



CITY COUNCIL OF PEACHTREE CITY
REVISED REGULAR MEETING AGENDA
JANUARY 6, 2022
6:30 p.m.

Peachtree City
Mayor & City Council
Kim Learnard, Mayor
Phil Prebor, Post 1
Mike King, Post 2
Gretchen Caola, Post 3
Frank Destadio, Post 4

-
- I. Call to Order
 - II. Pledge of Allegiance
 - III. Oath of Office Mayor and Council
 - IV. Election and Oath of Office of Mayor Pro-Tem
 - V. Announcements, Awards, Special Recognition
 - VI. Public Comment
 - VII. Agenda Changes
 - VIII. Minutes
 1. December 16, 2021 Council Meeting Minutes
 2. December 16, 2021 Executive Session Minutes
 - IX. Consent Agenda
 1. Resolution #01062022-CA1 Indemnification of Public Officials
 2. Legal Organ – Fayette County News
 3. Renewal of Insurance Brokerage Services
 4. Appointment of Public Facilities Authority Board Members
 5. FY2022 Budget Amendment- 3 Additional Public Service Employees
 - X. Old Agenda Items
 - 12-21-05 Compensation/Classification/Benefits Study Evaluation and Analysis (Rorie)
 - XI. New Agenda Items
 - 01-22-01 Appointment of Fayette County Board of Health Member- Julie Grebeck (Learnard)
 - 01-22-02 Award Bid for the Purchase of Police Vehicle Accessories (Moon)
 - XII. Public Hearings
 - 01-22-03 ~~Public Hearing – Rezoning Request – From GI to LUR – 6.4 acres on North MacDuff Parkway Adjacent to Cresswind Subdivision~~ **Applicant has Requested to Table this Matter**
 - 01-22-04 Public Hearing – Variance Request – Watershed Buffer – 169 Interlochen Drive (Cailloux)
 - XIII. Council/Staff Topics
 - XIV. Executive Session
 - XV. Adjourn

CITY OF PEACHTREE CITY
FAYETTE COUNTY, GEORGIA

OATH OF OFFICE

I do solemnly swear or affirm that I will faithfully execute my duties of Mayor of the City of Peachtree City, Georgia. I will uphold my responsibilities with integrity, dedication, and diligence to serve our citizens to the best of my ability. I will support and defend the Constitution of the United States of America, the Constitution of the State of Georgia, and the Charter of the City of Peachtree City.

I do further swear that I am not the holder of any unaccounted for public money due this State or any political subdivision or authority thereof; that I am not the holder of any office or trust under the government of the United States, any other state, or any foreign state which, by the laws of the State of Georgia, I am prohibited from holding; and that I am otherwise qualified to be a public officer according to the Constitution and Laws of the State of Georgia.

I duly affirm that I will act at all times in a manner befitting the trust and confidence placed in me by those I serve; I will take pride in all my endeavors; and will treat my subordinates, peers, and constituents with respect.

SO HELP ME GOD.

Kimberly K. Learnard, Mayor

Sworn to and subscribed before me, an officer
authorized to administer oaths, this 6th day
of January, 2022.

Judge Carla McMillian

CITY OF PEACHTREE CITY
FAYETTE COUNTY, GEORGIA

OATH OF OFFICE

I do solemnly swear or affirm that I will faithfully execute my duties of COUNCIL MEMBER, POST 3 of the City of Peachtree City, Georgia. I will uphold my responsibilities with integrity, dedication, and diligence to serve our citizens to the best of my ability. I will support and defend the Constitution of the United States of America, the Constitution of the State of Georgia, and the Charter of the City of Peachtree City.

I do further swear that I am not the holder of any unaccounted for public money due this State or any political subdivision or authority thereof; that I am not the holder of any office or trust under the government of the United States, any other state, or any foreign state which, by the laws of the State of Georgia, I am prohibited from holding; and that I am otherwise qualified to be a public officer according to the Constitution and Laws of the State of Georgia.

I duly affirm that I will act at all times in a manner befitting the trust and confidence placed in me by those I serve; I will take pride in all my endeavors; and will treat my subordinates, peers, and constituents with respect.

SO HELP ME GOD.

Gretchen Caola, Post 3

Sworn to and subscribed before me, an officer
authorized to administer oaths, this 6th day
of January, 2022.

Judge Carla McMillian

CITY OF PEACHTREE CITY
FAYETTE COUNTY, GEORGIA

OATH OF OFFICE

I do solemnly swear or affirm that I will faithfully execute my duties of COUNCIL MEMBER, POST 4 of the City of Peachtree City, Georgia. I will uphold my responsibilities with integrity, dedication, and diligence to serve our citizens to the best of my ability. I will support and defend the Constitution of the United States of America, the Constitution of the State of Georgia, and the Charter of the City of Peachtree City.

I do further swear that I am not the holder of any unaccounted for public money due this State or any political subdivision or authority thereof; that I am not the holder of any office or trust under the government of the United States, any other state, or any foreign state which, by the laws of the State of Georgia, I am prohibited from holding; and that I am otherwise qualified to be a public officer according to the Constitution and Laws of the State of Georgia.

I duly affirm that I will act at all times in a manner befitting the trust and confidence placed in me by those I serve; I will take pride in all my endeavors; and will treat my subordinates, peers, and constituents with respect.

SO HELP ME GOD.

Frank J. Destadio, Post 4

Sworn to and subscribed before me, an officer
authorized to administer oaths, this 6th day
of January, 2022.

Judge Carla McMillian

CITY OF PEACHTREE CITY
FAYETTE COUNTY, GEORGIA

OATH OF OFFICE

I do solemnly swear or affirm that I will faithfully execute my duties of Mayor Pro-tem of the City of Peachtree City, Georgia. I will uphold my responsibilities with integrity, dedication, and diligence to serve our citizens to the best of my ability. I will support and defend the Constitution of the United States of America, the Constitution of the State of Georgia, and the Charter of the City of Peachtree City.

I do further swear that I am not the holder of any unaccounted for public money due this State or any political subdivision or authority thereof; that I am not the holder of any office or trust under the government of the United States, any other state, or any foreign state which, by the laws of the State of Georgia, I am prohibited from holding; and that I am otherwise qualified to be a public officer according to the Constitution and Laws of the State of Georgia.

I duly affirm that I will act at all times in a manner befitting the trust and confidence placed in me by those I serve; I will take pride in all my endeavors; and will treat my subordinates, peers, and constituents with respect.

SO HELP ME GOD.

Mayor Pro Tem

Sworn to and subscribed before me, an officer
authorized to administer oaths, this 6th day
of January, 2022.

Terry Ernst, Notary Public

My Commission Expires:

**City Council of Peachtree City
Meeting Minutes
Thursday, December 16, 2021
6:30 p.m.**

The Mayor and Council of Peachtree City met in regular session on Thursday, December 16, 2021. Mayor Vanessa Fleisch called the meeting to order at 6:30 p.m. Others attending: Terry Ernst, Mike King, Kevin Madden, and Phil Prebor.

Announcements, Awards, Special Recognition

Fleisch presented Police Cpl. James Hughes with the Supervisor of the Quarter Award for the third quarter. Park Enforcement Officers Richard Ferguson, Jackie Craig, and Michele Rousch were honored with the October Team Award, and Grounds Department employee Ronald Grooms received the Employee of the Month honor for November.

Fleisch noted this was the last Council meeting for her, Ernst, and Madden. She reflected that this Council had left the city in far better condition than they found it, through prudent spending and reinvesting in vital projects. Fleisch said she was grateful to Council and also stressed the value of City Manager Jon Rorie. She stated that Peachtree City had institutionalized mediocrity for many years, while political inertia had led to stalemates where it was difficult to get anything of consequence done. Previous Councils had neglected infrastructure and the employees. She pointed to before and after photos of several areas to show what had been accomplished over the past 12 years.

Fleisch wished the new Mayor and Council much success and concluded with a prayer:

People are often unreasonable, irrational, and self-centered. Forgive them anyway.

If you are kind, people may accuse you of selfish, ulterior motives. Be kind anyway.

If you are successful, you will win some unfaithful friends and some genuine enemies. Succeed anyway.

If you are honest and sincere, people may deceive you. Be honest and sincere anyway.

What you spend years creating, others could destroy overnight. Create anyway.

If you find serenity and happiness, some may be jealous. Be happy anyway.

The good you do today will often be forgotten. Do good anyway.

Give the best you have, and it will never be enough. Give your best anyway.

In the final analysis, it is between you and God. It was never between you and them anyway.

Public Comment

Lauren Abi-Najm of Loring Lane thanked Council for voting to close Crabapple Lane to vehicle traffic, saying it had made a world of difference in the neighborhood. Parents felt more comfortable letting their children out to play and walk to the bus stop. She thanked Council for listening to them and being there for the residents of Peachtree City.

John Dufresne stated the Sewer Use Ordinance was enacted by Council in May, 2018. Council had the exclusive authority through their legislative powers to enact changes to any City ordinance, including this one. At its November 4 meeting, the Water and Sewerage Authority (WASA) approved amendments to the Sewer Ordinance, which it did not have authority to do. Dufresne said they should have approved a recommendation for the changes and forwarded them to Council for consideration. He said he sent an email to two WASA board members. One responded that it was presented by WASA's legal counsel, and he was sure the correct procedure would be followed. But, Dufresne noted, it had not appeared on a Council agenda, and WASA did not bring it up at its last meeting. He expected the two WASA members to take proper action.

Chip Glazier recalled that he came before Council a few weeks previously to discuss a Federal Judge's order regarding election interference in the 2018 mayoral race. He said the meeting minutes recorded that he spoke but failed to include the information he provided or an official response. He said he pressed Council for a response via email. King responded, thanking him for his concern, while Ernst called him a "piece of work" and said he "shouldn't trash people who were trying to make a difference." He said Prebor replied that it was a campaign issue having nothing to do with how the City conducted the election. Glazier noted that no one denied there was election interference. Glazier said Council became aware of the Mayor's wrongdoing when presented with the judge's order, if not sooner, but had taken no action. He commented that the citizens deserved integrity from Council, adding that they should have condemned the action with censure.

Rorie started to reply, then asked City Attorney Ted Meeker to take over. Meeker said he reviewed the materials Glazier left at the earlier meeting. He pointed out that the City was not named as a party, nor was there any question about the conducting of the election by the City. No one from the City had any involvement in what was discussed in those documents, he stated.

Agenda Changes

None

Minutes

King moved to approve the December 2, 2021, regular meeting minutes. Madden seconded. Motion carried 4-0, with Fleisch abstaining due to her absence from that meeting.

Consent Agenda

- 1. FY2021 Budget Amendment – Year-End**
- 2. FY2022 Budget Amendment – Carryforward**
- 3. Approval of Vehicle Replacement- Fire Department Brush Truck**

Madden moved to approve Consent Agenda items 1-3. Ernst seconded. Motion carried unanimously.

Old Agenda Items

None

New Agenda Items

12-21-03 Public Hearing – Text Amendment to the Administrative Variance Requirements

Meeker noted there was a revision to the agenda that was on the dais.

Since it had been a few weeks since this was first discussed, Planning and Development Director Robin Cailloux reminded Council that there had been an increase in the number of rear setback variance requests since 2020, saying they reflected changing housing needs, such as the desire for home offices or ground-level master suites for aging in place. Staff was asked to look at the ordinance and streamline the process while maintaining the character of existing neighborhoods.

There were three types of variances in the ordinance. The special exception and administrative variances were intended for requests that impacted only the immediate neighbors. Staff was suggesting they combine those two. Now, one of these variances had to go through a public hearing but did not have to meet the hardship criteria; the other went before a review committee consisting of Cailloux, the City Manager, and a Council member. Staff proposed combining both types into the

administrative format, keeping all the existing standards, while adding two new types of requests to which this could be applied and some additional criteria.

One addition would be a rear zoning setback request that did not extend to more than 50% of the setback. In Peachtree City, the greatest rear setback was 30 feet, so this request could be for no more than 15 feet. The addition or new structure must be composed of similar exterior materials, color, and roof pitch as the primary structure. An applicant must also provide letters of support from all adjacent property owners and the homeowners association (HOA), if one existed.

She said the City Attorney had requested an addition regarding fence regulations. Right now, the special exception applied to fence height when there were concerns about safety and security, but that definition had no limitations. There was no definition of safety and security and no limitations on fence height. They had added a maximum height that could be requested under this type of variance as well as a definition of safety for pool barriers related to international building codes.

The Planning Commission had held a workshop on this. Some members of the public voiced that they felt all variances should go through a public hearing. Some of the Planning Commissioners noted that this change could improve communication between neighbors. Right now, letters of support from neighbors were not required; the Planning Department simply posted a notification sign on the property.

Staff recommended approval of this amendment to the ordinance.

The Mayor opened the public hearing. No one wished to speak in favor or in opposition, and she closed the public hearing.

King stated that he had no issues with the variance. Madden said he was in favor of streamlining the process.

Ernst moved to approve New Agenda item 12-21-03, Text Amendment to the Administrative Variance Requirements. King seconded. Motion carried unanimously.

12-21-04 FY2021 Year-End Financial Update

Rorie said they would be talking about Agenda item 12-21-06, Project Recommendations, as they went through this update.

Finance Director Paul Salvatore said they did this update every year to show how the last fiscal year, which closed out on September 30, ended. These were unaudited numbers, but Salvatore said he felt they were fairly accurate. He began by reiterating that the City's budget policy said new services could not be added unless an ongoing funding source was identified through increased revenues or a reduction in expenses.

They budgeted very conservatively for fiscal year (FY) 2021 due to uncertainties surrounding the impact of COVID-19. However, revenues came in higher than expected, but there were many vacancies and recruitment difficulties, especially in Public Safety. They were having to deal with supply chain issues and inflation. In July, the City received the first half of the funding from the American Rescue Plan Act (ARPA), which was \$6,760,492, and would get the other half in July 2022. In the end, he concluded, the impact was not as severe as they had anticipated, and they were proceeding with guarded optimism.

Salvatore presented the revenues in the adopted budget, the actual revenues, and the amount over and under the budgeted predictions. Due to higher-than-expected revenues, they finished the year with a surplus. The budget estimated revenues of \$37,503, 053, but \$41,787,149 was collected, resulting in an overage of more than \$4.2 million, mostly from Local Option Sales Taxes (LOST) and some other taxes, such as franchise taxes, cold beverage tax, and insurance premium tax. Investment income was way down, but that was expected, Salvatore noted. Intergovernmental funds appeared to be short, but that was because some of it was moved out of the General Fund and over to Capital Improvement Projects (CIP).

They were almost spot-on with the budget on the expense side, but Salvatore said they made adjustments throughout the year to add to that.

When the actual revenues and expenses were compared, it showed about \$3.2 million in revenue over expenditures. The adopted budget called for using about \$1 million in cash reserves, but they increased cash reserves by \$3.2 million. That is why there was a favorable budget variance of \$4.2 million. When the \$3.2 million was added to the existing cash reserves, it came to about \$24,769,000. They already had some commitments against that for FY 2022, which Salvatore listed. They used \$500,000 to balance the 2022 budget and had carryovers of \$369,000, mostly because of the supply chain issues that meant those purchases were delayed until after the year end. The 5.2% Cost of Living Adjustment (COLA) accounted for \$827,000, and they used \$490,000 to pay off a loan from 2009. The net uncommitted reserve balance ended up at approximately \$21.8 million, or 51%.

This was reflected on the five-year financial model and had been adjusted for FY 2022 to end with a 52% reserve balance, but that depended on what budget adjustments would be needed. The model showed that the uncommitted reserve funds were well-above the 31% policy each year through 2027, even though they were spending from it.

Rorie talked about some financial matters on the horizon, saying they needed to not only look at where they were, but at where they were going. The cities and the County had service delivery agreements that were negotiated every 10 years. They did this two years ago. The idea was to pin down who provided what services so there was no double taxation and services were provided in the most efficient manner. Even though they were just two years into the current agreement, it might be beneficial to revise that agreement at the same time they began LOST negotiations, which also had to take place every 10 years to decide how LOST revenues were divided between the cities and the County. They had to enter negotiations by July 2022 so the new agreement could take effect in January 2023. The items on the financial model could be impacted by those agreements.

Renewal of the Special Purpose Local Option Sales Tax (SPLOST) was another piece. They were currently operating under the SPLOST approved by voters in 2017, but that would expire in January 2023. A renewal needed to happen in November 2022 or through a special election in March 2023. Rorie recommended they push for this to be on the November ballot.

They would be making a recommendation on distributions of the ARPA funds to the new Council that would take over in January. The recommendation would be to dedicate 64% to sewer infrastructure, 31% to stormwater infrastructure, and 2.5% to employee wellness/pay. There were restrictions on how those funds could be used, all relating to infrastructure. They had applied for State ARPA funds for stream maintenance and restoration projects relating to Lake Peachtree.

Another horizon issue was intersection improvements to accommodate the new Booth Middle School. It was currently accessible by a residential street, Carriage Lane, and a private gravel road, Stagecoach Road. They had talked with the Georgia Department of Transportation (GDOT) about a

partnership for some type of intersection improvement at Carriage Lane and SR 54 East, but there was no money available. They would have to figure out if there was a demand, what should they do, and how would they pay for it? He did not know if they could do that through a partnership with GDOT and the Board of Education. In its current state, Stagecoach Road could not be used for in and out vehicular traffic as well as golf cart traffic. The cost to improve it would easily eclipse a million dollars. Rorie said he was talking to the School Superintendent about this, and it did not matter if you supported the new school or not— it was being built, and they would have to deal with it.

Implementing the pay study was another horizon issue. They would discuss that in detail in a few minutes, Rorie said. Salvatore had talked about recruitment and retention strategies utilized over the past year. Every Public Safety officer over the past two years had been advanced roughly \$4,000. All other employees received additional COLAs as well as a 5.2% COLA. That totaled a point of departure from the previous budget by about \$840,000. Staff had moved forward with the recruitment and retention strategies related to degree completion and the career development program, along with adjustments in the base pay.

During the pandemic, every department was asked to reduce expenses by 2%. There was an expectation that all departments come in at least 2% under budget, so this was asking them to finish 4% under budget. One of the areas cut was the right of way crews from Public Works, which lost a position. Rorie said that had hurt them tremendously. They were depending on part-time and temporary employees, but they were had to find. Public Works staff was having to assist Keep Peachtree City Beautiful (KPTCB) because they did not have enough personnel. One of the City's main jobs was to mow the grass and pick up litter, so they were requesting three additional Public Services employees for about \$180,000.

The goal for the fund balance was to retain \$1 million per year for five years. The idea behind that was to be able to respond to recessionary cycles so they could maintain what they had. The point of the 2017 SPLOST was to recover on the infrastructure deficit. Staff had made the necessary reversions to put them in the position they were in. Rorie said it was his responsibility to present a budget each year, and he recommended they create these three positions in Public Services. Using the reserve funds was not deficit spending; it could be an appropriate strategy to use cash reserves.

King moved to approve the addition of three Public Services employees as stated. Prebor asked if this was separate from the pay study? Rorie said it was. Ernst seconded. Motion carried unanimously.

They were able to hire those three employees, Madden remarked, because of the sound fiscal policies practiced during the pandemic. Everyone should understand that 31% in reserves—and they had 50%—was the least they could have and get the best bond rating. That meant that when Peachtree City borrowed money, they could get the absolute best rate.

Fleisch thanked Salvatore for the report and asked him to repeat something that had been stated often during the past year; Peachtree City was in the best financial position it had ever been in, Salvatore affirmed.

12-21-05 Compensation/Classification/Benefits Study Evaluation and Analysis

Rorie said this topic would take a while to explore and, at the end, they would make a recommendation for another \$650,000 in expenses. They would be discussing service delivery strategies. Council's role was to provide a vision, and Rorie's was to implement it. He had to figure out how to make those budget allocations fit together to do that. It came down to these categories: personnel, operations, supplies, and capital. The end result was to produce a satisfactory quality of life, but everyone had a different idea of what that was.

He showed a pie graph from the 2021 budget book that broke down the service delivery strategy into expenses by account category. They needed to look at what showed up on the books as an asset or a liability. Everyone agreed that employees were an asset; nothing could get done without employees. However, 57% of the budget went to personnel costs. The employees provided service to the community, and it was important that they be adequately, equitably, and appropriately compensated. That included benefits, not just pay checks.

Looking at compensation from a historical perspective, Rorie stated that for the five years from 2004-08, employees received a 2% COLA and up to a 4.5% merit increase, but that became unsustainable. From 2009-11, there were no increases. The City had not recovered from its sales tax loss in the Great Recession. It took until 2017 to break even again. In 2011-2013, there was a 2% one-time bonus in lieu of an increase. A 2% COLA was approved in 2013-14.

In 2014, a pay and classification market study was commissioned with the goal of providing a compensation program that was fiscally sound, equitable, and competitive in the marketplace. Rorie recalled that the night they adopted the compensation plan, the walls of the Council chamber were lined with Public Safety employees. He called this "totally inappropriate," saying intimidation was not the right approach.

At that time, they adopted what the report called "salary scale B." Scale A was 10% higher, while C was 10% lower. B put them in what was considered the average percentile. Rorie showed a bar graph titled "equity adjustments" and said that when he was preparing to present his first budget in June 2015, he created a spreadsheet and put in the name of every employee. After adoption of the 2014 compensation plan, every employee got a 2%, 4%, or 6% bump in their pay, dependent upon their length of service.

Why did they base the increases on time, Prebor asked, if it was to catch up with the job market? Rorie said he agreed, but they had to move people within the scales because if you just moved them from the minimum, you created compression. At that time, 43% of the employees got a 6% increase, while 36% were eligible for the 2% raise. Rorie said he was opposed to raising pay just because someone had been on the job a long time. They should reward merit or added value, not just the length of time of employment.

For example, Rorie said \$30,000 was the minimum pay, and they were looking at raising it to \$32,000. Some of the employees in that grade already made \$32,000, while others were making \$30,000. Moving those lower-paid employees up collapsed the scale. After the 2014 compensation study, he found that 72% of the employees were below the mid-point. They had to look at how people fit into that range penetration. They had to deal with that compression every year and look at each employee. The 2014 study found that 7.2% of employees were making above the maximum salary. They did not cut their pay, but they froze it.

Prebor again mentioned that a job should just pay the stated salary; an employee should not get more money just because they had been there a long time. They got more vacation; should that not be enough? Rorie said it was a question of balance.

In 2015-16, there was no pay increase. In 2016-17, again there was no increase, but everyone got a \$300 performance incentive. They were able to do a 3.5% COLA in 2018-19; the COLA was 2.5%, but they rolled it up another 1% because they were looking at the long-range penetration and how it would look in the scales. The next year, there was a \$2,500 market adjustment for all Public Safety

sworn officers and fire fighters. Salary grades 13PS through 25PS were created for market adjustment. All employees saw a 1.8% COLA.

There was a 1.5% COLA in 2021, and the salary scale was adjusted for that. Merit increases were bumped up to \$1,300. Education adjustments of \$1,000-\$2,000 were implemented. They increased the Career Development Program (CDP) from 1% to 3%. Sign-on bonuses of \$2,000-\$3,500 were implemented, and all sworn officers and firefighters saw a \$1,500 market adjustment.

This is where they were now, Rorie stated. By policy, they should have done a compensation study two years ago. It was called for every five years, but they waited because of the uncertain conditions brought on by the pandemic. Now that they had the historical perspective from the last 18 years, Rorie said he would turn to the representative of Management Advisory Group (MAG) to present the findings.

Human Resources and Risk Management Director Ellece Brown stated that since they had had difficulties recruiting and retaining employees, especially over the past year, and it had been seven years since the last compensation and benefits, a request for proposal (RFP) was put out in July. Seven consulting organizations responded, and they awarded the contract to MAG. The study began in October. She introduced MAG's Dr. Donald Long to share the findings.

Long said his company was founded more than 20 years ago and had conducted hundreds of these studies in 40 states. The study included all City positions. They looked at the market and at competitors to ensure that Peachtree City was competitive. They wanted to make sure that positions performing similar work were classified at the same level. They wanted to achieve internal equity and external competitiveness. They had developed a competitive compensation structure and some best practices to guide policies in the development and administration of a compensation plan. The scope of the study included 275 positions in 98 job titles. They also looked at benefits to determine if they were competitive.

The first step was to capture information about employees, such as names, titles, and current pay. They talked to Staff about areas where there were recruitment or retention issues and gathered salary and compensation data from competitor organizations. Employees were asked to complete online questionnaires related to their jobs, and Long said they did a wonderful job in explaining the nature of their work. Long said they had developed and were recommending changes to support a competitive compensation system. His company also had developed software that could calculate options for implementation of compensation studies. There were a number of ways to approach implementation, he stated. Internal equity was how the different positions related within the organization, while external equity involved the market. They had developed proposed salary schedules and had provided calculations on an implementation option.

He presented a list of the other cities and counties that were considered in the market review. Some were not as progressive, while others were more progressive, but it was a moving target. Long said they were seeing a very interesting process going in Public Safety, especially, over the last year or two. The information they captured from the 16 other governments was used as a guide in setting salary structure. Overall, they found that Peachtree City lagged the market slightly, but there were certain positions that were further behind. These included lieutenant and battalion chief in the Fire Department, purchasing agent, and city engineer. The market told them that the ranges from minimum to maximum were about 56%, but Peachtree City's were 48%. The City's overall structure was set at approximately the 85th percentile, which put them in a competitive position.

MAG had developed a unified plan for all position titles. There were some agencies that had separate plans for Police, Fire, or general employees. In this unified plan, all 98 job titles were assigned to a level in the overall structure, with 33 grade levels and a range width of 55% from minimum to maximum. Long said the implementation approach identified in the report was called Range of Penetration. The criteria in the software was set to suggest that they retain the same percentage of penetration. If a person was halfway through their current range, for example, the implementation cost MAG identified would place them at the same level.

Of the 275 positions, 68 were below the recommended minimum, and it would cost about \$145,000 annually to ensure that each person was at least at the minimum of the recommended range. The annual equity adjustments would cost about \$912,000, for a total of just over \$1 million each year. The change in total payroll would be 7.13%. Long again stated there were a number of ways to implement a new pay and compensation plan, and this was one that was within the normal range. Many agencies did this.

MAG also made some recommendations, that Long called "best practices," on various policies related to administering a compensation plan. The report went into detail, he stated, on reclassification, promotions, lateral transfers, temporary assignments, and hiring, among other topics.

The study found that Peachtree City was in a competitive position in terms of benefits. Long said they had some minor recommendations. In terms of benefits as a total percentage of compensation, Peachtree City was a little above average. MAG felt that the benefits plus the base salaries put Peachtree City in a market-competitive position.

MAG's calculations showed that it would take \$1,058,215 spread among all the positions to implement their recommendation. Starting salaries were competitive for all positions, although Public Safety was a moving target. Overall, Long concluded, Peachtree City was market-competitive in base salary and benefits, and this supported the City's goal of being an employer of choice.

Rorie said he started with the historical perspective and context was because, while MAG did well and did exactly what they were asked to do, MAG did not produce a budget. Staff had spent a lot of time going over the findings, and Rorie said they again went over everyone's position and had come up with an alternative pay plan that he was going to recommend. They had considered where everyone was in terms of grades and scales. They did not want to create inequities or compression; they wanted to ensure that employees were fairly and equitably compensated across the board.

Brown and City Clerk Yasmin Julio had spent a great deal of time looking at the numbers, Rorie continued, and he asked Brown to review the modified plan they were going to recommend.

This period of time had been dubbed The Great Resignation Era, Brown noted. Nationwide, there was a downturn in the number of job applications received. She recalled that when she first came to Peachtree City, they would get hundreds of applications for one posted position. Now, they might get 10 and not all would be qualified. The public and private sectors were competing to attract good employees. She noted that Hobby Lobby had just raised its minimum pay for full-time employees to \$18.50 per hour. Those were not highly skilled positions, but, when multiplied by 40 hours a week, the pay came to \$38,480 per year. Brown said the City had five salary grades, and 12 job titles, with starting pay below that.

It was hard to compare benefits, Brown continued. The organizations that responded to the MAG survey offered a variety of health insurance. It might be a health maintenance organization (HMO), a

point of service (POS) plan, a preferred provider organization (PPO), or a high deductible health plan (HDHP). The majority were self-funded, but there were two that were fully insured.

They looked at what employees in three organizations in Fayette County paid. An employee with single coverage in a PPO paid \$750 annually in Peachtree City; in Fayetteville, they would be paying \$926.90 starting in January. Fayette County offered a POS, and premiums for a single person were \$1,632.28. Family coverage was \$1,878 in Peachtree City; \$2,966.60 in Fayetteville, and \$5,451.68 in Fayette County. Brown said if an employee wanted to leave Peachtree City to make more money with the County, she hoped they would consider that they would be paying almost \$3,600 a year more for their family's health insurance.

Nine respondents offered some type of retirement plan, with 33% having a defined benefit (DB) plan, and 78% offering a defined contribution (DC) plan. Some offered a combination of both, similar to Peachtree City's.

In Peachtree City's DB and DC plan, the formula that determined the pension amount the employee would receive used a 2% multiplier. In 2017, employees began to contribute 2.25% of their pay. There was a five-year vesting period, so if someone left before five years, they would not receive a pension, but they would receive their contribution. Fayetteville's DB and DC plan had a 2.5% multiplier and required a 3% contribution. There was also a five-year vesting period. A Fayette County employee must choose between a DB or a DC plan. The DB plan had a 2% multiplier, a 5% employee contribution, and 10-year vesting.

Peachtree City also offered a 457 plan, similar to a 401k plan. Both Peachtree City and Fayetteville would match 50% of the employee's contribution up to 2% of their salary. Both offered immediate vesting. Fayette County's 457 plan required employees to contribute 5% in order to receive the 2.5% match. They were vested after five years.

The study showed that Peachtree City had competitive benefits in virtually every metric reviewed, including vision, dental, life, disability, and health insurance.

The study was 160 pages long, Brown disclosed, so they were just going to review a few examples. They had selected three sample positions. The first was a certified police officer at grade 14PS in Peachtree City. She showed the minimum, midpoint, and maximum salaries in all the responding organizations. There was variety, and Public Safety salaries were a moving target. Brown said when Sandy Springs responded to MAG, their minimum salary for a police officer was \$46,176. The midpoint was about \$60,000 and the max was around \$75,000. But, since then, Sandy Springs had approved a pay raise for their officers and sergeants. A new recruit would start at \$52,641. After completing the Field Training Program, they would be raised to \$55,414. Brown said that is what they meant by a moving target.

Rorie said they knew about this in October when they agreed to movement in police salaries. All the metro area agencies were making moves. They were waiting to see what Peachtree City did. However, they knew Sandy Springs' salaries, but what was the benefits package?

In South Fulton, a certified police officer started at about \$45,000 with a maximum of about \$67,000 at the time of the MAG survey. Now, that had changed to a minimum of \$52,000 and a maximum of \$78,000.

Fayette County had just approved a 19% increase for Public Safety employees. An EMT and Sheriff Deputy's starting pay had moved from \$42,117 to \$50,117. Paramedics went from \$48,800 to \$58,000. Fayetteville had also contracted with MAG for a study but had not received the results. However, Brown said they felt certain they would be instituting increases effective in January, 2022.

To show how the alternative plan worked out, Brown presented a spreadsheet showing the salary for Grade 14PS. The current minimum was \$47,800; the midpoint, \$58,500; the maximum, \$69,300. MAG proposed the new range to be \$49,000 at the minimum, and \$76,000 at the maximum. The difference between the minimum pay was 2.74% for the positions in 14PS; the percentage would be different for every salary grade. Brown explained that the spreadsheet they had created had names and the current and proposed salaries. If someone was below the minimum, they would be raised to the minimum.

She showed the salaries for Firefighter/EMT in Peachtree City and in the organizations that responded to MAG. MAG said the positions were in salary grade 110, which included some positions they had in 14PS and 16. New employees would move to the minimum. Others would see either a 2.74% increase or a 2.2%, depending on the current salary grade.

Maintenance Tech I was the last position Brown reviewed. They were all hired as level I, no matter their skill set. There were criteria they needed to meet to progress to Maintenance Tech II or III, including written exams and proficiency tests. She showed how it would impact salary grade 10, which included other titles than Maintenance Tech I, such as Library Assistant. MAG said the minimum salary should change from \$35,872 to \$36,655, a difference of 2.18%. Individuals in that grade would be brought to the minimum if they were below it, then raised by 2.18%.

The current payroll, Brown reported, was approximately \$14.8 million. It would cost a little more than \$1 million to implement the pay plan MAG devised, with a change of 7.14% to the payroll. Staff was proposing a modified plan that would still implement the new salary grades so they could recruit qualified candidates. The cost would be \$597,000, a difference of 4.02% in the payroll. The total implementation cost would be around \$650,000, which included changes in payroll, changes in Social Security and Medicare, as well as in the pension plan.

It was never just that simple, Rorie mused, pointing out that changes in salary required changes in other areas.

Madden recalled that one of the first slides said there would be a \$1.1 million cost to the payroll to get them to the 85th percentile. The \$650,000 would not put them in the 85th percentile; it would put them in about 75th or 78th.

Rorie said a lot of factors came into play. They were not recommending a move to the 85th percentile. At best, they were talking about somewhere in the 65-70% range with this modified plan. It was all part of the compensation philosophy. Right now, they were above average with benefits, but that would erode over the years.

He went back to the Maintenance Tech I position, drawing Council's attention to how it went from \$35,872 minimum to \$36,655. By comparison to the private sector, Hobby Lobby would be at \$38,000. What would you rather do? Get on a lawnmower in 90-degree weather for \$36,000 or work in a controlled climate for \$38,000? Prebor said insurance might make the difference. Rorie noted that they could not be all things to all people at all times. There would always be people who thought they should do more.

At the end of the day, they had to develop a plan of action that cobbled together personnel, operations/supplies, and capital to produce results to provide services for the community. They had to compete with the private sector, the public sector, neighbors to the north, neighbors to the south, those within a 30-mile travel distance. There were a lot of pieces. He reflected that many employees probably thought they would never get benefits from Social Security. Rorie said he thought they would, but the contribution might have to be raised 1%. They could not focus on just the present; they needed to look at these horizon issues.

They had taken the liberty of assuming Council would approve the three new Public Services employees, Rorie noted, and, if the pay study was implemented as recommended with the three new employees, the reserve percentage in the budget would decline. They did not modify any revenue streams, but all they could control was expenses.

Rolling out the pay study at \$650,000 was a lot of money, but Rorie recommended they move forward with this modified plan recommended by staff. However, he cautioned, it might not be good form to do it that night. No matter what they did, people were going to say they either should or should not have waited for the new Council to take office. Rorie said he could not tell them what to do, but he could say that he felt this plan was fiscally responsible and equitable. If they adopted it that night, the soonest it could be implemented would be Feb. 1.

King remarked that this Council had a history of tackling issues head on and not kicking the can down the road. He said he would like to approve this now. The next Council could change it if they desired. He said bringing Peachtree City to the 70th percentile should be sufficient. Some of the cities polled would be places many employees would be hesitant to go to, King commented. At the 70th percentile they could offer a good DB plan, a competitive salary, and just to move, say to Fayetteville, did employees really want to pay \$1,600 more in health insurance? He did not think so. Over the last few years, they had made good decisions in getting people in leadership positions, whether that be the Police Department, the Fire Department, the City Manager or so on. They had created an atmosphere of people wanting to be here. For that reason, he concluded, he was ready to go ahead and act.

Prebor said he was not.

Fleisch asked if the new Council had been briefed on this? Rorie said only the current Council had the information. The Mayor said she agreed with King, but she also thought the new Council had to learn and perhaps should make the decision. She said she wanted to think it over.

This was a lot of information to take in and make a big decision on, Prebor stated. This was the first time they had gotten all this information, and it was a lot to consider. He was not ready to vote.

Ernst said it was not the first time they had heard this, but Prebor said it was the first time they had seen this study. Ernst agreed but added that they knew what was coming. They all wanted to get good employees, Prebor commented, mentioning the struggles his own company was having, but said he would tell the next Council that they needed to see how all this shook out. The difficulty in attracting employees was a nationwide problem. This was a big decision that would take a lot of thought.

Madden confirmed that Feb. 1 was the soonest it could be implemented and noted that the new Council took over Jan. 6. They would need time to get this information, but could they vote on it at the second meeting in January and still have time to impose the plan? Brown said it would have to be implemented in March, if that was the case.

Fleisch said the new Council members could be briefed before the end of the year.

Madden said he agreed they must make tough decisions and not kick the can down the road, but in the past quarter there had been a large COLA increase for all employees and bonuses for first responders. An increase of \$650,000 to the budget should be something the new Council should discuss and decide.

That was a good point, Fleisch responded; it would be different if they had done nothing about compensation for the last few months. She had not kicked anything down the road, but because this was on the cusp, she said she would feel better letting the new Council decide.

Ernst said he joined the Council eight years ago, and the previous Council made decisions as they were walking out the door. He had worked for the City for 28 years—20 with the Police Department and eight on Council. This was something that needed to happen, and he did not want to put that decision on a new Council.

Ernst moved to approve New Agenda item 12-21-05, Compensation/Classification/Benefits Study Evaluation and Analysis, but Meeker said the motion should not be phrased like that and asked Ernst to withdraw it. Meeker asked Brown if there was a recommended phrasing?

Brown read: "Council approve the proposed modified employee pay plan as presented by staff", and Ernst made the motion. King seconded. Motion was denied 2-3, with Ernst and King voting in favor, and Fleisch, Madden, and Prebor voting in opposition.

Madden moved to continue the Compensation/Classification/Benefits Study Evaluation and Analysis to the next Council meeting. Prebor seconded. Motion carried 3-2, with Fleisch, Madden, and Prebor voting in favor, and Ernst and King voting against.

King raised a point of order: was it not a decision of that Council that only the approving side could bring it up in six months? Meeker pointed out that the first motion failed.

Council/Staff Topics

King said he would like to thank the three members of Council who were leaving that night. Madden had served four years; Ernst, eight, and Fleisch, four years on the Council and eight as Mayor. He noted that they had not always agreed on everything, but they were able to disagree without being disagreeable to one another.

King presented some photos of some of the major projects they had accomplished: the splash pad, the Gateway Bridge, the award-winning spillway at Lake Peachtree, Drake Field. The whole city looked better, King continued, and the employees and residents were proud of that. He pointed to the Community Garden as an example of where they got a lot of flak, but the new location turned out to be better. He thanked the Mayor, and Rorie, for their work.

Prebor added his thanks. He said you heard a lot of complaints, but when he spoke with people in the community, 99% were happy about the town.

It had been an honor and a privilege to serve for the past eight years, Ernst remarked.

Madden said it had been a joy to have spent four years working with Council and the dedicated staff. It was remarkable what they had been able to accomplish.

King presented Fleisch with a plaque, saying she had truly left the City a better place than what she found it.

This Council had worked well together, Fleisch remarked. They were not elected to be family, but she felt they had truly become so close.

King moved to convene in executive session to discuss pending or potential litigation at 8:53 p.m. Ernst seconded. Motion carried unanimously.

Madden moved to reconvene in regular session at 9:07 p.m. Ernst seconded. Motion carried unanimously.

There being no further business, Madden moved to adjourn the meeting. Ernst seconded. Motion carried unanimously.

The meeting adjourned at 9:07 p.m.

Martha Barksdale, Recording Secretary

Vanessa Fleisch, Mayor

CITY OF PEACHTREE CITY

INTEROFFICE MEMORANDUM

TO: Mayor and Council

VIA: Jonathan N. Rorie, City Manager ✓

FROM: Yasmin Julio, City Clerk ✓ (h48)

DATE: December 29, 2021

SUBJECT: Consider Annual Indemnification Resolution
January 6, 2022, City Council Agenda

Recommendation:

That Council adopt the attached resolution indemnifying City elected and appointed officials (except officials of authorities) and employees.

Discussion:

Each year, Council adopts a resolution indemnifying officials and employees and agreeing to defend and pay judgments rendered against them for acts or omissions performed or neglected to be performed by them in the course of their employment or association with the City. This indemnification does not apply to individuals who act outside of the scope of their duties or authority, or act oppressively, maliciously, corruptly, or without authority, nor does it apply to City authorities that function autonomously and have their own liability coverage.

Budget Impact:

Other than as outlined, legal representation for this type of claim is included under the umbrella of the City's Liability Insurance Policy.

Attachment

COUNTY OF FAYETTE
CITY OF PEACHTREE CITY

RESOLUTION # 01062022-CA1

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF PEACHTREE CITY
REGARDING POTENTIAL LIABILITY OF CITY ELECTED OFFICIALS,
APPOINTED OFFICIALS AND EMPLOYEES**

WHEREAS: The City of Peachtree City is a municipal corporation duly chartered and incorporated by the State of Georgia; and,

WHEREAS: As a result of certain decisions by State and Federal Courts, elected and appointed officials and employees of the City may be subject to suits seeking to hold these persons personally liable for damages; and,

WHEREAS: Elected and appointed officials, employees, and other individuals may be subject to formal complaints under the City Code of Ethics; and

WHEREAS: The City Council deems it to be in the best interest of the City to indemnify, defend, and protect City elected and appointed officials and employees from certain liability.

NOW, THEREFORE BE IT RESOLVED THAT:

The City of Peachtree City shall indemnify, defend and pay any and all judgments rendered against any City elected official or appointed official (with exception of officials of authorities) or employees for any and all suits brought against them for any acts or omissions performed or neglected to be performed by them in the course of their employment, or association with the City.

The City of Peachtree City shall provide legal counsel to any elected official, appointed official, employee, or other individual who is investigated under the City's Code of Ethics (with the exception of officials of authorities) for representation before the Hearing Officer, the investigation conducted by the Hearing Officer, and any action taken by Council. Such legal counsel shall be selected by the individual requesting representation and be reimbursed by the City at a rate not to exceed the approved hourly rate of the City Attorney plus 20%.

The indemnification shall not apply to those individuals who acted oppressively, maliciously, corruptly, or without authority of law as defined under O.C.G.A. §36-33-4.

The resolution shall remain in full force and effect until such time as it may be amended or repealed by a subsequent resolution of the City Council.

SO RESOLVED, in open session assembled pursuant to law, this 6th day of January, 2022.

Kim Learnard, Mayor

Philip E. Prebor, Post 1

Mike King, Post 2

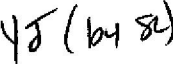
Gretchen Caola, Post 3

Frank Destadio, Post 4

ATTEST: _____
Yasmin Julio, City Clerk

CITY OF PEACHTREE CITY

INTEROFFICE MEMORANDUM

TO: Mayor and Council
VIA: Jonathan N. Rorie, City Manager 
FROM: Yasmin Julio, City Clerk 
DATE: December 29, 2021
SUBJECT: Designation of City's Legal Organ
January 6, 2022 Consent Agenda

Recommendation:

That Council again designate the *Fayette County News* as the legal organ for the City of Peachtree City.

Discussion:

Each year, the City of Peachtree City must designate the official legal organ in which notices of public hearings, millage rate, and other notices required by state law and City Ordinance will run.

County legal organs are designated by the Probate Court Judge, Sheriff, and Superior Court Clerk, and the newspaper must have a paid circulation component. Although municipalities have more latitude in designating their legal organ, state law stipulates that certain municipal ads continue to run in the County legal organ. The designated Fayette County legal organ for 2022 will remain the *Fayette County News*.

As the long-time legal organ of both the County and Peachtree City, the *Fayette County News* is the publication that residents associate with legal ads, and in which many local ads would continue to run.

Staff is recommending that the City again designate the *Fayette County News* as the legal organ for 2022 to ensure correct placement of legal ads, to maintain the lowest possible expenses for the City, and to provide a single source for the community to access legal ads.

Budget Impact:

Because it is a continuation of an existing rate for budgeted expenditures, appointing the *Fayette County News* as the legal organ would have no budgetary impact.

CITY OF PEACHTREE CITY

INTEROFFICE MEMORANDUM

TO: Mayor and City Council

VIA: Jonathan N. Rorie, City Manager *JR*

FROM: Ellece Brown, Director, HR & Risk Management *EB*

DATE: December 28, 2021

SUBJECT: Renewal of Insurance Brokerage Services
January 6, 2022, City Council Meeting

Recommendation

That Council approve the Brokerage Service Agreement with McGriff Insurance Service, Inc., for calendar year 2022 for the amount not to exceed \$47,500.

Discussion

McGriff Insurance Service, Inc., has proven to be a tremendous asset to the City in monitoring and evaluating the various insurance and wellness benefits that we offer to our employees. The professional services that McGriff Insurance Service, Inc., has offered to the City include:

- Thorough monthly analysis reports provided by McGriff enable staff to track our actual vs. budgeted expenses to consider mid-course corrections if appropriate.
- The semi-annual and annual plan reviews that McGriff presents to staff and the level of detail and expertise that they provide to discover behind-the-scenes strategies to assist in keeping the cost of health care and benefits at an affordable level in this economy are extremely comprehensive and full of insight.
- The annual negotiations with the insurance providers have resulted in below-market increases to the City.
- The information, knowledge, and expertise that the McGriff staff provides regarding changes to legislation that impact health care and benefits are very comprehensive and timely.
- The level of customer service that McGriff offers is outstanding, not only to HR and Financial Services staff, but also to employees directly when a claim has to be taken to their level for resolution. The McGriff staff is truly an advocate for the City of Peachtree City.
- The level of professionalism that the McGriff Graphics Department provides to us is exceptional.

Staff believes that McGriff is a proven partner in Peachtree City's professional services line-up. Therefore, staff is requesting that the previous agreement be extended for one (1) additional

year. (See attached 2022 Brokerage Service Agreement.) The continuity provided by this extension during this challenging time of changing legislation will be very prudent. McGriff has agreed to lock in their annual fees at the same rate of \$47,500. FYI, McGriff has maintained their annual fees at the same rate since our partnership began with them in 2008. They have been a true partner with Peachtree City during the years.

Budget Impact

There will be no additional budget impact from this renewal.



Brokerage Service Agreement

THIS BROKERAGE SERVICE AGREEMENT (this "Agreement") is between **MCGRIFF INSURANCE SERVICE, INC.** ("McGriff") and **THE CITY OF PEACHTREE CITY, GEORGIA** (the "Client").

The Client and MCGRIFF agree as follows:

1. Client appoints MCGRIFF as the Client's insurance broker of record in order to solicit, negotiate and service insurance policies for the Client for the coverages described on Exhibit A hereto (Insurance Placement). Client also desires for MCGRIFF to provide the employee benefits consulting services described on Exhibit B hereto (Employee Benefits Consulting Services). Both Exhibit A and B are attached to and made a part of this Agreement.
2. The Client will provide MCGRIFF with all information necessary to enable MCGRIFF to provide Insurance Placement and Employee Benefits Consulting Services.
3. MCGRIFF agrees to perform the services described in this Agreement in a professional and timely manner.
4. The parties agree and understand the Client is not under any legal or other obligation to purchase any insurance product through MCGRIFF in its capacity as either a producer or consultant, and that the purchase of any insurance product or employee benefits consulting services is purely voluntary by the Client.
5. Remuneration:
 - A. The Client will pay MCGRIFF a fee in the amount of \$47,500.00 (the "Fee") for Insurance Placement and Employee Benefits Consulting Services. The Fee may be refundable, in whole or in part, in accordance with Section 10 of this Agreement.
 - B. The Fee will be payable upon receipt of an invoice by the Client.
 - C. If MCGRIFF receives commission (including Tier II commissions) from one or more insurance companies and/or intermediaries for the placement of insurance policies for the coverages described on Exhibit A (a "Commission"), the Fee will be reduced by the amount of such Commission. Final adjustments to the Fee amount will be made by MCGRIFF after the determination and receipt by MCGRIFF of all Commissions, net of any adjustments pursuant to any audit, endorsement, accounting reconciliation or other applicable business process.

D. The Client acknowledges that:

- i. receipt of such Commission constitutes remuneration of MCGRIFF for placement of the applicable insurance policies;
- ii. the remaining Fee does not include remuneration of MCGRIFF for placement of the insurance policies for which MCGRIFF receives Commission; and
- iii. the remaining Fee is separate from and in addition to any such Commission.

E. With respect to Insurance Placements and/or Employee Benefits Consulting Services undertaken on behalf of the Client that are not contemplated by this Agreement, MCGRIFF may be compensated pursuant to a separate Broker Service Agreement or by the insurance companies and/or intermediaries utilized in such Insurance Placements. MCGRIFF will make information regarding such Agreements and compensation available to the Client upon request.

- 6. With respect to any insurance placement or employee benefits consulting services for which MCGRIFF's compensation is fee-based in whole or part, MCGRIFF will not execute or accept any monetary compensation pursuant to any (1) market service agreement, (2) placement service agreement, or (3) agreement providing for any bonus, override or contingency that would be received from any type of intermediary or insurance company. Further, MCGRIFF will instruct all insurance companies to exclude insurance policies from any contingency agreements, bonuses and overrides if MCGRIFF receives a fee for placement of such policies. This does not preclude MCGRIFF from accepting non-monetary awards, including trips and other prizes, which MCGRIFF believes are important for professional and business development.
- 7. MCGRIFF reserves the right to engage its related affiliates and subsidiaries in connection with the execution of Brokerage Services Agreements. Use of these business partners and service providers could result in the accrual of additional income to MCGRIFF-related subsidiaries and affiliates.
- 8. This Agreement and the respective rights and obligations of the parties hereto shall be construed in accordance with and governed by the laws of the state of Georgia.
- 9. This Agreement commences on January 1, 2022 and ends on December 31, 2022. Either party may terminate this Agreement upon 30 days advance written notice to the other party.
- 10. Unless otherwise prohibited by law or regulation, should this Agreement be terminated by the Client in accordance with Section 9, the Fee will be deemed earned as follows:
 - i. 50% of the Fee deemed earned as of the Commencement Date;
 - ii. 75% of the Fee deemed earned five months after the Commencement Date;
 - iii. 100% of the Fee deemed earned nine months or greater after the Commencement Date.

IN WITNESS WHEREOF, the Client and MCGRIFF have executed this Agreement.

MCGRIFF INSURANCE SERVICES, INC.

CITY OF PEACHTREE CITY

By: _____

By: _____

Name: _____

Name: _____

Title: _____

Title: _____

Manager's Initial: _____

EXHIBIT A

The Client has requested Insurance Placement for the following lines of coverage.

Medical Coverage

Stop Loss Coverage

Pharmacy Benefit Management Coverage

Dental Coverage

Life Coverage

Accidental Death & Dismemberment Coverage

Short Term Disability Coverage

Long Term Disability Coverage

Vision Coverage

EXHIBIT B

MCGRIFF will provide the following Employee Benefits Consulting Services for the Client:

- A. Strategic Benefit Planning.** Provide assistance in developing overall plan benchmarks and targets to ensure that the plan meets the objectives of Client and its employees.
- B. Benefit Design.** Help to ensure that benefit designs are consistent with the strategic benchmarks and targets set forth in the strategic benefit planning process.
- C. Administration.** Identify core administrative services, assess vendor performance, and manage vendor relationships to provide appropriate program administration.
- D. Funding.** Provide counsel regarding program funding alternatives, including reviewing fee proposals and recommending budget rates, employee contribution rates, and COBRA rates.
- E. Vendor Selection.** Upon client request, MCGRIFF will prepare Request(s) for Proposal (RFP), analyze RFP's and prepare a summary report outlining responses. Vendors include, but are not limited to:
 - Voluntary Worksite Programs
 - Wellness and Disease Management Programs
 - Third Party Claims Administration
 - Utilization Review Programs
 - IRS Code Section 125 Programs
 - Preferred Provider Network Plans
 - Online Enrollment Services
 - Communication Services
 - Health Savings Account Services
- F. Communication.** Assist in drafting employee communications regarding benefit program performance and changes, and assist in the review of plan documents and insurance certificates during the planning and enrollment process.
- G. Compliance Tools & Legislative Information.** Provide informational materials on legislative developments impacting Employee Benefit Management plans, including access to online reference tools on topics such as FMLA, COBRA, HIPAA, HIPAA Privacy, the Affordable Care Act and Section 125.

H. Meetings with Client and Vendors. Services will include attendance at and facilitation of the following meetings with Client and vendors to facilitate program management including day-to-day operations and planning program changes:

- Meet with Client semi-annually, or upon Client's request, to discuss review of the program, state of the marketplace, progress made toward strategic plan, and developments within Client's organization.
- Meet with Client annually to review the stewardship report for the preceding year, create a stewardship report outlining the goals and objectives for the upcoming year, and agree upon MCGRIFF's fees for the next twelve month period.

I. Stewardship Report. Will develop and implement a detailed account stewardship plan, which should include, but not be limited to, the following:

- Specific quantifiable and measurable goals and objectives relating to Client's programs; and
- Detailed work plans which lay out the account management plan, work schedules, areas of concentration, timing, and information requirements.

J. Data Analysis. Provide Client with summary comparisons and work with Client and TPA to secure additional reports as needed for claims analysis.

CITY OF PEACHTREE CITY

INTEROFFICE MEMORANDUM

TO: Mayor and Council

VIA: Jonathan N. Rorie, City Manager ✓

FROM: Yasmin Julio, City Clerk YJ (ms)

DATE: December 29, 2021

SUBJECT: Appointment of Public Facilities Authority Board Members
January 6, 2022 City Council Agenda

Recommendation:

That council appoint Mayor Kim Learnard, Council Member Gretchen Caola and Council Member Frank Destadio to the Public Facilities Authority.

Discussion:

Vanessa Fleisch, Terry Ernst and Kevin Madden have all resigned from the Peachtree City Public Facilities Authority after having served twelve years, eight years and four years respectively. The enabling legislation states that "the authority shall consist of five members who shall be appointed by the Mayor and Council of the City of Peachtree City. City Council Members and the Mayor may be appointed as members of the authority". Therefore it is recommended that Mayor Kim Learnard, Council Member Gretchen Caola and Council Member Frank Destadio be appointed to serve on the Peachtree City Public Facilities Authority.

Budget Impact:

There is no impact on the budget.

CITY OF PEACHTREE CITY

INTEROFFICE MEMORANDUM

MEMO TO: Mayor and City Council

VIA: Jonathan N. Rorie, City Manager 

FROM: Paul Salvatore, Director of Financial Services 
Kelly Bush, Assistant Finance Director 
Quinn Bledsoe, Recreation & Special Events Director 

DATE: January 2, 2022

SUBJECT: FY 2022 Budget Amendments – Grounds
January 6, 2022 City Council Consent Agenda

Recommendation:

Approve attached Budget Amendment 22-10 amending the fiscal year 2022 Budget Resolution.

Discussion:

Attached please find budget amendment 22-10 to budget for three (3) additional maintenance tech II positions in the grounds department.

Budget Impact:

The attached budget amendment will increase both the revenue and expenditure accounts in the General Fund \$196,363.

Attachments: Budget Amendment.

kb: council reports/Budget Amendments FY22

CITY OF PEACHTREE CITY

BUDGET AMENDMENT

NUMBER 22-10

DATE 01/06/2022

[illegible]

NOW , THEREFORE, BE IT RESOLVED that this Council hereby amends the Fiscal Year 2022 Budget Resolution to budget for 3 additional Maintenance Tech II positions in the grounds department.

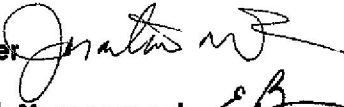
Entered

Approved

CITY OF PEACHTREE CITY

INTEROFFICE MEMORANDUM

TO: Mayor & Council Members

VIA: Jonathan N. Rorie, City Manager 

FROM: Ellece Brown, Director, HR & Risk Management 

DATE: December 29, 2021

SUBJECT: Proposed Modified Employee Pay Plan
January 6, 2022, City Council Meeting

Recommendation:

That Council continue consideration of the proposed modified Employee Pay Plan until the January 20, 2022, Council Meeting.

Discussion

At the December 16, 2021, City Council Meeting, Dr. Donald Long, President of Management Advisory Group International, Inc. (MAG), presented the results of the comprehensive Employee Classification/Compensation/Benefits Study that they conducted. Following this presentation, Staff presented a proposed modified Employee Pay Plan to Council.

After discussion, the Council voted to table consideration of the proposed modified Employee Pay Plan until the January 6, 2022, Council Meeting.

In order to allow sufficient time for Council to review the MAG Study and the proposed modifications, Staff is recommending that consideration of this item be continued until the January 20, 2022, Council Meeting.

CITY OF PEACHTREE CITY

INTEROFFICE MEMORANDUM

TO: Mayor and Council

VIA: Jonathan N. Rorie, City Manager *JN*

FROM: Yasmin Julio, City Clerk *YJ (b484)*

DATE: December 29, 2021

SUBJECT: Appointment of Fayette County Board of Health Member
January 6, 2022 City Council Agenda

Recommendation:

That council appoint Julie Grebeck to represent the City of Peachtree City on the Fayette County Board of Health.

Discussion:

Debbie Britt, Executive Director – Patient Services at Piedmont Fayette, has resigned her position on the Fayette County Board of Health after serving since 2020. This leaves an open position for the City to fill. The Fayette County Board of Health meets bi-monthly, on the second Tuesday of January, March, May, July, September, and November at 7:30 AM, at the Fayette County Government Complex, 140 Stonewall Avenue, Fayetteville. The board is comprised of seven members, two appointed by the Mayor and Council of Peachtree City. The recommendation is to appoint Julie Grebeck to fulfill that board position.

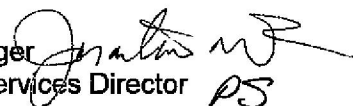
Budget Impact:

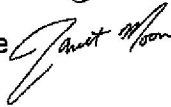
This item has no budgetary impact.

CITY OF PEACHTREE CITY

INTEROFFICE MEMORANDUM

MEMO TO: Mayor and City Council

VIA: Jonathan N. Rorie, City Manager 
Paul J. Salvatore, Financial Services Director *PS*

FROM: Janet Moon, Chief of Police 

DATE: December 22, 2021

SUBJECT: Purchase of Police Vehicle Accessories
January 6, 2022 City Council Agenda

Recommendation:

That council award the bid for the purchase and installation of aftermarket accessories in the three (3) Police Department Ford F150 Responders and the seven (7) Ford Police Interceptor Utilities to West Chatham Warning Devices for the low bid amount of \$146,628.30.

Discussion:

Bid packages were emailed to a number of aftermarket installers, as well as posted to the City's website. Bid responses were received from 2 installers. Responses were as follows:

	<i>144th Marketing</i>	<i>West Chatham</i>
Accessories - Ford Police Interceptor Utility-Patrol	\$18,018.75	\$14,717.38
Accessories - Extended Price for qty. 6	\$108,112.50	<u>\$88,304.28</u>
Accessories - Ford Police Interceptor Utility- CID	\$13,725.00	\$9,936.37
Accessories - F-150 Police Responder #1	\$13,189.65	\$12,385.96
Accessories - F-150 Police Responder #2	\$15,239.65	\$12,135.96
Accessories - F-150 Police Responder K9	\$30,664.50	\$23,865.73
TOTAL	\$180,931.30	<u>\$146,628.30</u>

Budget Impact:

Sufficient funds are budgeted in the Capital Equipment Lease Fund 337 and the police vehicles accessories are included in the FY22 Intent to Finance Resolution.

CITY OF PEACHTREE CITY

INTEROFFICE MEMORANDUM

TO: Mayor and City Council

VIA: Jonathan N. Rorie, City Manager 

FROM: Robin Bechtel Cailloux, AICP
Planning and Development Director

DATE: January 4, 2022

SUBJECT: Rezoning of 6.4 acres on MacDuff Parkway from General Industrial (GI) to
Limited Use Residential (LUR)
January 6, 2022 City Council Meeting

Request

Brent West Village, LLC, the Applicant, is requesting the rezoning of 6.4 acres from GI General Industrial to LUR Limited Use Residential. The proposal is for 34 townhomes.

A public workshop was held for this item at the December 13th Planning Commission meeting. The applicant subsequently met with the Cresswind subdivision HOA.

At this time, the applicant has requested to table this item and the public hearing until a later date.

CITY OF PEACHTREE CITY

INTEROFFICE MEMORANDUM

TO: Mayor and City Council

VIA: Jonathan N. Rorie, City Manager 

FROM: Robin Bechtel Cailloux, AICP Planning and Development Director
Dave Borkowski, PE City Engineer

DATE: January 2, 2022

SUBJECT: Public Hearing: Consider Variance Request, Watershed protection buffer,
169 Interlochen Drive
January 6, 2022 City Council Meeting

Discussion:

The Applicant is requesting relief in the form of a variance from the 100-foot undisturbed buffer around Lake Kedron [Section 1004(a)] of the Land Development Ordinance. The Applicant proposes to construct a pool in this buffer. The proposed encroachment is a maximum of 16 feet into the buffer and covers about 279 square feet.

The property is located on the southern end of Lake Kedron. It slopes from the street down to the lake. The existing house is constructed nearly to the 100-foot undisturbed buffer line.

The application was sent to the Fayette County Water Department for their review because Lake Kedron's buffers are a part of the County's Water System Reservoir Management Plan's protected lands. The official response from the Director of the Water System states that they do not support the request for a variance within the lake's 100-foot undisturbed buffer. The letter is attached to this memo.

As part of the application, the Applicant has included a site plans showing the proposed development in relation to the 100-foot undisturbed buffer line and a letter of support from the adjacent property owner next to the proposed pool.

Variance Consideration

In accordance with Section 1303 of the Land Development Ordinance, variances shall only be granted if:

- (a) Relief, if granted, would be in harmony with, or could be made to be in harmony with, the general purpose and intent of the land development ordinance; or*

- (b) *The application of the particular provision of the land development ordinance to a particular piece of property, due to extraordinary and exceptional conditions pertaining to that property because of its size, shape, or topography, would create an unnecessary hardship for the owner while causing no detriment to the public.*

Variance Criteria

Section 1303 of the Land Development Ordinance states the City Council shall not grant a variance unless all of the following findings can be made

- (a) *There are special circumstances applicable to the property, including location, shape, size, surroundings, or topography so that the strict application of this ordinance denies the property of privileges enjoyed by other property in the vicinity and under identical zoning district classification;*

Staff Comment: There are no known special circumstances applicable to the property.

- (b) *The strict or literal interpretation and application of this ordinance would result in practical difficulties or unnecessary hardships inconsistent with the general purpose and intent of the Land Development Ordinance, or would deprive the Applicant of privileges granted to others in similar circumstances;*

Staff Comment: No evidence has been provided showing that the strict application of the ordinance would create unnecessary hardships.

- (c) *There are exceptional or extraordinary circumstances or conditions applicable to the property involved or the intended development of the property which preclude the applicant from complying with this ordinance and that do not apply generally to other property in the same zoning district and which prevent the applicant from complying with existing regulations;*

Staff Comment: There are no known extraordinary circumstances applicable to this property. City staff is unaware of any variance granted to the undisturbed buffer around Lake Kedron.

- (d) *The granting of such variance will not constitute the granting of special privileges inconsistent with the limitations on other property in the same zoning district;*

Staff Comment: Granting of the variance appears to constitute a special privilege not granted to other properties within the community or around Lake Kedron.

- (e) *The granting of such variance will not be materially detrimental to the public health, safety, or general welfare nor injurious to property or improvements in the zone or neighborhood in which the property is located; and*

Staff Comment: The 100-foot undisturbed buffer ordinance is in place to prevent incremental deterioration of the water quality within Lake Kedron. Granting the variance could have a detrimental effect on the natural environment as well as the health of the public drinking water system.

- (f) *The granting of such variance will not create inconsistencies with any objective of the Comprehensive Plan.*

Staff Comment: Granting the variance would be inconsistent with the Comprehensive Plan policy of protecting environmentally sensitive land and lakes.

ATTACHMENTS

GEORGIA
PEACHTREE CITY
FAYETTE COUNTY
Land lot 101
7th District

SURVEYORS CERTIFICATION

AS REQUIRED BY SUBSECTION (D) OF O.C.G.A. SECTION 15-6-67, THIS PLAT HAS BEEN PREPARED BY A LAND SURVEYOR AND APPROVED BY ALL APPLICABLE LOCAL JURISDICTIONS FOR RECORDING AS EVIDENCED BY APPROVAL CERTIFICATES, SIGNATURES, STAMPS, OR STATEMENTS HEREON. SUCH APPROVALS OR AFFIRMATIONS SHOULD BE CONFIRMED WITH THE APPROPRIATE GOVERNMENTAL BODIES BY ANY PURCHASER OR USER OF THIS PLAT AS TO INTENDED USE OF ANY PARCEL. FURTHERMORE, THE UNDERSIGNED LAND SURVEYOR CERTIFIES THAT THIS PLAT COMPLIES WITH THE MINIMUM TECHNICAL STANDARDS FOR PROPERTY SURVEYS IN GEORGIA AS SET FORTH IN THE RULES AND REGULATIONS OF THE GEORGIA BOARD OF REGISTRATION FOR PROFESSIONAL ENGINEERS AND LAND SURVEYORS AND AS SET FORTH IN Section 15-6-67.

SUCH APPROVALS OR AFFIRMATIONS SHOULD BE CONFIRMED WITH THE APPROPRIATE GOVERNMENTAL BODIES BY ANY PURCHASER AS TO INTENDED USE OF ANY PARCEL. THE REGISTERED LAND SURVEYOR FURTHER CERTIFIES THAT THIS MAP, PLAT, OR PLAN COMPLIES WITH THE MINIMUM STANDARDS AND SPECIFICATIONS OF THE STATE BOARD OF REGISTRATION FOR PROFESSIONAL ENGINEERS AND LAND SURVEYORS AND THE THAT OF GEORGIA SUPERIOR COURT CLERKS' COOPERATIVE AUTHORITY. THE APPROVAL SIGNATURES ABOVE WERE NOT IN PLACE WHEN THIS SURVEY WAS ISSUED, AND ARE TO BE PROPERLY OBTAINED PRIOR TO RECORDING.

Tyler M. Bius

TYLER M. BIUS, PROFESSIONAL SURVEYOR REGISTRATION NO. 3335



NUM	ARC	RADIUS	BEARING	DISTANCE
C1	90.50'	213.10'	N78°47'59"W	89.82'

NUM	BEARING	DISTANCE
L1	N66°38'05"W	37.96'

THIS BLOCK RESERVED FOR THE CLERK OF THE SUPERIOR COURT.

NOTES

1. THE FIELD DATA, COLLECTED 06/02/2021 UPON WHICH THIS PLAT IS BASED HAS A CLOSURE PRECISION OF ONE FOOT IN 42,052 FEET AND AN ANGULAR ERROR OF 01 SECOND PER ANGLE AND WAS ADJUSTED USING LEAST SQUARES METHOD. THIS SURVEY WAS MADE USING A LEICA TS12P ROBOTIC TOTAL STATION, WHICH READS DISTANCES TO THE NEAREST 0.005 FOOT AND WITH DIRECT READING 3 SECONDS ANGULAR MEASUREMENT.
2. THIS PLAT HAS BEEN CALCULATED FOR CLOSURE AND HAS BEEN FOUND TO BE ACCURATE WITHIN ONE FOOT IN 100,000+ FEET.
3. THE UTILITIES HAVE BEEN LOCATED FROM ABOVE GROUND EVIDENCE.
4. THIS PROPERTY MAY BE SUBJECT TO EASEMENTS, RIGHTS OF WAY OR RESTRICTIONS THAT ARE NOT OF RECORD OR THAT WOULD HAVE BEEN DISCOVERED BY AN ACCURATE AND CURRENT TITLE SEARCH. THEREFORE THE SURVEYOR TAKES EXCEPTION TO ANY SUCH ITEMS.
5. THE BEARING BASIS FOR THIS PLAT IS GEODETIC NORTH BASED UPON GPS OBSERVATION.
6. THE PURPOSE OF THIS SURVEY IS TO SHOW THE PROPERTY BOUNDARY PER DEED BOOK 3882 PAGE 455.
7. APPROXIMATE LOCATION OF 100-YR FLOOD LINE SHOWN PER FEMA F.I.R.M. 13113C0087E, EFFECTIVE 09/26/2008.
8. BASE FLOOD ELEVATION SHOWN HEREON ACCORDING TO FEMA F.I.R.M. 13113C0087E, EFFECTIVE 09/26/2008.

REFERENCES

1. SURVEY PLAT FOR INTERLOCHEN PHASE III DATED MAY 10, 1994. RECORDED IN FAYETTE COUNTY RECORDS; PLAT BOOK 25 PAGE 38.

N/F
ANTHONY GIUSTI
DB 986 PG 424
PB 25 PG 38

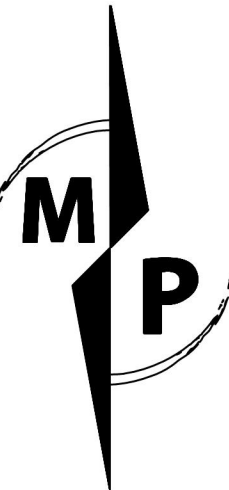
N/F
TOM HUSEREAU
DB 4063 PG 341
PB 25 PG 38

CHRIS & JILL CHARTON
DB 3882 PG 455
PB 25 PG 38
0.9427 ACRES
±41,063 SQFT

LEGEND

- SUBJECT PROPERTY LINE
- ADJACENT PROPERTY LINE
- SS SANITARY SEWER
- APPARENT LAND LOT LINE
- OHE OVERHEAD POWER LINE (OHE)
- FENCE LINE
- BUILDING SETBACK LINE
- CURB AND GUTTER (C&G)
- SAN. SEWER MANHOLE (SSMH)
- RECORD MEASUREMENT
- FIRE HYDRANT (FH)
- WATER METER (WM)
- JUNCTION BOX (JB)
- POWER POLE (PP)
- LIGHT POLE (LP)
- LOT NUMBER
- HEADWALL (HW)
- SINGLE WING CATCH-BASIN (SWCB)
- CALCULATED POINT
- 5/8" REBAR (SET)
- PROP. CORNER FOUND
- LAND LOT TAGS

GRAPHIC SCALE



MERRITTPAUL
LAND SURVEYING, LLC
612 DEER CREEK CIRCLE
FRANKLIN, GA 30217
770-328-6161
Info@MerrittPaul.com

REVISION NO.	DESCRIPTION	DATE
1	BASE FLOOD ELEVATION ADDED	07/27/21
PROJECT 169 INTERLOCHEN DRIVE PEACHTREE CITY, GA 30269		
DRAWING TITLE A POOL SURVEY FOR: CHRIS & JILL CHARTON		
JOB NO. 2021-117	DWG NO. 2021-117.dwg	
DRN BY: TMB		
CHKD BY: LPG	SCALE: 1:30'	
DATE: 06/07/2021	SHEET 1 OF 1	

Note: all engineered erosion control measures will be followed by state and local codes and installed prior to construction.

GEORGIA
PEACHTREE CITY
FAYETTE COUNTY
Land lot 101
7th District

SURVEYORS CERTIFICATION

AS REQUIRED BY SUBSECTION (D) OF O.C.G.A. SECTION 15-6-67, THIS PLAT HAS BEEN PREPARED BY A LAND SURVEYOR AND APPROVED BY ALL APPLICABLE LOCAL JURISDICTIONS FOR RECORDING AS EVIDENCED BY APPROVAL CERTIFICATES, SIGNATURES, STAMPS, OR STATEMENTS HEREON. SUCH APPROVALS OR AFFIRMATIONS SHOULD BE CONFIRMED WITH THE APPROPRIATE GOVERNMENTAL BODIES BY ANY PURCHASER OR USER OF THIS PLAT AS TO INTENDED USE OF ANY PARCEL. FURTHERMORE, THE UNDERSIGNED LAND SURVEYOR CERTIFIES THAT THIS PLAT COMPLIES WITH THE MINIMUM TECHNICAL STANDARDS FOR PROPERTY SURVEYS IN GEORGIA AS SET FORTH IN THE RULES AND REGULATIONS OF THE GEORGIA BOARD OF REGISTRATION FOR PROFESSIONAL ENGINEERS AND LAND SURVEYORS AND AS SET FORTH IN SECTION 15-6-67.

SUCH APPROVALS OR AFFIRMATIONS SHOULD BE CONFIRMED WITH THE APPROPRIATE GOVERNMENTAL BODIES BY ANY PURCHASER AS TO INTENDED USE OF ANY PARCEL. THE REGISTERED LAND SURVEYOR FURTHER CERTIFIES THAT THIS MAP, PLAT, OR PLAN COMPLIES WITH THE MINIMUM STANDARDS AND SPECIFICATIONS OF THE STATE BOARD OF REGISTRATION FOR PROFESSIONAL ENGINEERS AND LAND SURVEYORS AND THE THAT OF GEORGIA SUPERIOR COURT CLERKS' COOPERATIVE AUTHORITY. THE APPROVAL SIGNATURES ABOVE WERE NOT IN PLACE WHEN THIS SURVEY WAS ISSUED, AND ARE TO BE PROPERLY OBTAINED PRIOR TO RECORDING.

TYLER M. BIUS, PROFESSIONAL SURVEYOR REGISTRATION NO. 3335



THIS BLOCK RESERVED FOR THE CLERK OF THE SUPERIOR COURT.

NOTES

1. THE FIELD DATA, COLLECTED 06/02/2021 UPON WHICH THIS PLAT IS BASED HAS A CLOSURE PRECISION OF ONE FOOT IN 42,052 FEET AND AN ANGULAR ERROR OF 01 SECOND PER ANGLE AND WAS ADJUSTED USING LEAST SQUARES METHOD. THIS SURVEY WAS MADE USING A LEICA TS12P ROBOTIC TOTAL STATION, WHICH READS DISTANCES TO THE NEAREST 0.005 FOOT AND WITH DIRECT READING 3 SECONDS ANGULAR MEASUREMENT.
2. THIS PLAT HAS BEEN CALCULATED FOR CLOSURE AND HAS BEEN FOUND TO BE ACCURATE WITHIN ONE FOOT IN 100,000+ FEET.
3. THE UTILITIES HAVE BEEN LOCATED FROM ABOVE GROUND EVIDENCE.
4. THIS PROPERTY MAY BE SUBJECT TO EASEMENTS, RIGHTS OF WAY OR RESTRICTIONS THAT ARE NOT OF RECORD OR THAT WOULD HAVE BEEN DISCOVERED BY AN ACCURATE AND CURRENT TITLE SEARCH. THEREFORE THE SURVEYOR TAKES EXCEPTION TO ANY SUCH ITEMS.
5. THE BEARING BASIS FOR THIS PLAT IS GEODETIC NORTH BASED UPON GPS OBSERVATION.
6. THE PURPOSE OF THIS SURVEY IS TO SHOW THE PROPERTY BOUNDARY PER DEED BOOK 3882 PAGE 455.
7. APPROXIMATE LOCATION OF 100-YR FLOOD LINE SHOWN PER FEMA F.I.R.M. 13113C0087E, EFFECTIVE 09/26/2008.
8. BASE FLOOD ELEVATION SHOWN HEREON ACCORDING TO FEMA F.I.R.M. 13113C0087E, EFFECTIVE 09/26/2008.

REFERENCES

1. SURVEY PLAT FOR INTERLOCHEN PHASE III DATED MAY 10, 1994. RECORDED IN FAYETTE COUNTY RECORDS; PLAT BOOK 25 PAGE 38.

Requested variance
279sf over 100ft
setback.

N/F
ANTHONY GIUSTI
DB 986 PG 424
PB 25 PG 38

Proposed pool/spa
location 18x36

N0°00'57"E
270.39'

CHRIS & JILL CHARTON
DB 3882 PG 455
PB 25 PG 38
0.9427 ACRES
±41,063 SQFT

N/F
TOM HUSEREAU
DB 4063 PG 341
PB 25 PG 38

NUM	ARC	RADIUS	BEARING	DISTANCE
C1	90.50'	213.10'	N78°47'59"W	89.82'

NUM	BEARING	DISTANCE
L1	N66°38'05"W	37.96'

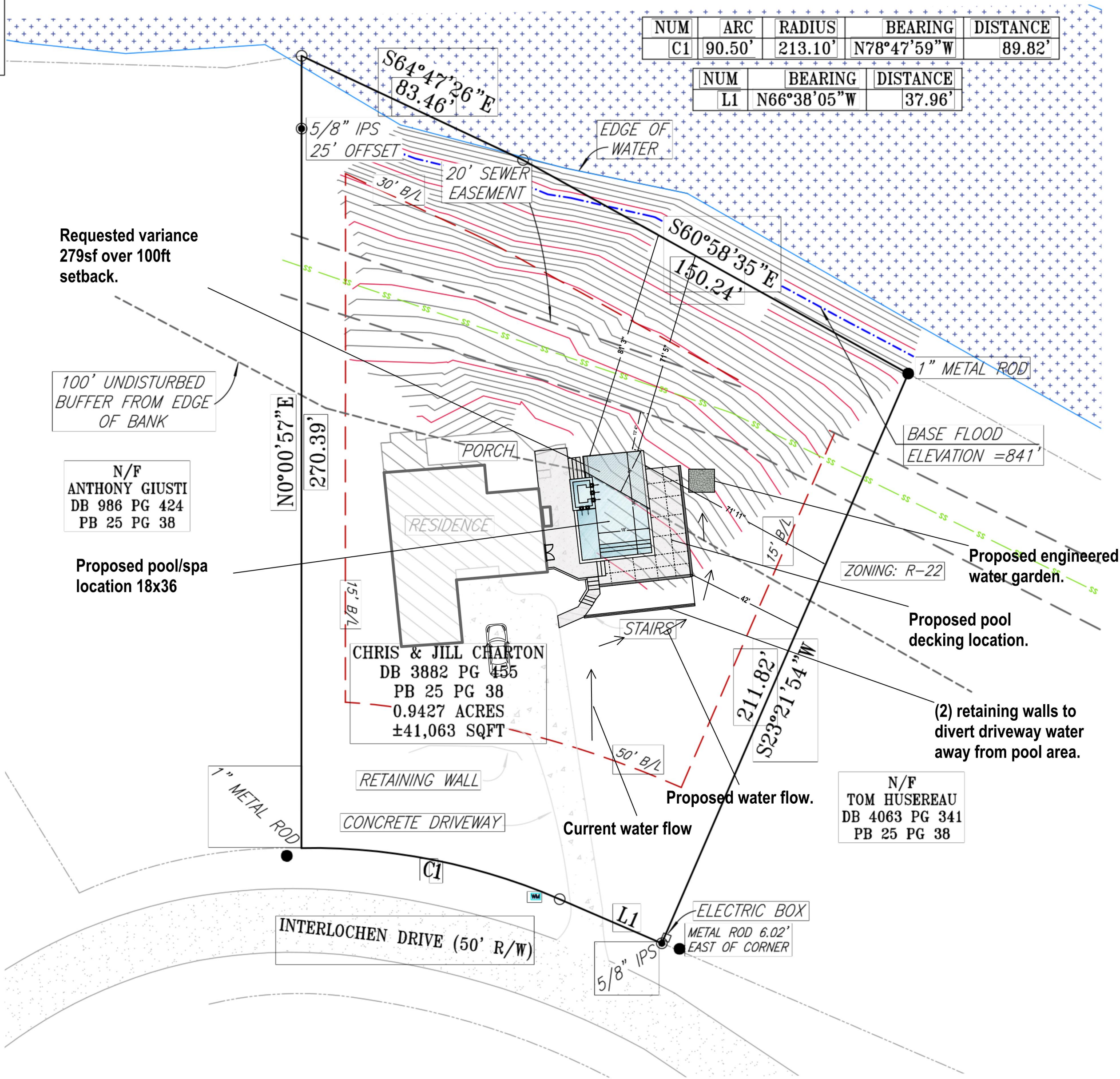


REVISION NO.	DESCRIPTION	DATE
1	BASE FLOOD ELEVATION ADDED	07/27/21
PROJECT 169 INTERLOCHEN DRIVE PEACHTREE CITY, GA 30269		
DRAWING TITLE A POOL SURVEY FOR: CHRIS & JILL CHARTON		
JOB NO.	2021-117	DWG NO.
DRN BY:	TMB	2021-117.dwg
CHKD BY:	LPG	SCALE: 1:30'
DATE:	06/07/2021	SHEET 1 OF 1



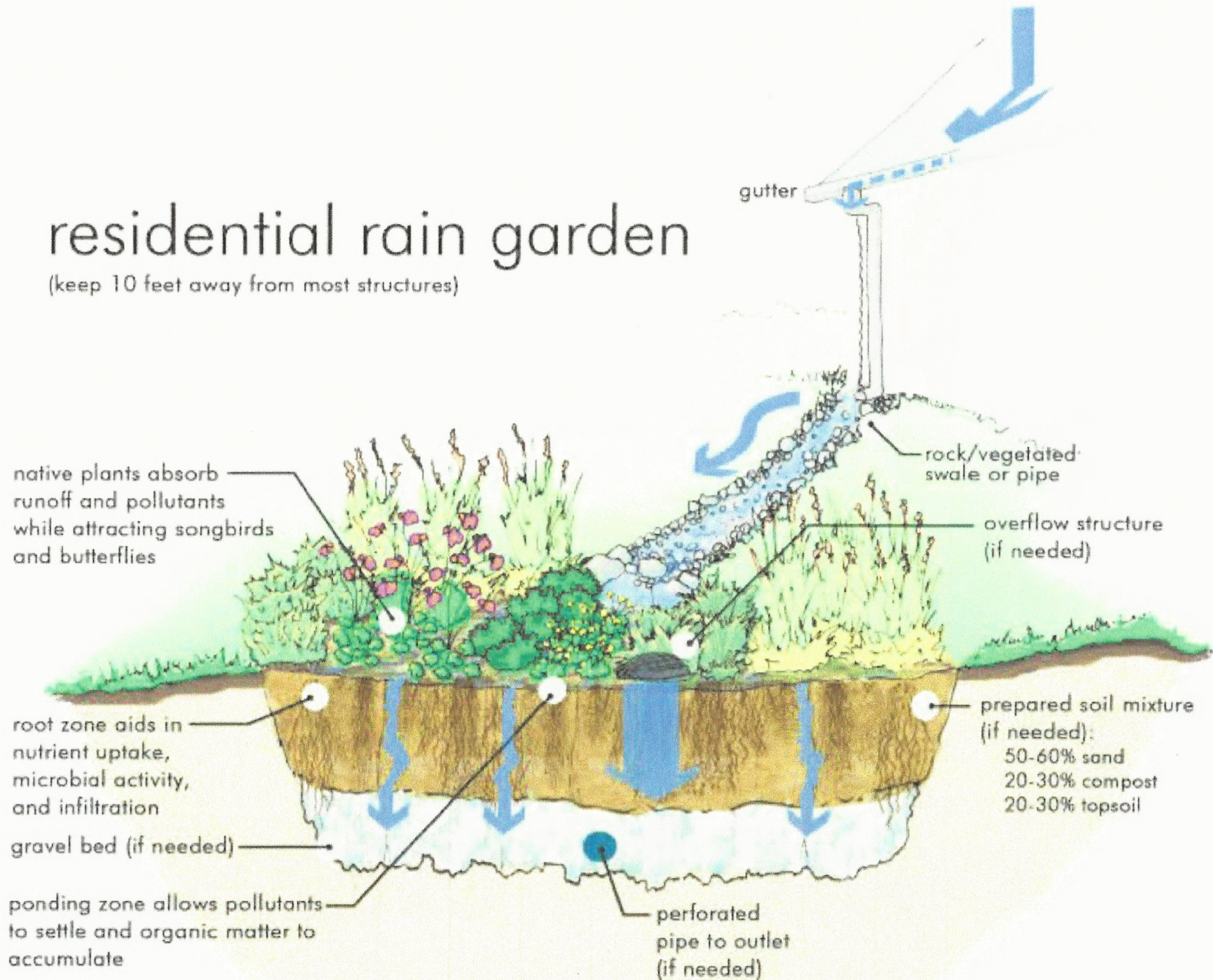
MERRITTPAUL
LAND SURVEYING, LLC
612 DEER CREEK CIRCLE
FRANKLIN, GA 30217
770-328-6161
Info@MerrittPaul.com

LEGEND	
	SUBJECT PROPERTY LINE
	ADJACENT PROPERTY LINE
	SANITARY SEWER
	APPARENT LAND LOT LINE
	OVERHEAD POWER LINE (OHE)
	FENCE LINE
	BUILDING SETBACK LINE
	CURB AND GUTTER (C&G)
	SAN. SEWER MANHOLE (SSM)
	RECORD MEASUREMENT
	FIRE HYDRANT (FH)
	WATER METER (WM)
	JUNCTION BOX (JB)
	POWER POLE (PP)
	LIGHT POLE (LP)
	LOT NUMBER
	HEADWALL (HW)
	SINGLE WING CATCH-BASIN (SWCB)
	CALCULATED POINT
	5/8" REBAR (SET)
	PROP. CORNER FOUND
	LAND LOT TAGS



residential rain garden

(keep 10 feet away from most structures)







November 19, 2021

Ms. Robin Bechtel Cailloux, AICP
Director, Planning & Development
City of Peachtree City
153 Willowbend Road
Peachtree City, GA 30269

RE: Variance Request – 169 Interlochen Drive, Peachtree City

The request to build a pool within the Lake Kedron water-supply project lands is not granted. Under Section 6.07.03 (h) Prohibited Activities of the 2016 Fayette County Water System Reservoir Management Plan, construction of swimming pools is prohibited within the lakes' project lands. Project lands create a natural buffer area extending 150 ft. horizontally from the normal pool boundary.

Sincerely,

A handwritten signature in black ink that reads "Vanessa Tigert". The signature is fluid and cursive, with a large loop at the end of the last name.

Vanessa Tigert
Director, Fayette Co Water System

Cc Dave Borkowski
 Bryan Keller