing Director

DATE: 6-29-2015

Re: Recommendation—Bid Award/3 Point Side-arm Mower

It is desired to purchase a 3 point side-arm mower from Diamond Mowers in the amount of \$23,061.00 utilizing the National Joint Powers Alliance (NJPA) contract. This purchase, if approved, would be funded by the GMA Lease Pool and is listed as CIP number ENG-STS-100 in the amount of \$25,000.00. The City of Statesboro became a member of the NJPA several months ago in order to have access to this program. The NJPA is a cooperative purchasing contract that bids out various items and receives volume discounts due to the vast number of members involved.

We recommend the purchase contract be awarded to Diamond Mowers for the purchase of a 3 point side-arm mower in the amount of \$23,061.00 as listed on the NJPA contract.



City of Statesboro

Engineering Department – Public Works

*P.O. Box 348
Statesboro, Georgia 30459*

*912.764.0681 (Voice)
912.764.7680 (Fax)*

MEMO

To: Robert Cheshire, Interim City Manager
From: Jason Boyles, Interim City Engineer
Date: June 29, 2015
Re: Solid Waste Ordinance Amendments

Per our conversations recently staff is proposing a new fee credit for garbage collection for elderly/low income. Marcos Trejo and Lindsey Glisson performed research for similar policies in comparable organizations and found that both Savannah and Fayetteville have policies that are similar to that which we discussed. Much of the credit structure that is proposed is inspired by the City of Savannah's elderly/low income utility credit. While the actual credit amount is not specifically stated in the proposed ordinance, rather reference is drawn to the schedule of rates and charges, staff is proposing a credit in the amount of \$3.95/month for residential, inside-City accounts. In addition, I have not referenced an actual organization that will perform the verification service for the city, only that it will be a non-profit, Marcos has reached out to Concerted Services who contracts with the City of Savannah and they have shown interest in performing this service for Statesboro as well.

I have also addressed some irregularities in the ordinance regarding the definitions and regulations regarding building materials. I have discussed the proposed ordinance amendments with Alvin and he is in general agreement with the proposed amendments. Attached is the revised solid waste ordinance. Please let me know if you have any concerns or comments.

Ordinance #2015-08
An Ordinance Amending Chapter 66 of the Statesboro Code of Ordinances
(Solid Waste)

WHEREAS, the City has previously adopted an ordinance regulating solid waste; and

WHEREAS, the Mayor and City Council has determined there is sufficient reason and need to amend Chapter 66 (Solid Waste) of the Code of Ordinances, City of Statesboro, Georgia to ensure efficient and responsive delivery of services:

NOW THEREFORE, BE IT ORDAINED by the Mayor and City Council of the City of Statesboro, Georgia, in regular session assembled as follows:

Section 1. Chapter 66 (Solid Waste) of the Code of Ordinances, City of Statesboro, Georgia is hereby amended by replacing it in full, and shall read as follows:

Article I. – IN GENERAL

Sec. 66-1. – Definitions

For the purpose of this chapter, the following terms, phrases, words and their derivations shall have the meaning indicated herein.

Ashes means the residue from the burning of wood, coal, coke or other combustible materials.

Building material means any material including but not limited to materials such as lumber, roofing material, brick, concrete, plaster, flooring, plumbing materials, cabinets, doors, windows, gutters, sand, gravel or other substances used in repairs or alteration of existing buildings, construction of new buildings, or demolition of existing structures.

Bulk waste container means a metal container larger than eight cubic yards with an open top constructed so that it can be emptied mechanically by specially equipped trucks.

Cart means a container not larger than 96 gallons, water tight with a lid opening on top and constructed so that it can be emptied mechanically by specially equipped trucks.

Collection area means an area designated by the city to be used for the placement and collection of refuse receptacles, collection containers or trash accumulations.

Collection container means a container provided by the city or approved by the director, or his/her representative, to be used for the collection and disposal of garbage.

Commercial garbage means garbage produced by any nonresidential unit or facility or non-industrial facility including stores, offices, restaurants, warehouses, and other similar uses.

Commercial solid waste means all garbage and other waste byproducts, including cinders and ashes from commercial boilers, cardboard and wooden boxes, crates and barrels, or other waste byproduct(s), generated by commercial or manufacturing establishments.

Composting means the controlled biological decomposition of organic matter into a stable, odor-free humus.

Dead animals means the carcasses or remains of cats, dogs, small household pets, and small farm animals.

Director shall mean the Public Works Director.

Disposal site means an area, location, tract of land or a facility used or intended to be used for the disposal of solid waste, decaying waste, hazardous waste or other waste, except it shall not include the land or facility used for the disposal of solid waste or other waste from a single-family dwelling in which the owner, occupant, or lessee of such land or facility resides.

Dumpster means a metal container of not less than two cubic yards and not larger than eight cubic yards, water tight with a lid or lids opening on top and constructed so that it can be emptied mechanically by specially equipped trucks.

Garbage, household garbage or refuse means the by-product of animal or vegetable food resulting from the handling, preparation, cooking and consumption of food or other matter which is subject to decomposition, decay, putrefaction or the generation of noxious or offensive gases or odors, or which during or after decay may serve as breeding areas or feeding materials for flies, insects or animals.

Hazardous waste means materials including but not limited to materials such as poison, acids, caustic matter or solutions, chemical, infected materials, infectious carcass, fecal matter, explosives, sewage sludge, radioactive materials and highly flammable substances, oils, P.C.B., antifreeze, paints, solvents and cleaning fluids, dry cleaners, fuel tanks, biomedical waste, grease traps, batteries, oxidizers, and Freon/refrigerants or any other substance that has been defined by federal or state law as being hazardous refuse or material or which poses a similar and immediate danger or hazard to the public health, safety and welfare as the substances described herein.

Household Trash means materials including waste accumulation of paper, sweepings, dust, rags, bottles, cans or other matter of any kind, other than garbage, which is usually attendant to housekeeping.

Industrial waste means all waste including solids, semi-solids, sludge and liquids, created by factories, processing plants or other manufacturing enterprises.

Junked vehicles means any discarded, dismantled, wrecked, scrapped, ruined, junked or inoperable automobile, truck or other vehicle, or vehicle which does not bear a current license plate or a current inspection sticker.

Litter means all garbage, refuse, waste material, sand, gravel, slag, brickbats, rubbish, tin cans, trash, debris, dead animals or any other discarded, used or unconsumed substance, which is not handled in accordance with the provisions of this article.

Loading and unloading area means a space or area used by any moving vehicle for the purpose of receiving, shipping, and transporting goods, wares, commodities and persons.

Reclamation means a controlled method of sorting solid waste for future use in accordance with a procedure approved by the director.

Recyclable materials means materials which otherwise would be garbage, commercial refuse, industrial refuse or rubbish but for the fact that it is usable and has commercial value.

Recycling means the process by which reclaimed materials are collected, separated or processed, and transformed into raw materials or products.

Residential garbage means garbage produced by any residential unit.

Refuse receptacle means a cart or poly-cart used for the automated collection of garbage.

Rubbish means waste including but not limited to materials such as waste paper, cartons, boxes, cans, glass, packing material, and material which is discarded, unusable or not being actively used or stored or allowed to be accumulated in an unsightly manner.

Scavenge or scavenging shall mean unauthorized or uncontrolled retrieval of discarded refuse materials.

Solid Waste means any waste including commercial garbage, residential garbage, rubbish, tree and shrubbery trimmings, and trash but does not include hazardous waste, industrial waste, or waste from mining, agricultural, or silvicultural operations.

Trash means appliances, metals, furniture, yard trash, or tree and shrubbery trimmings.

Tree and shrubbery trimmings shall mean waste accumulation of tree limbs, parts of trees, bushes, or shrubbery cuttings or clippings.

Yard trimmings or yard trash means grass, straw, leaves, shrubs, hedges, tree and shrubbery trimmings, or other natural waste.

Sec. 66-2. – Collections by city.

- (a) *Generally.* All solid waste and recyclable materials accumulated in the city shall be collected, conveyed, and disposed of by the city, except as otherwise expressly authorized herein or approved by the mayor and city council. No person shall collect, convey over any streets or alleys of the city or dispose of any solid waste or recyclable materials accumulated in the city, except as expressly authorized herein or as allowed by pertinent and appropriate actions of the mayor and city council.
- (b) *Supervision.* All solid waste accumulated in the city shall be collected, conveyed, and disposed of by the city under the supervision of the director, who shall prescribe the days and times of collection, and other such matters pertaining to the storage location, conveyance and disposal as is necessary.
- (c) *Fees.* Fees, rates and charges for the collection services outlined in this article shall be as determined by the mayor and city council and on file in the office of the city clerk. Every residence, dwelling, business establishment or service agency within the limits of

the city and to which garbage and solid waste collection and disposal services are available shall pay a fee for the availability of such service, regardless of whether the residence, business or agency used the service, and based upon a fee schedule approved by the mayor and city council.

- (d) *Night collection.* Should the best interest of the public be served by collection of refuse from certain areas in the city at night, the city shall make such collections. The occupants of all residences or places of business within the designated area shall be notified or may inquire as to the hours of such collection. All persons so notified shall comply with such order and shall place the containers as designated within such hours.
- (e) *Landlord's responsibility.* All garbage collection charges to a complex of apartments, houses, mobile homes or businesses will be billed to the landlord of the property, and the landlord shall be responsible to the city for payment of assessed charges.

Sec. 66-3. – Private collection.

No person or entity shall engage in the business of and receive compensation for the collection or disposal of garbage, solid waste, or recyclable materials of any kind within the city, unless otherwise explicitly stated herein.

Sec. 66-4. – Refuse receptacles and collection containers required.

Every person or entity in possession, charge or control of any building from which garbage, trash, or other waste is accumulated or produced shall be required by this article to provide and keep in a suitable place, readily accessible to the city crews, refuse receptacles and collection containers suitable for the storage of all such waste materials which will normally accumulate between the established collection dates. The director shall determine the quantity and location of such receptacles and shall determine whether such receptacles and containers are in a serviceable condition.

Sec. 66-5. – Refuse receptacles and collection containers to be safe.

All refuse receptacles and collection containers, as required by this article, shall be of safe construction and design and shall be maintained in good, orderly and serviceable condition at all times. Any receptacle or container which does not conform to the requirements of this article or which has ragged or sharp edges, or any other defects likely to hamper or injure the person collecting the contents therefrom or the public generally, shall be promptly replaced by the user thereof where such receptacles and containers are not provided by the city. If such container, after appropriate notice, has not been replaced, the director shall have the right to suspend further collection of such waste material until such time as the container is brought into compliance with this article. Where receptacles or containers are provided by the city the user shall promptly notify the director or sanitation superintendent of such sharp edges, defects, or other nonconformities.

Sec. 66-6. – Fee schedule, billing, deposits and termination of service.

- (a) The fees and charges for the collection of trash, residential garbage, and commercial garbage; and the fees and charges for the disposal of solid waste through the transfer station and similar operations shall be established by resolution of the mayor and city council.

- (b) All fees shall be billed monthly as part of a combined utility bill, unless the user does not have another utility service. In that case, single bills shall be sent.
- (c) There shall be a deposit equal to two months' bills for any new collection customers or new solid waste disposal customers who open a monthly account with the city. If the amount is unknown when service first begins, the first three months' usage shall be averaged to determine the amount of the deposit required, and the deposit shall be added to the bill once it is determined. The deposit may be waived if the customer can present a letter from a similar solid waste collection or disposal company, city, or other provider that indicates that the customer has paid its bills from such providers in a timely manner for at least the last 12 months of such similar service. If a deposit is required it shall be refunded without interest upon termination of service by the customer and following payment in full of all outstanding charges.
- (d) All bills shall be sent out using the billing cycle and schedule for payments as determined by the mayor and city council.
- (e) All bills not paid by the due date are subject to the late payment charge, and then immediate cut-off on the date printed on the bill.
- (f) In the event of non-payment and service cut-off, the customer must pay the bill in full, the late payment charge, a cut-off charge if applicable, and pay a deposit if it was either waived, previously refunded, or was used to make the payment, late payment charge, and/or the cut-off charge. The city manager is authorized to work out a payment plan for customers that demonstrate the ability to pay, but in no event shall such payment plan exceed 90 days before the customer's account is totally current. Such a payment plan can only be entered into once in a 12-month period. Failure to meet any payment date of a payment plan shall terminate the payment plan, and the services shall be discontinued.

Sec. 66-7. – Fee Credits.

- (a) *Established.* There shall be established an elderly/low income credit (billing reduction) in an amount approved in the schedule of fees and charges approved by the Mayor and City Council.
- (b) *Qualification.* The elderly/low income credit shall be available to qualifying heads of households in whose name a residential inside-City garbage collection account is listed. Qualifying heads of household must have an attained age of 65 years and must have a total household income not exceeding poverty levels for the number of occupants in the household as derived from the guidelines of the State of Georgia Division of Aging Services. Eligibility for the elderly/low income credit shall be determined under City contract with a non-profit community organization capable of screening applicants according to the established criteria and reporting eligibility to the Revenue Department.
- (c) *Commencement.* The elderly/low income credit shall be effective upon receipt and approval of all required information as identified in the application. Said credit shall be applied to the following month of collection service.
- (d) *Term.* The term of the elderly/low income credit shall be one year from commencement of credit. Eligibility shall be reestablished annually by application from the head of household.

Sec. 66-8--- 66-20. – Reserved.

Article II. – ENFORCEMENT

Sec. 66-21. –Responsible agency.

The Director, city engineer, landfill superintendent, sanitation superintendent, street superintendent, or code compliance officers shall investigate complaints or violations of any provisions of this article, and, upon finding sufficient evidence that a violation has occurred, are authorized to issue warnings that state the particular conditions that must be remedied to be in compliance with this Chapter, and, further, may recommend to the City Manager and City Attorney the initiation of any available legal or equitable remedy. The Director may suspend any service provided under this Chapter as provided in Section 66-23.

Sec. 66-22. – Summons, Citation, and Penalties for Violations

(a) In addition to or in lieu of any civil remedy provided for above, it shall be unlawful for any person to violate the provisions of this Chapter. Upon conviction for the violation thereof each person shall be subject to the punishments allowed under Section 5-3 of the Charter of the City of Statesboro, after hearing before the judge of municipal court.

(b) The code compliance officer is authorized to issue a summons and citations to appear in the Municipal Court of Statesboro to any person or entity believed to be in violation of any provision of this Chapter.

(c) Unless otherwise provided for in the Schedule of Fees adopted, and from time to time amended, by the Mayor and City Council of Statesboro the fine for a first violation of the Chapter shall not be less than \$110.00 nor more than \$550.00. For a second or subsequent violation in any twenty-four (24) month period as measured from the dates of the offenses, the fine shall not be less than \$250.00 nor more than maximum allowed under Section 5-3 of the Charter of the City of Statesboro

Sec. 66-23. – Suspension of service.

(a) The Director is authorized to suspend any service provided under this Chapter if a person or entity in possession, charge, or control of any building from which garbage, trash or other solid waste is accumulated or produced was issued a warning pursuant to Section 66-21 and the person or entity does not remedy the particular conditions stated in the warning within (10) days of the issuance of the warning.

(b) The Director is authorized to suspend any service provided under this Chapter if a person or entity in possession, charge, or control of any building from which garbage, trash or other solid waste is accumulated or produced is issued a summons and citation to appear in the Municipal Court for violations of this Chapter if the person or entity does not remedy the cited violations within (10) days of the issuance of the citation and summons.

(c) Ten (10) days prior to the suspension of service the Director shall send written notice via certified mail return/receipt requested to the address on file with the City for the person or entity in possession, charge, or control of any building from which garbage, trash or other solid waste is accumulated or produced that all services provided under this Chapter are being suspended until either the conditions stated in the warning are remedied, until the cited violations in the citation and summons are remedied, or until final adjudication of the citation in Municipal Court.

(d) Upon receipt of the notice of suspension from the Director, the person or entity in possession, charge, or control of any building from which garbage, trash or other solid waste is accumulated or produced shall have five (5) days to file a written notice of appeal of the suspension of services under this Chapter with the City Clerk.

(e) Upon filing of the notice of appeal a hearing before the City Manager shall be scheduled as soon as reasonably possible but not later than five (5) days from the filing of the notice of appeal. The hearing shall be informal, and the City Manager shall hear all evidence deemed relevant by the City Manager. The City Manager is authorized to uphold, reverse, or modify any action taken by the Director.

Sec. 66-24 – 66-40. – Reserved.

Article III. – PRE-COLLECTION PRACTICES

Sec. 66-41. – Generally.

The practices and procedures specified in this article shall be employed by persons in the city in order to facilitate the collection of solid wastes.

Sec. 66-42. – Refuse and garbage.

All refuse shall be placed and maintained in containers as specified in this article. All containers shall be maintained at all times with tight-fitting lids or covers. All garbage placed in containers for collection shall first be drained of all liquids, and shall be wrapped, bagged, or enclosed in paper or plastic material.

Sec. 66-43. – Household trash.

All household trash shall be drained of all liquids prior to its being placed in refuse receptacles. Household trash may be combined with garbage.

Sec. 66-44. – Injurious waste items.

All waste materials of an injurious nature, such as broken glass, light bulbs, sharp pieces of metal, fluorescent tubes and television tubes shall be securely packaged or wrapped (used needles shall be placed in hard plastic container with lid and sealed) for the purpose of preventing injury to the collection crews or other third parties.

Sec. 66-45. – Hazardous waste and building materials.

No hazardous waste or building materials shall be placed in any receptacle at any time. The city shall not be required to collect any hazardous waste or building material. All hazardous waste shall be secured against the possibility of causing injury to any person and shall not be placed on public property or private property without the written consent of the owner thereof.

Sec. 66-46. – Collection limits.

No residence or business shall place for collection at one time a trash accumulation, other than yard trash, with dimensions in excess of four feet in width by eight feet in length by four feet in height (4'x8'x4') or 400 pounds total. If the residence or business establishment places trash for collection which exceeds these limits, the residence or business shall be assessed an additional fee in an amount based on the actual cost of equipment, labor, transport or hauling and tippage fees needed for collection and disposal. Yard trash is exempt from the provisions of this section.

Sec. 66-47. – Accessible placement.

Trash shall be placed in a manner adjacent to a public street or alley easily accessible to city sanitation trucks.

Sec. 66-48. – Cardboard box collection.

All persons, firms, businesses, institutions or corporations shall be required to break down any and all cardboard boxes before placing the boxes into collection bins, receptacles, or other designated and approved collection points. To break down a cardboard box, it shall be rendered into a flat shape by whatever means necessary so that it no longer retains its three-dimensional shape and utilizes as little space as possible. Failure to break down boxes shall result in a misdemeanor, refusal by city sanitation officials to remove the garbage, or both.

Sec. 66-49. – Yard trash, tree and shrubbery trimmings.

Yard trash, tree and shrubbery trimmings separated from other debris shall be neatly stacked adjacent to the public street or alley used for road purposes which is nearest the property from which removed. No tree trunks, branches, limbs, or shrubbery larger than six inches in diameter, longer than six feet in length, or heavier than 60 pounds shall be collected by the city. Yard trash mixed with other debris will not be picked up. Trash other than yard trash must be in a separate stack. If a residence or business establishment places trash for collection which exceeds these limits, the residence or business shall be in violation of this section and shall be assessed an additional fee in the amount based on the actual cost of equipment, labor and tippage fees needed for collection or as otherwise provided herein.

Sec. 66-50. – Felled trees.

The owner of property on which trees are cut down, whether by the owner or another, is required to remove promptly following the cutting at the owner's expense all tree trunks, logs, limbs, tops or other debris resulting therefrom, when such materials are clearly visible from any public street, alley, sidewalk, lane or path from the property of another that adjoins the property on which the materials are located. Such materials shall not be destroyed or removed by burning. All individuals, firms, businesses, partnerships, proprietorships or corporations engaged in the business of trimming or removing trees, shrubbery, or similar growth, who shall contract with the property owner, the owner's agent or occupant to perform services on the property shall remove from the property all sawdust, branches, stumps and all portions of the byproducts of the services performed, as well as all rubbish associated therewith.

Sec. 66-51. – Trees, shrubbery, branches, etc.

All individuals, firms, businesses, partnerships, proprietorships or corporations engaged in the business of yard maintenance, landscaping, or nursery operation who shall contract with the property owner, the owner's agent or occupant to perform services on the property shall remove from the property the byproducts of the services performed which is in excess of the provisions of Section 66-49.

Sec. 66-52. – Removal for compensation.

It shall be unlawful for any individual, firm, partnership, proprietorship or corporation to fell or trim trees within the city unless the byproduct from those services is immediately removed from the premises and placed or deposited by the contractor in the city designated landfill or hauling station. Compensation shall be interpreted to include receiving as compensation the wood, limbs and other residue from such trimming and cutting. Any form of compensation shall place the burden of disposal directly upon the individual or contractor performing the task.

Sec. 66-53. – Leaves.

Leaves shall be neatly piled free of other debris and placed adjacent to the public street or alley used for road purposes which is nearest the property from which removed.

Sec. 66-54. – Household furniture and appliances.

Upon request, the city shall collect normal and intact household furniture and appliances, including sofas, chairs, beds, refrigerators, washers, dryers, hot water heaters and similar items, but not including furnaces, from single-family and duplex (two-family) residential structures only. Persons requesting this service shall notify the office of the director or his/her designee to arrange for collection prior to placement near the road. The city shall have the right to set and collect a fee for this service.

Sec. 66-55. – Prohibited activities.

The following activities are hereby declared to be unlawful and in violation of this chapter:

- 1) *Public streets and private property.* No person shall place any accumulations of refuse, trash or other waste in any street, median strip, alley or other public place of travel, nor upon any private property, except with the written consent thereof and then only in accordance with the provisions of this article.
- 2) *Blockage of drainage.* At no time shall trash be placed in a manner as to obstruct drains, utility meters, walkways or streets. It shall be unlawful to use brooms, rakes, blowers or other sweeping, raking or debris removal tools or equipment so as to sweep, rake, blow or otherwise sediment or debris of any kind in or on city streets, walkways, drains, pipes or gutters. It shall be unlawful to place, accumulate or otherwise deposit any type of the aforementioned debris or material into a city drain, pipe, gutter or other draining conduit or receptacle.
- 3) *Impairment of sight distance.* At no time shall trash be placed in a manner as to obstruct or impair the sight distance of a driver or operator of a vehicle.
- 4) *Unauthorized storage.* Any accumulation of refuse or trash items on any lot, property, premises, public streets, alley or other public or private place not permitted by this article, is hereby declared to be a nuisance. Failure of owner or occupant to remove and

correct any such accumulation of refuse after appropriate notice from the director shall raise the presumption that such person intended to violate this article.

- 5) *Junk*. It shall be unlawful for any person to place or leave outside any building or dwelling, except as specified in section 66-24, any dilapidated furniture, appliance, machinery equipment, building material, junked motor vehicle, tires or other items which are either in a partially used, wrecked, junked, dismantled or inoperative condition, and which are not completely enclosed within a building or dwelling.
- 6) *Sweeping and blowing*. It shall be unlawful to sweep or blow with a blower or other machinery, grass clippings, leaves and other debris onto a city sidewalk, street, or gutter.
- 7) *Dumping*. It shall be unlawful and in violation of this section to dump, place or leave bricks, blocks, rocks, lumber, asphalt, cement, concrete, concrete products or waste, roofing, sheetrock, leaves, limbs, bushes, trees, roots, dead animals, appliances, equipment, bedding, mattresses, furniture, fixtures, clothing, motors, engines' chemical wastes, industrial or commercial waste or rubbish, scrap metal, fence wire, vehicles or parts thereof, tires, building materials or supplies, and inorganic solid material of any type or kind except as authorized herein.
- 8) *Fires*. It shall be unlawful and in violation of this chapter to set any fire, to allow a fire to burn, or in any other way attempt to damage or destroy a refuse receptacle or collection containers provided by the city.
- 9) *Container of another*. It shall be unlawful and in violation of this chapter for any person to dump, place or leave any item at a garbage and/or solid waste collection area or in any collection container unless such person has permission of the owner and/or occupant of the premises on which the area or container is located.
- 10) *Billboards*.
 - a. It shall be unlawful for owners to fail to maintain billboards in a manner that prevents loose paper, bills and other litter and debris resulting from the use of such signs and billboards. Any such debris, loose papers, bills and other litter shall be removed by the owners or their agents immediately upon accumulation.
 - b. Any such item or items which remain on the property of the occupant for a period of 30 days after notice of violation of this article shall be presumed to be abandoned and subject to being removed from the property by the city without further notice. The city may charge the owner or occupant a fee for the cost of removing such item or items. This section shall not apply to licensed junk dealers or currently licensed establishments engaged in the repair, rebuilding, reconditioning, or salvaging of equipment or furniture.
- 11) *Scavenging*. No person other than the owner thereof or an agent or employee of the director shall disturb or interfere with any container used for the purpose of storing refuse pending its collection, remove any contents therefrom, or remove such container from its collection.
- 12) *Blocked Dumpster*. It shall be unlawful and in violation of this chapter for any person to block or impair access to a dumpster or commercial collection container.
- 13) *Building Materials*. It shall be unlawful and in violation of this chapter for any person to place building materials in the city right of way.

Sec. 66-56. – Abandonment.

Any such item or items which remain on the property of the occupant for a period of 30 days after notice of violation of this article shall be presumed to be abandoned and subject to being removed from the property by the city without further notice. The city may charge the owner or occupant of the premises; any unpaid charge for removal may be collected by the city

clerk in the same manner as delinquent taxes. This section shall not apply to licensed junk dealers or currently licensed establishments engaged in the repair, rebuilding, reconditioning, or salvaging of equipment or furniture.

Sec. 66-57--- 66-70. – Reserved.

Article IV. – COMMERCIAL ESTABLISHMENTS

Sec. 66-71. – Generally.

All commercial establishments shall store their refuse in containers, as specified in this article, so as to eliminate wind-driven debris and unsightly litter in and about their establishments. Approved methods of containerization shall include refuse receptacles, bulk containers and detachable containers. Any spillage or overflow shall be immediately cleaned up by such establishment.

Sec. 66-72. – Loading and unloading areas.

All loading and unloading areas shall be provided with refuse receptacles for loose debris, paper, packaging materials and other trash. The owner or occupant of the commercial establishment shall place a sufficient number of containers in such area to maintain a clean, neat and sanitary condition at all times. The number of such containers to be placed in service for a particular establishment shall be set by the director or his/her designated representative. The number of such containers to be placed in service for a particular occupant of the premise shall insure that all litter is placed in the proper container and the area is kept clean. If the occupant violates this section, collection service may be suspended by the director until such time as the owner or occupant of the premises brings such premises into full compliance with the provisions of this chapter.

Sec. 66-73. – Construction sites and demolition sites.

All construction and demolition contractors shall use on-site refuse receptacles, bulk waste containers, or detachable containers for loose debris, paper, building material waste, scrap building materials and other trash (no hazardous waste shall be deposited in the containers) produced by those working at the construction site. The site shall be kept in a litter-free condition. The number of refuse receptacles, bulk containers, or detachable containers (not to exceed four (4) total per site) shall be determined by the size of the job. Receptacles and containers must be promptly collected when maximum capacity has been reached. All construction receptacles and containers must be promptly removed upon completion of construction. Dirt, mud, construction materials or other debris deposited upon any public or private property belonging to a person other than the owner of the construction site shall be promptly removed by the owner or contractor.

Sec. 66-74--- 66-90. – Reserved.

Article V. – COLLECTION PRACTICES

Sec. 66-91. – Residential garbage collection.

- (a) Garbage and solid waste at residences within the city shall be collected only by departments and employees of the city, or pursuant to a contract or franchise issued by the city. Removal by persons for hire or compensation is prohibited.
- (b) Collections from residential premises with a refuse receptacle shall be made once weekly, with the exception of holidays or in times when such collection is impossible, such as in the event of natural disasters.
- (c) (1) Resident(s) shall place garbage for curbside pickup in carts provided by the city. On the evening before each day assigned by the city sanitation superintendent for collection in the resident's area, the cart will be placed at a curbside point designated by city sanitation officials no earlier than 6:00 p.m. for pick up the next day. The cart will be removed from the curbside point by the resident no later than 8:00 a.m. on the day after the assigned collection date. Failure to remove a cart by 8:00 a.m. on the day after the assigned collection date shall result in a fine of \$10.00 per day until the cart is removed. At other times, carts will be stored by the resident(s) where possible in locations not visible from the street or road on which the garbage is collected.
 - (2) The city shall initially provide and bear the cost of the first cart for each single-family and two-family residence. In the event the cart is insufficient to contain the garbage for a residence, the resident shall bear the cost of placement of an additional cart at the residence. In the event a cart is lost, stolen or abused, the resident shall bear the cost of placement of another cart at the residence.
 - (3) In the event the cart is not used for a period of three weeks, then the cart shall be removed from the residence. The resident shall bear the cost of placement of another cart at the residence.
 - (4) Persons having physical handicaps which prevent them from placing carts at curbsides shall be exempted from the requirement to place the cart at the curbside. Such persons shall provide to the city a written statement from a physician which validates the existence of such a handicap and shall include their physical address. The other requirements for collection and disposal of garbage contained within this Code will nonetheless apply to persons exempted under this subsection.
- (d) Persons required to maintain refuse receptacles and collection containers under this chapter shall maintain the containers in a sanitary condition, tightly covered at all times other than filling, emptying and cleaning, and free from odor. Refuse receptacles shall be filled in such a manner as to allow pickup by one person. Refuse receptacles and collection containers shall be further maintained so as to prevent the overflow and scattering of trash, garbage, refuse, other solid waste, or water/rainwater.
- (e) All apartment buildings or structures containing in excess of six dwelling units per parcel are required to use hoist type dumpsters or containers that are compatible for loading by mechanical means by garbage and solid waste collection vehicles maintained by the city for the accumulation of garbage by such building or structure residents. Dumpsters shall be required to be placed on a concrete pad constructed in accordance with the city engineer's specifications. For buildings or structures containing more than one but not more than six dwelling units per parcel, each occupied dwelling unit, household or apartment shall provide, at the customer's expense, at least one container and shall provide additional containers as required by the director or his/her representative. The director or his/her representative shall approve the placement, total quantity, and sufficiency of collection containers necessary to adequately serve the establishment. Service to such establishments will be provided by a schedule which is maintained and provided by the sanitation superintendent.

Sec. 66-92. – Commercial establishments.

- (a) Garbage and solid waste at commercial establishments within the city shall be collected only by departments and employees of the city, or pursuant to a contract or franchise issued by the city. Removal by persons for hire or compensation is prohibited.
- (b) Collection frequency for businesses and commercial enterprises with collection containers shall be established by the user upon application of service. Collection frequency may be amended upon request by the user or as deemed necessary by the director or his/her designated representative to prevent spillage or overflow. In such cases where it is determined by the city that amendments to the collection frequency is necessary the user shall be notified in writing regarding such changes.
- (c) The director or his/her representative shall approve the placement, total quantity, and sufficiency of collection containers necessary to adequately serve the establishment. Sufficiency shall be determined at the discretion of the director or his/her representative.
- (d) All commercial buildings or structures containing in excess of four business units per parcel are required to use hoist type dumpsters or containers that are compatible for loading by mechanical means by garbage and solid waste collection vehicles maintained by the city for the accumulation of garbage by such building or structure tenants. Dumpsters shall be required to be placed on a concrete pad constructed in accordance with the city engineer's specifications. For commercial buildings or structures containing more than one but not more than four units, each unit shall provide, at the customer's expense, at least one container and shall provide additional containers as required by the director or his/her representative. The director or his/her representative shall approve the placement, total quantity, and sufficiency of refuse receptacles or collection containers necessary to adequately serve the establishment.
- (e) Persons required to maintain refuse receptacles and collection containers under this chapter shall maintain the containers in a sanitary condition, tightly covered at all times other than filling, emptying and cleaning, and free from odor. Refuse receptacles shall be filled in such a manner as to allow pickup by one person. Refuse receptacles and collection containers shall be further maintained so as to prevent the overflow and scattering of trash, garbage, refuse, other solid waste, or water/rainwater.
- (f) Service to commercial establishments will be provided by a schedule which is provided by the sanitation superintendent.

Sec. 66-93. – Industrial waste.

Industrial waste shall be collected, removed and disposed of by any factory, plant or enterprise creating or causing such waste.

Sec. 66-94. – Hazardous waste.

No hazardous waste shall be placed in any receptacle used for collection of refuse by the city. All hazardous waste shall be collected, removed, and disposed of by the person or entity creating or causing such waste.

Sec. 66-95. – Dead animals.

Small dead animals will be collected by the city during operating hours of the city/county transfer station, provided the body is appropriately wrapped and isolated in an area readily

accessible to the collector. Owners of large dead animals shall be responsible for their removal and disposal.

Sec. 66-96. – Building materials.

Upon request, the city may collect building materials by bulk waste container or other means. Persons, entities or agents thereof requesting this service shall complete application for this service. The city shall have the right to set and collect a fee for this service.

Sec. 66-97 --- 66-110. – Reserved.

Article VI. – SPECIAL SOLID WASTE DISPOSAL

Sec. 66-111. – Contagious disease solid waste.

The removal of clothing, bedding or other solid waste from some or other places where highly infectious diseases have prevailed shall be decontaminated prior to removal under the supervision and direction of the county health department. Such solid waste shall not be placed in receptacles or bulk container for the city collection until decontaminated.

Sec. 66-112. – Hypodermic instruments.

No person shall dispose of or discard any hypodermic needle or any instrument or device for making hypodermic injections before first breaking, disassembling, destroying or otherwise rendering inoperable and incapable of re-use, such hypodermic syringe, needle, instrument or device, and without safeguarding the disposal thereof, by securely placing in plastic container with a sealed lid so as to avoid the possibility of causing injury to the collection personnel or general public.

Sec. 66-113. – Cardboard boxes, cartons and tires.

All cardboard boxes, cartons and tires are to be disposed of at designated recycling centers. The person disposing of any such boxes or cartons shall collapse all cardboard boxes and cartons.

Sec. 66-114--- 66-130. – Reserved.

Article VII. – DISPOSAL SITES

Sec. 66-131. – Use authorized; regulations.

All domestic and other acceptable refuse shall be delivered and deposited at authorized public disposal sites in accordance with the directions and orders of the director or his representative in charge of operations, except, however, privately operated sites may be used for the sanitary disposal of industrial wastes or other specified waste upon the approval of the director and upon the issuance of appropriated disposal permits, as required by the regulations of the Georgia Department of Natural Resources, and/or the Federal Environmental Protection

Agency. The director or his representative shall be authorized to promulgate appropriate regulations requiring disposal site users to classify and separate deposits.

Sec. 66-132. – Designation of sites.

- (a) Public sites approved for the disposal of refuse shall be identified by appropriate directional signs posted near the roadside and at the location of the city/county sanitary landfill or transfer/hauling station.
- (b) Such sites shall be maintained in use until permanently closed, at which time additional authorized sites shall be opened and publicized by posting and through public advertisement.
- (c) The mayor and city council may restrict certain sites or portions thereof to a specific type or types of refuse.
- (d) Commercial collectors, including yard maintenance men, may use the public designated sites.
- (e) Residents of the city, other than commercial collectors, may use public sites, in accordance with the regulations for the particular site the instruction of the site attendant.

Sec. 66-133. – Operating schedule.

Authorized public disposal sites shall be operated on a schedule as established by the landfill superintendent during the hours designated, acceptable refuse generated in the city shall be received for disposal from any resident of the city.

Sec. 66-134. – When use authorized; ownership of waste.

No person shall enter a disposal site except when an attendant is present and during the hours and days prescribed in this article. Only residents of or businesses with locations in the city or Bulloch County shall be allowed to use or dispose of waste at the disposal sites, and only waste generated within the city or county will be accepted.

Sec. 66-135. – Classification of waste for disposal.

- (a) Domestic refuse. The following types of waste shall be classed as “domestic refuse” and shall be accepted for disposal:
 - (1) Household garbage.
 - (2) Business/office waste.
 - (3) Yard trash.
- (b) Industrial waste.
 - (1) The following types of wastes shall be classed as “industrial waste” and shall not be accepted for disposal.
 - a. Industrial waste.
 - b. Hazardous waste.
 - (2) Industrial waste may be disposed at the city/county landfill or transfer/hauling station according to regulations. For information of these regulations you may call the landfill operator at 764-5279.
- (c) Building materials may be accepted for disposal upon such terms and conditions as may be determined by the city and county.
- (d) Materials for recycling shall be separated for storage at each disposal site.

Sec. 66-136. – Permit required for private sites.

It shall be unlawful for any person to deposit or permit to be deposited on land under his ownership and control any refuse without first having obtained a disposal area permit as required by any regulation of the Georgia Department of Natural Resources, the Federal Environmental Protection Agency and the city.

Sec. 66-137. – General maintenance.

It shall be the duty and responsibility of the owner of any private disposal site to keep the site in an orderly condition and maintained so as not to be a public nuisance or menace to public health.

Sec. 66-138. – Right to enter to inspect.

The landfill superintendent or his designee shall have the right to enter a private disposal site at any time during normal business hours for the purpose of inspecting the site to determine whether or not the site is in compliance with this article and all other pertinent laws and regulations of the city.

Sec. 66-139. – Disposal locations.

- (a) No person shall dispose of garbage, trash, or other acceptable solid waste at any location within the limits of the city except in authorized containers for collection by city departments or its contractual assigns in the city/county landfill or transfer/hauling station. Only residents of or businesses with locations in the city or Bulloch County shall be allowed to use or dispose of waste at the disposal sites, and only waste generated within the city or county will be accepted.
- (b) It shall be unlawful for any person to throw or cast any garbage or solid waste, rubbish, trash, filth or litter of any nature into the streets, sidewalks, lanes, squares or thoroughfares of the city.
- (c) It shall be unlawful for any person to throw, sweep, cast or otherwise put or place any straw, paper, can, bottles, broken glass, decaying vegetables or fruit or other decaying vegetation, rubbish, garbage or solid waste on any vacant lot within the limits of the city.
- (d) It shall be unlawful for any person owning or occupying any lot, tract or parcel of land or premises within the city to permit the growth thereon of weeds or noxious vegetation to such extent that such vegetation constitutes a public health, safety or welfare concern.

Sec. 66-140. – Fees.

For the purposes of this chapter, the principal occupant or head of household in physical possession of a residence through ownership or lease shall be responsible for payment of the fee. If an account of service exists with the city, the fee shall be added to and denominated separately on monthly account statements.

Sec. 66-141. – Fire hazards prohibited.

- (a) It shall be unlawful to place ashes within any building in any box, barrel or other wooden vessel or upon any wooden vessel or floor.

- (b) It shall be unlawful to keep, maintain or permit to be kept on any premises within the city oily waste or oily rags unless, at all times when not actually in use, such oily waste and rags are kept in a metal can or container with a self-closing cover and riveted joints, standing on metal legs which raise the bottom of the container at least four inches above the floor.
- (c) All owners or occupants of buildings are required to permit the chief or commander of the fire department or his designated agent to inspect or to have inspected their building or premises to determine compliance with subsections (a) and (b) of this section.

Sec. 66-142. – Transportation of trash, garbage or refuse.

- (a) All persons hauling or transporting trash, garbage, refuse or other debris to the city landfill or hauling station shall transport same in such a way as to prevent trash, leaves, limbs, paper, garbage, refuse or other debris from falling from a vehicle transporting the same or from blowing off of the vehicle so as to fall in the public streets of the city or in the ditches or yards adjacent to such streets. Vehicles transporting such materials shall have suitable covers, such as a tarp, securely fastened to the vehicle.
- (b) Such material being transported to the city landfill or hauling site shall be packed in the vehicle transporting it so that it will not fall off or blow out and shall have suitable covers securely fastened to the vehicle so as to prevent littering of the streets and yards of the city. It shall be unlawful and in violation of this chapter for such material to fall off or blow out of any vehicle during transportation.
- (c) This section shall not apply to the transportation of poultry, livestock, silage or other feed grain used in the feeding of poultry or livestock.

Section 2. Should any section, subsection, or provision of this ordinance be ruled invalid by a court of competent jurisdiction, then all other sections, subsections, and provisions of this ordinance shall remain in full force and effect.

Section 3. This Ordinance shall be and remain in full force and effect from and after its adoption on two separate readings.

First Reading: July 7, 2015

Second Reading: July 21, 2015

THE MAYOR AND CITY COUNCIL OF THE CITY OF STATESBORO, GEORGIA

By: Jan J. Moore, Mayor

Attest: Sue Starling, City Clerk

Memo



TO: Robert Cheshire, City Manager

FROM: Darren Prather, Purchasing Director

DATE: 6-29-2015

Re: Recommendation—Bid Award/Wheel Loader—Landfill Transfer Station

It is desired to purchase a 938M Caterpillar wheel loader off of the State of Georgia Contract at a cost of \$223,156.00. This item, if approved, will be purchased using 2013 SPLOST funds and has a budgeted amount of \$250,000.00 in fiscal year 2016 under CIP number SWD-11. This will be replacing a 2001 IT28 G Caterpillar wheel loader that is recommended to be surplus if this purchase is approved. This item, as allowed by the State of Georgia Contract, will contain specifications requested by the City of Statesboro. The State contract provides a pricing structure that allows for customization. Items such as bucket size, guard/safety systems and operational controls are among the number of options available for customization within the state contract.

We recommend a contract to purchase a 938M Caterpillar wheel loader be awarded to Yancey Caterpillar for the State of Georgia Contract amount of \$223,156.00. This includes delivery to our site and Yancey Caterpillar is considered a local vendor per our purchasing ordinance.

Memo



TO: Robert Cheshire, City Manager

FROM: Darren Prather, Purchasing Director

DATE: 6-29-2015

Re: Recommendation—Bid Award/Gradall—Storm Water Utility

It is desired to purchase a Gradall XL3100 IV 4x4 off of the National Joint Powers Alliance (NJPA) contract in the amount of \$359,922.00. If approved, this item will be purchased from the GMA Lease Pool and paid back by revenue from Storm Water Utility Funds. The CIP number for this item is ENG-STM-08 and is budgeted in the amount of \$375,000.00. The Gradall is an excavation oriented piece of equipment. In a sense, it is a sole source due to the ability to excavate using a linear telescoping arm that reaches under trees and power lines. It is the only excavator that does not have to go high in the air to reach the intended target. Along with a standard bucket, numerous attachments can be added for varied applications (grapple, mowers, etc...). This piece of equipment is essential in maintaining right-of-ways and other areas associated with storm water improvements.

We recommend the contract be awarded for the purchase of a Gradall XL3100 IV 4x4 per the NJPA contract to Tractor and Equipment (area representative for Gradall) in the amount of \$359,922.00.



To: Director Wendell Turner

Major Rob Bryan 

From: Lt. Kaleb Moore

Date:

Ref: Meggitt Training System's Simulator

To whom it may concern:

Over the years police training has evolved tremendously and still continues to evolve. Police officer training must meet many legal, moral and ethical standards, and maintaining those standards to the highest possible quality is more relevant than ever. In the past year, the incidents in Ferguson, Missouri and Baltimore, Maryland have fueled an unprecedented increase in public scrutiny of the actions of law enforcement officers. The vast media coverage of these events has brought much critical attention to how police do their jobs, especially in the area of police use of force.

Police use of force is one the highest liability categories for any state, county or municipality. It is important that law enforcement officers are trained on procedure, law and case law regulating use of force. Traditionally, this training is done in classrooms and at the firing range, where officers learn defensive tactics, intermediate weapons and firearms. The most difficult element to teach is the appropriate time for an officer to use force, at what point are any of these use of force options justified? Unfortunately, the traditional settings do not always provide sufficient coverage on this most important aspect of police use of force.

Several years ago, law enforcement training made a great leap with the introduction of Simunition training, which allows officers to undergo simulated training scenarios, using firearms specially equipped to fire a plastic projectile that marks participants with wax. Simunition weapons operate just like real weapons and the training does provide a very close to real life experience. However, Simunition training still has vast limitations.

Simunitions requires the use of role players to simulate the citizens an officer would encounter in real life on the street. It also requires several trainers to monitor participant safety and officer performance. All participants are required to wear protective gear that



severely hinders performance and takes away from the authenticity of the simulation. Moreover, Simunition rounds are capable of injuring the police officer undergoing the training and the role player. The costs in time and financial resources are significant.

Technology has made police training more effective and efficient than ever, by reducing cost in equipment and manpower while still incorporating realism and relativity through the use of computerized simulators. The use of simulators has been common practice in police service for a number of years. They are known as Fire Arms Training Simulators, or FATS for short. The old systems were effective, but lacked realism due to weapons system limitations and bulky, tethered equipment limiting the participant's movement.

Times have changed and through the evolution of computers and other technology, simulators are now available that make training much more effective. Meggitt Training Systems has introduced the FATS L7, a top of the line simulator that covers many training needs of any police agency by maintaining realism through a non-tethered system. The system and software allows realistic training for marksmanship, judgmental use of force skills, less than lethal options, shoot/don't shoot skills, low light/no light situations, cover and concealment and proper interaction and verbal commands.

There are numerous benefits to investing in a FATS L7 system. Officers could receive training during normal duty hours, reducing overtime. The simulator is programmed with many different scenarios, and can be used on a scheduled basis and on an as needed basis to accommodate situational training needs. The system's marksmanship training will reduce the time and monetary cost incurred by firing live ammo on the range. The system requires only one person to operate it, further reducing cost by eliminating the need for multiple instructors. The likelihood of participant injury is greatly reduced when compared to Simunitions style training programs. Moreover, the FATS L7 can be upgraded for a minimal cost making it a useful and long-term training option. This system will provide a higher quality training experience and, as a result, produce better trained officers and reduce liability to the City of Statesboro as a whole.

The FATS L7 can also be used as a public relations asset. To address the increased public scrutiny on police use of force, members of the community could be allowed to participate in scenarios on the FATS L7. This will give citizens an accurate glimpse of encounters police officers face every day in the real world and will, hopefully, better public understanding on the reality of the rapid and tense situations where officers are forced to make the split second decisions that are viewed so critically after the fact.

The Statesboro Police Department is one the largest police agencies in our regional hub. Many of the smaller agencies in our area cannot justify the expense of a simulation system like the FATS L7. Many of those smaller agencies seek out the services of the Statesboro Police Department for their training needs. The FATS L7 will expand our



capabilities. These smaller agencies could use the FATS L7 for a fee, which would offset the cost of the system itself and training costs of Statesboro Police Department officers over time.

Purchasing this system is strongly becoming a need due to rising trends and demands of our changing society. The closest system available to the Statesboro Police Department is located in Savannah, Ga. The cost for all officers to travel to utilize that system does not make that a practical option.

The purchase of the system would be done through the Federal DEA Seized Drug Fund Account. Under the specific guidelines of this account this is an allowable purchase.





May 7, 2015

Lt. Kaleb Moore
Training Director
Statesboro Police Dept.
25 W. Grady Street
Statesboro, GA 30458
Office: 912.212.2316
Email: kaleb.moore@statesboroga.gov

Subject: Firearms Training Simulator
MTSI Reference: MTS15USL0803

Lt. Moore:

MTSI is pleased to offer our Proposal # MTS15USL0803, in response to the Statesboro Police Department procurement for an MTSI FATS® L7 Firearms Training System & BLUEFIRE® Weapons Simulators.

MTSI's smart BLUEFIRE® weapons and FATS® L7 are the only weapon and simulation solution in the law enforcement market to offer the following list of critical training features:

- Wireless smart weapons that are constantly in communication with the system via Bluetooth technology.
- Wireless weapons that allow the instructor to monitor, in real time, the status of the student's weapon in marksmanship mode (Magazine in or out, Slide forward or locked to the rear, hammer cocked or de-cocked, chamber loaded or empty, number of rounds remaining).
- Wireless weapons that allow the instructor to monitor the cant of the weapon in real time on the instructor console in marksmanship mode.
- Wireless weapons that allow the instructor to constantly monitor the student's point of aim, in marksmanship mode and to show the student their muzzle placement in both marksmanship and judgment mode. All other products require the addition of a separate laser device mounted to the exterior of the weapon, thus preventing it from being holstered.
- A system that allows the instructor to view the real time point of aim of up to 4 students during marksmanship courses and show each of the students their muzzle trace in real time or during replay.
- Tethered and wireless weapons which allow the instructor to initiate a malfunction of the weapon at any time, requiring the student to execute a proper clearing procedure before the weapon will be operational. Other systems cause the screen to stop recognizing laser pulses, but the student's weapon is still operational.
- Weapons that require the student to follow a proper loading sequence in order for the weapon to be operational. The student must properly insert the magazine, work the slide or bolt to the rear and then top off the magazine for the proper duty load. This provides for a seamless transition from the training environment to the officer's actual duty. Further enhancing the officer's existing weapon handling training and skillset.
- All of our semi-automatic weapons lock to the rear when the weapon's standard ammunition load is exhausted. Additionally our wireless weapons are the only weapons that can be wirelessly programmed with custom ammunition loads.



- The FATS® line of simulators are the only systems that support non-recoil laser inserts, drop-in laser recoil kits, smart tethered weapons and wireless BLUEFIRE® weapons. Other systems only support non-recoil laser inserts and drop-in laser recoil kits.
- Our BLUEFIRE® wireless weapons use compressed breathable air to generate recoil, not CO2.
- Meggitt Training Systems, Inc. (MTSI) is the manufacturer of the "FATS" product line in Suwanee, GA.
- The MTSI Virtual Simulators are designed to use any existing FATS® BLUEFIRE® wireless weapons, FATS® System Controlled (tethered) weapons and Dvorak weapon adaptor kits (duty weapons using Dvorak drop-in laser kits).
- MTSI is the only simulation manufacturer to offer the FATS® BLUEFIRE® Weapons line. FATS® BLUEFIRE® Weapons offer a full fidelity experience in use of force option handling and application allowing freedom of movement unencumbered by a tether. These are the only simulated use of force options (duty weapon, Taser, chemical spray) that provide all of the same functionality as our FATS® System Controlled Weapons, while at the same time offering the flexibility of wireless technology.
- Meggitt Training Systems, Inc. is the only manufacturer that can properly service the FATS® BLUEFIRE® proprietary technology offered in our FATS® BLUEFIRE® Weapons line.

All of the above items and features may only be purchased through Meggitt Training Systems, Inc. in Suwanee, GA. Should you need additional information, please contact me at the number listed below.

Sincerely,

Eric Perez
Director of Virtual Military & Law Enforcement Sales
Meggitt Training Systems, Inc.
P: 678.288.1239
E: eric.perez@meggitt.com



DATE: 27-May-2015

SUBMITTED TO: Statesboro Police Department
25 W. Grady Street
Statesboro, GA 30458

POC: Lt. Kaleb Moore, Training Director
TEL.: 912.212.2316
EMAIL: kaleb.moore@statesboroga.gov

PROPOSAL NO.: MTS15USL0803 Rev 1
RE: Virtual Portable Law Enforcement Training System
OFFER TYPE: GSA Offer

BASE BID ITEMS

GSA/OPEN MKT ITEMS	PART NO.	DESCRIPTION	QTY	UNIT	UNIT PRICE	TOTAL PRICE
GSA	LE08-UPXX	Digital System Upgrade Package for Law Enforcement Training System (now includes HW & SW) Projector included. Upgrade includes all hardware and software required to provide the most current MTSI commercial product (for that specific system type). This will allow the upgraded system to run the latest features and functions available for that system.	1	EA	\$ 31,809.00	\$ 31,809.00
GSA	SA-17-BF-51	Glock, Model 17 BLUEFIRE® Weapon Simulator	2	EA	\$ 7,068.00	\$ 14,136.00
GSA	RF-M4-BF-BR-IH-HG	FATS SRS Carbine M4 Rifle BLUEFIRE®- Burst-Integrated Carrying Handle-Standard Handguard weapon simulator	1	EA	\$ 9,142.00	\$ 9,142.00
GSA	SA-TASER-X26-BF-50	Virtual SA-TASER-X26-BF-50 Simulator	1	EA	\$ 6,409.00	\$ 6,409.00
GSA	SA-SPRAY-BF-51	BLUEFIRE® Chemical Spray Device Simulator	1	EA	\$ 2,262.00	\$ 2,262.00
GSA	V-ACC-HFS	FATS® Hostile Fire Simulator® with foam projectiles. Uses CO2 or compressed air from standard tanks or shop air supply (at 100 psi).	1	EA	\$ 8,105.00	\$ 8,105.00
GSA	FLASH-OPT-55-A-I	Flashlight Option with 55' Cables. Can convert any daylight Judgmental (Video) scenario to one requiring flashlight usage.	1	EA	\$ 3,487.00	\$ 3,487.00
GSA	BF-FS-03	BLUEFIRE® Fill Station w/Initial BLUEFIRE® weapon Magazine Adapter	1	EA	\$ 1,800.00	\$ 1,800.00
GSA	BF-FS-L-01-SYS	Compressed Air Bottle Assembly to be used with BLUEFIRE® Fill Station. Includes Tank and Yoke Valve Assembly.	1	EA	\$ 407.00	\$ 407.00
GSA	BF-FS-MAG	Magazine Adapter for SRS M4 Rifle	1	EA	\$ 235.00	\$ 235.00
BASE BID TOTAL PRICE						\$ 77,792.00

SPECIAL NOTES

- NOTE 1: Please reference **MTS15USL0803 Rev 1** on your Purchase Order, in order to expedite processing.
- NOTE 2: Orders may be faxed or emailed to: 678.288.1520 / MTSContracts@meggitt.com, Attn: Contracts
- NOTE 3: All items quoted are GSA as specified, and include CONUS Shipping and Training.
- NOTE 4: All equipment quoted are covered under a 12 Month Warranty
- NOTE 5: Quote assumes Buyer is Tax Exempt. Therefore, no Sales Tax has been added to this quote.
- NOTE 6: Quote assumes Buyer is authorized to procure from a GSA Schedule. If Buyer is not eligible to procure from a GSA Schedule, then pricing will be adjusted to the commercial prices accordingly.

SALES TAX: If your organization is federal or state tax exempt, provide a copy of the tax exemption. MTSI is responsible for collecting sales tax in the following states: CA, CT, FL, MN, GA, IL, KY, VA, NJ, SD, and WA. If work is to be performed in any of these states under a Purchase order issued as a result of this proposal, any applicable sales tax will be added to the final invoice. If your organization is exempt from state sales tax, a copy of the tax exemption certificate will be required. Otherwise, please include the sales tax value on any resulting purchase order.

DELIVERY: Delivery on all items is 60-90 days after receipt and acceptance of order, receipt of End User Certificate, and any required United States State Dept. or Bureau of Alcohol, Tobacco, Firearms and Explosives (ATF) licensing, whichever occurs last, unless otherwise noted. Delivery time frame is subject to availability of weapons from the manufacturer.

VALIDITY: Quote is valid for 90 days.

CONTRACTOR: Meggitt Training Systems, Inc. (MTSI)
296 Brogdon Road
Suwanee, GA 30024
Tel: 678-288-1090
Fax: 678-288-1515

PAYMENT TERMS: Payment Terms are 100% Net 30 Days. Any deviation must be mutually agreed upon in writing.

PAYMENT ADDRESS: Meggitt Training Systems, Inc.
P.O. BOX 100530
Atlanta, GA 30384-0530

TERMS AND CONDITIONS: GSA Terms and Conditions will apply to all items listed as "GSA".

PLEASE SUBMIT PURCHASE ORDERS TO:

EMAIL: MTSContracts@meggitt.com

FAX: 678.288.1515

MAIL: Attn: Contracts Dept.
Meggitt Training Systems, Inc. (MTSI)
296 Brogdon Road
Suwanee, GA 30024

GSA CONTRACT: GS-02F-0414D
Meggitt Training Systems, Inc.
Contract Administration Source: Amy Neighbors, Contracts Director
Business Size: Large
MOBIS SIN: 874 9
DUNS Number: 00-765-5863
CAGE Code: 087W6
TIN: 58-2272995
Terms: Net 30 Days
Payment address: Meggitt Training Systems, Inc.
P.O. BOX 100530, Atlanta, GA 30384-0530

MTSI POC: Rod Bettis
TITLE: SE & Caribbean Sales Account Manager
MOBILE: 404.642.4178
EMAIL: rod.bettis@meggitt.com

PREPARED BY: Rosa Martinez
TITLE: Proposals Specialist
OFFICE: 678.288.1490
EMAIL: rosa.martinez@meggitt.com

USE & DISCLOSURE OF DATA:

Any and all information and data contained herein is the property of Meggitt Training Systems, Inc. (MTSI); and shall not for any reason, whether tangible or intangible, be disclosed, duplicated, or used, in whole or in part, for any reason other than to evaluate this proposal. If, however, a contract is awarded to MTSI as a result of, or in connection with, the submission of this proposal, the recipient (Buyer) shall have the right to duplicate, use, or disclose the information and data contained herein to the extent provided in the resulting contract. These restrictions do not limit Buyer's right to use information or if it is obtained from another, legitimate source without restriction.

DESTINATION CONTROL STATEMENT:

The enclosed document contains Technical Data that is subject to the Export Administration Regulations. Diversion contrary to U.S. Law is prohibited.

END USER CERTIFICATE:

This product may only be sold to an authorized entity that must be authorized to receive such equipment. The order must be accompanied with an End User Certificate and the end user must be listed on the purchase order/contract.



Memorandum

To: Robert Cheshire, PE, Interim City Manager

From: Jason Boyles, Interim City Engineer
Brad Deal, PE, Assistant City Engineer *BD*

Re: Request for HAWK Traffic Signal on South Main at Parrish Drive

Date: June 29, 2015

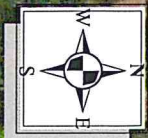
The City Engineering Department has identified the need for safety countermeasures on South Main Street at Parrish Drive and the Legacy Apartment Complex (see attached location map). This location is on South Main between Azalea Drive and Rucker Lane. When classes are in session during Fall and Spring Semesters at GSU, hundreds of students walk across this five-lane section of South Main each day. From 10 AM to 3 PM, there is an average of approximately 50 pedestrians per hour crossing South Main at Parrish Drive. In 2012, the City worked with GDOT to lower the speed limit on this section of South Main; however this has not eliminated the safety concerns. The 85th percentile speed of southbound traffic on South Main at this location is 49 mph. The average daily traffic volume on South Main in this area is approximately 17,000 vehicles per day. During the last three years, there has been one accident in which a vehicle hit a bicycle and one accident in which a vehicle hit a pedestrian at this location.

The City hired a consultant engineering firm, Wolverton and Associates, to study the location and recommend improvements. Many possible solutions were considered by the study, including a traffic signal and a pedestrian bridge. The location does not meet GDOT's warrants for a traditional traffic signal, and right of way and cost constraints make the bridge an unrealistic option. The recommended solution is a High-intensity Activated crossWalk (HAWK) Beacon, also known as a Pedestrian Hybrid Beacon. The HAWK is a traffic signal that is only active when a pedestrian pushes a button to cross the road. A red light is activated to stop vehicles on the roadway so that the pedestrians can cross.

GDOT has also studied the location and is supportive of the City's traffic study. Georgia Southern has agreed to construct a sidewalk connecting to the proposed signalized crossing. Execution of the attached HAWK Signal Permit Application will commit the City to paying for the monthly electrical costs for the signal. Once the City submits the application, GDOT will consider funding the installation. If needed, the Engineering Department has also set aside some SPLOST funds that can be used for the installation of the signal. The Engineering Department recommends execution of the attached HAWK Signal Permit Application to GDOT, because this feature would provide a safer crossing for the many pedestrians at this location.

Attachment

Proposed HAWK Signal Location



Legend

- City Limits
- US-HWY
- GA-HWY
- CITY
- GSU
- COUNTY
- PRIVATE



Distribution:
White - Applicant
Yellow - State Traffic Engineer
Pink - District Traffic Engineer

Do Not Write In This Space	
Application No.	_____
Permit No.	_____

**DEPARTMENT OF TRANSPORTATION
STATE OF GEORGIA**

REQUEST FOR TRAFFIC SIGNAL

To the Georgia Department of Transportation:

The CITY of STATESBORO in BULLOCH County hereby requests approval for the use of a traffic signal at the location described below:

LOCATION

Local Street Names: SOUTH MAIN STREET at PARRISH DRIVE
State Route Numbers: SR 73 at -----

TYPE SIGNAL

() Stop and Go () Flashing Beacon () School Beacon (X) Other

CONDITIONS OF APPLICATION AND STANDARDS OF OPERATION

In the event that the Georgia Department of Transportation authorizes the use of a traffic signal at the above location, the undersigned agrees to participate in the costs to purchase and install the signal. This level of participation will be determined after a study of the location has been completed. The signal must be installed to the Department's standards and conform with the authorization issued by the Department and the provisions set forth therein.

COST OF OPERATION

The full and entire costs of the electric energy and telephone service used to operate the signal shall be at the expense of the applicant without any cost to the Georgia Department of Transportation. The applicant understands that the Department may ask for participation in the costs for the purchase, installation and maintenance of the signal if approved.

INSPECTION AND APPROVAL

The installation, maintenance and operation of said signal shall be subject at all times to inspection and approval by a duly authorized engineer of the Georgia Department of Transportation.

RIGHT TO REVOKE

The Georgia Department of Transportation reserves the right to revoke the approval should it for any reason desire to do so, by giving the applicant thirty (30) days written notice, and in that event, the applicant agrees to remove said signal from said right-of-way at its own expense or allow it to be removed by the Department.

This application is hereby submitted and all of the terms and conditions are hereby agreed to. The undersigned are duly authorized to execute this instrument.

Attest:

Clerk

This the _____ day of _____ 20____

By: _____

Title: _____



DILAPIDATED STRUCTURES

Planning &
Development

And

Code
Compliance

DEMOLITION PERMITS

As a part of becoming a “One Stop, One Shop” permitting department, in May of 2014, the Department of Planning and Development took on and revamped the process for obtaining a Demolition Permit.

A new Demolition Permit Application was designed and a new process was implemented in order to enforce the applicant to meet State Law requirements and assure the safety of the community.

This new process joined along with the efforts of Code Enforcement has resulted in great success of decreasing the City’s Dilapidated Structure List in the last few months.



**In May of
2014,
The City of
Statesboro
Had a
Total of

81
Structures
On the
Dilapidated
Structure List**

106 West Jones Avenue



Before



After



402 Mincey Street



Dilapidated Structures

These properties were demolished in July 2014, as a result of a proactive approach intended to end criminal trespassing & drug use within unsafe structures

5 Demo Permits were issued for dilapidated structures in the month of July 2014

214 East Main Street



Before



After



13 North Crescent Drive



Dilapidated Structures

These properties were demoed in August 2014 as a result of a proactive approach to reduce criminal activities taking place within the structures

5 Demo Permits Total were issued for dilapidated structures in the month of August 2014.

229 Raymond Street



Before



After



729 West Jones Avenue Ext



Dilapidated Structure Renovation

These structures had been vacant for a while and were sites for criminal activity

Reactive and Proactive approaches were used to bring these dilapidated structures back up to code and safe



Before

69 Akins Street

After



Since
Implementing the
new process in
2014 fiscal year
36 structures were
demolished or
repaired.

So far in 2015 fiscal
year 30 structures
have been
demolished or
repaired.

The last two
years the
number of
these house
has been
mainly
voluntarily
compliance
after Code
Officers
open the
cases.

- **What has this cost the City to correct 66 dilapidated properties in the last two years? \$0 from the budget!**
- **Code officers have been focusing on resolving dilapidated properties issues and working with the owners instead of taking everyone to court.**

**PAST COST
IN 2013
FISCAL
YEAR.**

**2 Brown Street,
cost approximately
\$8500 dollars in
demolition fees
and legal fees.**



**THANK YOU FOR YOUR TIME.
QUESTIONS OR
COMMENTS.**



CITY OF STATESBORO, GEORGIA

Executive Search Services

City Manager

Prepared by Robert E. Slavin on May 19, 2015



3040 Holcomb Bridge Rd. Suite A-1 • Norcross, Georgia 30071 • (770) 449-4656 • FAX (770) 416-0848 • E-mail: slavin@bellsouth.net

www.slavinweb.com

With affiliates in Burlington (NC), Cincinnati, Dallas, Hartford, Dunedin, Los Angeles, Mackinac Island and Mesa



May 19, 2015

Mr. Jeff Grant, SPHR, CSP
Director of Human Resources
City of Statesboro
50 East Main Street
Statesboro, Georgia 30458

Re: Executive Search Services – City Manager

Dear Mr. Grant:

Slavin Management Consultants (SMC) is pleased to submit this proposal to conduct an executive search for the next City Manager of Statesboro. The purpose of this project is to help the Mayor and City Council develop and agree to a comprehensive position profile for City Manager and then to identify, recruit and present outstanding candidates who meet these criteria. Once the profile has been developed and approved by the Mayor and City Council, we will have no difficulty identifying quality prospective candidates and becoming immediately productive. It is normal for a City Manager search to take between sixty and ninety days to complete.

As a high quality, independent management consulting firm, Slavin Management Consultants is most capable and interested in providing these services to the City. This proposal commits the highest level of our firm's resources. I will manage and serve as the primary consultant for this critical project. I am the owner and president of SMC and am among the most experienced recruiters of governmental managers in the nation. I have a strong and proven commitment to providing exceptional recruitment services to public agencies and have received many accolades supporting this work. *I have the authority to bind the corporation.* Mr. Kevin Patton and Mr. David Krings will assist with the project. Both are highly experienced former local government executives and management consultants.

Public sector and not-for-profit executive search work accounts for more than 95% of SMC's recruitment activities. SMC has recruited many executives for the Georgia public agencies and for others in all regions of the nation. We are familiar with public records laws.

SMC is a national firm, strategically based in Norcross, Georgia for easy access to Atlanta's Hartsfield - Jackson International Airport - the world's busiest airport. We have affiliates in Burlington, NC; Cincinnati, OH; Dallas, TX, Hartford, CT; Dunedin, FL; Los Angeles, CA; Mackinac Island, FL and Mesa, AZ.

Thank you for the opportunity to submit this proposal. We look forward to working with Statesboro on this highly challenging and very important assignment. If you have questions concerning this proposal, please contact me at (770) 449-4656.

Very truly yours,

SLAVIN MANAGEMENT CONSULTANTS

A handwritten signature in blue ink that reads "Robert E. Slavin". The signature is written in a cursive, flowing style.

Robert E. Slavin, President

TABLE OF CONTENTS

Cover Letter	
WORK APPROACH/METHODOLOGY AND QUALITY.....	1
About the City of Statesboro, Georgia.....	1
About Slavin Management Consultants.....	1
Recruitment Process.....	2
Develop the Recruitment Profile.....	3
Identify Qualified Candidates.....	3
Evaluate Prospective Candidates.....	3
Preliminary Screening and Progress Report.....	3
Selection and Employment.....	4
In-depth Screening and Final Report.....	4
Establish Evaluation Criteria.....	4
Follow-up.....	5
Reporting.....	5
Deliverables.....	5
Recruitment Process Time line.....	5
EXECUTIVE SEARCH EXPERIENCE OF FIRM AND DEDICATED STAFF.....	6
Firm Organizational Structure.....	6
Staffing.....	7
Robert E. Slavin, President.....	7
David Krings, ICMA-CM, SMC Regional Manager.....	7
Kevin R. Patton, SPHR, IPMA-CP, SMC Managing Consultant.....	8
Guarantees.....	9
Relevant Experience.....	10
References.....	14
COST OF SERVICE.....	15
Professional Fees.....	15
Expenses.....	16
AGREEMENT FOR SERVICES.....	18

EXHIBITS

Pro Forma Invoice
Clients
EEO Statement
Minority and Female Placements

WORK APPROACH/METHODOLOGY AND QUALITY

About the City of Statesboro, Georgia

The City of Statesboro was created by an act of the General Assembly of the State of Georgia on December 19, 1803. The City has approximately 28,000 residents and is the county seat of Bulloch County, Georgia, located in the southeastern corner of the state. It is included on the southern leg of the Savannah River Parkway, a four-lane connector between Savannah and Augusta. It is located 53 miles west of Savannah, 76 miles south of Augusta, 121 miles east of Macon, 144 miles southwest of Charleston, SC, 168 miles north of Jacksonville, FL, and 199 miles southeast of Atlanta. Statesboro is 10 miles from Interstate 16, and is located on US Highways 301, 80, and 25, and State Routes 73, 46, 67, and 24. Statesboro covers approximately 15.22 square miles.

There are three institutions of higher learning located in the greater Statesboro area: Georgia Southern University (GSU) within the city limits, and Ogeechee Technical College, and East Georgia State College located just outside the City. Georgia Southern offers more than 121 undergraduate and graduate degree programs through the doctoral level in its nine Colleges. The University's 20,542 students come from 50 U.S. states and 88 nations. East Georgia State College-Statesboro (EGSC-S) provides students an opportunity to complete college level course work and transfer to another university-level institution or state college to complete their chosen degrees.

Statesboro operates under the Council/Manager form of government. Municipal services include public safety (police and fire), streets and drainage, community development, community services and general administrative services. The City also operates three public utilities (a water and sewer system and a natural gas distribution system) and provides sanitation collection and disposal services. The City and Bulloch County jointly operate a transfer station for transport of solid waste and an inert landfill. The City Manager is appointed by the Council to head the administrative functions of city government, Carrying out policies and ordinances of Council, Overseeing day-to-day operations of the City and to prepare, recommend and administer the annual budget. Statesboro's current budget is \$57,960,585 of which \$13,702,947 constitutes the general fund. The City employs more than 300 FTE's.

About Slavin Management Consultants

Slavin Management Consultants (SMC) is an independent management consulting firm formed in 1998 and incorporated in the State of Georgia. We operate nationwide from our home office near Atlanta, Georgia. The principal and only stock holder of the firm is Robert E. Slavin. Mr. Slavin has extensive experience as a local government executive and as a management consultant. We have affiliates in Burlington, NC; Cincinnati, OH; Dallas, TX, Hartford, CT, Dunedin, FL; Los Angeles, CA; Mackinac Island, MI and Mesa, AZ.

The company provides exceptionally high-quality consulting services to state and local governments, health care providers, transit authorities, utilities, special districts, and private sector clients. Specialty practice areas include executive recruitment, pay and classification, performance appraisal systems, and organization development and training. Our key consultants have conducted successful assignments for hundreds of public sector organizations nationally and offer many references as testimony of our work.

This important engagement will be personally conducted from our Norcross, GA office by Mr. Robert E. Slavin. Mr. Slavin has conducted or assisted in the conduct of more than 800 successful executive searches throughout his career. Members of the proposed search team have conducted executive searches for Slavin Management Consultants as well as for others before joining the firm. All are professional public human resources practitioners with significant direct management experience. All are long-term, active members of a variety of professional organizations and stay abreast of new and changing laws, developments and trends by regularly attending specialized workshops, seminars and annual conferences.

Slavin Management Consultants (SMC) has completed many city/county manager searches over the years. We have significant local government recruitment experience in Georgia and all regions of the

United States. This experience includes extensive experience working for Georgia local governments. The best prospects are typically happily employed and not responding to advertisements. In addition to our previous work for Statesboro, our Georgia local government clients include the following jurisdictions: Albany, Alpharetta, Cartersville, Decatur, Duluth, Dunwoody, East Point, Gainesville/Hall County, Gwinnett County, Glynn County, Lilburn, Forsyth County, Fulton County, Powder Springs, Snellville, Suwanee, Tift County, Valdosta and Whitfield County.

We use a "critical path" search process which allows our clients to focus attention on the selection process rather than on identifying, recruiting, screening and evaluating candidates. We understand that each client's need for key executives is different and that there is no "best" person for all situations. The best prospects are typically happily employed and not responding to advertisements. These people need to be found and encouraged to become candidates. They are understandably reluctant to apply for positions when their interest could become a matter of public information prior to being assured that Statesboro is interested in their candidacy. Our approach to this assignment will reflect the unique qualities of Statesboro. It will honor the interests of candidates to the extent possible under Georgia law.

Georgia's strong public disclosure laws have a direct impact on governmental recruitment in the State. We work within the letter and the intent of these laws and still are able to recruit exceptional candidates for our Georgia clients who would not apply directly for fear of premature public disclosure of their interest.

In considering our proposal we point out several factors about our firm and our approach that will be of significant benefit to the City:

- We are results oriented. Once the recruitment profile is approved, we "lock" into the criteria established and carefully identify, recruit and evaluate candidates who meet **your criteria**. We do not simply bring forward candidates whom we may already know.
- Our key staff members have extensive experience in conducting executive searches for the public sector throughout the nation.
- We are committed to complete client satisfaction. Our successful placement-oriented approach will ensure that the project work is practical, realistic, timely and that it has the full commitment and support of the Mayor and City Council so that a successful placement will be facilitated.
- We use discount airfares and leverage trips between clients whenever possible to reduce expenses to our clients.
- We are leaders in the field of executive search in the public sector and our methodologies are state-of-the-art. We can address all aspects of your assignment.
- Every search that we have conducted has resulted in a selection from our recommended group of candidates. Our experience includes large and small organizations, and chief executives and subordinate level positions. More than 95% of our placements have remained in our client's positions for more than five years.
- Our style is interactive, that is, we strive to build a partnership with our clients.
- We are experts in EEO/AA recruitment.

Recruitment Process

We recommend a five-step process as follows:

- Develop job qualifications and requirements for the City Manager position - the Recruitment Profile.
- Identify and recruit qualified candidates.

- Evaluate prospective candidates.
- Make recommendations, help in selection and facilitate employment.
- Establish evaluation criteria and follow-up.

Each step of this process is described below.

A. Develop the Recruitment Profile

We will meet with the Mayor and City Council members individually and collectively and with staff (if the Mayor and City Council wishes) to learn the City's needs, focus and requirements such as experience, education and training as well as preferred management style and personal traits. In developing the recruitment profile, we will spend a considerable amount of time at the beginning of the process in Statesboro to gather additional information about the City and to ascertain, the unique challenges of the job and the general environment within which the position functions.

Once we have gained the necessary information, we will prepare a draft recruitment profile and review it with the Mayor and City Council to arrive at a general agreement regarding the specifications for the position. The final profile will include information about the region, the City of Statesboro, the City government, major issues to be faced, the position and the selection criteria established by the Mayor and City Council.

B. Identify Qualified Candidates

We will first review our database to find those candidates whom we may already know and/or already have on file who may meet your specifications. Although the above process is valuable, we will rely most heavily on our own contacts in related fields and on our own experience. In other words, through "networking," we will conduct a professional search for the best-qualified candidates and invite them to apply for the position. In this effort, we utilize appropriate professional organizations, our established contacts, and our knowledge of quality jurisdictions and their employees.

We will prepare classified advertisements and develop a targeted advertising program utilizing professional publications. We will acknowledge all resumes received and thoroughly screen all potential candidates.

C. Evaluate Prospective Candidates

Preliminary Screening and Progress Report

Criteria for the preliminary screening will be contained in the approved recruitment profile. They may include such items as education, technical knowledge, experience, accomplishments, management style, personal traits, etc. Screening of candidates against those criteria will be based on data contained in the resume and other data provided by the candidates and on our knowledge of the organizations in which they work. At this stage, each must meet the minimum qualifications specified in the recruitment profile.

We request that all candidates provide us, in writing, substantial information about their accomplishments and their management style and philosophy. This information is verified and, at the City's option, may be further tested by having the finalists respond to a supplemental questionnaire and/or complete management and leadership style inventories. We interpret these instruments for the City as well.

We will meet with the Mayor and City Council to provide a progress report on a number of semifinalist candidates. These individuals will be top prospects who clearly meet the City's specifications for the position. With guidance from the Mayor and City Council, we will narrow the semifinalist candidate group on the basis of refined criteria. During this meeting we will determine City's expectations relative to interview questions that we will write as well as the candidate rating and scoring processes which will be included in our final report.

D. Selection and Employment

In-depth Screening and Final Report

At this point, we will interview those semifinalist candidates whom the City has the greatest interest in. Proper “fit” is as important as technical ability. We assess both. In order to better assess candidates’ management style and interpersonal characteristics, we personally interview each in his or her present work environment. We will closely examine each candidate’s experience, qualifications, achievements, management style and interpersonal skills in view of the selection criteria and our professional expertise in evaluating the quality of such qualifications, skills and achievements.

We conduct in-depth background checks on those individuals who continue to demonstrate their overall suitability for the position. Included are detailed and extensive reference checks which cover a minimum period of ten years. In conducting these, it is our practice to speak directly to individuals who are now or have been in positions to evaluate the candidate’s job performance. We ask each candidate to provide us with a large number of references. We then network these references to other persons who know the candidate. In this way, we thoroughly evaluate each candidate. These references and evaluations are combined to provide frank and objective appraisals of the top candidates.

As part of our evaluation process we conduct credit checks and verify undergraduate and graduate college degrees. We also conduct criminal history, civil court records and driving record checks. At the City’s option, we can arrange for assessment centers and/or psychological (or similar) testing of the candidates. (These optional items will result in extra cost.)

We will then meet with the Mayor and City Council to present a group of well-qualified finalist candidates for interviews in Statesboro. These final candidates will not be ranked because, at this point, they will all be qualified and it will then be a matter of chemistry between the candidates and the Mayor and City Council that should produce the final selection decision.

Our final report will be presented in a meeting with the Mayor and City Council. This written report is a comprehensive document. It contains our candidate recommendations, details about the search, interview tips, interview questions, candidate evaluation forms and information about legal vs. illegal inquiries. The report also includes the candidate interview schedule as well as our recommendations relative to timing, sequencing, location, setting, format, and conduct of interviews. The report contains comprehensive information about each recommended candidate. This includes educational and experience information, an evaluation of the candidate’s experience relative to the criteria established by the City, a summary of reference comments and a statement of accomplishments and management style prepared by the candidate. Present compensation is also provided for each recommended candidate.

We will provide information about trends in employment, employment contracts and agreements, relocation expenses, perquisites, appropriate roles for spouses, receptions, etc. We arrange schedules for top candidate interviews with the City and we will coordinate the entire process.

We will properly handle any and all media relations. Unless otherwise directed, it is our standard practice to tell all media that we are working on behalf of Statesboro and that any public statement should come from the City directly. Under no conditions will we release information to the media unless specifically directed by the City to do so.

We will notify all unsuccessful candidates of the final decision reached. And, finally, will continue to work for the City until a suitable candidate is recruited and hired by the City.

E. Establish Evaluation Criteria

Once the new City Manager has been on board for 30 days or so, we will conduct a session with the Mayor and City Council and with the new City Manager to establish mutual performance criteria and goals for the position.

F. Follow-up

We will follow-up with the City and the new City Manager during the first year and assist in making any adjustments that may be necessary.

G. Reporting

We will keep the City informed, involved in decisions and involved in the search process. We will provide frequent progress reports to the Mayor and City Council.

H. Deliverables

Deliverables include the recruitment profile (draft and final), the advertisement (draft and final), the progress report (presented in person), the final report with interview tips, interview schedule, interview questions, candidate resumes, candidate evaluations, candidate writing samples, rating sheets, ranking forms, tabulation forms and appropriate/inappropriate question list and negotiated employment agreement between the City and the selected candidate.

SMC is an equal opportunity employer and recruiter, and will not discriminate against any employee or applicant for employment because of race, religion, creed, color, sex, disability or national origin.

I. Recruitment Process Time line

The search process normally takes between sixty (60) and ninety (90) days to complete and typically follows the following pattern:

STEPS	DAYS			
	1-30	30-45	45-60	60-360
1. DEVELOP SEARCH PROCESS, RECRUITMENT PROFILE AND ADVERTISING PROGRAM FOR MAYOR AND CITY COUNCIL APPROVAL	✓			
2. IDENTIFY QUALIFIED CANDIDATES, REVIEW DATA BASE, NETWORK, RECEIVE AND REVIEW RESUMES	✓	✓		
3. SCREEN & EVALUATE PROSPECTIVE CANDIDATES		✓		
4. PROGRESS MEETING AND REPORT		✓		
5. INTERVIEW AND EVALUATE PROSPECTIVE CANDIDATES		✓	✓	
6. SUBMIT FINAL REPORT AND RECOMMENDATIONS, ASSIST IN SELECTION, FACILITATE EMPLOYMENT			✓	
7. ESTABLISH EVALUATION CRITERIA AND FOLLOW-UP				✓

Approximately twelve semifinalist candidates are presented to the Mayor and City Council at the progress meetings (45 days after the Mayor and City Council approves the recruitment profile). Generally, about five finalist candidates are presented for interviews with the Mayor and City Council.

EXECUTIVE SEARCH EXPERIENCE OF FIRM AND DEDICATED STAFF

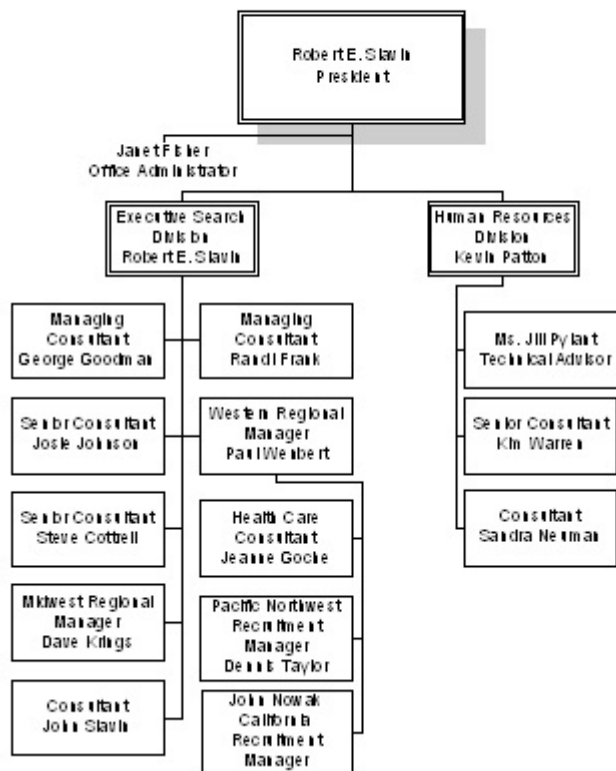
This section presents our qualifications to conduct projects of this type and describes the staff to be assigned to the search.

Firm Organizational Structure

SMC is an independent management consulting firm formed in 1998 and incorporated in the State of Georgia. We operate nationwide from our home office near Atlanta, Georgia. The principal and only stock holder of the firm is Robert E. Slavin. Mr. Slavin has extensive experience as a local government executive and as a management consultant. We have affiliates in Burlington, NC; Cincinnati, OH; Dallas, TX, Hartford, CT, Dunedin, FL; Los Angeles, CA; Mackinac Island, MI and Mesa, AZ.

The company provides exceptionally high-quality consulting services to state and local governments, health care providers, transit authorities, utilities, special districts, and private sector clients. Specialty practice areas include executive recruitment, pay and classification, performance appraisal systems, and organization development and training. Our key consultants have conducted successful assignments for hundreds of public sector organizations nationally and offer many references as testimony of our work.

Slavin Management Consultants



Staffing

Robert E. Slavin, President

Mr. Slavin will manage and serve as the lead consultant for this project. He is a pioneer in public sector and nonprofit executive search. He is among the best known and respected professional recruiters in the business. He is a frequent speaker before professional groups and he has written several articles for professional journals concerning governmental management. By special invitation, Mr. Slavin assisted the United States Office of Personnel Management to define and set up the Senior Executive Service for the Federal Government.

Mr. Slavin began his local government career in 1967. His experience includes twelve years working directly for local governments and it includes seven years as a principal consultant with the government search practice of Korn/Ferry International, the largest private sector search firm in the world. He headed the local government search practices for Mercer/Slavin, Incorporated, Mercer, Slavin & Nevins and Slavin, Nevins and Associates, Inc. Mr. Slavin now heads the executive search practice for Slavin Management Consultants. Clients include state and local governments, nonprofit and private sector businesses all over the United States. His experience includes search assignments for the 1984 Los Angeles Olympic's Organizing Committee.

Mr. Slavin's experience and qualifications include organizational analysis, classification and compensation studies, and assessment centers and human resource's systems studies.

Before being invited to join Korn/Ferry International, Mr. Slavin served as Assistant City Manager/Director of Human Resources for the City of Beverly Hills, California.

While at Beverly Hills, Mr. Slavin conducted many executive level recruitment assignments involving nationwide search and placement. Before joining the City of Beverly Hills, Mr. Slavin was the Assistant Personnel Director for the City of San Leandro, California.

Before San Leandro, Mr. Slavin was on the personnel staff of Santa Clara County, California. His assignments included recruitment, classification and selection for the County's Health Department, Medical Center, Transportation Agency, Sheriff's Office, Superintendent of Schools, Fire Marshall, Assessor's Office, Library System and County Recorder's Office.

Mr. Slavin received his Bachelor of Science degree in Political Science from the University of Santa Clara, and has completed the graduate course work for a Master's degree in Public Administration at California State University at Hayward. He is a Certified Professional Consultant to Management by the National Bureau of Certified Consultants.

Organizations

- International City/County Management Association
- International Personnel Management Association
- Government Finance Officers Association
- IPMA - Human Relations Commission
- IPMA - Publications Review Committee
- Society for Human Resources Management
- Certified Management Consultant (National Bureau of Certified Consultants)
- National Forum for Black Public Administrators
- Southern California Public Labor Relations Council
- Southern California Municipal Assistants
- Bay Area Salary Survey Committee

David Krings, ICMA-CM, SMC Regional Manager

Mr. Krings has 35 years experience at the top levels of state, county, and municipal governments. He is internationally recognized as a state and local government management practitioner and consultant. Mr.

Krings has been on the professional staff of governors in both Wisconsin and Arkansas. He served as the County Administrator in Peoria County, (Peoria) Illinois and Hamilton County, (Cincinnati) Ohio. Both Hamilton County and Peoria County received national recognition for innovative, quality management during Mr. Krings' tenure. Mr. Krings also served as the Assistant Executive Director for Ramsey County (St. Paul) Minnesota.

Mr. Krings has a M.A. in Public Policy and Administration from the University of Wisconsin-Madison and a BA from Carroll College (Waukesha, Wisconsin). He has also studied at schools in Denmark and Mexico. In 2005 Mr. Krings began his encore career, still in public service, but in a much broader capacity than in prior years. He is the part-time Administrator of Lockland, Ohio. He served as the part-time Advisor to the Mayor in Newtown, Ohio. He has had scores of consulting engagements with local jurisdictions and not-for-profits (largely through TechSolve, a not-for-profit consulting firm). He has been certified as a local government expert in litigation involving local governments. He has been on an advisory board of a company providing inmate telephone services (DC Telesystems). In 2009 he associated with the firm Good Energy to consult with local governments in the provision of cost saving electricity purchasing. He is also a managing consultant for Slavin Management Consultants.

Highlights from Mr. Krings' 13 years as Hamilton County Administrator include:

- Responsible for \$2.3 billion budget;
- Oversaw more than \$1 billion in development of Cincinnati riverfront including construction of a new NFL football stadium and a MLB baseball park;
- Developed small, minority, and female business development program;
- Governing Magazine and Syracuse University gave Hamilton County fourth highest grade among America's large urban counties for overall management;
- Gold Seal for Good E-Governance from National Academy of Public Administration;
- Top rated web site from National Association of Counties;
- Numerous Government Finance Officers Association of United States and Canada awards for Distinguished Budget Presentation; and
- ICMA Center for Performance Measurement Certificate of Distinction;

Organizations (Current and Past)

- ICMA—Past President and Board Member
- National Association of County Administrators (NACA)—Past President and Board Member
- First person to be President of both ICMA and NACA
- Recipient of American Society for Public Administration chapter Good Government Award
- Adjunct professor for University of Cincinnati and faculty member of University of Illinois, Community Information and Education Service

Kevin R. Patton, SPHR, IPMA-CP, SMC Managing Consultant

PROFESSIONAL EXPERIENCE

Town Manager for an urban government with multi-functional responsibilities.

Assistant Human Resources Director in the Research Triangle area of North Carolina, with responsibility for the recruitment and selection for senior and executive staff.

Met with elected officials and executive and senior staff to develop a position and community profile for advertising and assessment during the process.

Implemented assessment center selection process which included written/presentation exercises, internal and external assessors, staff engagement, and executive management assessors.

Established criteria for developing assessors panels and selecting assessors to ensure the needed candidate knowledge, experience, and competencies are assessed.

Developed experiential and behavior based questions and scenarios for assessors to measure and determine candidate(s) to move to the next step of the process.

Developed extensive processes for had to hire staff positions; i.e., engineers, communications officers (telecommunicators), and public safety personnel.

RELEVANT PROJECT EXPERIENCE

Successfully recruited for the following positions: Deputy City Manager, Police Chief (2 recruitments), Solid Waste Director, Economic and Workforce Development Director (2 recruitments), Public Works Director, Water Management Director, General Services Director, Parks and Recreation Director, Fire Chief (2 recruitments), and Technology Solutions Director.

Analyzed and reorganized/restructured a Human Resources Department with over 20 staff members to improve service delivery and function which included more focused selection and recruitment processes for the organization.

Certified by the Human Resources Certification Institute (SHRM) as a Senior Professional in Human Resources and International Public Management Association for Human Resources-Certified Professional.

Published Article - Public Personnel Management, Spring 1998. Topic and title "Zebulon Gainsharing: What Do Employees Want?" and a research paper presented at the Academy of Management international conference in 1998

EDUCATION

Master of Public Administration
North Carolina State University

AFFILIATIONS

International City/County Management Association (ICMA)
Society for Human Resources Management (SHRM)
International Personnel Management Association (IPMA)
North Carolina-IPMA (President 2013-2014)

Guarantees

We provide a comprehensive set of assurances and guarantees to our executive recruitment clients that include:

- We are committed to excellence. We guarantee the highest quality of work and its success in your environment. To accomplish this, we will continue to work with the City until the Mayor and City Council is satisfied with the candidates and a satisfactory candidate is selected and accepts employment.
- We guarantee our work and will redo the search if the position is vacated, for any reason, within two years of the employment date of a candidate selected by the City through our efforts.
- We will never actively recruit any *candidate who we have placed* nor will we actively recruit *any employee* from a client organization for at least two years from the completion date of an assignment.

Relevant Experience

Recent SMC Chief Executive Searches

CLIENT	POP	MONTH/ YEAR	SEARCH FOR	STILL EMPLOYED ?	STAFF ASSIGNED (Mgr/Asst)	Contact Information
Adams County, CO	451, 574	09/2013	County Manager	Yes	Slavin/ Wenbert	Mr. Bryan Ostler (720) 523-6071 Bostler@adcogov.org
Aiken, SC	30,000	03/2015	City Manager	Yes	Slavin/ Patton	Mayor Fred Cavanaugh 803-642-7654
Alleghany County, VA	13,000	01/2007	County Administrator	Yes	Slavin	Mr. John R. Strutner (540) 863-6600 jstrutner@co.alleghany.va.us
Archuleta County, CO	13,000	10/2008	County Administrator	Yes	Slavin/ Trager	Mr. Gregory (Greg) J. Schulte (970) 264-8300 gschulte@archuletacounty.org
Aurora, CO	314,000	07/2010	City Manager	Yes	Slavin/ Wenbert	Mr. Kin Shuman (303) 739-7225 Kshuman@auroragov.org
Bay City, MI	35,000	03/2014	City Manager	Yes	Slavin	Lori Dufresne Commission President Phone: (989) 245-6869 Email: ldufresne@baycitymi.org
Branson, MO	6,000	04/2013	City Administrator	Yes	Slavin	Mayor Raeanne Presley (417) 337-8548 Dkruithof@bransonmo.gov
Corpus Christi, TX	285,000	08/2011	City Manager	Yes	Slavin/ Wenbert	Mayor Joe Adame (361) 826-3100 ioea@cctexas.com
Cary, NC	95,000	01/2009	Town Manager	Yes	Slavin	Renee Poole Director - Human Resources (919) 469-4373 renee.poole@townofcary.org
Dunedin, FL	36,000	11/2007	City Manager	Yes	Slavin	Mayor Dave Eggers (727) 298-3001 deggers@dunedinfl.net
Dunwoody, GA	40,000	09/2008	City Manager	Yes	Slavin/ Trager	Mayor Ken Wright (678) 382-6700 ken.wrgh@tunwoodyga.gov
Escambia County, FL	300,000	02/2008	County Administrator	No, left in 2010	Slavin	Ms. Barbara Keyser (850) 595-1479 barbara_murphy@co.escambia.fl.us
Fort Myers, FL	48,000	06/2007	City Manager	Yes	Slavin	Mr. Billy Mitchell (239) 332-6309 wmitchell@cityftmyers.com
Franklin, TN	59,000	10/2008	City Administrator	Yes	Slavin	Mayor Ken Moore (615) 791-3217 ken.moore@franklintn.gov
Fridley, MN	27,800	06/2013	City Manager	Yes	Slavin/ Krings	Mayor Scott Lund 763-572-3500

CLIENT	POP	MONTH/ YEAR	SEARCH FOR	STILL EMPLOYED ?	STAFF ASSIGNED (Mgr/Asst)	Contact Information
Georgetown, SC	10,000	02/2013	City Administrator	Yes	Slavin	Mayor Jack M., Scoville, Jr. (843) 545-4001
Glynn County, GA	78,000	06/2010	County Administrator	Yes	Slavin	Mr. Alan Ours (912) 554-7401 aours@glynncountyga.gov
Greenwood Village, CO	11,000	03/2006	City Manager	Yes	Slavin	Mayor Nancy Sharpe (303) 486-5741 nsharpe@greenwoodvillage.com
Greenville, NC	84,500	11/2012	City Manager	Yes	Slavin	Mayor Allen Thomas (252) 329-4419 amthomas@greenvillenc.gov
Gulf Shores, AL	9,000	06/2013	City Administrator	Yes	Slavin	Mayor Robert Craft (251) 968-1124 mayor@gulfshoresal.gov
Hardeeville, SC	5,000	Current	City Manager	Current	Slavin	Ms. Lori Pomarico, City Clerk Phone: 843-784-2231
Independence, KS	9,800	05/2010	City Manager	Yes	Slavin	Ms. Kelly Passauer (620) 332-2506 citymgr@comgen.com
Iowa City, IA	63,000	09/2010	City Manager	Yes	Slavin/ Wenbert	Ms. Marian Karr (319) 356-5041 marian-karr@iowa-city.org
Kansas City, KS/ Wyandotte County	158,000	03/2014	County Manager	Yes	Slavin	Mayor Mark Holland Phone: 913-573-5010 Email: mayorholland@wycokck.org
La Plata, MD	7,000	04/2007	Town Manager	Yes	Slavin	Ms. Paddy Mudd (301) 934-4804 pmudd@townoflaplata.org
Longmont, CO	87,500	02/2012	City Manager	Yes	Slavin/ Wenbert	Mr. Bobby King, HR Dir (303) 651-8605 bobby.king@ciolongmont.co.us
Loveland, OH	12,200	07/14	City Manager	Yes	Slavin /Krings	Mayor Linda Cox (513) 683-0150 lcox@LovelandOH.com
Mansfield, MA	23,500	10/2009	Town Manager	Yes	Slavin/ Frank	Mr. Kevin Moran (508) 261-7372 selectmen@mansfieldma.com
Miami Valley Reg Planning Commission Dayton, OH	N/A	01/12	Executive Director	Yes	Slavin/ Krings	Tim Gilliland, Dir. Finance and Adm (937) 531-6525 tgilliland@mvrpc.org
Missouri Municipal League	N/A	06/2010	Executive Director	Yes	Slavin	Ms. Gerry Welsh (314) 963-5307 citycouncil@webstergroves.org
Myrtle Beach, SC	30,000	12/14	City Manager	Yes	Slavin	Mayor John Rhodes (843) 918-1000 jrhodes@cityofmyrtlebeach.com

CLIENT	POP	MONTH/ YEAR	SEARCH FOR	STILL EMPLOYED ?	STAFF ASSIGNED (Mgr/Asst)	Contact Information
Newark, DE	29,000	08/2012	City Manager	Yes	Slavin/ Frank	Mayor Vance Funk (302) 368-2561 x12 vance3@funklawoffices.com
Norwich, CT	36,000	10/2007	City Manager	Yes	Frank/ Slavin	Mr. Alan Bergren (860) 823-3751 ahbboss@yahoo.com
Novi, MI	53,000	05/2006	City Manager	No, Left in 2014	Slavin	Mr. Clay Pearson (248) 347-0420 cpearson@cityofnovi.org
Oak Park, IL	51,878	01/2013	Village Manager	Yes	Slavin	Ms. Cara Pavlicek (708) 358-5770 cpavlicek@oak-park.us
Peoria County, IL	182,800	06/2011	County Administrator	Yes	Slavin/ Krings	Chair Tom O'Neill (309) 494-8886 toneill@peoriacounty.org
Portage, MI	47,000	12/2014	City Manager	Yes	Slavin/ Krings	Mr. Rob Boulis Director of Employee Relations (269) 329-4402 boulis@portagemi.gov
Powder Springs, GA	15,000	03/2015	City Manager	Yes	Slavin	Mayor Pat Vaughn Ph: (770) 943-1666
Prince William County, VA	293,000	01/2010	County Executive	Yes	Slavin/ Frank	Ms. Melissa Peacor (703) 792-6720 mpeacor@pwcgov.org
Rock Hill, SC	67,400	09/2010	City Manager	Yes	Slavin	Mr. Doug Echols (803) 329-7011 cbell@ci.rock-hill.sc.us
Seminole County, FL	425,000	05/2011	County Manager & County Attorney	Yes	Slavin	Commissioner Bob Dallari Phone: (407) 665-7215 fmacdonald@seminolecountyfl.gov
Snellville, GA	18,200	06/2012	City Manager	Yes	Slavin	Mayor Kelly Kautz (770) 985-3500 kkautz@snellville.org
Saint Joseph, MO	76,107	04/2011	City Manager	Yes	Slavin	Mayor Bill Falkner (816) 271-4640 bfalkner@ci.st-joseph.mo.us
Suwanee, GA	15,000	07/2007	City Manager	Yes	Slavin/ Trager	Ms. Elvira Rogers (770) 945-8996 erogers@suwanee.com
Tazewell County, IL	135,000	03/2012	County Administrator	No Left in 2014	Slavin/ Krings	Chair David Zimmerman (309) 477-2272 dzimmerman@tazewell.com
Tipp City , OH	10,000	09/14	City Manager	Yes	Slavin/ Krings	Mayor Pat Hale (937) 669-8477 halep@tippcity.net
Topeka, KS	124,000	01/2006	City Manager	No	Slavin	Mayor Bill Buntten (785) 368-3895 bbuntten@topeka.org

CLIENT	POP	MONTH/ YEAR	SEARCH FOR	STILL EMPLOYED ?	STAFF ASSIGNED (Mgr/Asst)	Contact Information
Urbandale, IA	38,000	04/2009	City Manager	Yes	Slavin/ Wenbert	Mayor Bob Andeweg (515) 283-3100 bandeweg@urbandale.org
Venice, FL	21,500	03/2012	City Manager	Yes	Slavin	Alan Bullock Adm Serv Dir (941) 486-2626 abulloc@ci.venice.fl.us
Volusia County, FL	443,000	01/2006	County Manager	Yes	Slavin	Mr. James Dinneen (386) 636-5920 jdinneen@co.volusia.fl.us
Wichita, KS	360,000	11/2008	City Manager	Yes	Slavin/ Wenbert	Mayor Carl Brewer (316) 268-4331 Cbrewer@wichita.gov
Windham, CT	24,000	06/2009	Town Manager	Yes	Slavin/ Frank	Mayor Ernest Eldridge (860) 465-3000 eeldridge@windham.com
Winston-Salem, NC	186,000	07/2006	City Manager	Yes	Slavin	Mayor Allen Joines (336) 727-2058 allenj@cityofws.org

References

Mr. James Dinneen

County Manager
County of Volusia
Thomas C. Kelly
Administration Center
123 W. Indiana Ave.
DeLand, FL 32720
(386) 736-5920
Transit Director - Greater Dayton Regional Transit
Authority (2005)
Human Resources Director - Volusia County
(2007)
Budget Director - Volusia County (2008)
Convention Center Search (2009)
jdinneen@co.volusia.fl.us

Mayor Matt Hayek

City of Iowa City
410 E. Washington Street
Iowa City, Iowa 52240
Phone: 319.356.5043
Fax: 319.356.5497
City Manager Search (2010)
matt-hayek@iowa-city.org

Charlotte J. Nash

Chairman, Gwinnett County Board of
Commissioners
Justice and Administration Center
75 Langley Drive
Lawrenceville, GA 30046
(770) 822-7009
County Attorney Search (2014)
Charlotte.Nash@gwinnettcountry.com

Mr. Alan Ours

County Administrator
W. Harold Pate Building
1725 Reynolds Street, Suite 302
Brunswick, GA 31520
Phone: (912) 554.7401
County Administrator Search (2010)
Email: aours@glynncounty-ga.gov

Ms. Melissa Peacor

County Executive
Prince William County
Prince William County
Woodbridge, Virginia 22192
(703) 792-6720
Fire Chief Search (1994)
County Executive Search (2010)
Human Resources Director Search (2012)
mpeacor@pwcgov.org

Mayor Carl Brewer

City of Wichita
455 N. Main Street
Wichita, KS 67202
(316) 268-4331
City Manager Search (2008)
Cbrewer@wichita.gov

Mayor Doug Echols

City of Rock Hill
155 Johnston Street
Rock Hills, SC 29731-1706
(803) 329-7011
City Manager Search (2010)
dechols@cityofrockhill.com

Mayor Pat Vaughn

City of Powder Springs
4484 Marietta Street
Powder Springs, GA 30127
(770) 943-1666
City Manager Search (2015)
pvaughn@cityofpowdersprings.org

COST OF SERVICE

Professional Fees

Our fees are based on a rate schedule that reflects the experience of the individual assigned. We use a flat fee rate schedule. Therefore, there are no project limitations based on annual salary. For this assignment we are proposing to use only consultants who have specific experience on similar assignments for other clients. We will use senior consultants where appropriate and to reduce the overall cost. We will use staff consultants when feasible. The following tables show the level of involvement by project step and cost.

PROJECT COSTS					
STEPS	ASSIGNED HOURS (Approximate)			RATE (Hr)	FEES
	Project Manager	Consultant	Total		
1. Project Planning/Develop Position Profile/Prepare Advertising	36		36	75	\$2,700
2. Identify & Recruit Candidate/Acknowledge Resumes	30		30	75	\$2,250
		35	35	35	\$1,225
3. Preliminary Candidate Screening	12		12	75	\$900
		4	4	35	\$140
4. Progress Report to Mayor and City Council/ Reduce Candidate Pool	12		12	75	\$900
		8	8	35	\$280
5. In-depth Candidate Evaluation (Includes on-site consultant interviews with semifinalist candidates)	38		38	75	\$2,660
		16	16	35	\$560
6. Arrange for & Schedule Final Interviews	4		4	75	\$300
7. Prepare Final Report with Interview Questions and Selection Criteria	10		10	75	\$750
		16	16	35	\$560
8. Present Final Report and Attend Interviews	12		12	75	\$900
9. Assist in Employee Selection	2		2	75	\$150
10. Negotiate Employment Agreement	4		4	75	\$300
11. Establish Performance Goals	6		6	No Charge	\$0
12. Follow-up	4		4	No Charge	\$0
TOTAL HOURS	170	79	249		
TOTAL PROFESSIONAL FEE					\$14,575

Expenses

Consultant Travel Costs: The client pays direct cost for all necessary consultant travel using coach or, when available, lower air rates, corporate hotel rates at moderately priced properties (Holiday Inn or equivalent), rental cars, using the corporate discount and normal meals. Client controls these costs in the following ways: (1) when appropriate, consultants will accomplish multiple purposes when traveling and will allocate costs to multiple clients; (2) the client pre-approves all work plans including all consultant (and candidate) travel.

Office Costs Include: Telephone (\$350 flat fee, billed in two installments), FAX, postage, messenger, copier, and clerical costs.

Office Costs Include: Telephone (\$350 flat fee, billed in two installments), FAX, postage, messenger, copier, and clerical costs.

Average Advertising Costs: Normally about \$2,000. Client controls these costs because the advertising program will be approved by the City prior to implementation.

Expenses for the executive search project described in this proposal **will not exceed 55% of the fee (\$8,016.25)** The cost for final candidates to travel to Statesboro for interviews is not covered by this proposal. Such costs are typically paid by the on a reimbursement basis, directly to the candidates, and controlled through the City's prior approval of the finalist candidates. These costs vary depending on candidate location, espousal involvement, time required for candidates to be in Statesboro, etc. For budgeting purposes, an average cost of between \$450.00 and \$650.00 per candidate would be appropriate. About five candidates are normally recommended for interviews.

Should the City's needs result in additional project scope that significantly increases costs, it may be necessary to increase the expense budget for the project.

Your liability to Slavin Management Consultants for services rendered under this agreement will not exceed the agreed upon price unless an increase is authorized by you in writing.

We will submit monthly invoices for fees and expenses. It is our practice to bill 30% at the start of the searches, 30% at the end of thirty days, 30% at the end of sixty days, and the remaining 10% shortly after the time the new City Manager accepts employment with the City. Each invoice will be payable upon receipt for professional services.

Expenses will be billed in addition and shown as a separate figure. Attached is a pro-forma invoice showing the level of accounting detail we will provide.

Expenses will be billed in addition and shown as a separate figure. Attached is a pro-forma invoice showing the level of accounting detail we will provide.

We will comply with all applicable laws, rules, and regulations of federal, state, and local government entities.

Our ability to carry out the work required will be heavily dependent upon our experience in providing similar services to others, and we expect to continue such work in the future. We will, to the degree possible, preserve the confidential nature of any information received from you or developed during the work in accordance with our professional standards.

We assure you that we will devote our best efforts to carrying out the engagements. The results obtained, our recommendations, and any written material provided by us will represent our best judgment based on the information available to us. Our liability, if any, will not be greater than the amount paid to us for the services rendered.

This proposal constitutes the agreement between us. It cannot be modified except in writing by both parties. Our agreement will be interpreted according to the laws of the State of Georgia.

AGREEMENT FOR SERVICES

This proposal is presented for Slavin Management Consultants by:

SIGNATURE: Robert E. Slavin

NAME: Robert E. Slavin

TITLE: President, Robert E. Slavin, Inc. d/b/a Slavin Management Consultants

DATE: May 19, 2015

This proposal is accepted for the City of Statesboro, Georgia by:

SIGNATURE: _____

NAME: _____

TITLE: _____

DATE: _____

EXHIBITS

PRO FORMA INVOICE

INVOICE DATE: _____

CLIENT: _____

ADDRESS: _____

CITY, STATE: _____

Progress billing for professional services
rendered in connection with our agreement:

(Invoice __ of __) \$XXXX.XX

Reimbursable expenses at cost:

Airfare	\$ XXX.XX
Hotel	XX.XX
Ground Transportation	XX.XX
Meals	XX.XX
Tips	XX.XX
Telephone	XXX.XX
Clerical Support	XXX.XX
FAX	XX.XX
Messenger Service	XX.XX
Copies	XX.XX
Postage	XX.XX
Misc. Direct Costs	XX.XX
 Total Expenses	 \$XXXX.XX

TOTAL INVOICE **\$XXXX.XX**

CLIENT LIST BY CATEGORY

The following list of clients represent organizations for which our principal Consultants performed significant project work. This client list spans thirty years of experience of SMC consultants. Please contact SMC if you desire to speak with the individuals who were project contacts.

MUNICIPALITIES

Aiken, South Carolina	Davie, Florida
Albany, Georgia	Decatur, Georgia
Alpharetta, Georgia	Decatur, Illinois
Anaheim, California	Delray Beach, Florida
Ann Arbor, Michigan	Del Rio, Texas
Arlington, Texas	Denton, Texas
Arlington Heights, Illinois	Destin, Florida
Arvada, Colorado	Dothan, Alabama
Atlanta, Georgia	Dubuque, Iowa
Atlantic Beach, Florida	Duluth, Georgia
Asheville, North Carolina	Dunedin, Florida
Auburn, Maine	Durham, North Carolina
Aurora, Colorado	Eagle Pass, Texas
Austin, Texas	East Brunswick Township, New Jersey
Bartlesville, Oklahoma	Edmond, Oklahoma
Bay City, Michigan	Elgin, Illinois
Bentonville, Arkansas	Englewood, CO
Bergenfield, New Jersey	Enfield, Connecticut
Berkeley, California	Escondido, California
Beverly Hills, California	Evanston, Illinois
Birmingham, Alabama	Fort Collins, Colorado
Bisbee, Arizona	Fort Lauderdale, Florida
Blacksburg, Virginia	Fort Worth, Texas
Bloomington, Illinois	Franklin, Tennessee
Boynton Beach, Florida	Fridley, Minnesota
Branson, Missouri	Frisco, Colorado
Brea, California	Gainesville, Florida
Bridgeport, Connecticut	Gainesville, Georgia
Broken Arrow, Oklahoma	Galesburg, Illinois
Brownsville, Texas	Garden City, New York
Bryan, Texas	Georgetown, South Carolina
Burbank, California	Glastonbury, Connecticut
Camarillo, California	Glendale, Arizona
Carson, California	Glen Ellyn, Illinois
Cary, North Carolina	Grand Rapids, Michigan
Casper, Wyoming	Greensboro, North Carolina
Chapel Hill, North Carolina	Gulfport, Florida
Charlotte, North Carolina	Hardeeville, SC
Chesapeake, Virginia	Hemet, California
Clearwater, Florida	Hercules, California
Cleveland, OH	Highland Park, Illinois
Columbia, Missouri	Hollywood, Florida
Columbus, Georgia	Homestead, Florida
Concord, New Hampshire	Huntington Beach, California
Coral Springs, Florida	Independence, Missouri
Corpus Christi, Texas	Independence, Kansas
Corta Madera, California	Iowa City, Iowa
Creedmoor, North Carolina	Jacksonville Beach, Florida
Culver City, California	Jupiter, Florida
Dallas, Texas	Kalamazoo, Michigan
Davenport, Iowa	Kansas City, Missouri

Lake Worth, Florida
Lakewood, Colorado
Lapeer, Michigan
Laramie, Wyoming
Laredo, Texas
Lenexa, Kansas
Liberty, Missouri
Lillburn, Georgia
Little Rock, Arkansas
Long Beach, California
Longmont, CO
Manassas, Virginia
Mansfield, Massachusetts
Miami Beach, Florida
Milwaukie, Oregon
Minneapolis, Minnesota
Miramar, Florida
Modesto, California
Muscatine, Iowa
Myrtle Beach, South Carolina
Neptune Beach, Florida
Newark, Delaware
New Smyrna Beach, Florida
Norfolk, Virginia
Norman, Oklahoma
North Las Vegas, Nevada
North Miami Beach, Florida
Northglenn, Colorado
North Port, Florida
Norwich, Connecticut
Oak Park, Illinois
Oberlin, Ohio
Ocean City, Maryland
Oceanside, California
Olathe, Kansas
Oklahoma City, Oklahoma
Oxnard, California
Palm Bay, Florida
Palm Beach Gardens, Florida
Palo Alto, California
Panama City, Florida
Park Ridge, Illinois
Pasadena, California
Peoria, Illinois
Phoenix, Arizona
Pittsburg, Kansas
Pompano Beach, Florida
Portage, Michigan
Pueblo, Colorado
Richmond, California
Richmond, Virginia
Riverside, California

Riverview, Michigan
Roanoke, Virginia
Rock Hill, South Carolina
Rockville, Maryland
Sacramento, California
St. Louis Park, Minnesota
Salem, Oregon
San Diego, California
San Fernando, California
San Francisco, California
San Jose, California
San Juan Capistrano, California
Sandersville, Georgia
Santa Ana, California
Santa Monica, California
Sarasota, Florida
Shaker Heights, Ohio
Simi Valley, California
Sioux City, Iowa
Snellville, Georgia
South Brunswick Township, New Jersey
Springfield, Missouri
Stratford, Connecticut
Storm Lake, Iowa
Sunnyvale, California
Sunrise, Florida
Takoma Park, Maryland
Topeka, Kansas
Titusville, Florida
Thornton, Colorado
Traverse City, Michigan
Topeka, Kansas
Turlock, California
Upper Arlington, Ohio
Urbandale, Iowa
Valdez, Alaska
Venice, FL
Virginia Beach, Virginia
Waco, Texas
Warrensburg, Missouri
Washington, Illinois
West Des Moines, Iowa
West Hartford, Connecticut
West Hollywood, California
West Palm Beach, Florida
Wichita, Kansas
Windham, Connecticut
Winston-Salem, North Carolina
Winter Park, Florida
Worthington, Minnesota
Ypsilanti, Michigan

COUNTIES

Adams County, Colorado
Alameda County, California
Albemarle County, Virginia
Arapahoe County, Colorado
Beaufort County, South Carolina
Broward County, Florida

Brown County, Wisconsin
Buffalo County, Nebraska
Chaffee County, Colorado
Cass County, Michigan
Chesterfield County, Virginia
Clark County, Nevada

Cobb County, Georgia
Dade County, Florida
Eagle County, Colorado
Escambia County, Florida
Fairfax County, Virginia
Forsyth County, Georgia
Fremont County, Colorado
Fresno County, California
Fulton County, Georgia
Glynn County, Georgia
Gunnison County, Colorado
Hall County, Georgia
Hamilton County, Ohio
Ketchikan-Gateway Borough, Alaska
Lake County, Florida
Lake County, Illinois
La Plata County, Colorado
Leon County, Florida
Lincoln County, North Carolina
Livingston County, Illinois
Los Angeles County, California
Loveland, CO
Loveland, OH
Martin County, Florida
McHenry County, Illinois
Mecklenburg County, North Carolina
Mendocino County, California
Mesa County, Colorado
Moffat County, Colorado
Monterey County, California

Muscatine County, Iowa
New Kent County, Virginia
Orange County, New York
Orange County, North Carolina
Oklahoma
Palm Beach County, Florida
Peoria County, Illinois
Pinellas County, Florida
Polk County, Florida
Prince William County, Virginia
Ramsey County, Minnesota
St. Louis County, Minnesota
Saline County, Kansas
San Diego County, California
San Luis Obispo County, California
San Mateo County, California
Sarasota County, Florida
Sedgwick County, Kansas
Seminole County, Florida
Sonoma County, California
Springettsbury Township, Pennsylvania
Spotsylvania County, Virginia
Tazewell County, IL
Tipp City, OH
Volusia County, Florida
Wake County, North Carolina
Washtenaw County, Michigan
Whiteside County, Illinois
Whitfield County, Georgia
Yolo County, California

OTHER ORGANIZATIONS

Development Groups

Arrowhead Regional Development, Duluth, Minnesota
Columbia Development Corporation, South Carolina
Fresno Economic Development Commission, California
Fresno Redevelopment Authority, California
GoTopeka, Inc., Kansas
Lincoln Road Development Corporation, Miami Beach, FL
Los Angeles, California, Community Redevelopment Agency
Mid-American Regional Council, Kansas City, Missouri
Seize The Future Development Corp, Aurora, IL
West Palm Beach Downtown Development Authority, Florida

Housing Authorities

California Housing Finance Agency
Jefferson County Housing Authority, Alabama
Las Vegas Housing Authority
Memphis Housing Authority, Tennessee

Ocala Housing Authority, Florida
Peoria Housing Authority, Illinois

Libraries

Birmingham, Alabama Public Library
Central Arkansas Library System
Lexington, Kentucky Library System
Metropolitan Library System of Oklahoma
Moline Public Library

Non-Profits and Other Governmental Jurisdictions

California State Government
CDC Federal Credit Union, Atlanta, Georgia
District of Columbia
Fresno Employment and Training Commission, California
Jefferson County Personnel Board, Alabama
Local Government Insurance Trust, Maryland
Los Angeles, California Department of Community Public Health
Los Angeles, California
Music Center Operating Company
Los Angeles Olympics Organizing Committee
Metropolitan Nashville, Tennessee Arts

Commission
Parkland Hospital, Texas
Southwest Florida Regional Planning Council

Professional Associations

American Public Works Association
Association of County Commissioners, Georgia
Georgia Municipal Association
International City/County Management Association
Iowa League of Cities
Missouri Municipal League

School Districts

Adams County School District #14, Commerce City, Colorado
Lake Sumpter Community College, Florida
Dallas Independent School District, Texas

Transportation Agencies

Alameda-Contra Costa Transit District, Oakland, California
Bay Area Rapid Transit District, Oakland, California

Dallas Area Rapid Transit District, Dallas, Texas
Greater Dayton Regional Transportation Authority
Kalamazoo County Transportation Authority
Lee County Port Authority, Florida
Metra (Chicago Commuter Rail System)
Port Everglades Authority, Fort Lauderdale, Florida
Orlando - Orange County Expressway Authority
Port of Sacramento, California
Riverside Transit Agency, California
San Francisco Bay Area Rapid Transit District, California
Sarasota/Manatee Airport Authority, Florida
Southern California Rapid Transit District

Utility Districts

Columbus Water Works, Georgia
Metropolitan Sewer District of Greater Cincinnati, Ohio
Public Works Commission of Fayetteville, North Carolina
Rivanna Solid Waste Authority, Virginia
Rivanna Water and Sewer Authority, Virginia
Sacramento Municipal Utility District, California
South Florida Water Management District
Spartanburg Utility District, South Carolina

EEO STATEMENT

Slavin Management Consultants (SMC) is committed to building a diverse workforce which reflects the face of the community we serve, honors and respects the differences and abilities of all our employees and residents, and provides employees with the necessary opportunities, tools, and support to achieve their maximum potential.

Equitably managing a diverse workforce is at the heart of equal opportunity. Valuing diversity is the basis for a policy of inclusion. Diversity recognizes and respects the multitude of differences which employees bring to the workplace. Diversity complements organizational values that stress teamwork, leadership, empowerment, and quality service. Diversity means striving to maintain an environment in which managers value the differences in their employees and take steps to ensure that all employees know they are welcome.

To achieve workplace equity and inclusion, SMC will observe the practices outlined below:

- We will ensure that we do not discriminate in employment on the basis of race, color, religion, national origin, sex, age, disability, marital status, sexual orientation, creed, ancestry, medical condition, or political ideology.
- Our recruiting efforts will ensure that applicant pools are both capable and diverse.
- We will make employment decisions based on job-related criteria and will provide opportunities for entry and promotion into non-traditional jobs.
- We will ensure a workplace free of all forms of harassment.
- We will develop a procedure for prompt, thorough and impartial investigations of discrimination or harassment complaints and will act on appropriate measures to provide remedy or relief to individuals who have been victims of illegal discrimination or harassment.

Measures to ensure accountability for managing diversity will be incorporated into the performance management system for supervisors and managers. The chief executive officer will evaluate the effectiveness of our diversity policies and programs.

By creating a workplace where everyone can work towards their maximum potential, SMC will retain quality, productive employees who will provide excellent services to our clients.

MINORITY AND WOMEN PLACEMENTS

CLIENT	POSITION	AFRICAN AMERICAN	WOMAN	LATINO
ALACHUA COUNTY, FL	County Administrator			X
ALBANY, GA	City Manager	X		
	Police Chief	X		
	Assistant City Manager	X		
	Human Resources Director	X		
ASPEN, CO	City Manager		X	
AUSTIN, TX	City Auditor		X	
	City Manager		X	
	Police Chief			X
BERKELEY, CA	City Manager	X		
	Public Works Director			X
BEVERLY HILLS, CA	Sanitation Director	X		
	Library Director		X	
BOCA RATON, FL	City Manager		X	
	Asst. City Manager		X	
BOISE, ID	Chief Financial Officer	X		
BROWARD COUNTY, FL	Assistant Director of Equal Employment	X	X	
BOISE, ID	Chief Financial Officer		S	
BRYAN, TX	Municipal Court Judge		X	
	City Manager		X	
CAMARILLO, CA	City Clerk		X	
CARSON, CA	Planning Director		X	
CHAPEL HILL, NC	Transportation Director		X	
	Human Resources Director		X	
CHARLOTTE COUNTY, FL	County Attorney		X	
CENTRAL CITY ASSN. OF THE CITY OF LOS ANGELES (CA)	Director of Security	X		
CHARLOTTE, NC	Neighborhood Services Director	X		
COLUMBIA, MO	Police Chief	X		
CULVER CITY, CA	Finance Director			X
DALLAS INDEPENDENT SCHOOL DISTRICT (TX)	Chief Financial Officer	X	X	
DALLAS, TX	City Attorney		X	
DECATUR, GA	Chief of Police	X		
DISTRICT OF COLUMBIA	Executive Director Alcoholic Beverage Regulations Commission		X	

CLIENT	POSITION	AFRICAN AMERICAN	WOMAN	LATINO
DURHAM, NC	City Manager	X		
	City Manager	X	X	
	Police Chief		X	
	Public Works Director	X	X	
ESCAMBIA COUNTY, FL	Assistant County Administrator	X		
ESCONDIDO, CA	Civic Center Construction Mgr		X	
EVANSTON, IL	City Manager		X	
FRESNO, CA (PIC)	Executive Director	X		
FORT LAUDERDALE, FL	Fire Chief	X		
FORT MYERS, FL	City Manager	X		
FRESNO, CA (PIC)	Executive Director	X		
GAINESVILLE, FL	Equal Employment Director	X		
GLASTONBURY, CT	Human Resources Director	X	X	
GREENBELT HOMES, INC. (MARYLAND)	Executive Director		X	
GREENSBORO, NC	Assistant City Manager	X		
GREENVILLE, NC	City Manager	X	X	
HAMILTON COUNTY, OH	Jobs and Family Services Director		X	
HILLSBOROUGH COUNTY (FL) CHILDREN'S BOARD	Executive Director		X	
HOLLYWOOD, FL	City Manager	X		
JUPITER, FL	Assistant to the City Manager		X	
	Public Works Director			X
KALAMAZOO, MI	City Manager		X	
	Assistant City Manager		X	
LAKE COUNTY, FL	County Attorney		X	
LAKE COUNTY, IL	Purchasing Director		X	
	Human Resources Director	X		
	Assistant County Administrator		X	
LAKE COUNTY, IL HEALTH DEPARTMENT	Executive Director		X	
LAKE WORTH, FL	Utilities Customer Services Manager	X		
LA PLATA COUNTY, CO	Human Services Director		X	
LEE COUNTY, FL	County Administrator		X	
	Human Resources Director	X		
LINCOLN ROAD DEVELOPMENT CORP.	Executive Director		X	
LONG BEACH, CA	Police Chief	X		
LONG BEACH, CA	Executive Director, Civil Service Commission		X	
LONGMONT, CO	City Manager			X
LOS ANGELES, COMMUNITY REDEVELOPMENT AGENCY	Sr. Project Manager	X		X

CLIENT	POSITION	AFRICAN AMERICAN	WOMAN	LATINO
	Project Manager	X		
	Project Manager			X
LOS ANGELES COUNTY (CA) HEALTH SYSTEMS AGENCY	Executive Director	X	X	
	Deputy Exec. Dir.			X
LOS ANGELES COUNTY DEPARTMENT OF PUBLIC HEALTH	Public Health Director	X		
LOS ANGELES OLYMPICS ORGANIZING COMMITTEE	Human Resources Director	X	X	
	Director of Venues		X	
METROZOO (MIAMI FL)	Director of Marketing		X	
MEMPHIS (TN) HOUSING AUTHORITY	Executive Director	X		
MIAMI (FL) OFF-STREET PARKING SYSTEM	Finance Director			X
MIAMI VALLEY REGIONAL TRANSIT AUTH. (DAYTON, OH)	Executive Director	X	X	
MIRAMAR, FL	City Manager		X	
MONTEREY COUNTY, CA	Hospital Administrator	X		
NOAH DEVELOPMENT CORPORATION	Executive Director	X		
NORFOLK, VA	Human Resources Director	X		
	Senior Engineer		X	
NORFOLK, VA	Social Services Director	X		
OAK PARK, IL	Village Manager		X	
OCALA (FL) PUBLIC HOUSING AUTHORITY	Executive Director	X		
OBERLIN, OH	City Manager		X	
ORMOND BEACH, FL	City Manager	X		
OKLAHOMA CITY, OK	City Manager	X		
PALM BAY, FL	Human Resources Director		X	
PALM BEACH COUNTY, FL	Assistant County Administrator		X	
PALM BEACH COUNTY (FL) CHILDREN'S SERVICES BOARD	Executive Director		X	
PALM BEACH COUNTY (FL) HEALTH CARE DISTRICT	Executive Director		X	
PALM BEACH GARDENS, FL	City Manager (1992) City Manager (1999)		X	X
PALO ALTO, CA	City Attorney		X	
PEORIA (IL) PUBLIC HOUSING AUTHORITY	Executive Director	X		
PHOENIX, AZ	Chief of Police		X	

CLIENT	POSITION	AFRICAN AMERICAN	WOMAN	LATINO
PRINCE WILLIAM COUNTY, VA	County Executive		X	
	Human Resources Director	X	X	
	Fire Chief	X	X	
RICHMOND, CA	City Manager	X		
RICHMOND, VA	Director of Public Health	X		
ROANOKE, VA	Police Chief	X		
	Economic Development Director		X	
	Assistant City Manager	X	X	
	Director of Human Services		X	
ROCKVILLE, MD	Assistant City Manager		X	
SACRAMENTO, CA	Human Resources Director	X	X	
SAGINAW, MI	Police Chief			X
SAN DIEGO, CA	City Manager	X		
SAN FRANCISCO, CA	Assistant City Administrator		X	
SAN JOSE, CA	Police Chief	X		
SANTA MONICA, CA	Deputy City Manager		X	
SARASOTA, FL	Human Resources Director	X		
SARASOTA COUNTY, FL	Deputy County Administrator	X		
SELMA, AL	Chief of Police	X		
SHAKER HEIGHTS, OH	City Administrator		X	
SUNNYVALE, CA	Public Information Officer		X	
	City Clerk		X	
STRATFORD, CT	Human Resources Director		X	
TAKOMA PARK, MD	City Manager		X	
	Recreation Director	X	X	
	Housing and Community Development Director		X	
	Public Works Director	X		
THORNTON, CO	Public Information Officer		X	
TOPEKA, KS	City Manager	X		
	Police Chief	X		
VENICE, FL	Police Chief		X	
VIRGINIA BEACH, VA	Human Resources Director	X		
VIRGINIA BEACH PARK TRUST (FL)	Executive Director	X		
VOLUSIA COUNTY, FL	County Manager	X	X	
	Budget Director	X		
WACO, TX	Deputy City Manager		X	
	Exec. Dir. - Support Services			X
	Assistant City Manager	X		
	Director of Facilities			X
WAKE COUNTY, NC	Human Services Director			X

CLIENT	POSITION	AFRICAN AMERICAN	WOMAN	LATINO
THE WEINGART CENTER (LOS ANGELES)	Executive Director		X	
WEST COVINA, CA	Planning Director	X	X	
WEST MIFFLIN, PA	Town Administrator		X	
WEST PALM BEACH, FL	Assistant City Administrator	X	X	
WICHITA, KS	Human Resources Dir	X	X	
	Community Services Dir	X	X	
	Communications Director		X	
	Director of Libraries		X	
	Housing and Development Director	X	X	
	City Manager	X		
YPSILANTI, MI	City Manager	X		
ZOOLOGICAL SOCIETY OF FLORIDA (DADE COUNTY)	Executive Director			X

**RESOLUTION 2015-26: A RESOLUTION AMENDING THE JOB
POSITION CLASSIFICATION AND COMPENSATION PLAN**

THAT WHEREAS, it is essential to have qualified municipal employees in order to provide reliable services to the citizens of Statesboro; and

WHEREAS, in order to accomplish this the Mayor and City Council previously have adopted a new Job Position Classification and Compensation Plan on July 2, 2006; and

WHEREAS, the City Council has made a recommendation to create a Deputy City Manager position.

NOW THEREFORE, BE IT RESOLVED by the Mayor and City Council of the City of Statesboro, Georgia in regular session assembled this 7th day of July, 2015 as follows:

Section 1. That the Job Position Classification and Compensation Plan, which includes a list of job titles and pay grades; a grade and step pay matrix; and written job descriptions for each position with City government, previously adopted on July 1, 2006, and as subsequently amended, is hereby further amended as follows:

- That the City Manager Department is creating the position classification of Deputy City Manager at the Pay Grade of 26; Job description attached;

Section 2. That this Resolution shall be and remain in full force and effect from and after its date of adoption.

Passed and adopted this 7th day of July 2015.

CITY OF STATESBORO, GEORGIA

By: _____
Jan J. Moore, Mayor

Attest: _____
Sue Starling, City Clerk

Job Title: Deputy City Manager

Department: City Manager's Department

Job Summary:

This position serves as a key staff person who works directly for and provides administrative and managerial support to the City Manager. Provides overall direction to select departments, coordinates special projects and performs other duties generally associated with oversight of government activities and functions. This position serves as a liaison to the Mayor, City Council members, and to various committees and organizations.

Primary Duties:

- Functions as the City Manager in the absence of the City Manager.
- Provides overall direction to the Engineering Department, Water/Sewer Department, Natural Gas Department, and the Planning and Development Department.
- Hires, trains, evaluates, counsels and disciplines selected department heads.
- Assumes full management responsibility for assigned functions, services, and activities of the City including overseeing assigned departments and/or divisions; provides direction to assigned staff on implementing City Council policy and direction and ensures City Council and City goals are carried out by assigned departments.
- Establishes, within City policy, appropriate service and staffing levels for assigned functions; monitors and evaluates the efficiency and effectiveness of service delivery methods and procedures; allocates resources accordingly.
- Assesses and monitors workload, administrative and support systems, and internal reporting relationships for assigned areas of responsibility; identifies opportunities for improvement; directs and implements changes.
- Plans, directs, and coordinates, through management level staff, the work plan for assigned functions; assigns projects and programmatic areas of responsibility; provides direction and supervision on key projects; reviews and evaluates work methods and procedures; meets with key staff to identify and resolve problems.

- Oversees and participates in the development and administration of the budget for assigned functional areas; approves the forecast of funds needed for staffing, equipment, materials, and supplies; approves expenditures and implements budgetary adjustments as appropriate and necessary.
- Participates in the preparation, coordination, and presentation of the City's annual budget, capital improvement budget, and internal fiscal control measures; participates in the development and presentation of financial forecasts and historical information including reviewing expenditures and revenues.
- Reviews and analyzes legislation for impact on the City; works with legislators to develop or influence legislation; recommends revisions to proposed legislation.
- Performs special assignments as requested by the City Manager, to include researching and preparing reports, developing and implementing programs, managing projects and presenting technical data to elected officials and others.

Divisions Directly Managed by Deputy City Manager

Engineering Department

The Engineering Department is comprised of ten (10) divisions including: Engineering, Stormwater Management, Protective Inspections, Government Buildings, Public Works Administration, Fleet Maintenance, Streets, Parks, Solid Waste Disposal and Solid Waste Collections.

The Engineering Division has the responsibility of street and drainage design, roads and drainage inspections for City projects, administering the City's streets repaving and striping program, traffic engineering studies and improvements, and development of road and drainage improvements. Engineering also administers the Tree Ordinance and Driveway Standards and Policies. Drainage design and improvements are made in conjunction with the Stormwater Management Division.

The Stormwater Management Division is responsible for stormwater services throughout the City, which shall provide for the management, protection, control, regulation, use and enhancement of the City's stormwater management systems. The Stormwater Management Division also administers the Flood Damage Prevention Ordinance, Soil Erosion, Sedimentation and Pollution Control Ordinance and the Drainage Control Ordinance.

The Protective Inspections Division is responsible for performing building, plumbing, electrical, HVAC, and ADA Inspections on all residential and commercial construction within the City to it is in compliance with applicable building codes.

The Government Buildings Division is responsible for the maintenance and basic janitorial upkeep of five (5) City-owned buildings.

The Public Works Administration Division provides administrative, fiscal and operational management of all other Public Works related divisions.

Fleet Maintenance Division provides all maintenance and repairs on City vehicles and equipment.

The Streets Division is responsible for the maintenance of City streets, sidewalks, traffic signals, rights of way, and easements. This division is also responsible for the City's mosquito abatement program.

The Parks Division is responsible for maintenance and upkeep of the Eastside Cemetery, City-owned parks, trails, greenspaces, trees and other grounds located at various City facilities.

Solid Waste Disposal Division is responsible for the operation of the transfer station and inert landfill, the maintenance of the closed Lakeview Landfill and the operation of the attendant methane gas extraction system. This division, in coordination with the City Engineer, is responsible for keeping the closed landfill and the solid waste handling facilities in compliance with US EPA and Georgia EPD's rules and regulations.

Solid Waste Collections Division is responsible for residential and commercial garbage collection services, including yard waste collection.

Water/Sewer Department

The Water and Sewer Department is responsible for producing and distributing a safe and reliable supply of drinking water to customers at a competitive price and collecting and transporting and treating all domestic, industrial, and commercial wastewater for approximately 19,000 customers in a safe manner. Additionally, the Sewer Utility inspects, cleans, and maintains the sewage collection, pumping and delivery systems. The Water/Sewer Department is also responsible for the safe operation of the City's Waste Water Treatment Plant.

Natural Gas Department

The Natural Gas Department is responsible for the safe operation of the City's existing Natural Gas Distribution and metering system which serves approximately 3,800 customers, and the extension of the system when warranted.

Planning and Development Department

The Department of Planning and Development is responsible for managing and fostering quality growth and development within our City. These services include building permitting and project management, planning services, zoning administration, grant applications, and code compliance. This Department serves as a liaison between the City of Statesboro and local community partners important to economic development, such as Georgia Southern University, the Chamber of Commerce, the Downtown Statesboro Development Authority, the Statesboro Planning Commission, and the Statesboro/Bulloch County Convention and Visitors Bureau.

General Skills and Performance

City Council/City Manager Relations: Ability to take time and interest in working with the City Manager and elected officials to keep them informed and to explain technical public works and utilities concepts related to City issues. Both clear and concise written and oral communications with the City Manager and elected officials are essential. The employee must be able to accept constructive criticism and to implement needed changes where identified by the City Manager. Employee must be open and honest with the Manager and able to present all sides of departmental related issues that affect the City. Must be able to work within the City's designated management team and provide leadership in absence of the City Manager, acting on behalf of the City Manager, when necessary. The employee should be able to interpret and enthusiastically carry out the City's goals and objectives as identified by the City Council and City Manager, and be willing and able to develop successful working relations with the City Manager, Elected Officials, other City staff and citizens.

Budget and Finance: Must demonstrate record or knowledge of planning, developing, organizing, implementing and coordinating budgets and financial activities of comparable departments with multiple fund accounts. Knowledge and preparation of public utility finance related to fee structures, capital planning, execution, and debt issuance are an important criterion.

Community/Public Relations: Employee must provide a high level of service to the public and/or customer base of the community. Employee should be able to present a confident image of the City and its finances to the community at large. He/she must be able to demonstrate a positive, productive attitude to customers and citizens of the community.

Intergovernmental Relations: Must be able to relate to and develop a good working relationship with other local, state, regional and federal agencies.

Professional Skills and Management Style

- Thorough knowledge of administrative practices, laws and regulations relating to local government, engineering, public works, planning, and utilities operations.
- Able to develop clear and concise reports and compile and analyze reports related to agency operations for the City.
- Able to clearly understand and tactfully explain the role of the City in complex environmental and utility related issues.
- Critical thinker who provides no surprises to the City Manager, Elected Officials, and staff.
- A “hands-on” leader; willing to communicate and develop a strong sense of coordination and cooperation with employees and other departments.
- Develops and maintains good public relations with the City Manager, City staff, Mayor, City Council and the City’s appointed officials.
- Embraces ideas from outside sources; ability to communicate with various customers, groups and agencies openly.
- Highly motivated to provide excellent internal and external customer service.
- Good analytical skills; creative; an “idea person”.
- Self-starter; hardworking.
- Delegator to staff, managing projects and training along the way.
- Accessible to employees and City agencies on an as needed basis.
- Able to plan, direct and coordinate the work of a highly competent technical and professional staff.

Personal Traits

- Absolutely honest and ethical; impeccable integrity and the highest degree of moral character.
- Able to maintain highly confidential information.
- Unbiased in all dealings, regardless of the individual.
- Firm, yet tactful.
- Good sense of humor.
- Motivated as an individual to get the task completed and improve the organization.
- Apolitical, discreet, diplomatic and courteous.
- Able to motivate staff to reach a higher level of performance through effort and example.
- Open and candid; excellent listener.
- Team player.
- Confident in abilities with good common sense.

Education and Experience

The position requires a bachelor's degree in Business or Public Administration, Engineering, Planning, or a closely related field. The position also requires knowledge and a level of competency commonly associated with a Master's Degree in Public Administration or a related course of study supplemented by at least five (5) years of progressively senior level management experience with a local government. The position also requires comprehensive knowledge of all aspects of municipal government operations relating to staffing, budgeting and program execution. The newly created position requires being adept at working in a complex and fast paced environment while possessing proven financial management, strategic planning, budgeting and leadership skills. Shall demonstrate abilities to build a strong and effective leadership and vision to the various Department Directors and staff and interact effectively with citizens, the City Manager, other City Department Directors and Elected Officials. The employee is expected to be a problem solver who is focused on positive outcomes. Employee must possess strategic thinking skills and be able to make difficult recommendations on operational, financial and personnel matters when necessary.

RECEIVED
10-16-15

A person who knowingly and willfully falsifies, conceals, or covers up by any trick, scheme, or device a material fact; makes a false, fictitious, or fraudulent statement or representation; or makes or uses any false writing or document, knowing the same to contain any false, fictitious, or fraudulent statement or entry, in any matter within the jurisdiction of any department or agency of state government or of the government of any county, city, or other political subdivision of this state shall, upon conviction thereof, be punished by a fine of not more than \$1,000.00 or by imprisonment for not less than one nor more than five years, or both.

APPLICATION FOR LICENSE TO SELL ALCOHOLIC BEVERAGES
CITY OF STATESBORO, GEORGIA

The undersigned applicant hereby applies to the City of Statesboro, Georgia for a license to sell alcoholic beverages within the corporate limits of the City of Statesboro. A non-refundable ONE HUNDRED FIFTY dollar (\$150.00) application fee must be tendered with the application. (cash, credit card, certified check, or money order, checks should be made payable to the City of Statesboro.)

1. BUSINESS TRADE NAME: Hail Southern Inc dba 40 East Grill
D/B/A Name

2. APPLICANT'S NAME: Larry Brian Carter
(Name of partnership, llc, corporation, or individual)

3. BUSINESS LOCATION ADDRESS: 40 East Main St STE# _____

4. BUSINESS MAIL ADDRESS: 40 EAST Main St

CITY: Statesboro STATE: GA ZIP CODE: 30468

5. LOCAL BUSINESS TELEPHONE NUMBER: (912) 764-4040

CORPORATE OFFICE TELEPHONE NUMBER: _____

6. CONTACT NAME FOR BUSINESS: Larry Brian Carter

TELEPHONE NUMBER FOR CONTACT PERSON: 912 481 1399

7. NAME OF MANAGER: Brian Carter
(Person responsible for Alcohol Licensing issues)

TELEPHONE NUMBER FOR MANAGER 912 481 1399

ADDRESS OF MANAGER: 9011 Oakfield Dr
(Street, Road, RFD No., P. O. Box No.)

CITY: Statesboro COUNTY: ~~GA~~ Bulloch STATE: GA ZIP: 30461

8. PURPOSE OF APPLICATION IS: (CHECK ALL THAT APPLY)

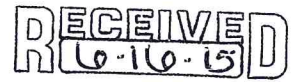
NEW MANAGER _____ NEW BUSINESS: _____ NEW OWNER: X

PREVIOUS OWNER'S NAME: Heath Robinson

BUSINESS NAME CHANGE: No PREVIOUS BUSINESS NAME: _____

ADDRESS CHANGE: NO PREVIOUS ADDRESS: _____

LICENSE CLASS CHANGE: BEER _____ WINE _____ LIQUOR X OTHER _____



A person who knowingly and willfully falsifies, conceals, or covers up by any trick, scheme, or device a material fact; makes a false, fictitious, or fraudulent statement or representation; or makes or uses any false writing or document, knowing the same to contain any false, fictitious, or fraudulent statement or entry, in any matter within the jurisdiction of any department or agency of state government or of the government of any county, city, or other political subdivision of this state shall, upon conviction thereof, be punished by a fine of not more than \$1,000.00 or by imprisonment for not less than one nor more than five years, or both.

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1. BUSINESS TRADE NAME: Heil Southern LLC dba 40 East Grill - The Hall
D/B/A Name

2. APPLICANT'S NAME: Larry Brian Carter
(Name of partnership, llc, corporation, or individual)

3. BUSINESS LOCATION ADDRESS: 19 East Vine St STE# _____

4. BUSINESS MAIL ADDRESS: 19 East Vine St

CITY: Statesboro STATE: GA ZIP CODE: 30458

5. LOCAL BUSINESS TELEPHONE NUMBER: (912) 481 1399

CORPORATE OFFICE TELEPHONE NUMBER: ()

6. CONTACT NAME FOR BUSINESS: Brian Carter

TELEPHONE NUMBER FOR CONTACT PERSON: 912 481 1399

7. NAME OF MANAGER: Brian Carter
(Person responsible for Alcohol Licensing issues)

TELEPHONE NUMBER FOR MANAGER 912 481 1399

ADDRESS OF MANAGER: 9011 Oakfield Dr
(Street, Road, RFD No., P. O. Box No.)

CITY: Statesboro COUNTY: bullock STATE: GA ZIP: 30461

8. PURPOSE OF APPLICATION IS: (CHECK ALL THAT APPLY)

NEW MANAGER _____ NEW BUSINESS: _____ NEW OWNER: X

PREVIOUS OWNER'S NAME: Heath Robinson

BUSINESS NAME CHANGE: NO PREVIOUS BUSINESS NAME: _____

ADDRESS CHANGE: NO PREVIOUS ADDRESS: _____

LICENSE CLASS CHANGE: BEER _____ WINE _____ LIQUOR X OTHER _____

**APPLICATION FOR LICENSE TO SELL ALCOHOLIC BEVERAGES
CITY OF STATESBORO, GEORGIA**

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1. BUSINESS TRADE NAME: Applebee's Neighborhood Grill & Bar
D/B/A Name

2. APPLICANT'S NAME: Apple Georgia, LLC
(Name of partnership, llc, corporation, or individual)

3. BUSINESS LOCATION ADDRESS: 804 US Highway 80 East, Statesboro, GA 30461 STE# _____

4. BUSINESS MAIL ADDRESS: P.O. Box 507

CITY: West Linn STATE: Oregon ZIP CODE: 97068

5. LOCAL BUSINESS TELEPHONE NUMBER: (912-489-5656)

CORPORATE OFFICE TELEPHONE NUMBER: (503-722-2825)

6. CONTACT NAME FOR BUSINESS: Cheryl Mills

TELEPHONE NUMBER FOR CONTACT PERSON: 503-722-2825

7. NAME OF MANAGER: Matthew Skinner
(Person responsible for Alcohol Licensing issues)

8. PURPOSE OF APPLICATION IS: (CHECK ALL THAT APPLY)

NEW BUSINESS: _____ NEW OWNER: _____

PREVIOUS OWNER'S NAME: _____

BUSINESS NAME CHANGE: _____ PREVIOUS BUSINESS NAME: _____

ADDRESS CHANGE: _____ PREVIOUS ADDRESS: _____

LICENSE CLASS CHANGE: BEER _____ WINE _____ LIQUOR _____ OTHER Manager Change

9. INDICATE WHERE BUSINESS WILL BE LOCATED:

Above Ground Street or Ground Floor Level