



WORK SESSION MEETING AGENDA

TUESDAY, OCTOBER 26, 2021 6:00 P.M.

Mayor & City Council

Mayor Anthony S. Ford
Mayor Pro Tem Elton Alexander
Councilwoman Yolanda Barber
Councilman John Blount
Councilwoman LaKeisha Gantt
Councilman Alphonso Thomas

Administration

Vacant, City Manager
Vanessa Holiday, City Clerk
John Wiggins, City Treasurer
Quinton Washington, City Attorney
Jeremy T. Berry, City Attorney

Mission: To provide visionary leadership and superior municipal services that enhance the quality of life for citizens while creating a welcoming business atmosphere focused on sustainability and expansion of tourism and cultural events.

- I. Zoom Meeting Information**
- II. Call to Order - Mayor Ford**
- III. Invocation - Mayor Pro Tem Alexander**
- IV. Motion to amend the Agenda to remove Item #5 & #6 to be heard in January 2022: Alexander/Gantt Passed 5-0.**
- V. Motion to amend the Agenda to remove Item #11: Alexander/Gantt Passed 5-0.**
- VI. Motion to amend the Agenda to add Moratorium Extension Item: Alexander/Blount Passed 5-0.**
- VII. Motion to amend the Agenda to add Noise Mitigation Discussion: Blount/ Failed for lack of a 2nd - Mayor ford noted the item is scheduled to be presented at the November 8, 2021, meeting; confirmed by Legal Counsel.**
- VIII. Motion to adopt the Agenda Alexander/Gantt Passed 5-0.**
- IX. Motion to review the following Minutes to be adopted November 8, 2021:**
 1. 9/13/2021
 2. 9/28/2021 Alexander/Blount Passed 5-0.

PUBLIC COMMENTS

All public comments must be submitted to the Clerk no later than one hour prior to the meeting. The Public Comment Form can be found on the City's webpage on the City Clerk's page at: <https://stockbridge.seamlessdocs.com/f/20pkdz4mo7xb> and the form must include your name, phone, and email contact information. Comments are limited to (3) three minutes and will be read by the Clerk during the meeting, respecting all members of the elected body, officials, and staff. Comments including defamation, unruliness and/or swearing will not be accepted.

Sunny Randazzo requested Council meetings be held in person, perhaps at the Amphitheater; noted the cost of the Amphitheater of \$24 million dollars and the traffic and noise surrounding the concerts; and requested an update on the noise mitigation.

PRESENTATION

3. Police Services Presentation

Presented by Chief Frank Trammer

Chief Trammer gave a Police Services/Proposed Budget presentation noting he understands what is needed to staff the department to effectively serve the community; noted the presentation would include baseline estimates, noting personnel is the largest expense of the budget; referenced the known issues that relate to the geography of the city limits and is happy to report that Henry County has a new CAD system that can detect whether or not a location is in the city limits or the county; referenced the Carl Vinson study which referenced staffing needs from 45 – 84, and recommended 57 officers; noted his use of the workload based on staffing methodology, or how much time it will take an officer(s) to address calls to determine staffing number and to understand the true demand for service, taking into account the Shift Relieve Factor, (2 officers per shift) noting off days, and training days where officers would not be on the shift; noted the presentation includes Henry County stats July 2020 – July 2021 which showed 22,862 calls for service for the city during that timeframe; cited an excerpt from the 2020 Carl Vinson Study that stated based on numerous studies of police calls for service, the IACP methodology allows researchers to estimate police patrol workloads based on an average time of 45 minutes (or .75 hours) per call; noted the importance of establishing performance objectives, or how much discretionary time was being dedicated to community policing where officers are spending time in the community attending HOA meetings, community engagement and noted if this number falls below 40%, that means the department is responding and not engaging, and more reactionary and recommends the department have 40 – 50% of uncommitted time to participate in community engagement, not inclusive of support staff; used the following Workload Based Calculation to determine recommended staffing needs for the department:

$17,147 / .50 = 34,294$ total yearly officer hours

$24,294 / 2196$ (officer available hours - 42hrs per week x 52 weeks = 15.62 (16 officers)

16×184 (relief factor) = 29.44 (30 officers)

307 (1:7 officer to supervisor ratio) = $4.28 \times 1.84 = 7.88$ (8 supervisors)

Total Patrol Personnel = 38

$38 \div 40\%$ (60/40 ratio of patrol vs. Support personnel) = 53.2 (54 officers)

Chief Trammer recommends 54 sworn officers for a quality level of service.

Chief Trammer referenced a Crime Comparison report to help to determine the staffing needs noting the cities of McDonough, Carrollton, Duluth, LaGrange, Canton, Lawrenceville, Statesboro, Woodstock, Douglasville, Kennesaw, East Point, and Peachtree City; Chief Trammer presented an Optimal Staffing Organizational Chart; presented the proposed budgeting to include Regular Employee Salaries, Part-Time Employee Salaries, Overtime, Employer Provided Benefits, Operating Costs with the Low Range of \$5,504,957, Mid-Range \$5,694,831 and High Range \$5,857,546, noting the Mid-Range is more likely and recommends Scenario 3 for the city as being the most realistic; presented a salary comparison to include Henry County Police, Marta Police Department, Fayetteville Police Department, Rockdale County Sheriff's Office, DeKalb County Police Department, Fayette County Sheriff's Office, Forest Park Police Department, Gwinnett County Police Department, McDonough Police Department, Peachtree City Police Department, Clayton County Police Department, Decatur Police Department, Dunwoody Police Department, Georgia Tech Police Department, Cobb County Police Department, Atlanta Police Department, Brookhaven Police Department, South Fulton Police Department and determined the salaries for Stockbridge to be: Minimum \$43,159 Midpoint \$53,620 75% Percentile \$58,851 and Maximum \$64,081, noting the department needs to be competitive and in line with the current pay structure for the city using pay grade 111 and will use a tiered system noting training, certifications and education; noted the total annual cost would include inflation based on the 3% CVIOG Study, and using the ICMA Model Scenario 3; noted the estimated start-up costs would be \$1,834,100.00 after building renovations, personnel, fleet of 58 vehicles (includes spare vehicles in case of damage/wrecks); technology, uniforms & equipment, weapons & ammunition, supplies and misc. purchases and the reimbursement from ARPA (American Rescue Plan Act), noting a hiring incentive may not be needed having received over 100 inquiries for positions already; noted the Revenues vs. Costs for City Provision of Police Services with the Property Tax Rollback, HCPD Services, and estimated Court Revenues; noted if a tax were to be implemented, based on the Henry County Tax Commissioner's example of a home valued at \$225,000, a 3mil local property tax would equate to \$105 annually per home owner or \$8.75 per month, and this rate does not include homestead, veteran, or age exemptions which would reduce the rate to an even lower amount; referenced other funding sources in addition to ARPA which included Grants, Probation Fees, Fines & Forfeitures, Licenses & Permits, Services/Reports, and can be used for training and equipment, and offset other expenses; noted the city is slated to receive \$14 of ARPA funding, noting \$5.6 million has already been received by the city; referenced Grant Opportunities for AED's Body Cameras, CAD System, Citation Management, Crash & Crime Reconstruction, Crime Analysis & Investigative Software, Drug & Alcohol Testing, Evidence Management, Car Video, License Plate Readers, Radio & Radio Systems, RMS, Computers, Training & Training Simulation and K-9 Program, just need to apply; noted President Biden's American Rescue Plan Act can assist communities such as Stockbridge work to reduce crime, noting Stockbridge encompasses

4.19% of the overall landmass of the county, but during 2020/2021 had 38% of the overall robberies, 30% of the overall homicides and 20% of the overall aggravated assaults in the County, and ARPA funds can be used for Law Enforcement services to counter this trend noting you must show how you are spending monies, and show where violent crime is up in your community, stating based on the numbers, Stockbridge would certainly qualify; stated the projections show that with the additional funding sources, the city would not need to implement a millage tax until 2024, noting the ARPA funds could be used through December 31, 2024; and also noted he had spoken the Henry County Sheriff's Office and Henry County Police Chief and noted Intergovernmental Agreements would be in place for GBI, State Patrol Services for Officer Involved Critical Event Investigations, Explosive Ordinance Disposal, Traffic Accident Reconstruction - Fatality/Serious Injury at no cost via Mutual Aid Agreement, SWAT/Crisis Negotiation, Mobile Field Force, K-9 Services at no cost via Mutual Aid Agreement, Henry County Sheriff's Office-Housing/Transportation of Inmates at no cost noting costs are covered via Court fees, and the City has provided a prisoner transport vehicle to the Henry County Sheriff's Office; Henry County 911 Dispatch services at no cost, noting costs are covered via E-911 surcharge, and that a Memorandum of Understanding would be signed and placed on file; noted the recommendation for a July 1, 2022 start date, with key members coming on board in December 2021, and hiring of officers by June 2022 to be fully acclimated to begin in July; Henry County police have noted they can vacate the facility by January 1, 2022 so that renovations can begin; noted the advantages of a July 2022 implementation would be local services implemented immediately, a millage tax rollback of \$1,968,076, and retaining \$500,000 of supplemental services funding, beginning collection of ½ years fees from court fines, and not requiring application of local tax -1/2 year; noted a community town hall forum will take place Saturday, November 6, 2021 at 10:00 a.m. at the Merle Manders Conference Center, followed by a virtual town hall Tuesday, November 16, 2021 at 7:00 p.m. as part of the community outreach on what your Citizens Police Department should look like.

Mayor Ford thanked Chief Trammer for his very thorough presentation of funding, costs, and timeline; noted he was happy to hear of the interest of those who have inquired about joining the department and wants to see a diverse department.

Mayor Pro Tem Alexander thanked Chief Trammer for the presentation, and reiterated the Chief's statement "Citizens Police Department", with the first town hall on November 6th, and noted what stood out during the presentation was that the increase in crime in the area is not just a rumor, and the time for the City of Stockbridge to act is now; note no city tax in 2022, and if necessary in 2023 his vote would be to use the Fund Balance, and noted going forward after that, the millage would be \$105/annually or \$8.75/month, not including any exemptions which would reduce the tax even more; noted support of using ARPA funds to keep the community safe.

Chief Trammer noted the city bonded \$3 million dollars for the start-up of the police department, using \$4.5 of ARPA funds (could be lower); noted he spoke with the City's Financial Advisor, Ed Wall, who stated there were variables that were not taken into consideration when he wrote his initial report, and has since revised his report noting expenses such as salaries and equipment costs that could offset.

Councilwoman Gantt asked Chief Trammer if there is a possibility there won't be a city tax in 2022.

Chief Trammer responded that ARPA funds can be used for salaries, capital, and operating costs, keeping in mind, only ½ year of operations at an estimated \$3.325,000 or 7 months considering officers would need to be in by June to get staff up and running and the rollback July 1 of \$1,968,000 from the county, and using either ARPA or Fund Balance for the first year, can all be done without a city tax in 2022.

Councilwoman Gantt asked if Mr. Wall was available to speak to the report and the numbers.

Mayor Ford noted Mr. Wall would not be available for this meeting and would make sure he was available at the November 11, 2021 meeting.

Councilwoman referred to the information that had been previously provided by former City Manager Randy Knighton and Financial Advisor Ed Wall indicating a 3.325 and constant decrease in Fund Balance each year; and referenced the estimated operating costs of \$6.9 million dollars.

Chief Trammer noted the \$6.9 million dollars was the scenario with 71 employees and he was not recommending that one, but rather, scenario 3 which calls for 49 employees and on the low end would be \$5.4 million and the suggested middle costs of \$5.7 million dollars.

Councilwoman Gantt noted that was more in line with the Feasibility Study of \$5.8 million dollars, noting she wants see Ed Wall's revised report and new projections, as it had previously been stated there would be a 3% annual increase and reduction in Fund Balance, despite the rollback from the county.

Chief Trammer noted he had spoken with Ed Wall, the city's Financial Advisor who noted there were unknown variables when he made those projections and would be happy to show the revised report.

Councilman Blount stated there was no need to show the report if Mr. Wall was not going to be present to speak to the numbers.

Councilwoman Gantt agreed and stated she would wait to review the revised report with Mr. Wall present at the November 8, 2021, meeting.

PUBLIC HEARING

4. Council Consideration to approve 2021-2026 Short-Term Work Program/Capital Improvement Element (STWP/CIE) Annual Update. At the August 31, 2021, City Council meeting, the Mayor & Council approved to transmit the STWP/CIE document to the Georgia Department of Community Affairs & the Atlanta Regional Commission for review.
Presented by Brecca Johnson, Community Development Director
**Public Hearing Opened - No Speakers in Favor - No Speakers Opposed
Motion to approve Alexander/Thomas Passed 5-0.**
5. Second Reading - Council Consideration to approve The City of Stockbridge Zoning Code (UDC) Unified Development Code. The new UDC would comprise both an update and a rewriting of the existing Zoning and Development ordinances for the purposes of 1) making needed corrections and clarifications; 2) revising the available zoning districts in the City; and 3) making the document more user-friendly.
Presented by Brecca Johnson, Community Development Director
Tabled to be heard January 2022
6. Second Reading - Council Consideration to approve the City of Stockbridge Official Zoning Map to be amended in conjunction with the Unified Development Code (UDC), which includes the City's Zoning Ordinance. This item will run concurrently with the UDC.
Presented by Brecca Johnson, Community Development Director
Tabled to be heard January 2022

NEW BUSINESS

7. Council consideration to approve Adopt-a-Road Program to be managed by the Public Works Department.
Presented by Decius Aaron, Public Works Director
Motion to approve Gantt/Barber Passed 5-0.
8. Council consideration to approve Street Acceptance Policy to be managed by Public Works and Community Development Departments.
Presented by Decius Aaron, Public Works Director & Brecca Johnson, Community Development Director.
Motion to approve Gantt/Blount Passed 5-0.
9. Council consideration to approve Task Order No. 24 with TSW, Inc. - Multi-phased design renovations of the Merle Manders Conference Center in the amount of \$239,230.00. The funding source is from Fund Balance.
Presented by Decius Aaron, Public Works Director
Motion to Table Alexander/Barber Passed 5-0.
10. Council consideration to approve staff to apply for Governor's Grant for ARPA funds for water and sewer projects.
Presented by Decius Aaron, Public Works Director
Motion to approve Blount/Gantt Passed 5-0.

Councilman Blount asked the City Attorney to confirm the use of ARPA funds for law enforcement salaries and equipment; and stated the numbers presented by Chief Trammer don't include benefits which is 6/8 of the city's budget.

Chief Trammer confirmed the numbers presented included salaries, benefits, and operations, noting the entry level salary is \$43,000 with 25% additional cost for benefits, or roughly \$10,000, and includes overtime and operating costs.

Councilman Blount asked if the officers are being hired at \$32,000.

Chief Trammer noted the entry level salary is \$43,000 plus 25% for a total salaries and benefits cost of \$53,750.00.

Councilman Blount asked why the city is rushing with the presentation.

Mayor Pro Tem Alexander asked for a point of order noting the stating the questioning was argumentative.

Councilwoman Gantt asked Chief Trammer to show scenario 2 on the screen.

Mayor Pro Tem Alexander called for a point of order noting Councilwoman Gantt had not been recognized by Mayor Ford to speak.

Councilman Blount stated to Chief Trammer that he was not trying to put him on trial, but rather just wanted to understand the numbers and what was being presented and not have the presentation be political.

Chief Trammer reiterated that all the expenses have been accounted for.

Councilman Blount asked Chief Trammer if he had met with HR.

Chief Trammer confirmed that he had met with HR.

Councilwoman Barber noted that she admittedly had questioned the sustainability of the police department, and that following the presentation, she is comfortable with the city fully funding a police department, especially with other funding sources and noting the operating costs for the next couple of years can be used through December 31, 2024.

Chief Trammer noted that the city will show a nexus of the issues that are being addressed by the city.

Councilwoman Barber noted that she participated on the GMA/ARPA funding call where it was noted that ARPA funding could be used.

Chief Trammer noted Grant Funding could be used for equipment, noted

hundreds of grants are available, and additional funding for community policing is available that was not addressed in the CVIOG Study.

Councilwoman Barber asked if the city has an assigned grant person.

Chief Trammer noted he met with the Treasurer, John Wiggins who advised him that the city has a Grant Writer position that has been approved, but not staffed. Chief Trammer recommended the city hire a Grant Writer and a separate Grant Writer for the Police Department.

Councilwoman Barber expressed her excitement for the upcoming listening session with Chief Trammer noting it is important for citizens to be made aware of the additional funding sources.

Councilman Thomas that his support of the police department is not political noting the goal is that we have public safety for citizens and businesses; stated to Chief Trammer that he was glad he had the opportunity to meet with him and review the plan, noting the opportunity was presented to all members of the Council and some chose not to participate and meet with the Chief; noted the plan was very thorough and well laid out; noted the Chief met with HR and Mr. Wall, and the Henry County Tax Commissioner, has read the ARPA documents and the Feasibility Study, and noted Chief Trammer has done his homework and due diligence noting it is clear why the former City Manager Randy Knighton brought Chief Trammer forward as his candidate for Police Chief and confirmed by the Council; noted it was never said there would not be a tax, however, what has been laid out indicates a tax would be later down the road; asked that everyone move forward with protecting the citizens and business owners and not fight against moving forward with the police department.

11. Council Consideration to fill a vacancy to appoint a member to the Planning Commission

Presented by Brecca Johnson, Community Development Director

Removed from the Agenda

12. Council Consideration to extend Moratoriums pertaining to Resolutions R21-1259 relating to building residential rental properties and R21-1286 relating to Hookah Bars and/or lounges and Cigar Bars and/or lounges.

Presented by Brecca Johnson, Community Development Director

Motion to approve Alexander/Blount Passed 5-0.

COMMENTS FROM THE MAYOR

Mayor Ford noted October is Breast Cancer Awareness Month and Domestic Violence Awareness month and expressed support for each of these causes; noted the 2nd concert featuring Freddie Jackson and Chaka Kahn were outstanding, and was the last concert of the 2021 season, and looks forward to road construction improvements and venue adjustments for 2022; offered congratulations to the Atlanta Braves, National League Division Champs and wished the team well in the World Series; noted it is your constitutional right to exercise your right to vote in the upcoming municipal election and

county TSPLOST Referendum, noting with the passing of the TSPLOST an estimated \$250 million dollars would come to the County and an estimated \$30 million dollars would come to the City over a 5-year period for road improvements, traffic improvements, sidewalks, pedestrian trails, road widenings, curb & gutter in underserved communities and road expansions would be undertaken by the county and cities throughout Henry County, noting if the Referendum fails, it would and additional 15 to 20 years to bring these projects to fruition; noted early voting is underway throughout the county in Stockbridge, Hampton, Locust Grove and McDonough, and it was stated by the City Clerk that on Election Day, voters in the City would vote at the Merle Manders Conference Center, Red Oak United Methodist Church, and Stockbridge First United Methodist Church and if this is also your County Polling Office, you can also vote at the same location for the TSPLOST Referendum; however, if this is not your home county polling location, you will be able to vote for the municipal mayor & council member candidates and you would also need to visit your local polling location to vote for TSPLOST; Mayor Ford noted Red Hawk Field located at 143 Henry Pkwy was offering COVID testing from 9:00 a.m. to 3:00 pm. Tuesday - Thursday; and COVID testing and vaccinations are being offered by the Henry County Public Health Department where you can walk in or make a reservation by calling 800-847-4262; noted Boosters will start to be made available soon, and that providers are working on a vaccination for young people; asked that everyone try to stay healthy and not spread the virus and to get tested; noted the numbers are going down; Piedmont Henry is no longer diverting patients and not currently over saturated with COVID patients.

UPCOMING MEETINGS & ANNOUNCEMENTS: Meeting will be held via Zoom until further notice. Meeting dates and times are subject to change. Please visit the city's website www.cityofstockbridge.com for the meeting invitation link, Facebook page or contact City Hall offices at 770-389-7900 for updates.

- City Council Meeting at 6:00 p.m. Via Zoom 2nd Monday of each month (Nov 8)
- Youth Council Meeting, 5:30 p.m. Via Zoom - 2nd Wednesday of each month (Nov 10)
- Main Street Advisory Board Meeting, 2nd Friday of each month 9:00 a.m. Via Zoom - (Nov 12)
- Downtown Development Authority Meeting, 6:00 p.m. Via Zoom - 3rd Tuesday of each month (Nov 16)
- Youth Council & Advisory Meeting, 6:30 p.m. Via Zoom - 3rd Tuesday of each month (Nov 16)
- City Council Work Session at 6:00 p.m. Via Zoom – Last Tuesday of each (Nov 30)
- Planning Commission Meeting, at 6:30 p.m. Via Zoom – **REVISED** Meeting Date (Dec 2)

UPCOMING CITY EVENTS/INITIATIVES

Please join Councilwoman Barber at the Merle Manders Conference Center for FREE Zumba (Fitness in the Park) Saturdays at 8 a.m. at Clark Park Pavilions A, B & C.

Stockbridge *Annual Veterans Day Virtual Event*, Thursday, November 11, 2021, at 11:00 a.m. via Facebook Live and YouTube.com - Please check the city's Events page for more information: www.cityofstockbridge.com

A Salute to Veterans: Please forward pictures of Veterans including name, branch, rank, and years of service as Councilman Thomas presents a special tribute to our local veterans. Pictures should be submitted to: zpearson@cityofstockbridge-ga.gov no later than Friday, November 5th. Thank you for your service.

Here's your opportunity to *Meet the Mayor*, and voice your questions and/or concerns Monday, November 22, 2021, from 10 a.m. to noon. Call City Hall to schedule an appointment. 770-389-7900.

Please support our small local businesses during the entire month of November with special emphasis on *Shop Small Saturday*, November 27th! Stockbridge Small Businesses owners can register to participate in the Stockbridge Small Business Blitz and Small Business Saturday by contacting the Main Street Program Office at mainstreet@cityofstockbridge-ga.gov or contacting Lisa Fareed at 678-833-3325.

Businesses interested in participating in the Stockbridge Small Business Blitz and Small Business Saturday are encouraged to attend the *Annual Small Business Idea Smash* on Thursday, November 4th at 6:00 p.m. via a Zoom. Check the city's Main Street and Events page on the city's website for more information.

Councilwoman Gantt announced an upcoming Fall Festival initiative taking place on Saturday, October 30th from 12pm - 4pm at Clark Park with free games, candy, and activities.

Councilman Thomas announced he would be partnering with Henry County Libraries and their Halloween Fun at the Library - Spooky Storytime at Cochran Library in Stockbridge on Thursday, October 28th beginning at 5:30 p.m.

Councilman Blount announced the upcoming Noel in November with Kirby G and the Rockers and asked for donations of unwrapped toys for distribution; more information to follow.

Mayor Ford announced the Community Town Hall with Police Chief Trammer at the Merle Manders Conference Center on Saturday, November 6, 2021, at 10:00 a.m. and a Virtual Community Town Hall Meeting on Tuesday, November 16th will more information to follow.

Mayor Pro Tem Alexander announced an upcoming virtual Town Hall initiative taking place on Thursday at 8:00 p.m. focused on Transportation, Economic Development and Police Services

Motion to adjourn Alexander/Blount Passed 5-0.