



CITY OF STATESBORO
WORK SESSION MINUTES
APRIL 20 2021

Mayor & Council Work Session

50 East Main Street

4:00 PM

A Work Session of the Statesboro City Council was held on April 20, 2021 at 4:00 p.m. in City Hall Council Chambers, 50 East Main Street. Present was Mayor Jonathan McCollar; Council Members: Phil Boyum, Paulette Chavers, and Shari Barr. Also present was City Clerk Leah Harden, City Attorney Cain Smith, City Manager Charles Penny, Assistant City Manager Jason Boyles and Public Information Officer Layne Phillips. Absent was Councilmember Venus Mack and John Riggs.

Mayor Jonathan McCollar called the meeting to order.

Police Department Staffing Study

Police Chief Mike Broadhead presented to mayor and council the results to the staffing study conducted last year by Deputy Chief Rob Bryan. The staffing determination methods include one officer per 1,000 residents, functional analysis and the International Association of Chiefs of Police (IACP) modified workload analysis. Of the three methods, the IACP modified workload analysis is considered the most reliable method in determining manpower needs. The IACP developed this method for determining patrol force needs based on actual complaints, incidents, and calls for service that number. This method determines the level of required patrol officer positions; it does not include administrators, supervisors, specialist, or support staff. The IACP formula shows the need for 59 patrol officers. The SPD currently has 32 patrol officers, which places a need for 28 additional patrol officers. We realize requesting 28 officers in one year is an impossible ask and would likely be impossible to fill with the current candidate pool. A preliminary physical training test was scheduled for 10 applicants, only five showed up. Four of the five passed and one was disqualified for another reason. In this instance, we yielded three potential officers. We need to ensure we are offering competitive wages to ensure we can recruit and retain employees. Starting pay for a new patrol officer is \$37,900 with some increase allowed for those with experience, college education or military experience.

Councilmember Paulette Chavers asked what would an attractive starting salary be.

Chief Broadhead stated a win would be \$45,000.00. In addition, Garden City just advertised they are going to pay \$45,000.00 starting July 1st and we can't get left behind. We are currently working with the City Manager and HR Director to gather comparable data to ensure we are offering competitive wages.

Councilmember Chavers asked what is the number that you are looking at.

Chief Broadhead stated 6 officers a year over the next 4 years gets us close.

Mayor Jonathan McCollar thanked Chief Broadhead and the men and women who serve under him who protect us and to make sure we have a safe community.

Councilmember Shari Barr stated it is top management that sets the standard and the tone of what is acceptable, so I commend you Chief Broadhead and all your folks in being good ambassadors for the City of Statesboro.

Transit System Bus Wrap

Kiara Ahmed, Civil Engineer with the Engineering Department presented the Transit System Logo selection process. City staff has been working with Action Signs/Davis Marketing to develop logos for the new transit vehicles. They have prepared several concept proofs for consideration; staff selected and recommends the Boro

Connect logo. The Transit vehicles are expected to arrive in summer 2021. The first set of proofs presented include SAT (Statesboro Area Transit), STARS (Statesboro Transit Area Routing System), StatesboroMoves (Mobile Opportunity Vehicle Express in Statesboro or Mobile Opportunity Via Express), Moves (Making Opportunities & Valuing Everyone in Statesboro), Blu (Boro Lift Unit), and GO (Greater Opportunity) Boro. After reviewing the first set of proofs staff got with Davis Marketing with their suggestions. The second set of proof include The Boro Xpress, a second rendition of GoBoro, City Connect, and Boro Connect.

City Manager Charles Penny stated this is the first time you have seen these proofs, we do not have to have a decision today. We are interested in reaction from council. The buses need to be recognizable so that people who are out and about looking for transportation can see when the bus is coming. It does make a statement; these busses represent the City so if you see something you do not like staff needs to know. An answer does not have to be today we have some time.

Councilmember Barr stated she liked the first logo Statesboro Area Transit. It's easy to read as it's going by and it's recognizable. The MOVES logo with its busy colors and the meaning is why we are putting in City Transit to make opportunities and to value everyone.

Councilmember Phil Boyum stated it needs to have the word Transit in there somewhere. The Boro Connect looks like an ad for a networking group it does not look like our buses. I wouldn't mind seeing different color combinations work with the Statesboro Area Transit, but I think transit is a key word to have in this.

Mayor Jonathan McCollar stated we need to expedite the process. Let staff figure out what is the best way for us to do it in a transparent and quick way, but if we have to come back for a meeting, we will come back for a meeting.

Mr. Penny stated staff can narrow some things from this conversation down to give you some options to look at.

Mayor McCollar stated when we come up with the final three designs, then do a City wide competition and let the citizen's vote on what they would like to see. It gets the community an opportunity to participate and buy in.

3rd Quarter Financial Report

Director of Finance Cindy West presented the third quarter financial report of Fiscal Year 2021, reviewing the revenues and expenditures in the General Fund, Fire Service Fund, Water/Sewer Fund, Stormwater Fund, Natural Gas Fund, Solid Waste Collection Fund and the Solid Waste Disposal Fund. Ms. West also reviewed the SPLOST, TSPLOST and Hotel/Motel funds from 2019 to 2020.

Presentation of the City's Annual Audit

Richard Deal with Lanier, Proctor and Deal presented the Financial Audit findings for Fiscal Year 2020 ending June 30, 2020 for the City of Statesboro. Mr. Deal showed the City had a total asset increase of six percent, total liability decrease of seven percent from the previous year. The General Fund balance represents forty-five percent of our annual expenditures and transfers out. Having a high fund balance percentage allows for a higher credit rating and allows the City to borrow at a lower interest rate. He also reviewed the net position of SPLOST, TSPLOST, Proprietary Funds, Enterprise Funds, and Internal Service Funds. The bottom line, the City is in a good financial position.

Mayor Jonathan McCollar presented the Government Finance Officers Association (GFOA) Certificate of Achievement for Excellence in Financial Reporting to the Finance Department for the 2019 Comprehensive Annual Financial Report.

Proximity Requirements for By the Drink Alcohol License

City Attorney Cain Smith discussed with Mayor and City Council the Proximity requirements found in Section 6-7 (e) of the Statesboro Code of Ordinances regulating where on premise consumption alcohol sales can occur. The proximity requirements written into our ordinance states an on premise consumption alcohol sales

cannot be within 100 yards of any church building, school building, educational building, school grounds, college building, or college campus. That makes it obvious that most of downtown would be in violation of proximity requirements. However, Section 6-5 (o) allows distance waivers to be issued for restaurants. So restaurants are allowed to receive a proximity waiver so they can operate within 100 yards of those prohibited establishments that are set out in Section 6-7. These two cited subsections were enacted in 2016 and in 2019, the City amended license classifications for on premise alcohol license to include restaurants, pubs, and bars essentially a multi-tier system. Establishments that would have previously qualified as restaurants a lot of them are qualified and required to get pub licenses. The pub licenses are not eligible for proximity waivers. Another class created was low volume and that license is also prohibited from receiving a proximity waiver. The question to you is would you like to amend the ordinance as necessary to allow for pubs, low volume establishments and/or to even allow to bars to receive a proximity waivers. Direction was given to present an ordinance amendment for first reading to allow eligibility for pubs, low volume, and bars to receive proximity waivers.

Diversity and Inclusion Presentation

City Manager Charles Penny introduced Deborah J. Walker and Thomas S. Griggs with Visions, Inc. Thomas Griggs began by introducing Mayor and City Council to Visions, Inc. stating it is a women and people of colored nonprofit organization formed in Rocky Mount, NC in 1984. Visions Inc. provides consulting services, organizational assessments, technical assistance, transition management, team and leadership capacity building, coaching and training on diversity, equity, and inclusion from a multicultural perspective.

City Manager Charles Penny stated the process for the training will begin with the leadership team and it takes time. We need this training in our organization. At this time, training staff with Visions Inc. are not allowed to travel until August. The recommendation is to wait until they can travel and be here in person for training for Mayor and Council. After that, we would come back with a proposal to begin training with our leadership team.

Response to Disasters

City Manager Charles Penny stated this item would be addressed at the Council Meeting under City Manager comments.

The meeting was adjourned at 5:26 pm.

Jonathan McCollar, Mayor

Leah Harden, City Clerk