



MINUTES
City of McDonough
City Council Workshop
McKibben Chambers City Hall
136 Keys Ferry Street
June 5, 2025
6:00 PM

Mayor Sandra Vincent called the meeting to order at 6:00 p.m.

The City Clerk called roll for the meeting, as follows:

Mayor Sandra Vincent	Present
Mayor Pro Tem Kamali Varner	Absent
Councilmember Jamal Burt	Present
Councilmember Darryl Payton	Present
Councilmember Scott Reeves	Present
Councilmember Rufus Stewart	Present
Councilmember Vanessa Thomas	Present

Others in attendance: City Administrator, Steve Morgan; City Attorney, Emilia Walker; City Clerk, Christy Taylor; Police Chief, Ken Noble; Fire Chief, Dave Williams; Deputy City Administrator, Andrew Baker; Finance Director, Dr. Ralph Igwedibie; Human Resources Director, LaTangela Hill; Technology Services Director, Brian Linton; Assistant Finance Director, Deborah Upshaw; Open Records Office, Kathy Story; and Human Resources Coordinator, Cairo Cumberland.

Councilmember Scott Reeves gave the Invocation.

Councilmember Darryl Payton led the Pledge of Allegiance.

Mayor Vincent called for a motion to approve the Agenda. Councilmember Stewart motioned, and Councilmember Burt seconded. The vote was five in favor. Those voting in favor were Mayor Vincent, Councilmember Burt, Councilmember Payton, Councilmember Reeves, and Councilmember Stewart. Councilmember Thomas arrived after the vote, and Mayor Pro Tem Varner was not present at the meeting.

The City Clerk sounded the items on the Consent Agenda, as follows:

6A. Technology Services

Brian Linton, Director

Request for approval to pay the Tyler Technology annual maintenance agreement invoice for INCODE in the amount of \$45,458.89. Funding Source: Line Item 100-5.1535.52.1301

6B. Administration

Christy Taylor, City Clerk

Request for authorization to pay the Excess Cyber Liability Premium to Lockton, for the 2025-2026 Fiscal Year, in the amount of \$12,480.00. Funding Source: Line Item – 100.5.1330.52.3310

Mayor Vincent called for a motion to approve the Consent Agenda, as sounded. Councilmember Stewart made a motion to approve, and Councilmember Payton seconded. The vote was six in favor. Those voting in favor were Mayor Vincent, Councilmember Burt, Councilmember Payton, Councilmember Reeves, Councilmember Stewart, and Councilmember Thomas. Mayor Pro Tem Varner was not present.

Public Comments:

Michael Williams – business licenses for food trucks, sanitation issues, and Code Enforcement

Dr. Ella Thompson – Trash issue around Green Valley Village

Joy Pochron – Issues with parking, trash collection and potholes behind Crust and Craft

Eddy Smith – Hazelhurst House purchase and use of the trollies

Keaton Wells – introduced himself as the new owner of Hands of Grace Funeral Home

The Governing Body presented a Proclamation Recognizing the 20th Anniversary of Gift of Dance Studio, to Mr. BJ Harvey, who was in attendance on behalf of his wife and business owner, Keila Harvey.

Additionally, the following Proclamations have been issued on behalf of the City:

In Honor of Evangelist Christine McGloithine Moore

Recognizing the Retirement of Beverly Whitworth

Proclamation Honoring Dr. Nancy Hall Reese

City Administrator, Steve Morgan presented a request for authorization for the Mayor to sign all documents from Falcon Design pertaining to the Geotechnical Service located at 2040 Avalon Parkway, at a cost of \$12,540.00. This service will be testing the already existing concrete pad for the purpose of building a Police Precinct. He identified the funding source for the project as SPLOST VI Funds.

Councilmember Thomas made a motion to approve the request as presented, and Councilmember Stewart seconded. The vote was five in favor and one in opposition. Those voting in favor were Mayor Vincent, Councilmember Burt, Councilmember Payton, Councilmember Stewart, and Councilmember Thomas. Councilmember Reeves voted in opposition. Mayor Pro Tem Varner was not present.

Finance Director, Dr. Ralph Igwedibie presented a request for approval to increase the sanitation rates by the 3% effective July 1, 2025. He provided that the increase would increase residential monthly sanitation bills by \$0.74. He noted that the annual increase was approved for this year at the City Council Meeting on May 20, 2024. Discussion ensued.

Councilmember Thomas made a motion to approve the increase to sanitation rates by the 3% effective July 1, 2025; and Councilmember Payton seconded. The vote was six in favor. Those voting in favor were Mayor Vincent, Councilmember Burt, Councilmember Payton, Councilmember Reeves, Councilmember Stewart, and Councilmember Thomas. Mayor Pro Tem Varner was not present.

Finance Director, Dr. Ralph Igwedibie and Assistant Finance Director, Deborah Upshaw reviewed the Proposed FY 2025-2026 Budget. Some of the items reviewed are listed as follows:

- The proposed budget represents an increase of 7.99% over the current FY 2024-2025 budget.
- FY 2025-2026 proposed budget revenues for all funds total \$85,550,106.
- FY 2025-2026 proposed expenditures for all funds total \$85,550,106.
- There are 20 new positions included in the proposed budget.

Mayor Vincent opened the Public Hearing. Ms. Omega Finney spoke in favor. Mayor Vincent closed the Public Hearing.

Finance Director, Dr. Ralph Igwedibie presented a request for approval to submit a Georgia Department of Transportation Local Maintenance & Improvement Grant (LMIG) Application for Fiscal Year 2025 Local Road Assistance (LRA) Supplemental; and approval for the Mayor to sign all related documents. Discussion ensued.

Councilmember Reeves made a motion to authorize the Mayor to execute the Local Maintenance & Improvement Grant (LMIG) Application and all related documents, as stated; and Councilmember Burt seconded. The vote was six in favor. Those voting in favor were Mayor Vincent, Councilmember Burt, Councilmember Payton, Councilmember Reeves, Councilmember Stewart, and Councilmember Thomas. Mayor Pro Tem Varner was not present.

Mayor Vincent called for a motion to go into Executive Session for the purposes of Litigation O.C.G.A. 50-14-2; Real Estate O.C.G.A. 50-14-3 (b)(1); and Personnel O.C.G.A. 50-14-3 (b)(2). Councilmember Stewart made a motion to go into Executive Session as stated, and Councilmember Burt seconded. The vote was six in favor. Those voting in favor were Mayor Vincent, Councilmember Burt, Councilmember Payton, Councilmember Reeves, Councilmember Stewart, and Councilmember Thomas. Mayor Pro Tem Varner was not present.

Mayor Vincent called for a motion to reconvene Regular Session. Councilmember Burt made a motion to reconvene, and Councilmember Reeves seconded. The vote was six in favor. Those voting in favor were Mayor Vincent, Councilmember Burt, Councilmember Payton, Councilmember Reeves, Councilmember Stewart, and Councilmember Thomas. Mayor Pro Tem Varner was not present.

There were no action items to report.

Human Resources Director, LaTangela Hill reviewed the processes utilized to complete FY 2025 City of McDonough Classification and Compensation Schedule Appeals and determine outcomes for each. She noted that a total of 41 appeals were received from various departments and provided examples of each and how determinations were made. Discussion ensued. Mayor Vincent noted that there needs to be further discussion around the 12-hour shift divisor related to Police positions to include a weekend shift differential; and the use of 2080 regular schedule rather than the use of the 2236 schedule.

Ms. Hill presented a request for the adoption and implementation of the outcomes of the FY 2025 City of McDonough Classification and Compensation Schedule Appeals. Councilmember Reeves made a motion to approve the adoption and implementation of the outcomes of the FY 2025 City of McDonough Classification and Compensation Schedule Appeals; and Councilmember Thomas seconded. The vote was six in favor. Those voting in favor were Mayor Vincent, Councilmember Burt, Councilmember Payton, Councilmember Reeves, Councilmember Stewart, and Councilmember Thomas. Mayor Pro Tem Varner was not present.

Human Resources Director Hill presented the FY 2025 City of McDonough Classification and Compensation Schedule Amendment. She stated that the changes provided structural updates for improved recruitment; adjustments for clear job scope and salary grades; and administrative updates for clarity. Discussion ensued. Mayor Vincent stated that the Customer Service Manager position should remain as is, and that the Payroll Benefits Specialist position should be stricken from the amendment. Ms. Hill requested adoption and implementation of a new Classification and Compensation Schedule, an amendment of the November 18, 2024, Council approved schedule, with the two stated changes.

Councilmember Burt made a motion to adopt and implement the new Classification and Compensation Schedule, as recommended; and Councilmember Stewart seconded. The vote was six in favor. Those voting in favor were Mayor Vincent, Councilmember Burt, Councilmember Payton, Councilmember Reeves, Councilmember Stewart, and Councilmember Thomas. Mayor Pro Tem Varner was not present.

Ms. Hill reviewed a proposal to allow for above minimum salary increases based on experience and education. She stated that the proposed methodology would be utilized to review candidate qualifications and assess whether the pay requests align. She expressed that the desired outcome would be to attract high-quality candidates while maintaining fairness and transparency. She explained that this methodology would replace fixed percentage increases with a quartile-based spread calculation directly tied to the salary range. Discussion ensued. This item will come back for consideration at a future meeting.

Mayor Vincent adjourned the meeting at 10:08 p.m.

Christy L. Taylor, CMC
City Clerk

OPEN MEETINGS COMPLIANCE NOTICE: This is a regularly scheduled meeting of Mayor and Council of the City of McDonough duly noticed pursuant to the requirements of the Georgia Open Meetings Law (O.C.G.A. § 50-14-1, et seq). Notice of the meeting schedule was published in the *Henry Herald* on November 30, 2024; and a copy the meeting schedule was posted at City Hall and on the City's website, as required by law.