

CITY COUNCIL
JEFF REESE, MAYOR
GIL MCDUGAL, MAYOR PRO-
TEM
VERLAND BEST
DANNY CARTER
SHIRLEY MARCHMAN
LESLIE MCPHERSON

City of Villa Rica



CITY MANAGER: TOM BARBER
CITY CLERK: ALISA DOYAL
CITY ATTORNEY: C. DAVID
MECKLIN

571 W BANKHEAD HWY
VILLA RICA, GA. 30180
770.459.7000 | VILLARICA.ORG

MAYOR & COUNCIL MONTHLY MEETING AGENDA

Holt-Bishop Justice Center, Municipal Courtroom, 101 Main Street
October 9, 2018 | 6:00 PM

Meeting Call to Order (Mayor Jeff Reese)

Invocation (Councilwoman Shirley Marchman)

Pledge of Allegiance (Mayor Jeff Reese)

Adoption of the Agenda (Mayor Jeff Reese)

Public Comment (We ask that you sign in for Public Comment before the meeting begins. Please state your Name and Address for the record and limit your comments to three minutes)

Council Updates (Subjects of General Interest and Concern)

A. Governing Body (Mayor Jeff Reese)

1. Approval of Minutes
 - a. Monthly Meeting Minutes of September 4, 2018
 - b. Special Called Meeting of September 13, 2018
2. Carroll County Service Delivery Strategy Agreement and Joint Resolution Adopting the Agreement

B. Parks, Recreation & Leisure Services (Vicki Coleman, Director)

1. Villa Rica Library Advisory Board Bylaws and Constitution Update

C. Public Works (Pete Zorbanos, Director)

1. Purchase of 2019 F-250 XL Crew Cab 4X4 truck for Public Works
2. 2019 Unregulated Contaminant Monitoring Rule 4 (UCMR4)

D. Information Technology (Jim Chambers, Manager)

1. Security System for Maintenance Buildings

E. Finance (Sarah Hefty, CFO)

1. Financial Report: August 2018
2. 2019 Budget Amendments
3. New Positions for 2019 Fiscal Year

4. Promotions for 2019 Fiscal Year

5. Proposed Organization Chart

F. City Manager (Tom Barber)

1. Addendum to CivicPlus Agreement

2. Implementation of Evergreen's 2018 Pay Study

City Manager's Report (Tom Barber)

Adjournment

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CITY COUNCIL MONTHLY MEETING MINUTES

Holt-Bishop Justice Center, Municipal Courtroom, 101 Main Street
Tuesday, September 4, 2018 | 6:00 pm

Meeting Call to Order (Mayor Jeff Reese)

Mayor Jeff Reese called the meeting to order at 6:00 pm. Present were Mayor Jeff Reese, Mayor Pro Tem Gil McDougal, and Councilmembers Danny Carter, Shirley Marchman and Leslie McPherson

Invocation (Councilman Danny Carter)

Councilman Danny Carter led the invocation.

Pledge of Allegiance (Mayor Jeff Reese)

Mayor Jeff Reese led the Pledge of Allegiance.

City Attorney Special Announcement (David Mecklin)

City Attorney David Mecklin read a letter from Councilman Verland Best stating that he will be retiring from the City Council after the necessary paperwork is completed. Councilman Best has served on the Council for 23 years.

Ceremonial Presentations (Mayor & Council)

- Recognition of Kevin Kersey - 5 Years of Service
- Recognition of Chris Baxter – 5 Years of Service
- Recognition of Perry Baxter – 5 Years of Service
- Proclamation – Constitution Week of September 17-23, 2018
- Proclamation – Public Safety Appreciation Day in Carroll County
- Janet Chumley, Main Street Manager, announced that the official unveiling of the “WE ARE VR” statue ceremony will be Saturday, October 6, 2018 at 1:00 pm at the MILL amphitheater.

Adoption of Agenda (Mayor Jeff Reese)

Councilman Gil McDougal requested to amend the Executive Session to add the discussion regarding employment. Councilman Danny Carter stated that the Council tabled the Norfolk Southern Grant Acceptance to this meeting and it is not listed on the agenda. Mayor Jeff Reese reported that it will be on the October agenda.

Councilman Danny Carter made the motion to adopt the agenda.

RESULT:	ADOPTED (UNANIMOUS)
MOVER:	Danny Carter, Councilman
SECONDER:	Shirley Marchman, Councilwoman

AYES: Carter, Marchman, McDougal, McPherson

Public Comment (We ask that you sign in for Public Comment before the meeting begins. Please state your Name and Address for the record and limit your comments to three minutes)

Five citizens came forward to make a public comment.

Council Updates (Subjects of General Interest and Concern)

There were no Council updates.

Consent Agenda

The Consent Agenda is a single item that encompasses all things the City Council would normally approve with little comment. Each of these items was discussed at the Thursday, August 30, 2018, Council Work Session, and it was the unanimous consensus of the Governing Body to place the following items on the Consent Agenda.

1. Temporary Signage Request for A Taste of Villa Rica Event – Michael Young, Golden City Lions Club
2. Bay Springs Traffic Calming Devices
3. Transmittal of Comprehensive Plan Update to Three Rivers Regional Commission and Georgia Department of Community Affairs
4. Approve Final Payment for Gold Miner Statue with Product Development (Hotel Tax) Revenue
5. Adoption of Name “Gold Nugget Trail”
6. Georgia Department of Transportation’s Title VI Policy Agreement
7. Relocation of Waterline at the Intersection of Hwy 61 and Punkintown Road
8. Water Line Upgrade and Extension Along Hwy 61
9. Water Main Replacement on North Avenue
10. Infiltration and Inflow Abatement of Sanitary Sewer Collection System
11. Grapple Truck for Solid Waste Department
12. Pine Mountain Repairs
13. Council Audio Video System Upgrade
14. Support for Tax-Exempt Bonds
15. Abandonment of West End of Sugar Hill Street
16. New Council Meeting Dates
17. Budget Amendments – August 2018
18. Accept Mauldin & Jenkins as Auditors for Fiscal Year 2018
19. 2019 Health Insurance Premiums

Councilman Danny Carter made the motion to approve the Consent Agenda.

RESULT:	ADOPTED (UNANIMOUS)
MOVER:	Danny Carter, Councilman
SECONDER:	Leslie McPherson, Councilwoman
AYES:	Carter, McPherson, Marchman, McDougal

At this time, Carroll County Commissioner Marty Smith made a presentation of the Transportation Special Purpose Local Option Sales Tax (TSPLOST) that will be on the November ballot. Other guests from Carroll County were Gerald Pilgrim, Director of Operations, and Leamon Stephens, Finance Director.

A. Governing Body (Mayor Jeff Reese)

1. Approval of Minutes:

a. Council Meeting Minutes of August 7, 2018.

Councilwoman Shirley Marchman made the motion to approve the August 6, 2018 minutes.

RESULT: **ADOPTED (UNANIMOUS)**
MOVER: Shirley Marchman, Councilwoman
SECONDER: Danny Carter, Councilman
AYES: Marchman, Carter, McDougal, McPherson

2. Housing Authority Board Reappointment – Amalie W. Hyneman (Term Expired)

Councilwoman Shirley Marchman made the motion to approve the reappointment of Amalie W. Hyneman to the Housing Authority Board.

RESULT: **ADOPTED (UNANIMOUS)**
MOVER: Shirley Marchman, Councilwoman
SECONDER: Danny Carter, Councilman
AYES: Marchman, Carter, McDougal, McPherson

3. Library Advisory Board Appointment of Franklin Pritchett

Councilwoman Leslie McPherson made the motion to approve the appointment of Franklin Pritchett to the Library Advisory Board.

RESULT: **ADOPTED (UNANIMOUS)**
MOVER: Leslie McPherson, Councilwoman
SECONDER: Danny Carter, Councilman
AYES: McPherson, Carter, McDougal, Marchman

4. Appointment of Monroe Spake to Cemetery Commission

Councilwoman Shirley Marchman made the motion to approve the appointment of Monroe Spake to the Cemetery Commission.

RESULT: **ADOPTED (UNANIMOUS)**
MOVER: Shirley Marchman, Councilwoman
SECONDER: Danny Carter, Councilman
AYES: Marchman, Carter, McDougal, McPherson

B. Community Development (Bobby Elliott, Director)

1. RA-04-18/FLUM-02-18: Rezoning and Future Land Use Amendment for North Van Wert Road and 1483 Highway 78:

Public Hearing: One citizen came forward.

Councilwoman Leslie McPherson made the motion to approve the applications from First Baptist Church of Villa Rica for North Van Wert Road and 1482 W. Bankhead Highway to rezone property from Agricultural to General Commercial with conditions, and to amend the future land use plan from Public/Institutional to Commercial.

RESULT: **ADOPTED (UNANIMOUS)**
MOVER: Leslie McPherson, Councilwoman

SECONDER: Gil McDougal, Councilman
AYES: McPherson, McDougal, Carter, Marchman

2. Alcohol License Request: ABL-06-18 Retail Malt Beverages & Wine, Fast Advent Corp., 610 E. Hwy 78, Villa Rica, GA 30180:

Councilman Danny Carter made the motion to approve the alcoholic beverage application for Fast Advent Corp., located 610 E. Hwy 78, Villa Rica, GA 30180.

RESULT: **ADOPTED (3-1 VOTE)**
MOVER: Danny Carter, Councilman
SECONDER: Leslie McPherson, Councilwoman
AYES: Carter, McPherson, McDougal
NAYS: Marchman

3. Solid Waste Ordinance

Councilman Gil McDougal made the motion to table until the October meeting.

RESULT: **TABLED (UNANIMOUS)**
MOVER: Gil McDougal, Councilman
SECONDER: Danny Carter, Councilman
AYES: McDougal, Carter, Marchman, McPherson

C. Finance (Sarah Hefty, CFO)

1. Redevelopment Powers Presentation

CFO Sarah Hefty gave a presentation on Redevelopment Powers.

2. Financial Update – July 2018

CFO Sarah Hefty presented the July 2018 Financial Report.

3. Adoption of 2019 budget.

Councilman Gil McDougal made the motion to have a Special Called Meeting on Thursday, September 13, 2018 at 6:00 pm to give the Council more time to review the budget changes.

RESULT: **ADOPTED (UNANIMOUS)**
MOVER: Gil McDougal, Councilman
SECONDER: Danny Carter, Councilman
AYES: McDougal, Carter, Marchman, McPherson

D. City Manager (Tom Barber)

1. Multi-Family Housing Limit

Councilman Gil McDougal made the motion to remove the 30% restriction on multi-family housing.

RESULT: **ADOPTED (UNANIMOUS)**
MOVER: Gil McDougal, Councilman
SECONDER: Danny Carter, Councilman
AYES: McDougal, Carter, Marchman, McPherson

2. City Manager's Report (Tom Barber)

City Manager Tom Barber gave an updated report on City projects.

E. Executive Session (David Mecklin, City Attorney)

1. Pursuant to the attorney-client privilege and as provided by Georgia Code Section 50-14-2(1), a meeting otherwise required to be open was closed to the public in order to consult and meet with legal counsel pertaining to pending or potential litigation, settlement, claims, administrative proceedings, or other judicial actions brought or to be brought by or against the agency or any officer or employee or in which the agency or any officer or employee may be directly involved and matter discussed was.
2. Meeting to discuss or deliberate upon the appointment, employment, compensation, hiring, disciplinary action or dismissal, or periodic evaluation or rating of a public officer or employee as provided in Georgia Code section 50-14-3(b)(2).

Councilman Danny Carter made the motion to go into Executive Session, seconded by Councilman Gil McDougal. Vote: 4-0. Motion approved. City Attorney David Mecklin read the two reasons for Executive Session.

Councilman Danny Carter made the motion to reconvene into regular session, seconded by Councilwoman Leslie McPherson. Vote: 4-0. Motion approved.

City Attorney David Mecklin reported there was no action in Executive Session.

Adjournment

Councilwoman Shirley Marchman made the motion to adjourn, seconded by Councilman Danny Carter. Vote: 4-0. Motion approved.

Jeff Reese, Mayor

Alisa Doyal City Clerk



SPECIAL CALLED COUNCIL MEETING MINUTES

Holt-Bishop Justice Center, Municipal Courtroom, 101 Main Street

September 13, 2018 | 6:00 pm

Meeting Call to Order (Mayor Jeff Reese)

Mayor Jeff Reese called the meeting to order at 6:00 pm. Present were Mayor Jeff Reese, Mayor Pro Tem Gil McDougal, Councilmember's Shirley Marchman, Danny Carter, and Leslie McPherson.

Adoption of the Agenda (Mayor Jeff Reese)

Councilman Danny Carter made the motion to approve the agenda.

RESULT:	ADOPTED (UNANIMOUS)
MOVER:	Danny Carter, Councilman
SECONDER:	Leslie McPherson, Councilwoman
AYES:	Carter, McPherson, McDougal, Marchman

A. Governing Body

1. Service Delivery Strategy – October 2018

The City Council discussed the Proposed Service Delivery Strategy with Carroll County. The item will be on the October 9, 2018 meeting agenda for action by the Council.

2. City Clean Up Week

Councilwoman Leslie McPherson made the motion to approve the week of October 29 as our Annual Cleanup Week with Wednesday, October 1 designated as the day we provide special assistance to seniors with appliance pickup.

RESULT:	ADOPTED (UNANIMOUS)
MOVER:	Leslie McPherson, Councilwoman
SECONDER:	Danny Carter, Councilman
AYES:	McPherson, Carter, Marchman, McDougal

B. Finance (Sarah Hefty, CFO)

1. Adoption of 2019 Budget

Councilman Gil McDougal made the motion that we adopt the fiscal year 2019 Operating and Capital Budget as presented in the September 5, 2018 version.

RESULT:	ADOPTED (UNANIMOUS)
MOVER:	Gil McDougal, Councilman

SECONDER: Danny Carter, Councilman
AYES: McDougal, Carter, Marchman, McPherson

Councilman Danny Carter made the motion to go into Executive Session, seconded by Shirley Marchman.
Vote: 4-0. Motion approved.

C. Executive Session (David Mecklin, Attorney)

1. Meeting to discuss or deliberate upon the appointment, employment, compensation, hiring, disciplinary action or dismissal, or periodic evaluation or rating of a public officer or employee as provided in Georgia Code section 50-14-3(b)(2).

City Attorney David Mecklin requested the Council to go into Executive Session.

Councilman Danny Carter made the motion to go into Executive Session, seconded by Shirley Marchman.
Vote: 4-0. Motion approved.

Councilman Danny Carter made the motion to reconvene into regular session, seconded by Councilman Gil McDougal, Vote: 4-0. Motion approved.

City Attorney David Mecklin reported there was no action taken in Executive Session.

Councilwoman Shirley Marchman made the motion to adjourn, seconded by Councilman Danny Carter.
Vote: 4-0. Motion approved.

Jeff Reese, Mayor

Alisa Doyal, City Clerk



Agenda Item: _____

CITY OF VILLA RICA

City Council Meeting Agenda Item Cover Sheet

SUBJECT: 2018 CARROLL COUNTY SERVICE DELIVERY STRATEGY AGREEMENT

AGENDA DATE: 10/09/2018 **DATE PREPARED:** 09/28/2018

PREPARED BY: Tom Barber

AMOUNT: N/A

GL ACCOUNT #: N/A

PURPOSE: To discuss the proposed 2018 Carroll County Service Delivery Strategy (SDS).

BACKGROUND: The current Carroll County SDS agreement was originally created in 1999 and approved by the Georgia Department of Community Affairs just after the rules governing the SDS process were amended. Enforcement of the new requirements was lax at that point in time. It was subsequently modified in 2012 and slightly modified in 2018 to clean up the Mt. Zion map issue. Consequently, we have a very short agreement that does not, in and of itself, protect the City nor the City's taxpayers.

With that being said, it is important to note that the cooperation between Carroll County's elected officials and employees and the City's elected officials and employees is very, very good. In addition, the specific changes to the document that we have requested have been included.

However, if these inter-governmental relationships are somehow disrupted the agreement doesn't contain adequate language to protect the City. Assuming that the proposed SDS agreement remains in place for 5 to 10 years, it seems likely that a disruption will take place before the agreement is substantially modified again.

According to information from GMA that I have reviewed, the agreement should indicate for each service one of the following service provider designations:

1. Service will be provided countywide
2. Service will be provided only in the unincorporated portion of the county by a single service provider
3. One or more cities will provide this service only within their incorporated boundaries, and the service will not be provided in unincorporated areas
4. One or more cities will provide this service within their incorporated boundaries, and the county will provide the service in unincorporated areas
5. Other – attach map

In addition, the agreement should also include the following required components:

1. Maps that delineate the service area of each service provider (clear, current city boundaries at parcel-level detail – my addition).
2. The funding method for each service, indicating General Fund, Enterprise Fund, SPLOST Fund, etc.
3. References to each inter-governmental agreement (IGA) that will be used to implement any service delivery should be detailed, as applicable.

The approval process requires the County and the City of Carrollton to sign off on the agreement, along with three of the following five cities: Bowdon, Mt. Zion, Temple, Whitesburg, and Villa Rica. Breman and Roopville do not vote because they don't possess the minimum population of 500 residents.

STAFF RECOMMENDATION: For City Council to discuss the proposed SDS agreement. Approval of the joint resolution at the October 23 meeting will be necessary in order for the County to meet their reporting deadline.

IMPACT: N/A

MOTION: For discussion only.

Service Delivery Strategy

for

Carroll County, Georgia

and the cities of

**Bowdon, Georgia
Bremen, Georgia
Carrollton, Georgia
Mount Zion, Georgia
Roopville, Georgia
Temple, Georgia
Villa Rica, Georgia
Whitesburg, Georgia**



Adopted October 2018

Service Delivery Strategy

Carroll County and the Cities of Bowdon, Bremen, Carrollton, Mount Zion, Roopville, Temple, Villa Rica and Whitesburg

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WATER AND WASTEWATER SERVICE DELIVERY MAP	

CARROLL COUNTY SERVICE DELIVERY AGREEMENT

Parties: Carroll County and the Cities of Bowdon, Bremen, Carrollton, Mount Zion, Roopville, Temple, Villa Rica, and Whitesburg

AIRPORT

The West Georgia Regional Airport Authority is a statutorily created entity whose members (three from Carroll County and three from Haralson County) are appointed by the respective governing bodies of Carroll and Haralson Counties. The Authority is the governing entity for the West Georgia Regional Airport.

The facility serves a multi-county area. Funding is provided primarily from user fees with occasional intergovernmental funds in the form of local government contributions and state/federal grants.

Future growth and the facility's import to the multi-county area for transportation and economic development may at some point require a more sustained level of operational and capital improvement funding. Since the facility provides a county-wide service, any such funding is provided from the respective county general funds.

ANIMAL CONTROL

Pursuant to the Local Option Sales Tax (LOST) distribution agreement, Carroll County provides this service to all cities (including only the Carroll County portion of the City of Bremen), utilizing a building facility and property located at 251 Automation Drive, Carrollton, Georgia, which was constructed by the County using Special Purpose Local Option Sales Tax (SPLOST) funds. The County and each city have adopted Animal Control Ordinances. Funding is provided from the County General Fund.

BUILDING CODES INSPECTION

The cities of Bremen, Carrollton and Villa Rica provide this service in their jurisdictions. Carroll County provides this service in unincorporated Carroll County and for all other cities on a fee basis.

Funding for this service is derived from taxes and fees from the unincorporated area of the County and the cities receiving the service only. Should any jurisdiction currently utilizing the County provided inspections service select to provide its own service, then this same funding provision will apply. Services to the other cities should be derived from user fees and/or by intergovernmental agreements between the County and respective cities.

CONVENTION / TOURISM SERVICES

Operational funding for the Carrollton Area Convention and Visitors Bureau (CACVB) is currently derived in total from a hotel/motel tax levied on hotel/motel guests staying in hotels/motels within the City of Carrollton. The CACVB is governed by a five (5) member board appointed by the Mayor and City Council of Carrollton. The City of Villa Rica appoints and funds the Villa Rica Convention & Visitors Bureau, Inc., a 501(c)(6) non-profit corporation, from hotel/motel taxes levied on guests staying in hotels/motels within the City of Villa Rica. Carroll County has levied the hotel/motel tax for the unincorporated areas to promote tourism services throughout the County.

CORONER – DEATH INVESTIGATION

The County Coroner provides death investigation services county-wide, all costs are paid from the County's General Fund.

COURTS

Superior, State, Magistrate, Juvenile, and Probate court functions and services (including prosecution, probation, social services and any additional related/allied services) are county-wide in scope and function, and all costs associated are paid from the County General Fund. Each respective city choosing to provide Municipal Court Services shall pay all costs associated with same from city funds and retain all fines/forfeitures from same.

ECONOMIC DEVELOPMENT

Carroll County and the Development Authorities of the cities of Bowdon, Carrollton, and Villa Rica are investment stakeholders in the Carroll County Economic Development Foundation, dba Carroll Tomorrow, a 501(c)(3) public-private partnership, which provides specific economic development support to meet the needs of these respective communities. Carroll Tomorrow, in conjunction with the Carroll County Chamber of Commerce serves as the county-wide clearinghouse, coordinator, recruiting, and marketing arm for economic development activities in Carroll County. Carroll Tomorrow partners with Haralson County Development Authority and the City of Bremen, as well as the Douglas County Development Authority on projects that may have regional benefits. Carroll County has in the past provided SPLOST funds for the acquisition of land, as well as assistance in the construction of industrial access roads, industrial sites, and the extension of infrastructure to facilitate economic investment in the County on a case-by-case basis as resources permit and will continue to do so.

ELECTIONS

Carroll County currently provides this service for all elections held county-wide (national, state, district, and county) through its Board of Elections and Registrations. The Board of Elections will also provide this service to city jurisdictions for city elections on a fee basis pursuant to intergovernmental agreements; however, qualifying for city elections is handled by the cities.

E-911 COMMUNICATIONS CENTER

Emergency 911 (E-911) service in Carroll County is provided county-wide under the auspices of Carroll County and is funded from a \$1.50 surcharge on local telephones and cellular phones. In 2016, the County completed the addition to, and renovation of, the E-911 facility using SPLOST funds.

The E-911 Communications Center for Carroll County was originally established as a 911 Center under an intergovernmental agreement which created a Users Board consisting of a representative from each agency dispatched by the Center.

Currently user fees fund the operation of the E-911 Communications Center. In the future should the expenses of operating the E-911 Center exceed the funds generated from all surcharge applications available (both landlines and wireless) any additional funding requirements shall be borne by the participating governing authorities or private users on a pro rata basis. That pro rata basis shall be the respective users total number of dispatch calls as a percentage of the total calls for the most recently completed calendar year period.

EMERGENCY MANAGEMENT

This service is provided by the Carroll County Emergency Management Agency. This service is clearly county-wide in scope and function and should continue to be funded from the County General Fund.

EMERGENCY MEDICAL SERVICES

This service is currently provided county-wide by Carroll County under a contractual agreement with a private 911 zone provider. The Emergency Medical Services Review Committee advises the Chairman of the County Board of Commissioners on matters relating to the development and coordination of the emergency medical services system that serves the residents of Carroll County. The County will continue to fund this from the County General Fund.

EXTENSION SERVICE

The Carroll County Extension Service provides this service county-wide. The Extension Service is a part of the University System of Georgia and receives some state funding. A cooperative agreement exists between Carroll County and the Extension Service to provide educational and technical services to homeowners and businesses in the areas of agricultural, horticultural, environment, family consumer sciences, and youth 4-H programs. Funding is provided from the County General Fund and state funding.

FIRE PROTECTION

Carroll County provides fire services to all of unincorporated Carroll County and to the cities of Bowdon, Mount Zion, Roopville, Temple, Villa Rica, and Whitesburg pursuant to under the intergovernmental agreements for \$1.00 per year and extending fifty years. In providing this service, the Carroll County Fire Department operates fifteen fire stations and a fire headquarters with appropriate equipment and manpower.

The City of Carrollton provides fire services to the incorporated area of Carrollton and to a designated fire district in the unincorporated Carroll County under an intergovernmental agreement with Carroll County. The City of Carrollton operates four fire stations with appropriate equipment and manpower. Pursuant to an intergovernmental agreement, the City of Carrollton and the Carroll County Fire Department have a reciprocal Automatic and Mutual Aid pact. The City of Carrollton and the Carroll County Fire Departments also participate in a regional Hazardous Materials Response Program headquartered in the City of Carrollton.

As Carroll County and its cities continue to grow and the respective fire services expand, great care should be exercised in closely coordinating the location of any new fire stations and the allocation of resources for equipment/apparatus between the fire service providers in the County. The Departments should consult regularly and routinely on these and other matters, study and evaluate potential growth patterns, and plan to allocate all resources (manpower, facilities and equipment) in a manner so as to maximize coverage, response, and effectiveness.

Fire services are paid from the County General Fund for all unincorporated areas and for the cities of Bowdon, Mount Zion, Roopville, Temple, Villa Rica and Whitesburg. The Carroll County taxpayers located within the City of Carrollton and the City of Bremen will receive a millage rate credit for fire services provided within their respective city limits.

The attached Fire Protection Service Map shows the fire service delivery areas for the City of Carrollton, the City of Bremen and Carroll County.

HOSPITALS

The Carroll City-County Hospital Authority (the "Authority") owns several health care facilities in Carroll County. In 1988, the Authority formed Tanner Medical Center, Inc. ("Tanner"), a tax-exempt, charitable provider of health care services, and agreed to lease the Authority's facilities to Tanner. Under this lease, Tanner is obligated to maintain tax-exempt status, operate and maintain the Authority's facilities, maintain an emergency department providing obstetrical services, provide indigent care and otherwise to provide health care services for residents of the County. The Authority receives from Tanner periodic reports on Tanner's operations, and the Authority is authorized to enforce Tanner's obligations under the lease. Authority members are selected by the Authority from nominations submitted jointly to the Authority by the City of Carrollton Mayor and City Council and the Carroll County Board of Commissioners.

JAIL

Carroll County owns and operates the only jail currently in service within the County. The City of Bremen utilizes the Haralson County Jail. The capital costs of the current jail were paid by Carroll County. The operating costs are paid from the County's General Fund and per diem fees paid by the cities.

Carroll County's cities have chosen not to operate jails. Instead, the cities have chosen to pay Carroll County to use the County jail space to house (1) individuals arrested for violations of state laws or city ordinances with a bond returnable to a city court, (2) individuals sentenced to imprisonment for violations of state laws or city ordinances prosecuted in city courts, or (3) individuals for whom warrants are issued by city courts (the foregoing are sometimes collectively referred to as the "City Inmates"). The current fee for housing City Inmates is \$35 per day.

For any inmates housed in the County jail other than the City Inmates, regardless of the jurisdiction affecting the arrest, the County should will not charge a per diem fee, but rather the County shall bear that cost from the County's General Fund. Notwithstanding the foregoing, for any charge subsequently bound over to state or superior court, the cities shall not be required to pay the County the per diem fee.

LAW ENFORCEMENT

The cities of Bowdon, Bremen, Carrollton, Mount Zion, Temple, Villa Rica and Whitesburg provide municipal police forces for the purpose of law enforcement in their respective jurisdictions. The City of Roopville provides no city police services. The cost of this service is paid from the general fund of each city. The Sheriff of Carroll County provides this service in unincorporated Carroll County and the City of Roopville. However, the Sheriff is also the chief law enforcement officer of the County and has county-wide jurisdiction including arrest powers within and outside each municipality of the County. The other duties of the Sheriff also involve county-wide responsibilities, including management of the county jail and serving the courts. The Sheriff is elected by all voters of the County and as such is charged with serving the entire county. The law enforcement and court responsibilities of the Sheriff's Department are paid from the County General Fund.

LIBRARIES

Carroll County has six (6) libraries (Warren P. Sewell Memorial Library in Bowdon, Neva Lomason in Carrollton, Mount Zion, Temple, Villa Rica and Whitesburg Public Library), which operate under the umbrella of the West Georgia Regional Library System, the entity receiving state and other funds for purposes of operating the regional system. Carroll County has a local library board (Carroll County Library Board) with representatives appointed locally.

All libraries are available to citizens county-wide. Carroll County makes an annual budget appropriation each year in support of all six (6) county libraries. The City of Carrollton makes an annual appropriation for the operation of the Neva Lomason Library. The City of Villa Rica operates the Villa Rica Public Library and funds a majority of its operating expenses. The City of Bowdon funds a majority of the operating expenses for the Warren P. Sewell Memorial Library. The City of Mount Zion contributes funds for the Mount Zion library. The City of Temple contributes funds for the Temple library. The City of Whitesburg contributes funds for the Whitesburg library.

PLANNING AND ZONING

All local governing jurisdictions who are a party to the Service Delivery Strategy process provide planning and zoning services for their respective jurisdictions. Each jurisdiction desires to continue providing these services for the purposes of maintaining local oversight, accountability, and level of service. Funding is provided from the general funds of the respective jurisdictions.

The parties to this process agree to utilize the same process adopted to resolve disputes arising from annexation to resolve any future land use plan compatibility disputes resulting from changes in land use plans subsequent to the time the Service Delivery Strategy is effective.

The County acknowledges that the overall planning responsibilities of the Three Rivers Regional Commission (Three Rivers) supported by per-capita dues are generally county-wide in application and dues assessed by Three Rivers to the County and its cities for this purpose should be paid from the County General Fund. Charges for specific services and project assistance outside the scope of those provided under the per-capita dues assessment should be paid directly by the jurisdiction receiving the service or project.

PUBLIC HEALTH

Public health services in Carroll County are subsidized by the County (by means of County appropriations to supplement the State's funding formula) through the Carroll County Health Department. Those services are available county-wide and should be funded from the County General Fund.

PUBLIC HOUSING

Public Housing in Carroll County is provided by the cities of Bowdon, Bremen, Carrollton, and Villa Rica. It is a city service only.

RECREATION

Carroll County, the City of Bowdon, City of Bremen, City of Carrollton, City of Mount Zion, City of Temple and the City of Villa Rica provide what are considered to be full-time recreation programs. Carroll County provides county-wide recreational services. The types of programs, activities, and facilities vary in each jurisdiction/community but all provide/sponsor certain youth recreation programs (basketball, football, baseball, softball, cheerleading, and soccer). However, programs, activities, and facilities in some jurisdictions, particularly those with full-time programs, are more expansive in scope.

The County acknowledges that significant numbers of residents of unincorporated Carroll County participate in the programs, activities, and facilities of full-time city recreation programs, particularly those not provided by the County programs. Some of the programs are theater, dance, music, senior programming and art. The County desires to continue access to these broader range program/activities for its unincorporated residents on the same basis as they are available to incorporated residents, and believes the unincorporated residents' participation is also beneficial to the full-time programs through increased user fees and corporate/business support.

In consideration for the cities with full-time programs continuing access for unincorporated residents on the same basis as incorporated residents, the County provides funding (from the County General Fund) to the cities with full-time programs to partially offset the cost of residents of unincorporated Carroll County participating in the programs.

The funds will be distributed based on the overall participation of unincorporated residents in the programs and activities of full-time city recreation programs, as well as each city's pro rata share of that participation.

The County currently budgets \$360,000 annually to supplement the full-time city recreation programs. The payments are made in two installments payable in January and May each year.

With the growth in recreation, cultural arts/leisure service and facilities throughout the County by the respective service providers, it is important that a high level of cooperation and coordination be maintained among these providers to minimize unnecessary duplication and encourage the shared use of facilities and resources.

ROAD AND STREET CONSTRUCTION

Road and street construction within the corporate limits of the cities is the financial, policy, and managerial responsibility of the respective cities with the exception of Roopville where road and streets are maintained by Carroll County. Carroll County has in the past assisted in the construction of streets within the corporate limits of the respective cities and will continue to do so on a case-by-case basis. Cities utilizing the County's construction crews will enter into an intergovernmental agreement with Carroll County and the cities will be responsible for all fees for professional services and costs of materials and supplies and will reimburse Carroll County for all labor and fuel costs incurred.

Carroll County provides for road and street construction in unincorporated Carroll County.

ROAD AND STREET MAINTENANCE

Road and street maintenance within the corporate limits of the respective cities is the financial, policy and managerial responsibility of the respective cities, with the exception of Roopville where roads and streets are maintained by Carroll County. Carroll County has in the past assisted in the maintenance of roads and streets within the corporate limits of the respective cities on a case-by-case basis. Cities utilizing the County's maintenance crews will enter into an intergovernmental agreement with Carroll County, and the cities will be responsible for all fees for professional services and costs of materials and supplies and will reimburse Carroll County for all labor and fuel costs incurred.

Carroll County provides for road and street maintenance in the unincorporated areas of the County.

SENIOR CITIZENS PROGRAMS

Senior citizens programs in Carroll County are provided by the cities of Bowdon, Bremen, Carrollton, Mount Zion, Villa Rica, Whitesburg and Temple. The County is exploring ways to enhance programs in order to better serve all senior citizens of the County.

SOCIAL SERVICES

Social Services in Carroll County are provided by Department of Family and Children Services (DFACS), Carroll Association for Remarkable Citizens (ARC), and the Pathways Center (mental health) are provided county-wide and shall be paid from County General Fund. Any supplemental funding is totally discretionary and may be paid from City General Funds.

SOLID WASTE COLLECTION/DISPOSAL/RECYCLING

The cities of Carrollton, Bowdon, Bremen, Villa Rica, Temple, and Roopville provide their own solid waste collection either through direct service or by contract with a private collection provider and funded in large part through user fees. Residents of unincorporated Carroll County and other cities (Whitesburg and Mount Zion) rely on either the County's convenience centers or the residents/businesses thereof contract independently with private collection firms.

Disposal of solid waste in Carroll County is the responsibility of the County. The County operates a transfer station at a location off Simonton Mill Road. All governmental jurisdictions, service providers, residents, and businesses located in Carroll County may use the County's facility. All operational and capital costs of the County's facility is supported by tipping (user) fees paid on a per ton basis.

All costs associated with the collection and disposal of solid waste at convenience centers in the unincorporated areas of the County are paid with revenues derived from the unincorporated area of the County.

In conjunction with the County's convenience centers, Carroll County provides recycling facilities at these locations which are available to all Carroll Countians.

TAX COLLECTION

Carroll County currently provides this service for county-wide tax collection (including vehicles and manufactured homes) through the Carroll County Tax Commissioner. Carroll County and the Tax Commissioner will also provide this service to municipalities for city taxes on a fee basis pursuant to intergovernmental agreements.

TAX VALUATION

The Carroll County Board of Assessors currently provides this service for county-wide tax valuation and all costs are paid from the County General Funds.

WATER AND WASTEWATER SERVICES

I. Water Service.

The cities of Bowdon, Bremen, Carrollton, Mount Zion, Roopville, Temple, Whitesburg, and Villa Rica and the Carroll County Water Authority (“CCWA”) operate water distribution systems and distribute water directly to users located within their respective service areas. The cities of Bowdon, Bremen, Carrollton, Roopville, Whitesburg and Villa Rica have permitted water supplies and water treatment plants, as necessary, to supply users within their respective service areas. CCWA has permitted water supplies and water treatment plant to supply users within its respective service area and to municipal customers including the cities of Mount Zion, Roopville, Temple, Whitesburg and Villa Rica. Capital, operating and debt service costs for water service are derived from enterprise funds maintained by the respective entities and supported by their user fees. Carroll County does not provide or fund water service.

II. Wastewater Service.

The cities of Bowdon, Bremen, Carrollton, Temple, and Villa Rica, and CCWA currently provide wastewater collection and treatment using various methodologies. Each entity has permitted wastewater treatment facilities and associated collection systems that service portions of their respective service areas. Capital, operating, and debt service costs for wastewater service are derived from enterprise funds maintained by the respective entities and supported by their user fees. Carroll County does not provide or fund wastewater service.

The attached Water and Wastewater Service Delivery Map shows each entity's respective water and wastewater service delivery area.

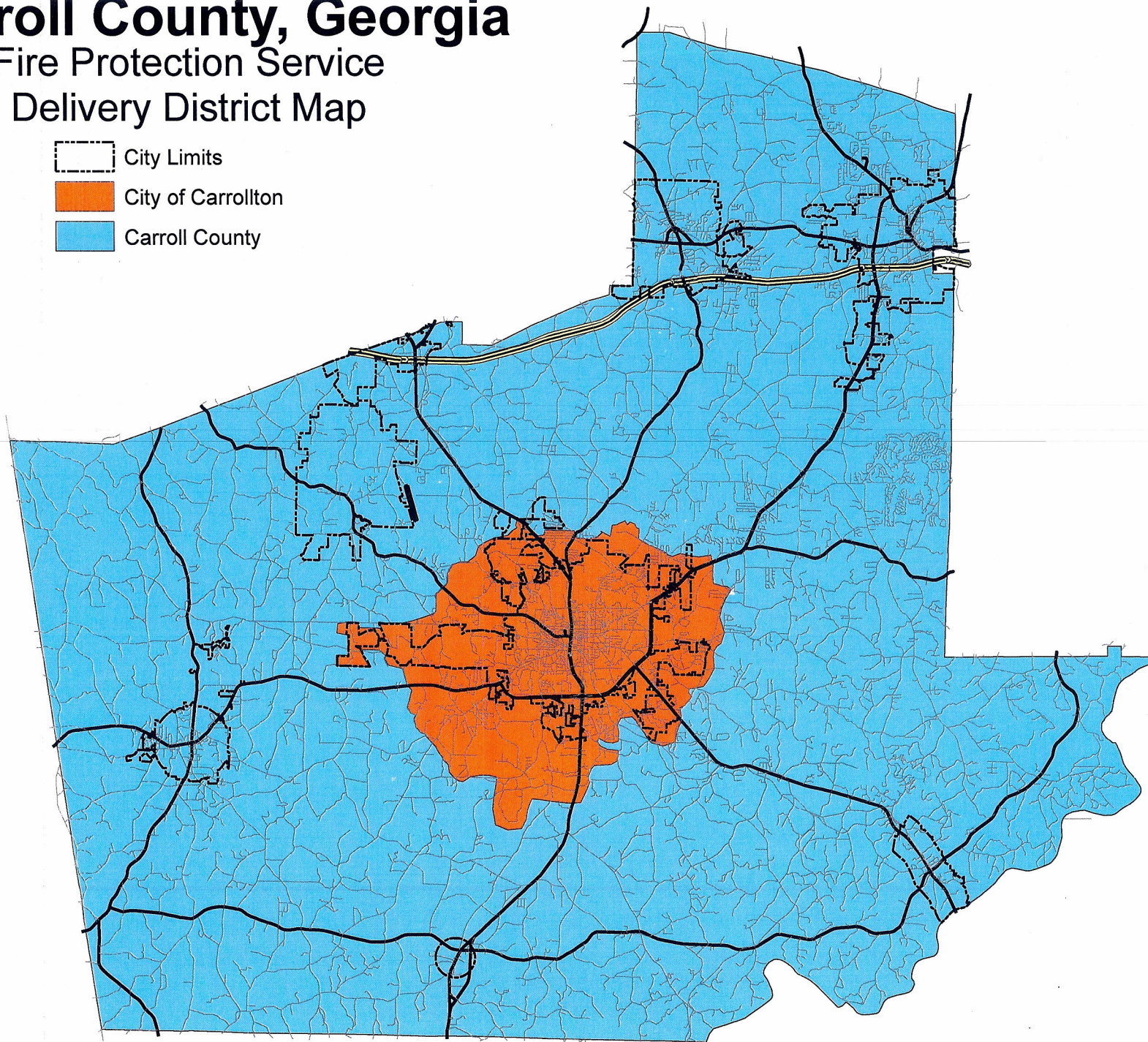
The availability of adequate water and wastewater capacities are essential to the long-term livability and economic viability of Carroll County and its municipalities. Development of water and wastewater capacities takes significant time, planning, resources and investment to bring to fruition. As such, Carroll County and the water providers therein will continue to cooperate in areas of mutual benefit to be effective, efficient and responsive regarding delivery of water and wastewater services within Carroll County.

Carroll County, Georgia

Fire Protection Service

Delivery District Map

-  City Limits
-  City of Carrollton
-  Carroll County



Water and Wastewater Service Delivery Carroll County, Georgia

Legend

 Incorporated Cities

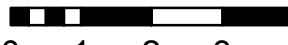
Provider

-  Bowdon
-  Carrollton
-  Roopville
-  Temple
-  Villa Rica
-  Whitesburg
-  Mount Zion
-  CCWA/Carrollton **
-  Carroll County Water Authority (CCWA)

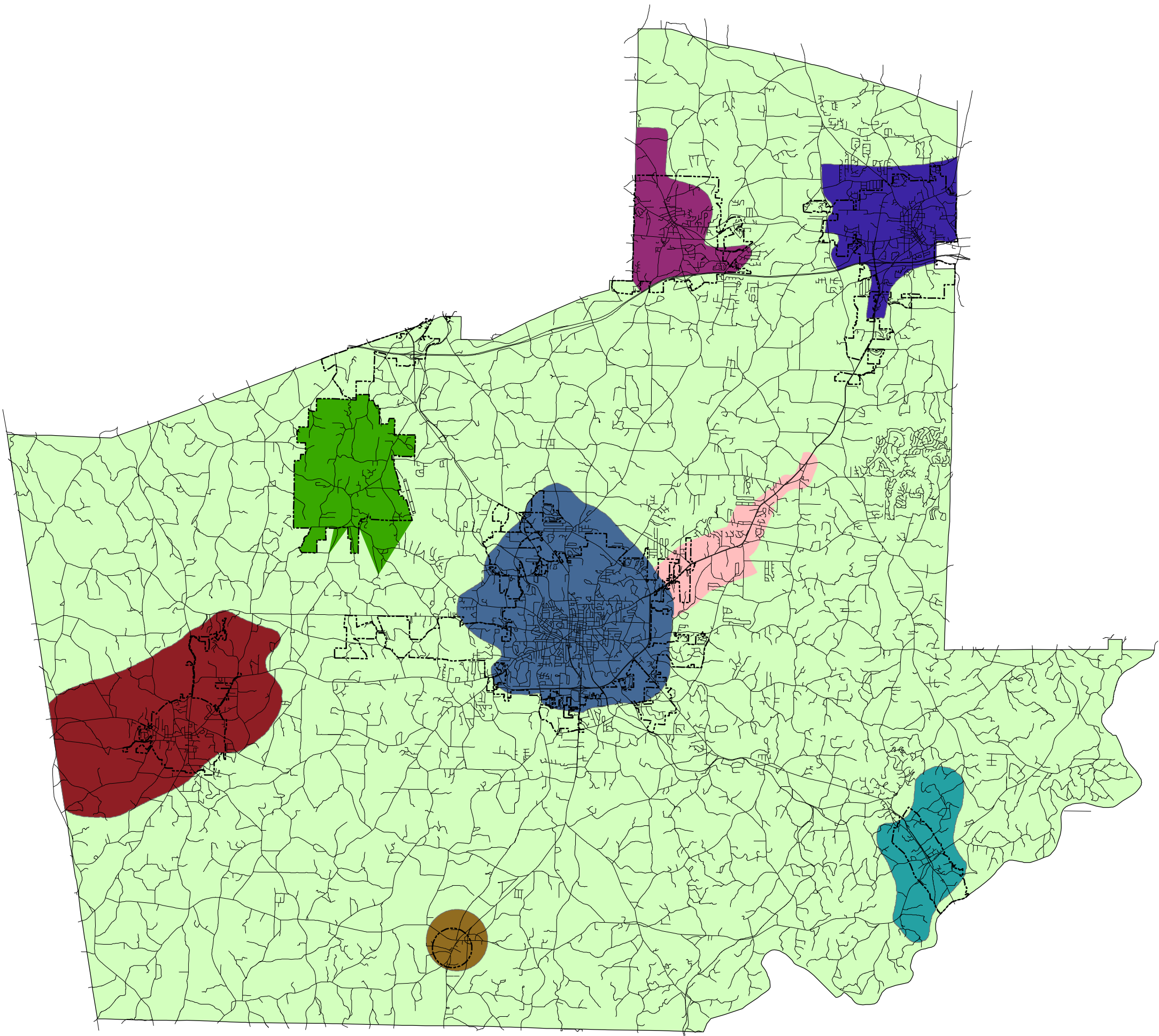
** CCWA is the water provider,
Carrollton is the wastewater provider
per an intergovernmental agreement.

N



 Miles
0 1 2 3 4

Please use this map as a guide and not as definitive information. The areas depicted by this map are approximate and are provided for illustrative purposes only. While every effort has been made to ensure the accuracy, completeness, correctness, and timeliness of information presented within this map, the burden for determining appropriateness for use rests solely with the user. This map is provided "as is" with no warranties, express or implied.



MEMORANDUM OF AGREEMENT ADOPTING A PROCESS TO RESOLVE “CONFLICTING LAND USE PLANS”

The approving parties to this Service Delivery Strategy have determined that overall the Land Use plans of the respective jurisdictions are generally compatible and non-conflicting at this time.

However, the approving parties also recognize that in the future amendments to their respective plans or rezonings may result in conflicts. Accordingly, the approving parties agree to follow the same process required to resolve land use disputes arising from annexation as adopted on April 18, 1999, for any future conflicting land use plans.

This process is applicable only for the purpose of resolving future conflicting land use plans between jurisdictions in Carroll County, Georgia beginning the effective date specified herein. No other basis for objection shall invoke this process.

Should any jurisdiction of Carroll County, Georgia propose to amend its land use plan by revision of said plan or by rezoning any property with a common boundary with another jurisdiction, the jurisdiction proposing the amendment or rezoning shall so notify the jurisdiction with a common boundary by certified letter to the Chief Elected Official of the jurisdiction of the intent to amend the land use plan or rezoning of said property. The notice shall specify the proposed change in land use or the proposed change in zoning classification and any proposed specific use(s) if known.

The jurisdiction receiving such notice shall have ten (10) business days to notify the jurisdiction proposing the land use revision or rezoning of its intent to object to the proposed amendment or rezoning and shall specify the basis for the objection. The absence of said notification shall be construed to mean the jurisdiction proposing the amendment or rezoning may proceed with the revision or rezoning in compliance with applicable state and local laws and ordinances and no subsequent objections under this process may be filed for the land use amendment or rezoning under consideration.

If a jurisdiction serves notice of its intent to object, then said objection shall be submitted to the governing authority of the objecting jurisdiction at its next regularly scheduled meeting for consideration. The objection shall be considered valid for purposes of invoking this process only upon a majority vote of the governing body of the objecting jurisdiction in favor of the objection. If the objecting jurisdiction fails to act on the intent to object within twenty (20) business days, then no objection shall be considered to exist for purposes of this process.

If the objecting jurisdiction confirms by affirmative vote an objection as permitted herein, then the objecting jurisdiction shall have five (5) business days to document in writing the nature of the objection. This documentation shall be delivered to the Chief Elected Official of the jurisdiction proposing the amendment to the land use plan or rezoning by certified mail.

Representatives of the affected jurisdictions shall have ten (10) business days from the proposing jurisdictions receipt of the objections to meet and devise mitigative measures to

address the specific ‘conflicting land use plans’. Once the jurisdictions agree that the mitigative measures are reasonable to address ‘conflicting land use plans’, then the jurisdiction proposing the amendment or rezoning may proceed with the amendment or rezoning with the imposition of said conditions.

If the jurisdictions fail to reach an agreement on mitigative measures, then the jurisdictions agree to mutually select a mediator from the list maintained by the Georgia Department of Community Affairs or other mutually agreed upon source. The cost and any associated expense shall be equally borne by the respective jurisdictions.

The mediator shall have up to thirty (30) days to propose alternatives/mitigation, etc. to resolve the objections to the proposed amendment to the land use plan or rezoning. The mediator’s proposal must be approved by the designated representative(s) of both jurisdictions.

If at the end of thirty (30) calendar days the jurisdictions cannot agree to a resolution of the objection through mediation, then the dispute shall be referred to the Board of Land Use Conflict Appeals which shall be composed of three (3) board members*; one appointed by the proposing jurisdiction, one appointed by the objecting jurisdiction, and one who must be a certified AICP planning professional appointed by both jurisdictions.

The Board of Land Use Conflict Appeals shall be vested with the authority to make the final administrative determination as to the applicability of the objection.

Within fifteen (15) business days of the rejection of the mediator’s proposed resolution and after not less than fifteen (15) calendar days notice in the County’s legal organ, the Board of Land Use Conflict Appeals shall hold a public hearing for the purpose of hearing any comments as to the proposed land use amendment or rezoning and/or the objection thereto.

Within five (5) business days of the public hearing the Board of Land Use Conflict Appeals shall render its decision, which shall be in the form of one of the following alternatives:

1. Approve the amendment to the land use plan or rezoning as proposed.
2. Deny the amendment to the land use plan or rezoning based on the objection.
3. Approve the land use amendment or rezoning based on the mediator’s proposed resolution.

All jurisdiction parties to the Service Delivery Strategy agree to be bound by the decision of the Board of Land Use Conflict Appeals. All costs associated with the work of the Board of Land Use Conflict Appeals shall be equally borne by the jurisdictions.

Nothing in this process shall prohibit a jurisdiction from proceeding with its land use amendment or rezoning process subject to the outcome of this process.

Nothing in this process shall preclude the right of any property owner to seek additional relief in a court of competent jurisdiction. The effective date of this Agreement shall be July 1, 2000.

This Agreement may be modified or amended by approval of the same jurisdictions necessary to adopt the Service Delivery Strategy in O.C.G.A § 36-70-21, 36-70-25.

- Members of the Board of Land Use Conflict Appeals may not be an elected or staff member of the respective governing authorities' parties to this resolution process.

**MEMORANDUM OF AGREEMENT ADOPTING A PROCESS TO RESOLVE LAND
USE CLASSIFICATION DISPUTES OF AN AREA TO BE ANNEXED**

(Revision of Memorandum of Agreement originally adopted April 1998)

This process is applicable only for the purpose of resolving land use classification disputes when the County objects to the proposed land use of an area to be annexed into a municipality within the County. No other basis for objection shall invoke this process.

Upon receipt of the notification to the County by the City as required in O.C.G.A. § 36-36-6 and O.C.G.A. § 36-36-9, the County shall have ten (10) business days to notify the City in writing of its intent to object to the proposed annexation and shall specify the basis for the objection. The absence of said notification by the County shall be construed to mean the City may proceed with the annexation in compliance with applicable state and local laws and ordinances and no subsequent objections under this process may be filed for the annexation under consideration.

If the County serves notice of its intent to object, then said objection shall be submitted to the Board of Commissioners at their next regularly scheduled meeting for consideration. The objection shall be considered valid for purposes of invoking the provisions of this process only upon a majority vote of the Board of Commissioners in favor of the objection. If the Board of Commissioners fails to act on the intent to object within twenty (20) business days, then no objection shall be considered to exist for purposes of this process.

If the Board of Commissioners confirms by affirmative vote an objection as permitted for herein, then the County shall have five (5) business days to document in writing the nature of the objection. This documentation shall be delivered to the City.

Representatives of the affected City and the County shall have ten (10) business days from the City's receipt of the objections to meet and devise mitigative measures to address the specific land use conflicts created by the proposed annexation. Once the City and County agree that the mitigative measures are reasonable to address land use conflicts, then the City may approve the annexation with the imposition of said conditions.

If the City and County fail to reach an agreement on mitigative measures, then the City and County agree to mutually select a mediator from the list maintained by the Georgia Department of Community Affairs or other mutually agreed upon source. The cost and any associated expense shall be equally borne by the City and County.

The mediator shall have up to thirty (30) calendar days to propose alternatives/mitigation, etc. to resolve the objections to the proposed land use classification. The mediator's proposal must be approved by the designated representative(s) of both the City and County.

If at the end of the thirty (30) calendar days the City and County cannot agree to a resolution of the objection through mediation, then the dispute shall be referred to a Board of Annexation Appeals which shall be composed of three (3) members*; one appointed by the City, one appointed by the County, and one who must be a certified AICP planning professional approved by both the City and County.

The Board of Annexation Appeal shall be vested with the Authority to make the final administrative determination as to the applicability of the objection.

Within fifteen (15) business days of the rejection of the mediator's proposed resolution and after not less than fifteen (15) calendar days notice in a newspaper of general circulation, the Board of Annexation Appeals shall hold a public hearing for hearing any comments as to the proposed annexation and/or the objections thereto.

Within five (5) business days of the public hearing, the Board of Annexation Appeals shall render its decision, which shall be in the form of one of the following alternatives:

1. Approve the annexation based on the land use classification proposed.
2. Deny the annexation based on the land use classification objection.
3. Approve the annexation based on the mediator's proposed resolution.

The City and County agree to be bound by the decision of the Board of Annexation Appeals. All costs associated with the work of the Board of Annexation Appeals shall be equally borne by the City and County.

Nothing in this process shall prohibit a City from proceeding with its annexation process subject to the outcome of this process.

Nothing in this process shall preclude the rights of any property owner to seek additional relief in a court of competent jurisdiction.

The effective date of this Agreement shall be July 1, 2000, or upon adoption of the Service Delivery Strategy by Carroll County and its municipalities as required in O.C.G.A. § 36-70-21, 36-70-25, whichever is later.

This agreement may be modified or amended by approval of the same jurisdictions necessary to adopt the Service Delivery Strategy in O.C.G.A. § 36-70-21, 36-70-25.

* Members of the Board of Annexation Appeals may not be an elected or staff member of the respective governing authorities' parties to this resolution process.

CONVENTION / TOURISM SERVICES

~~The Carroll County Chamber of Commerce provides tourism information and promotion of lodging, attractions and events available in all cities and unincorporated Carroll County. These services are funded by a hotel/motel tax levied on hotel/motel guests staying in hotels/motels in unincorporated Carroll County. Operational funding for the Carrollton Area Convention and Visitors Bureau (CACVB) is currently derived in total from a hotel/motel tax levied on hotel/motel guests staying in hotels/ motels within the City of Carrollton. The CACVB is governed by a five (5) member board appointed by the Mayor and City Council of Carrollton. The City of Villa Rica appoints and funds the Villa Rica Convention & Visitors Bureau, Inc., a 501(c)(6) non-profit corporation, from hotel/motel taxes levied on guests staying in hotels/motels within the City of Villa Rica. Carroll County has levied the hotel/motel tax for the unincorporated areas to promote tourism services throughout the County.~~

CORONER – DEATH INVESTIGATION

The County Coroner provides death investigation services county-wide, all costs are paid from the County's General Fund.

COURTS

Superior, State, Magistrate, Juvenile, and Probate court functions and services (including prosecution, probation, social services and any additional related/allied services) are county-wide in scope and function, and all costs associated are paid from the County General Fund. Each respective city choosing to provide Municipal Court Services shall pay all costs associated with same from city funds and retain all fines/forfeitures from same.

ECONOMIC DEVELOPMENT

Carroll County and the Development Authorities of the cities of Bowdon, Carrollton, and Villa Rica are investment stakeholders in the Carroll County Economic Development Foundation, dba Carroll Tomorrow, a 501(c)(3) public-private partnership, which provides specific economic development support to meet the needs of these respective communities. Carroll Tomorrow, in conjunction with the Carroll County Chamber of Commerce serves as the county-wide clearinghouse, coordinator, recruiting, and marketing arm for economic development activities in Carroll County. Carroll Tomorrow partners with Haralson County Development Authority and the City of Bremen, as well as the Douglas County Development Authority on projects that may have regional benefits. Carroll County has in the past provided SPLOST funds for the acquisition of land, as well as assistance in the construction of industrial access roads, industrial sites, and the extension of infrastructure to facilitate economic investment in the County on a case-by-case basis as resources permit and will continue to do so.

Fund.

EXTENSION SERVICE

The Carroll County Extension Service provides this service county-wide. The Extension Service is a part of the University System of Georgia and receives some state funding. A cooperative agreement exists between Carroll County and the Extension Service to provide educational and technical services to homeowners and businesses in the areas of agricultural, horticultural, environment, family consumer sciences, and youth 4-H programs. Funding is provided from the County General Fund and state funding.

FIRE PROTECTION

Carroll County provides fire services to all of unincorporated Carroll County and to the cities of Bowdon, Mount Zion, Roopville, Temple, Villa Rica, and Whitesburg pursuant to under the intergovernmental agreements for \$1.00 per year and extending fifty years. In providing this service, the Carroll County Fire Department operates fifteen fire stations and a fire headquarters with appropriate equipment and manpower.

The City of Carrollton provides fire services to the incorporated area of Carrollton and to a designated fire district in the unincorporated Carroll County under an intergovernmental agreement with Carroll County. The City of Carrollton operates four fire stations with appropriate equipment and manpower. Pursuant to an intergovernmental agreement, the City of Carrollton and the Carroll County Fire Department have a reciprocal Automatic and Mutual Aid pact. The City of Carrollton and the Carroll County Fire Departments also participate in a regional Hazardous Materials Response Program headquartered in the City of Carrollton.

As Carroll County and its cities continue to grow and the respective fire services expand, great care should be exercised in closely coordinating the location of any new fire stations and the allocation of resources for equipment/apparatus between the fire service providers in the County. The Departments should consult regularly and routinely on these and other matters, study and evaluate potential growth patterns, and plan to allocate all resources (manpower, facilities and equipment) in a manner so as to maximize coverage, response, and effectiveness.

Fire services are paid from the County General Fund for all unincorporated areas and for the cities of Bowdon, Mount Zion, Roopville, Temple, Villa Rica and Whitesburg. The Carroll County taxpayers located within the City of Carrollton receives and the City of Bremen will receive a millage rate credit for fire services provideprovided within its their respective city limits.

The attached Fire Protection Service Map shows the fire service delivery areas for the City of Carrollton, the City of Bremen and Carroll County.

**JOINT RESOLUTION OF CARROLL COUNTY, GEORGIA, CITY OF BOWDON,
CITY OF BREMEN, CITY OF CARROLLTON, CITY OF MOUNT ZION, TOWN OF
ROOPVILLE, CITY OF TEMPLE, CITY OF VILLA RICA, CITY OF WHITESBURG,
and ADOPTING SERVICE DELIVERY AGREEMENT**

WHEREAS, representatives of Carroll County ("County"), City of Bowdon, City of Bremen, City of Carrollton, City of Mount Zion, Town of Roopville, City of Temple, City of Villa Rica, and City of Whitesburg (collectively "Cities") have met and discussed Service Delivery within Carroll County; and

WHEREAS, the County and Cities originally entered into a Service Delivery Agreement in September 1999, which they readopted and/or amended in 2005, 2008, 2012, and 2018; and

WHEREAS, the County and Cities have determined that the Service Delivery Agreement, attached hereto as Exhibit "A," reflects their preferred arrangements for the providing of local services throughout the County;

NOW, THEREFORE, the County and Cities do hereby RESOLVE as follows:

1. The County and Cities adopt the Service Delivery Agreement attached hereto as Exhibit "A".
2. The County and Cities agree that the Service Delivery Agreement accurately reflects the preferred arrangements for providing local services within the County.
3. By approving this Resolution, each municipality provides authority to its Mayor or Mayor Pro Tem to execute the Agreement and the Service Delivery Strategy Update Certification and provide the County Clerk with the authority to take the necessary steps to ensure the Certification is provided to the State of Georgia Department of Community Affairs.
4. By approving this Resolution, the Board of Commissioners provides authority to the Chairman to execute the Agreement and the Service Delivery Strategy Update Certification and to allow the County Clerk to take necessary steps to ensure the Certification is provided to the State of Georgia Department of Community Affairs.
5. The effective date of this Resolution will be upon the approval of all necessary parties pursuant to OCGA § 36-70-25.
6. This Resolution may be executed in several counterparts, each of which shall be deemed an original, all of which together shall constitute one in the same instrument.

[Signature pages to follow in separate parts]

SO RESOLVED this ____ day of _____, 2018.

CARROLL COUNTY, GEORGIA

By: _____
Marty W. Smith, Chairman
Board of Commissioners

Attest: _____
Susan A. Mabry, County Clerk

(COUNTY SEAL)

[Signature Pages to Follow]

CITY OF BOWDON, GEORGIA

By: _____
Mayor

Attest: _____
Clerk

(CITY SEAL)

[Signature Pages to Follow]

CITY OF BREMEN, GEORGIA

By: _____
Mayor

Attest: _____
Clerk

(CITY SEAL)

[Signature Pages to Follow]

CITY OF CARROLLTON, GEORGIA

By: _____
Mayor

Attest: _____
Clerk

(CITY SEAL)

[Signature Pages to Follow]

CITY OF MOUNT ZION, GEORGIA

By: _____
Mayor

Attest: _____
Clerk

(CITY SEAL)

[Signature Pages to Follow]

TOWN OF ROOPVILLE, GEORGIA

By: _____
Mayor

Attest: _____
Clerk

(TOWN SEAL)

[Signature Pages to Follow]

CITY OF TEMPLE, GEORGIA

By: _____
Mayor

Attest: _____
Clerk

(CITY SEAL)

[Signature Pages to Follow]

CITY OF VILLA RICA, GEORGIA

By: _____
Mayor

Attest: _____
Clerk

(CITY SEAL)

[Signature Pages to Follow]

CITY OF WHITESBURG, GEORGIA

By: _____

Mayor

Attest: _____

Clerk

(CITY SEAL)

EXHIBIT “A”

SERVICE DELIVERY AGREEMENT



Agenda Item: _____

CITY OF VILLA RICA

City Council Meeting Agenda Item Cover Sheet

SUBJECT: Villa Rica Library Advisory
AGENDA DATE: October 9, 2018

DATE PREPARED: September 28, 2018
PREPARED BY: Vicki Coleman, AICP

AMOUNT: NA

PURPOSE: To update the Villa Rica Library Advisory Board Bylaws and Constitution.

BACKGROUND: The Library advisory Board seeks to update its Bylaws to address their meeting schedule and establish a clearer policy related to attendance. The proposed changes provide a clearer explanation regarding the total number of absences that a board member may have within any 12-month period before a recommendation for removal may occur.

Additionally, the bylaws proposed changes that described the meeting frequency.

STAFF RECOMMENDATION: Approval

IMPACT: The proposed changes provides greater clarity related to meetings and cause for board member removal related to absenteeism.

MOTION: To approve the update to the Villa Rica Library Advisory Board Bylaws and Constitution.

CONSTITUTION of Villa Rica Public Library Advisory Board

A member of the West Georgia Regional Library System

ARTICLE I Name and Location

The name of this organization is the Villa Rica Public Library Advisory Board. Its permanent location is Villa Rica, Georgia.

ARTICLE II Purpose

The purpose of the Villa Rica Public Library Advisory Board is to function as advisors and advocates for the library and to participate in defining the library's role of service to the community.

ARTICLE III Governing Authority

Section 1. The Villa Rica Public Library Advisory Board shall be an Advisory Board of Trustees and shall be comprised of seven members. The members shall be appointed as set forth in the Bylaws. Periods of appointment shall be designated as set out in the Bylaws.

Section 2. Vacancies occurring among members shall be filled by appointment as set forth in the Bylaws.

Section 3. Removal. Board members shall be removed for cause or for failure to attend regularly scheduled meetings as set in the Bylaws.

ARTICLE IV Officers of the Board

Section 1. Officers of the Advisory Board shall be a Chairman, a Vice-Chairman, and a Secretary.

Section 2. The officers shall be elected at the last meeting of the calendar year to service for a period of one year. They may be reelected by vote of the Advisory Board for a maximum of two consecutive terms.

ARTICLE V Amendments

The constitution may be amended at any regular Board meeting that has a quorum present with two-thirds majority approval, provided that the proposed amendment was disseminated in writing to the members at least ten days before the meeting.

BYLAWS Of Villa Rica Public Library Advisory Board A member of the West Georgia Regional Library System

ARTICLE 1 Membership

Section 1. Members of the Advisory Board shall be appointed by the City Council of Villa Rica for terms of three years.

Section 2. Members of the Advisory Board may be appointed for a maximum of three consecutive terms.

Section 3. Vacancies occurring among Board members shall be filled by the City Council of Villa Rica.

Section 4. The Library Manager of the Villa Rica Public Library or his/her designee shall attend each meeting of the Board and report activities of the library.

Section 5. The Director of the West Georgia Regional Library System or his/her designee shall attend all meetings of the Board.

ARTICLE II Officer Duties

Section 1. The Chair shall be the chief officer of the Advisory Board and shall preside at all meetings. He/she shall appoint all Board committees. The Chair shall cast a vote only when needed to break a tie vote of the Board.

Section 2. The Vice-Chair of the Advisory Board shall assist the Chair and, in the absence or disability of the Chair, perform the duties of the Chair.

Section 3. The Secretary of the Advisory Board will, prior to submission to the next scheduled meeting, review and approve meeting minutes taken and submitted by a staff member designated by the Library Manager. Custody of the official Board minutes will remain with the Villa Rica Public Library.

ARTICLE III Meetings

Section I. The Advisory Board shall meet at the library six times a year. Months designated for Board Meetings are February, April, June, August, October, and December. Board members must attend at least four of the six regularly schedule meetings each calendar year.

Section 2. Special meetings for special purposes may be called provided that members have been notified at least 48 hours in advance.

Section 3. No official business may be conducted at a Board meeting without a quorum. Four **(4)** members shall constitute a quorum.

Section 4. Meeting agendas and notices, mailed electronically to board members prior to each meeting, shall indicate the time, date, and place of the meeting, and shall indicate all subject matters intended for consideration at the meeting.

Section 5. Board members may be subject to dismissal for failure to attend four regularly scheduled meetings within a calendar year.

Section 6. All Board meetings and all committee meetings shall be held in compliance with Georgia's Open Meeting Law (O.C.G.A. § 50-14-1).

ARTICLE IV Amendments

These bylaws may be amended at any regular meeting of the Board by majority vote of all members of the Board, provided written notice of the proposed amendment shall have been mailed electronically to all members at least ten days prior to the meeting at which such action is proposed to be taken.



CITY OF VILLA RICA

City Council Packet

SUBJECT: Purchase of 2019 F250 XL Crew Cab 4x4 truck for Public Works

CITY COUNCIL AGENDA DATE: 10/9/2018

DATE: 9/27/2018

PREPARED BY: Charles Davis, Deputy Public Works Director

FISCAL IMPACT:

ANNUAL –

CAPITAL – \$32,496.00

OTHER –

FUNDING SOURCE: 350-4110-542200

PURPOSE: To provide a F250 XL 4x4 crew cab truck with the room and capacity to move manpower and equipment as needed to perform the duties of the Deputy Director of Public Works. This vehicle will be the base of operations in all storm and snow event recovery efforts and is equipped properly for that use. This is a budgeted item.
The current truck used in this position will be moved to another department and put to good use.

BACKGROUND: This will replace the 2006 F150 truck currently used by the Deputy Director of Public Works with a 2019 Ford F250 XL 4-door crew cab truck which will allow for better abilities moving workers and materials to job sites. This truck will be properly equipped to lead the storm and snow event recovery responses in a safe and effective manner. It will also be used heavily as I take over all the ground's maintenance responsibilities City wide this year. The current 2006 model F150 truck used for this position will be transferred to the WWTP for use as the lift station maintenance vehicle for pump repairs and replacements. It is well equipped for this use.

Bids were taken from both State Contract vendors and our local Ford dealer. All bids were requested for an identically equipped truck as needed to perform its duties as required. All bids and specs are included in this packet.

Bids as received:

Alan Vigil Ford: \$34,881.00

Wade Ford: \$33,918.00

Don Rich Ford: \$32,496.00

STAFF RECOMMENDATION: To make a motion to purchase this budgeted F250 XL 4x4 crew cab truck from the low bidder Don Rich Ford for \$32,496.00

IMPACT: Capital funds are available for this truck in the 2018-2019 approved budget.

ALLAN VIGIL FORD-LINCOLN GOVERNMENT SALES

**2018 Ford F250 Regular Cab
V8 Long Bed 4X2 (3/4 ton)**

Base Price \$21,532.00

SWC #99999-SPD-ES40199373-002

**Equipment included in
Base price**

6.2L V8 Gasoline/E85 Engine	x
6 Speed Automatic Transmission	x
Factory Installed A/C	x
9800# GVWR	x
AM-FM Radio	x
Power Steering	x
Power ABS Brakes	x
40/20/40 Vinyl Bench Seat	x
Rubber Floor Covering	x
Full Size Spare Tire	x
Rear Step Bumper	x
Solar Tinted Glass	x
Trailer wiring harness	x
Receiver Hitch (12.5k)	x
Tilt Steering Wheel	x
Rear View Camera	x
Electric Shift(4X4 only)	x

Colors Available

	Exterior	Interior
J7 Magnetic		Grey
PQ Race Red		Grey
N1 Blue Jeans		Grey
UX Ingot Silver		Grey
G1 Shadow Black		Grey
Z1 Oxford White		Grey x

School Bus Yellow is available at
\$654.00 per vehicle.

FOB Allan Vigil Ford
Delivery \$1.50 per mile, \$75 minimum

ALLAN VIGIL FORD GOVT SALES
6790 Mt. Zion Blvd
Morrow, GA 30260

770-968-0680 Phone
800-821-5151 Toll Free
678-364-3910 Fax

Options	Price		Code
6.7L V8 Diesel Engine	8,359.00		99T
4X4 Option	4,175.00	x	F2B
Skid Plates (4X4 only)	95.00	incl	41P
LT265 All-terrain tires	455.00	x	TCO
Cloth 40/20/40 Bench Seat	300.00		1*
Super Cab Long Bed	3,975.00		X20I
Super Cab Short Bed	3,790.00		X20s
Crew Cab Long Bed	4,165.00	x	W20I
Crew Cab Short Bed	4,010.00		W20s
Roof Clearance Lights	89.00	x	592
Cruise Control	225.00		525
Cab Steps	355.00	x	18B
AM-FM-CD	253.00		585
3.73 Locking Rear Axle	365.00	x	X3E
Engine block heater	85.00		41H
PTO Transmission -diesel only	270.00		62R
Trailer Brake Controller	255.00	x	52B
Daytime Running Lights	42.00		942
Reverse Aid Sensor	235.00	x	76R
FX4 Off Road Pkg	\$400.00	x	17X
XL Value Pkg	680.00	x	96V
Ford SYNC (Bluetooth)	340.00	incl	91M
Power Equipment Group	1,050.00	x	90L
Aluminum Wheels	572.00		64W
Cloth 40/20/40 Bench Seat	295.00		1S
Dual Alternators (Diesel only)	331.00		67A
200 Amp HD Alternator	80.00	x	67E
Upfitter Switches	160.00	x	66S
Spray-in Bedliner	375.00	x	ATK
Tailgate Step	345.00	x	85G
110 volt outlet/400 watts	75.00	x	43C
Spring pkg for bed delete	115.00		63R
RearView Camera(bed delete)	378.00		872
XLT Package Upgrade	5,590.00		603A
Power Driver Seat (XLT only)	1,349.00		17V
CNG/Propane Prep pkg	310.00		98F
Rear defrost with fixed glass	\$90.00	x	43B
Option total		\$13,349.00	
Other vendor added equipment			
Delivery		0	

Total \$34,881.00

Contact person	Charles Davis
Department	Public Works
Phone Number	770-550-6098
Fax number	davis@villanca.org

Sept. 2018

2019 F250 Supercab 4x2

6.2L V8, Automatic, 600A Pkg, 8600 min GVWR, 40/20/40 Vinyl Seats, AC/Heat, AM/FM, Tilt

WADE FORD, Inc. Government Sales 3860 South Cobb Dr Smyrna, GA 30080

Jack Eastland Phone 678-385-3452 FAX 770-433-2412 email: jeastland@wade.com

Code	Chassis Options	Total	Code	Chassis Options/Fuel System	Total
1 024	F250 Supercab 4x2	24,791.00	66D	Bed Delete	(215.00) 0.00
	F2A Regular Cab Downgrade	(1,875.00) 0.00	67D	Hvy Duty Alternator	75.00 0.00
	X3A F350 Upgrade	2,475.00 0.00	1 67E	Extra Extra HD Alternator	85.00 85.00
1 W2B	F250 Crewcab Upgrade	1,434.00	4CS	4 Corner Strobes	725.00 0.00
1 X3B	F250 4x4 Upgrade	2,870.00	1 43B	Rear Defrost W/ Fixed Rear Glass	90.00 90.00
	*3C F350 Dually Upgrade	1,175.00 0.00	53W	5th Wheel / Gooseneck Prep Package	345.00 0.00
	98F Gaseous Fuel Prep (CNG/LPG)	298.00 0.00	15L	5th Wheel Hitch Kit	1,150.00 0.00
	99T 6.7L V8 Diesel Engine	8,110.00 0.00	1 592	Roof Clearance Lamps	89.00 89.00
	64W Cast Aluminum Wheels	568.00 0.00	15J	Gooseneck Hitch Kit	225.00 0.00
	TBM LT245/75R 17E All Terrain Tires	119.00 0.00	1 43C	110V/400Watt Outlet	75.00 75.00
	17F XL Décor Group	208.00 0.00	Incl 213	Electronic Shift on the Fly 4X4	185.00 0.00
1 96V	XL Value Package	563.00	1 X3E	3.73 Ratio Electronic-Locking	390.00 390.00
	96P XL Appearance Package	895.00 0.00	Incl 41P	Skid Plates (part of FX4 Pkg)	100.00 0.00
1 90L	Power Equipment Group	895.00	1 TCD	LT 265/70R17E A/T OWL	455.00 455.00
	54K Power Tow Mirrors	156.00 0.00	76D	Rear Camera & Prep Kit	470.00 0.00
	X3E Limited Slip Axle 3.73	370.00 0.00	63R	Heavy Service Package for P/U box	125.00 0.00
	473 Snow Plow Package	81.00 0.00	1 17X	FX4 Off-Road Package	400.00 400.00
1 52B	Integrated Brake Controller	256.00			0.00
1 18B	6" Black Running Boards	370.00		Red Camper - slide behind the cab,	
	76S Remote Start (req 90L)	185.00 0.00		slide windows on the sides	1,350.00 0.00
	76V Rear View Camera	511.00 0.00			0.00
1 85G	Tailgate Step	355.00			0.00
	433 Sliding Rear Glass w/Privacy	119.00 0.00		Reading body per spec	6,326.50 0.00
1 76R	Reverse Sensing	231.00			0.00
1 66s	Upfitter Switches	119.00			0.00
	91M SYNC / Steering Wheel Controls	346.00 0.00			0.00
	58S AM / FM / CD	260.00 0.00			0.00
	1* Cloth 40/20/40 Seat	297.00 0.00			0.00
	52S Cruise Control	220.00 0.00			0.00
	942 Daytime Running Lights	42.00 0.00			0.00
	87T Crew Chief Telematics	757.00 0.00			0.00
	76C Backup Alarm	119.00 0.00			0.00
1 85S	Spray in Bedliner	450.00		** Delivery Mileage **	1.50 0.00
	603 XLT Upgrade Super Cab	4,125.00 0.00			
	603 XLT Upgrade Crew Cab	4,644.00 0.00			
	TDX LT275/70R 18E All Terrain Tires	119.00 0.00			
	96I XLT Interior Package	753.00 0.00			
	17V XLT Value Package	1,273.00 0.00			
	17P XLT Premium Package	2,734.00 0.00			

Base Vehicle	29,095.00
Sub Total Chassis Options	4,823.00
Sub Total Body/Fuel System Options	0.00
Metallic Paint	n/a
Delivery Mileage	0.00
Tag and Title if needed	0.00
TOTAL	33,918.00

TOTAL \$33,918.00

PAINT COLORS		
I	Z1	Oxford White
	UH	Tuxedo Black Metallic
	UX	Ingot Silver Metallic
	H5	Caribou Metallic
	J7	Magnetic Metallic
	N1	Blue Jeans Metallic
	PQ	Race Red
	W6	Green Gem Metallic
Additional XLT Paint		
	H7	Bronze Fire Metallic

Agency City of Villa Rica, GA
 Contact Charles Davis/Public Works
 Phone 770-550-6099
 Fax cdavis@villarica.org
 Address 571 West Bankhead Hwy
Villa Rica, GA 30180

QE922

FORD FIN Code



Don-Rich Ford Company, Inc.

221 Montgomery Street · P.O. Box 429

Villa Rica, GA 30180

Tel: 770-459-5132 · Fax: 770-459-3201

City Of Villa Rica
To whom it may concern,

The price for the F250 4x4 crew cab
Equipped per requested
Specs.

Bid price \$32,496.00

General Manager



Bart Smith



Servicing all of your automotive needs since 1971

www.donrichford.com

2019 Super Duty
F-250 XL



Representative exterior image shown. Actual exterior may vary. See your dealer for details.

Payment	
Base MSRP ⁵¹	\$36,945
Total of Options ⁵⁴	\$8,470
Destination Charges ⁵¹⁷	\$1,495
Total MSRP ⁵¹⁸	\$46,910
Available Incentives ⁵³	-\$500
Ford Credit Retail Bonus Customer Cash Program: \$1,330. \$1,000.00 Ford Credit Bonus cash requires Ford Credit financing. Rent all buyers will qualify. Take new retail delivery from dealer stock by 10/01/2018. See dealer for complete details. Amount: \$500. Offer Valid: 10/01/2018 - Oct 1, 2018	
Estimated Net Price ⁵⁵	\$46,410
\$649 Monthly Payment⁵⁶ Purchase based on \$4,691 down payment, 84 month term and 7.9% APR, \$0 trade-in value	

Dealer Information

Don Rich Ford Co Inc
221 East Montgomery Street
Villa Rica, GA 30180



Showing the nearest Authorized Dealer for the entered zip code

Model

2019 Ford SuperDuty F-250 XL Crew Cab® 8', 6.2L SOHC 2-valve Flex Fuel V8 engine, TorqShift® Heavy-Duty 6-speed Automatic Transmission with SelectShift-G™ (F-250 Only), 176", 4X4, SRW **\$36,945**

Paint^{S4}

Oxford White	\$0
No Secondary Color	\$0

Powertrain^{S4}

6.2L SOHC 2-valve Flex Fuel V8 engine
4X4
TorqShift® Heavy-Duty 6-speed Automatic Transmission with SelectShift-G™ (F-250 Only)
3.73 Electronic Locking Axle Ratio

Packages^{S4}

XL Value Package	\$1,000
Power Equipment Group	\$1,125
FX4 Off-Road Package	\$400
10,000/9,900 GVWR Package	\$0

Exterior^{S4}

17-Inch Argent Painted Steel Wheels with Painted Hub Cover and Center Ornament (SRW)	\$0
Tailgate Step with Tailgate Assist	\$375
Bedliner - Tough Bed® Spray-in	\$595
Rear Window - Privacy Glass	\$30
Rear Window - Fixed-Glass	\$60
Skid Plates - Transfer Case and Fuel Tank	\$0
Alternator - Extra Extra Heavy-Duty	\$85
LED Roof Marker/Clearance Lamps	\$95
Center High-Mounted Stop Lamp (CHMSL)	\$0
Manual Telescoping Trailer Tow Mirrors with Power Heated Glass	\$0
Platform Running Boards	\$445
LT265/70R17E OWL A/T Tires	\$455

Interior^{S4}

Medium Earth Gray	\$0
Heavy Duty Vinyl	\$0

HD Vinyl 40/20/40 Split Bench Seats	\$0
Floor Covering - Carpet Delete	\$0
Integrated Trailer Brake Controller	\$270
Electronic-Shift-On-the-Fly (ESOF)	\$0
Cruise Control	\$0
110-Volt/400-Watt AC Outlet	\$175
Upfitter Switches	\$165
AM/FM Stereo with Single-CD/MP3 Player	\$0
SYNC®	\$0

Standard Features

Exterior Features

- Bumpers, Front and Rear - Black Painted Steel with Front Grained Molded-In-Color Top Cover and Black Lower Air Dam
- Door Handles - Black
- Grills - Black Bar-Style
- Headlamps - Quad-Dual Beam Halogen
- Lights - Pickup Box and Cargo Area
- Mirrors - Manual Telescoping Trailer Tow with Manual Glass
- Pickup box - Partitionable and Stackable
- Tailgate - Tailgate Assist™ and Quick-Release
- Tie-Down Hooks - Pickup Box
- Tow Hooks - (2) Front, Black
- Moldings - Tailgate and Box Rail, Black
- Glass - Solar Tinted
- Window - Rear, Fixed

Interior Features

- Air Conditioning - Manual Temperature Control
- Dash-Top Tray
- Dome Lamp - Door-Activated Instrument Panel Switch Operated with Delay
- Floor Covering - Black Vinyl
- Grab Handles - Driver and Front Passenger and Roof Ride Handles; Front Passenger (Also Over Rear Doors with Crew Cab)
- Headliner - Color Coordinated Cloth
- Instrumentation with Tachometer and Message Center including Odometer, Trip Odometer, Distance-To-Empty, Average Fuel Economy, Engine Hour Meter and Warning Messages
- Instrument Cluster - 2.3" Productivity Screen
- Map Lights - Dual (Front and Rear with Crew Cab)
- Powerpoint - 12v, Two Instrument Panel Mounted
- Powerpoint, 12v - Rear (SuperCab and SuperCrew®)
- Powerpoint - Auxiliary, 1 in Media Bin
- Rear View Camera - Tailgate Mounted
- Steering Wheel - Black Molded Polyurethane
- Storage - Secondary Glove Box
- Visors with Passenger-Side Mirror
- Tilt/Telescoping Steering Wheel
- Windshield Wipers - Interval Control
- Operator-Commanded Regeneration (Diesel Engine Only)
- Audio - AM/FM Stereo, (4 Speakers Regular Cab, 6 Speakers Super Cab and Crew Cab)
- Seats - Front, Vinyl 40/20/40 Split Bench
- Seats - Front, Manual Lumbar Support, Driver Side
- Seats - Rear, Vinyl 60/40 Fold-Up Bench Seat (SuperCab)
- Seats - Rear, 60/40 Flip-Up/Fold-Down Bench Seat (Crew Cab)

Packages

Power and Handling

- Alternator - Single Heavy-Duty, 157/175-amp
- Alternators - Dual, 332-Amp Total (Diesel Engine Only)
- Axle - Twin I-Beam Front Axle with Coil Spring Suspension - 4x2 (F-250, F-350)
- Axle - Mono-Beam Front Axle with Coil Spring Suspension - 4x4 (F-250, F-350)
- Brakes - 4-Wheel Power Disc Brakes with Anti-Lock Brake System (ABS); Vacuum-Boost (SRW)
- AdvanceTrac® with Roll Stability Control® (RSC)
- Trailer Sway Control
- 20 Gallon Fuel Tank (Diesel Engine) - 142" & 148" Wheelbase
- 34 Gallon Fuel Tank (Diesel Engine) - 160" & 164" Wheelbase
- 34 Gallon Fuel Tank (Gas Engine) NA 176" Wheelbase
- 48 Gallon Fuel Tank (Gas and Diesel Engine) - 176" Wheelbase
- Shock Absorbers - Heavy-Duty Gas
- Stabilizer Bar - Front
- Stationary Elevated Idle Control (SEIC)
- Steering - Power
- Steering Damper
- Tire Pressure Monitoring System (Excludes Spare)
- Integrated Trailer Brake Controller
- Trailer Hitch Receiver - 2.5" Built Ford Tough® Trailer Hitch Receiver (SRW)
- Transfer Case - Electronic Shift-On-The-Fly (ESOF) 4-Wheel-Drive System (4x4 Models Only)
- Engine - 6.2L SOHC 7-Valve Flex Fuel V8 Engine (F-250/350)
- Transmission - TorqShift® Heavy-Duty 6-speed SelectShift™ Automatic (F-250 Gas)
- Transmission - TorqShift® Heavy-Duty 6-speed SelectShift™ Automatic (F-250 Diesel, F-350, F-450)
- Upgraded Diesel Engine-Exhaust Braking (Diesel Engine Only)
- Wheels - 17" Argent-Painted Steel (SRW)

- LT245/75R17E BSW A/S (5-SRW / 7-DRW) (SRW or DRW on XL All Other Require DRW)
- Tire - Spare, Wheel, Lock and Frame-Mounted Carrier
- Jack - 2-Ton, Mechanical (SRW)

Safety

- Airbags — Front Seat Front with Passenger Side Deactivation Switch (Regular Cab and Super Cab Only)
- Airbags — Front Seat Side
- Airbags — Safety Canopy® System with Roll-Fold Side-Curtain Airbags
- Belt-Minder®, Chime and Flashing Warning Light on Instrument Cluster if Belts Not Buckled
- Child Tethers (Regular Cab, Front Passenger and All Rear Seating Positions)
- Seat Belts - Color Coordinated with Height Adjustment (Front Outboard Seating Positions Only)
- SOS Post Crash Alert System
- Securilock® Anti-Theft Ignition
- MyKey®

Your Configuration: 2019 Ford SuperDuty F-250 XL, Crew Cab®, 8', 6.2L SOHC 2-valve Flex Fuel V8 engine, TorqShift® Heavy-Duty 6-speed Automatic Transmission with SelectShift-G™ (F-250 Only), 176", 4X4, SRW
Pricing shown for Zip code 30180 as of September 24, 2018 ⁵²

Note: Information is provided on an "as is" basis and could include technical, typographical or other errors. Ford makes no warranties, representations, or guarantees of any kind, express or implied, including but not limited to, accuracy, currency, or completeness, the operation of the Site, the information, materials, content, availability, and products. Ford reserves the right to change product specifications, pricing and equipment at any time without incurring obligations. Your Ford dealer is the best source of the most up-to-date information on Ford vehicles. Disclosures through 537 apply to Search Dealer Inventory, Request A Quote, Get An Internet Price, Get A Quote, Let Us Find It For You, Build & Price and Incentives & Offers.

51. Manufacturer's Suggested Retail Price (also referred to as "MSRP," "Base MSRP," "Base Price" or the "Starting At" price), excludes destination/delivery charge, taxes, title, license, and registration and/or electronic filing fees, dealer fees, and total of options. For authenticated AXZ Plan customers, the price displayed may represent Plan pricing. Not all AXZ Plan customers will qualify for the Plan pricing shown and not all offers or incentives are available to AXZ Plan customers.

52. Images shown are for information purposes only, and may not necessarily represent the configurable options selected or available on the vehicle. We cannot be responsible for typographical or other errors, including data transmission, display, or software errors, that may appear on the site.

53. Offers shown may not be available to all customers. Incentives lists are examples of offers available at the time of posting and are subject to change and expiration. Not all incentives can be redeemed together. To take advantage of rebates, incentives and/or financing offers you must take new retail delivery from dealer stock by the expiration date noted. Not all buyers will qualify for Ford Credit financing or other offers. Restrictions apply. See your local dealer for complete details.

54. The Option Package price and monthly payment displayed is for illustration purposes only. Prices and monthly payments may vary based on features included in package, financing terms and availability. Some Options are not available separately. Not all Options or Option Packages are available on all vehicles. See your local dealer for details.

55. Estimated Net Price is the Total Manufacturer's Suggested Retail Price ("Total MSRP") minus any available offers and/or incentives. Incentives may vary. Excludes taxes, title, and registration fees. For authenticated AXZ Plan customers, the price displayed may represent Plan pricing. Not all AXZ Plan customers will qualify for the Plan pricing shown and not all offers or incentives are available to AXZ Plan customers.

56. The payment estimator will calculate a monthly payment based on the MSRP of the vehicle you have configured, including the dealer-installed accessories. For authenticated AXZ Plan customers, the price displayed may represent Plan pricing. Not all AXZ Plan customers will qualify for the Plan pricing shown. Actual monthly payment is based on a variety of factors, including differing financing or leasing terms, accessory prices and installation costs. Financing payment calculations are estimates only, and are based on amount of down payment, APR and term. Lease payment calculations are estimates only, and are based on an annual mileage calculation determined by your dealer. A charge is assessed for any mileage driven that exceeds this limit. Lessee is responsible for \$395 lease disposition fee in select states. Not all buyers will qualify for financing or a lease. Contact your local Ford or Lincoln Dealer for details.

57. While dealer inventory is generally updated on a daily basis, there are no guarantees that the inventory shown will be available at the dealership. Mid-model-year manufacturing changes, as well as dealer-added accessories on the actual vehicle may differ from the options and features listed. Vehicles that are identified as "Exact Matches" may have a different price or different features not represented on the site. We make every effort to provide you with the most accurate, up-to-date information. However, only your local Ford dealer can provide you with information regarding actual vehicle availability.

58. Dealer Accessories are defined as items that do not appear on the factory window sticker that are installed by a Ford or Lincoln Dealer. Actual Prices for all accessories may vary and depend upon your dealer. Prices DO NOT include installation or outfitting, which may be required for particular items. Please check with your authorized dealer for complete pricing accuracy for all accessories and parts. Genuine Ford Accessories will be warranted for whichever provides you the greatest benefit: 12 months or 12,000 miles (whichever occurs first) or the remainder of your bumper-to-bumper 3-year/50,000-mile New Vehicle Warranty. Contact your local Ford, Lincoln or Mercury dealer for details and a copy of the limited warranty. Ford Licensed Accessories (FLA) are warranted by the accessories manufacturer's warranty. Contact your Ford, Lincoln or Mercury Dealer for details regarding the manufacturer's limited warranty and/or a copy of the FLA product limited warranty offered by the accessory manufacturer. Most Ford Racing Performance Parts are sold with no warranty. Ford Racing Performance Parts are sold "As Is," "With All Faults," "As They Stand" and without any express warranty whatsoever, unless otherwise expressly designated herein. To determine which parts come with a warranty from the original manufacturer, or from Ford Racing, please contact the Ford Racing Techline at (800) FORD788.

59. The "Trade-in Value" of your vehicle is an estimate only, and many factors that cannot be assessed without a physical inspection of the vehicle may affect actual value. For purposes of this website, we use the services of a third-party vendor to provide Trade-in Value calculations. While we believe this information is reliable, we are not responsible for and do not guarantee the accuracy or reliability of the information. Please see your local Ford dealer for information regarding actual trade-in availability and value.

510. AXZ Plan pricing, including AXZ Plan option pricing, is exclusively for eligible Ford Motor Company employees, friends and family members of eligible employees, and Ford Motor Company eligible partners. Restrictions apply. See your Ford or Lincoln dealer for complete details and qualifications. Ford Motor Company reserves the right to modify the terms of AXZ Plan pricing or availability at any time. Some dealers may also choose not to participate in plan pricing. Contact your local dealer to determine final pricing.

511. EPA estimated city/highway mpg based on base engine/premium trim configuration. Actual mileage will vary.

512. Towing - Properly equipped.

513. For Dealer Ordered vehicles, the vehicle has already been ordered by the dealer and is in the process of being manufactured by the factory. If you are interested in the vehicle marked "Dealer Ordered", contact the dealership for a delivery estimate.

514. The "estimated selling price" is for estimation purposes only and the figures presented do not represent an offer that can be accepted by you. See your local dealer for vehicle availability and actual price. The "estimated capitalized cost" is for estimation purposes only and the figures presented do not represent an offer that can be accepted by you. See your local dealer for vehicle availability, actual price, and financing options.

financing options. The "adjusted capitalized cost" is for estimation purposes only and the figures presented do not represent an offer that can be accepted by you. See your local dealer for vehicle availability, actual price, and financing options.

51c.
Total MSRP is Base MSRP plus options, destination and delivery charges. Excludes taxes, title, and registration fees.

51f.
Destination Charges are associated with getting the vehicle from the manufacturer to the dealership. Prices listed are MSRP and are based on information updated on this website from time to time.

Note2.
For Manufacturer Specific Disclosures See Below

1.
Starting MSRP excludes destination/delivery charge, taxes, title and registration. Optional equipment not included. Starting A-Z and X Plan price is for qualified, eligible customers and excludes document fee, destination/delivery charge, taxes, title and registration. Not all vehicles qualify for A-Z or X Plan. All Mustang Shelby GT350 and Shelby GT350R prices exclude gas guzzler tax.

2.
EPA-estimated city/hwy mpg. See fueleconomy.gov for fuel economy of other engine/transmission combinations. Actual mileage will vary. MPGe is the EPA equivalent measure of gasoline fuel efficiency for electric mode operation.

DISCLOSURES ()



Agenda Item: __ _

CITY OF VILLA RICA

City Council Meeting Agenda Item Cover Sheet

SUBJECT: 2019 Unregulated Contaminant Monitoring Rule 4 (UCMR4)
AGENDA DATE: 10/9/2018

DATE PREPARED: 9/26/18
PREPARED BY: Erin Sims, Water Plant Manager

AMOUNT: \$10,040
GL ACCOUNT#: 505-4420-5212800

PURPOSE: To choose a lab, certified by the U.S Environmental Protection Agency (EPA), to perform the mandated UCMR4 sampling.

BACKGROUND: Every few years, EPA develops a list of contaminants that are currently unregulated. EPA then requires all large water systems to sample for these contaminants.

STAFF RECOMMENDATION: The staff recommends that the council engage American Water Central Laboratory to assist the City in performing the required testing for these unregulated contaminants.

IMPACT: Choosing a lab now will allow staff to prepare for the upcoming January 2019 UCMR4 sampling period and continue to maintain compliance.

MOTION: I move that we engage American Water Central Laboratory for laboratory services to perform the mandated 2019 UCMR4 testing in an amount not to exceed \$ 10,040.00.

American Water Central Laboratory

1115 South Illinois Street

Belleville, Illinois 62220

E-mail: document@amwater.com

Phone: 618-235-3600

Fax: 618-235-6349



UCMR 4 Price List					
Prepared For:	Erin Sims		Quote Date:	3/15/2018	
PWSID:	GA0450006	City of Villa Rica	Prepared by:	Cassie Friederich	
Phone:	470-389-9043				
			Est Start Date:	01/01/19	
E-Mail	esimsfmvillarica.or		Est Duration:	11/30/19	
Method	UCMR4 Group	Description	Est # of Samples	Price	Price
200.8	AM1	Metals	8	\$50.00	\$400.00
525.3	AM1	Pesticides	8	\$160.00	\$1,280.00
530	AM1	Semi Volatiles	8	\$85.00	\$680.00
541	AM1	Alcohols	8	\$95.00	\$760.00
552.3	AM2	Haloacetic Acids	8	\$90.00	\$720.00
300.1	AM2	Bromide	4	\$30.00	\$120.00
5310C	AM2	Total Organic Carbon (TOC)	4	\$20.00	\$80.00
544	AM3	Microcystins	16	\$200.00	\$3,200.00
545	AM3	Cylindrospermopsin, Anatoxin-a	16	\$125.00	\$2,000.00
546	AM3	Total Microcystins	16	\$50.00	\$800.00
				TOTAL	10,040.00

SIGNATURE

ACCEPTANCE OF QUOTE

DATE

Contact: Erin Sims
Company: City of Villa Rica
Address: 571W. Bankhead Highway
Villa Rica, GA 30180

Phone: 770-550-6118

Fax:

E-mail: esims@villarica.org

Sample Matrix: Water
Testing Frequency: As Needed
Lab Turnaround Time: 20 days
Estimated Start Date: 19-Mar-2018
Payment Terms: Upon Receipt

We are pleased to submit the following quotation: Prices are firm thru 02/28/2019, provided PO is received within 45 days and prior to receipt of samples. Work may not begin, or is COD, until receipt of a completed vendor application & credit approval. Client is responsible for sample collection and delivery to the lab in acceptable condition within 24 hours. Payment for services is due upon receipt of invoice and not contingent upon third party payments. All other Eurofins Eaton Analytical, LLC standard terms and conditions apply unless otherwise specified herein. Quote does not include any applicable taxes unless noted below.

ITEM	QTY	DESCRIPTION	METHOD	UNIT PRICE	EXT'D PRICE
UCMR4					
	8	Alcohols	EPA 541	\$ 189.00	\$ 1,512.00
	4	Bromide	EPA 300.0	\$ 30.00	\$ 120.00
	16	Cylindrospermopsin & Anatoxin-a	EPA545	\$ 250.00	\$ 4,000.00
	8	Haloacetic Acids	EPA552.3	\$ 165.00	\$1,320.00
	8	Metals	EPA 200.8	\$ 50.00	\$ 400.00
	16	Microcystins & Nodularin	EPA544	\$ 90.00	\$ 1,440.00
	8	Pesticides	EPA 525.3	\$ 226.00	\$ 1,808.00
	8	Semivolatile Organics	EPA 530	\$ 216.00	\$ 1,728.00
	16	Total Microcystins	EPA 546	\$ 100.00	\$1,600.00
	4	Total Organic Carbon	SM 5310C	\$ 40.00	\$ 160.00

Sample Management

1	Sample Kit	\$0	\$0
	Sample Kit Delivery	\$0	\$0

Data Deliverables

EDT- EPA COX	\$0	\$0
Hardcopy Reports (via PDF)	\$0	\$0
QC Level II	\$0	\$0

Grand Total: \$ 1408800

Notes

- 1} This quote includes ground delivery of sample collection kits with appropriate preservatives to your site and data upload into the EPA SDWARS database for all of your UCMR4 monitoring events.
- 2} EPA Method 544, Microcystins/Nodularin:
Microcystins/Nodularin is analyzed only if the Total Microcystins (EPA Method 546) result is $\Rightarrow$ 0.3 ug/L.

Submitted: Brian Queen

Accepted: _____

RECEIPT OF SAMPLES BY EUROFINS EATON ANALYTICAL, LLC CONSTITUTES ACCEPTANCE OF THE ABOVE TERMS & CONDITIONS, NOT WITHSTANDING ANY PROVISIONS TO THE CONTRARY IN CLIENTS PURCHASE ORDER, UNLESS AN ALTERNATIVE AGREEMENT HAS BEEN SIGNED BY US.



NORTHERN LAKE SERVICE, INC.
Analytical Laboratory and Environmental Services

400 North Lake Avenue - Crandon, WI 54520-1298
 Tel: (715) 478-2777 - Fax (715) 478-3060

LABORATORY SERVICES QUOTATION

City of Villa Rica - Franklin Smith Water Plant Attn: Erin Sims 204 N. Vanwert Road P.O. Box 177 Villa Rica GA 30180-	QUOTATION:124259 CLIENT: 103715 DATE: 11/14/2017 PHONE: 770-456-0516 FAX: --
PROJECT UCMR4 Quote - Surface Water/GWUDI System EFFECTIVE 11/14/2017 THROUGH 01/01/2020	

2 Entry Point - 4 Sampling Events (quarterly)	Qty	Price	Total
UCMR4- Metals by EPA 200.8	8	\$63.00	\$504.00
Pesticides - EPA Method 525.3	8	\$245.00	\$1960.00
Alcohols - EPA Method 541	8	\$210.00	\$1680.00
SVOCs - EPA Method 530	8	\$231.00	\$1848.00
Subtotal:			\$5992.00

2 Entry Point - Add'l SW Tests - (8 Events - 2/mth, 4 cons. mths)	Qty	Price	Total
Cyanotoxins - EPA Method 545	16	\$280.00	\$4480.00
Microcystins - EPA Method 546	16	\$100.00	\$1600.00
•c yanotoxins - EPA Method 544 (If required)	16	\$280.00	\$4480.00
Subtotal:			\$10560.00

4 Entry Point - 4 Sampling Events (quarterly)	Qty	Price	Total
HAA9 - EPA Method 552.3	8	\$120.00	\$960.00
Subtotal:			\$960.00

1 Source Water (SR) - 4 Sampling Events (quarterly)	Qty	Price	Total
Total Organic Carbon (TOC)	4	\$45.00	\$180.00
Bromide, as Br- (unfiltered)	4	\$45.00	\$180.00
Subtotal:			\$360.00

Data Reporting and Shipping	Qty	Price	Total
EDD - UCMR4 Reporting/USEPA SDWARS/CDX	1	\$0.00	\$0.00
Sample transport- Prepaid Return UPS Next Day Air Labels	1	\$0.00	\$0.00
Subtotal:			\$0.00
Total:			\$17,912.00

American Water Central Laboratory

1115 South Illinois Street

Belleville, Illinois 62220

E-mail: document@amwater.com

Phone: 618-235-3600

Fax: 618-235-6349

**AMERICAN WATER**

UCMR 4 Price List					
Prepared For:	Erin Sims		Quote Date:	3/15/2018	
PWSID:	GA0450006	City of Villa Rica	Prepared by:	Cassie Friederich	
Phone:	470-389-9043				
			Est Start Date:	01/01/19	
E-Mail	esims@villarica.org		Est Duration:	11/30/19	
Method	UCMR 4 Group	Description	Est # of Samples	Price	Price
200.8	AM1	Metals	8	\$50.00	\$400.00
525.3	AM1	Pesticides	8	\$160.00	\$1,280.00
530	AM1	Semi Volatiles	8	\$85.00	\$680.00
541	AM1	Alcohols	8	\$95.00	\$760.00
552.3	AM2	Haloacetic Acids	8	\$90.00	\$720.00
300.1	AM2	Bromide	4	\$30.00	\$120.00
5310C	AM2	Total Organic Carbon (TOC)	4	\$20.00	\$80.00
544	AM3	Microcystins	16	\$200.00	\$3,200.00
545	AM3	Cylindrospermopsin, Anatoxin-a	16	\$125.00	\$2,000.00
546	AM3	Total Microcystins	16	\$50.00	\$800.00
				TOTAL	\$10,040.00

SIGNATURE**ACCEPTANCE OF QUOTE****DATE**

Contact: Erin Sims
Company: City of Villa Rica
Address: 571 W. Bankhead Highway
 Villa Rica, GA 30180

Sample Matrix: Water
Testing Frequency: As Needed
Lab Turnaround Time: 20 days
Estimated Start Date: 19-Mar-2018
Payment Terms: Upon Receipt

Phone: 770-550-6118

Fax:

E-mail: esims@villarica.org

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Sample Management

1	Sample Kit	----	\$ 0	\$ 0
1	Sample Kit Delivery	----	\$ 0	\$ 0

Data Deliverables

1	EDT - EPA CDX	----	\$ 0	\$ 0
1	Hardcopy Reports (via PDF)	----	\$ 0	\$ 0
1	QC Level II	----	\$ 0	\$ 0

Grand Total: \$ 14,088.00

Notes

- 1) This quote includes ground delivery of sample collection kits with appropriate preservatives to your site and data upload into the EPA SDWARS database for all of your UCMR4 monitoring events.
- 2) EPA Method 544, Microcystins/Nodularin:
 Microcystins/Nodularin is analyzed only if the Total Microcystins (EPA Method 546) result is $\Rightarrow 0.3$ ug/L.

Submitted: Brian Queen

Accepted: _____

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Attn: Erin Sims
204 N. VanWert Road
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Villa Rica GA 30180-

QUOTATION: 124259
CLIENT: 103715
DATE: 11/14/2017
PHONE: 770-456-0516
FAX: --

PROJECT UCMR4 Quote - Surface Water/GWUDI System
EFFECTIVE 11/14/2017 THROUGH 01/01/2020

2 Entry Point - 4 Sampling Events (quarterly)	Qty	Price	Total
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Subtotal:			\$5992.00

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*Cyanotoxins - EPA Method 544 (If required)	16	\$280.00	\$4480.00
*EPA 544 only analyzed if EPA 546 result is >0.3 ug/L			
Subtotal:			\$10560.00

2 DSMRT Sample - 4 Sampling Events (quarterly)	Qty	Price	Total
HAA9 - EPA Method 552.3	8	\$120.00	\$960.00
Subtotal:			\$960.00

1 Source Water (SR) - 4 Sampling Events (quarterly)	Qty	Price	Total
Total Organic Carbon (TOC)	4	\$45.00	\$180.00
Bromide, as Br- (unfiltered)	4	\$45.00	\$180.00
Subtotal:			\$360.00

Data Reporting and Shipping	Qty	Price	Total
EDD - UCMR4 Reporting/USEPA SDWARS/CDX	1	\$0.00	\$0.00
Sample transport - Prepaid Return UPS Next Day Air Labels	1	\$0.00	\$0.00
Subtotal:			\$0.00
Total:			\$17872.00



CITY OF VILLA RICA

City Council Packet

SUBJECT Security System for Maintenance Buildings

CITY COUNCIL AGENDA DATE: 10/09/2018

DATE: 9/27/2018

PREPARED BY: Jim Chambers

FISCAL IMPACT:

OPERATING – \$29.95 per month per site

CAPITAL –

OTHER – \$800 one time install charge per site

FUNDING SOURCE:

PURPOSE: Implement a security system for our maintenance sheds at V-Plex and Gold Dust.

BACKGROUND: We have lost a considerable amount of equipment over the years and need to take a more proactive approach to deter and catch those that breaking into our facilities.

STAFF RECOMMENDATION: I recommend we utilize Relyco as our security specialists in an attempt to help our Police Dept apprehend these violators.

IMPACT: Currently we have no alarm and very poor surveillance if any at these facilities. This will give us immediate notification of unauthorized entry so we are better suited to apprehend possible intruders.

MOTION: I make a motion to utilize Relyco for our security system at these locations not to exceed \$800 for install and \$29.95 a month per location.

From: Josh Brown
To: [Jim Chambers](#)
Subject: Alarms
Date: Wednesday, September 19, 2018 2:27:46 PM

Jim,

Thanks for meeting with me today. After looking at both facilities I propose the following:

- 1 motion each location
- 2 roll up door contacts each location
- 1 man door contact each location
- 1 control panel, keypad, and cellular communicator each location

Total cost \$800 per location

Monitoring for each location would be \$29.95 each(this includes remote access)

Regards,
Josh Brown



CITY OF VILLA RICA
FINANCIAL UPDATE
August 2018

CASH			SELF-FUNDED INSURANCE		
	8-31-2017	8-31-2018			
Total Cash in Bank	\$ 5,576,374	\$ 7,398,149			
General Fund	\$ 4,810,927	\$ 4,330,200			
Water/Sewer Fund	\$ (207,920)	\$ 1,498,655			
Sanitation/Solid Waste	\$ (348,223)	\$ (50,419)			
2008 Carroll SPLOST	\$ 688,375	\$ 376,624			
2015 Carroll SPLOST	\$ 1,145,806	\$ 443,392			
2016 Douglas SPLOST	\$ 44	\$ 154,951			
			United Healthcare	Self-Funded	Cash Outlay
			Premiums Paid	Admin + Claims Paid	Difference
			Oct-Dec '16 338,617	Oct-Dec '17 219,994	118,623
			Jan-Mar '17 342,474	Jan-Mar '18 262,380	80,094
			Apr-Jun '17 336,672	Apr-Jun '18 249,477	87,195
			Jul-Aug '17 220,116	Jul-Aug '18 167,919	52,197
			TOTALS \$1,237,878	\$ 899,769	\$ 338,109
OTHER HIGHLIGHTS			GROWTH		
	2017	2018		2017	2018
Sales Tax Revenue	\$ 1,362,712	\$ 1,789,797	Residential	# Amount	# Amount
Hotel-Motel Tax Revenue	\$ 85,970	\$ 143,407	Building Permits	48 \$ 66,619	133 \$ 228,021
			Water Taps	49 \$ 76,000	132 \$ 206,200
Water Purchases	\$ 295,969	\$ 171,622	Sewer Taps	48 \$ 189,500	124 \$ 508,250
Total # of Employees	142	153			
(Excludes Seasonal)			Commercial	# Amount	# Amount
			Building Permits	6 \$ 16,233	- \$ -
			Water Taps	3 \$ 68,300	- \$ -
			Sewer Taps	1 \$ 15,000	- \$ -
BUSINESS ACTIVITY			SANITATION/ SOLID WASTE		
WATER/SEWER	2017	2018		2017	2018
Water Revenue	\$ 1,753,133	\$ 1,850,841	Sanitation Revenue	\$ 401,239	\$ 456,552
Sewer Revenue	\$ 1,497,498	\$ 2,417,431	Solid Waste Revenue	\$ 151,548	\$ 234,810
Misc. Revenue	\$ 970,549	\$ 851,198	Misc. Revenue	\$ -	\$ 73,973
Total Revenue	\$ 4,221,180	\$ 5,119,470	Total Revenue	\$ 552,787	\$ 765,336
Water Expenses	\$ 1,014,606	\$ 824,326	Sanitation Expenses	\$ 394,339	\$ 435,584
Sewer Expenses	\$ 998,398	\$ 1,093,894	Solid Waste Expenses	\$ 296,657	\$ 352,798
Dist./Coll. Expenses	\$ 625,441	\$ 835,093	Depreciation	\$ 6,664	\$ 51,644
Debt Expense	\$ 1,143,915	\$ 1,519,761	Total Expenses	\$ 697,660	\$ 840,025
Depreciation	\$ 982,116	\$ 1,004,400			
Total Expenses	\$ 4,764,477	\$ 5,277,474			
Net Income (Loss)	\$ (543,298)	\$ (158,004)	Net Income (Loss)	\$ (144,873)	\$ (74,689)

GENERAL FUND CAPITAL PROJECTS

Item		Account Type		Notes	Amount	
1	350-3210-542200	Vehicles	Expense	Increase	Purchase of police vehicle with related equipment	57,000.00
2	350-332100	Carroll County Contribution	Revenue	Increase	Donation from Carroll County's portion of SPLOST	57,000.00
					Total Change	
					Expenditures	57,000.00
					Revenues	57,000.00
						-

STATE OF GEORGIA

ORDINANCE NO. _____

CITY OF VILLA RICA

**AN ORDINANCE TO APPROVE AN AMENDMENT TO THE BUDGET
FOR THE FISCAL YEAR 2019 FOR THE CITY
PURSUANT TO SECTION _____ OF THE CITY CHARTER**

WHEREAS, the Mayor and City Council adopted the 2019 Budget on September 13, 2018, which incorporated all of the various funds of the City; and

WHEREAS, the Mayor and Council have determined it appropriate to amend the budget for the reasons set forth herein.

WHEREAS, the Mayor and Council have reviewed the proposed budget; and

WHEREAS, each of the funds, as amended, has a balanced budget, such that anticipated revenues equal or exceed proposed expenditures.

NOW, THEREFORE, the Mayor and City Council of the City of Villa Rica, Georgia, hereby ordain as follows:

Section 1. That the City of Villa Rica, Georgia, hereby amends the Budget for Fiscal Year 2019, said budget amendment being described as Amendment No. 1-2, attached hereto and incorporated as Exhibit A.

Section 2. That any increase or decrease in appropriations or revenue of any fund or for any department; the establishment of new capital projects; or the establishment of new grant projects other than those expectations provided for herein, shall require approval of the City Council.

Section 3. That the City Manager and his/her designee may promulgate all necessary internal rules, regulations and policies to ensure that this Budget Amendment Ordinance is followed.

Section 4. This Resolution shall be effective immediately upon its adoption.

1. It is hereby declared to be the intention of the Mayor and City Council that all sections, paragraphs, sentences, clauses and phrases of this Ordinance are and were, upon their enactment, believed by the Mayor and City Council to be fully valid, enforceable and constitutional.

2. It is hereby declared to be the intention of the Mayor and City Council that, to the greatest extent allowed by law, each and every section, paragraph, sentence, clause or phrase of this Ordinance is severable from every other section, paragraph, sentence,

clause or phrase of same. It is hereby further declared to be the intention of the Mayor and City Council that, to the greatest extent allowed by law, no section, paragraph, sentence, clause or phrase of this Ordinance is mutually dependent upon any other section, paragraph, sentence, clause or phrase of same.

3. In the event that any phrase, clause, sentence, paragraph or section of this Ordinance shall, for any reason whatsoever, be declared invalid, unconstitutional or otherwise unenforceable by the valid judgment or decree of any court of competent jurisdiction, it is the express intent of the Mayor and City Council that such invalidity, unconstitutionality, or unenforceability shall, to the greatest extent allowed by law, not render invalid, unconstitutional or otherwise unenforceable any of the remaining phrases, clauses, sentences, paragraphs or sections of the same and that, to the greatest extent allowed by law, all remaining phrases, clauses, sentences, paragraphs and sections of the Ordinance shall remain valid, constitutional, enforceable, and of full force and effect.

4. All ordinances or resolutions and parts of ordinances or resolutions in conflict herewith are expressly repealed.

5. The within ordinance shall become effective upon its adoption.

SO ORDAINED AND EFFECTIVE this the _____ day of _____, 2018.

Approved:

Jeff Reese, Mayor

As to form:

C. David Mecklin, Jr., City Attorney

Attest:

Alisa Doyal, City Clerk



Agenda Item:_____

CITY OF VILLA RICA

City Council Meeting Agenda Item Cover Sheet

SUBJECT: New Positions for 2019 Fiscal Year

AGENDA DATE: 10/9/2018

DATE PREPARED: 10/1/2018

PREPARED BY: Sarah Hefty

AMOUNT: \$379,351 General Fund; \$106,744 Water/Sewer Fund

GL ACCOUNT #: Various

PURPOSE: To approve the new positions for the 2019 fiscal year.

BACKGROUND: The following new positions were requested for the 2019 fiscal year budget:

Title	Department	Full or Part-Time	Delay?	Total Cost for FY 2019
General Fund				
Assistant to City Manager	City Manager	Full	6 months	\$ 26,797.42
Meter Technician	Customer Service	Full	6 months	\$ 22,986.06
Human Resources Clerk	Human Resources	Part	3 months	\$ 13,688.36
Assistant Clerk of Court	Court	Full	---	\$ 48,017.42
Lieutenant - Patrol	Police	Full	---	\$ 86,256.64
Police Officer	Police	Full	3 months	\$ 44,150.01
Police Officer	Police	Full	6 months	\$ 29,433.34
School Resource Officer	Police	Full	---	\$ 29,433.34
Maintenance Technician	Grounds	Full	6 months	\$ 24,008.71
Planning & Zoning Specialist	Community Dev.	Full	6 months	\$ 40,891.81
Licensing & Permitting Clerk	Community Dev.	Part	3 months	\$ 13,688.36
Total General Fund				\$ 379,351.48

Water and Sewer Fund				
Superintendent	Utility Director	Full	6 months	\$ 42,283.50
Lead Operator	Water	Full	---	\$ 64,460.74
Total Water and Sewer Fund				\$ 106,744.24

GRAND TOTAL OF ADDED POSITIONS				\$ 486,095.71
---------------------------------------	--	--	--	----------------------

STAFF RECOMMENDATION: To approve the new positions for the 2019 fiscal year.

MOTION: I make a motion that we approve the new positions for the 2019 fiscal year.



Agenda Item: _____

CITY OF VILLA RICA

City Council Meeting Agenda Item Cover Sheet

SUBJECT: Promotions for 2019 Fiscal Year
AGENDA DATE: 10/9/2018

DATE PREPARED: 10/1/2018
PREPARED BY: Sarah Hefty

AMOUNT: \$14,361 General Fund; \$9,325 Water/Sewer Fund
GL ACCOUNT #: Various

PURPOSE: To approve the promotions for the 2019 fiscal year.

BACKGROUND: The following promotions were requested for the 2019 fiscal year budget:

Current Title	Requested Title Change	Department	Estimated Cost
General Fund			
School Resource Corporal	School Resource Sergeant	Police	\$ 6,639.36
Senior Library Assistant	Assistant Library Manager	Library	\$ 7,721.60
Total General Fund			\$ 14,360.96

Water and Sewer Fund			
Equipment Operator	Crew Leader	Dist & Collection	\$ 3,256.50
Equipment Operator	Crew Leader	Dist & Collection	\$ 3,256.50
Backflow Coordinator	Administrative Assist/ Backflow Coordinator	Dist & Collection	\$ 2,812.00
Total Water and Sewer Fund			\$ 9,325.00

GRAND TOTAL OF UPGRADED POSITIONS			\$ 23,685.96
--	--	--	---------------------

STAFF RECOMMENDATION: To approve the promotions for the 2019 fiscal year.

MOTION: I make a motion that we approve the promotions for the 2019 fiscal year retroactive to October 1, 2018.



Agenda Item: _____

CITY OF VILLA RICA

City Council Meeting Agenda Item Cover Sheet

SUBJECT: Reorganization for 2019 Fiscal Year
AGENDA DATE: 10/9/2018

DATE PREPARED: 10/1/2018
PREPARED BY: Sarah Hefty

AMOUNT: n/a
GL ACCOUNT #: n/a

PURPOSE: To approve the reorganization for the 2019 fiscal year.

BACKGROUND: The following reorganization changes were requested for the 2019 fiscal year:

Utility Director

Water Plant
Wastewater Plants
Distribution and Collection

Public Works Director

Streets
Sanitation
Solid Waste
Stormwater
Code Enforcement

Deputy Public Works Director

Fleet & Building Maintenance
Grounds & Inmate Crews

Community Development Director

Site and Plan Review
Ordinance Modifications
Licensing and Permitting
Building Inspections

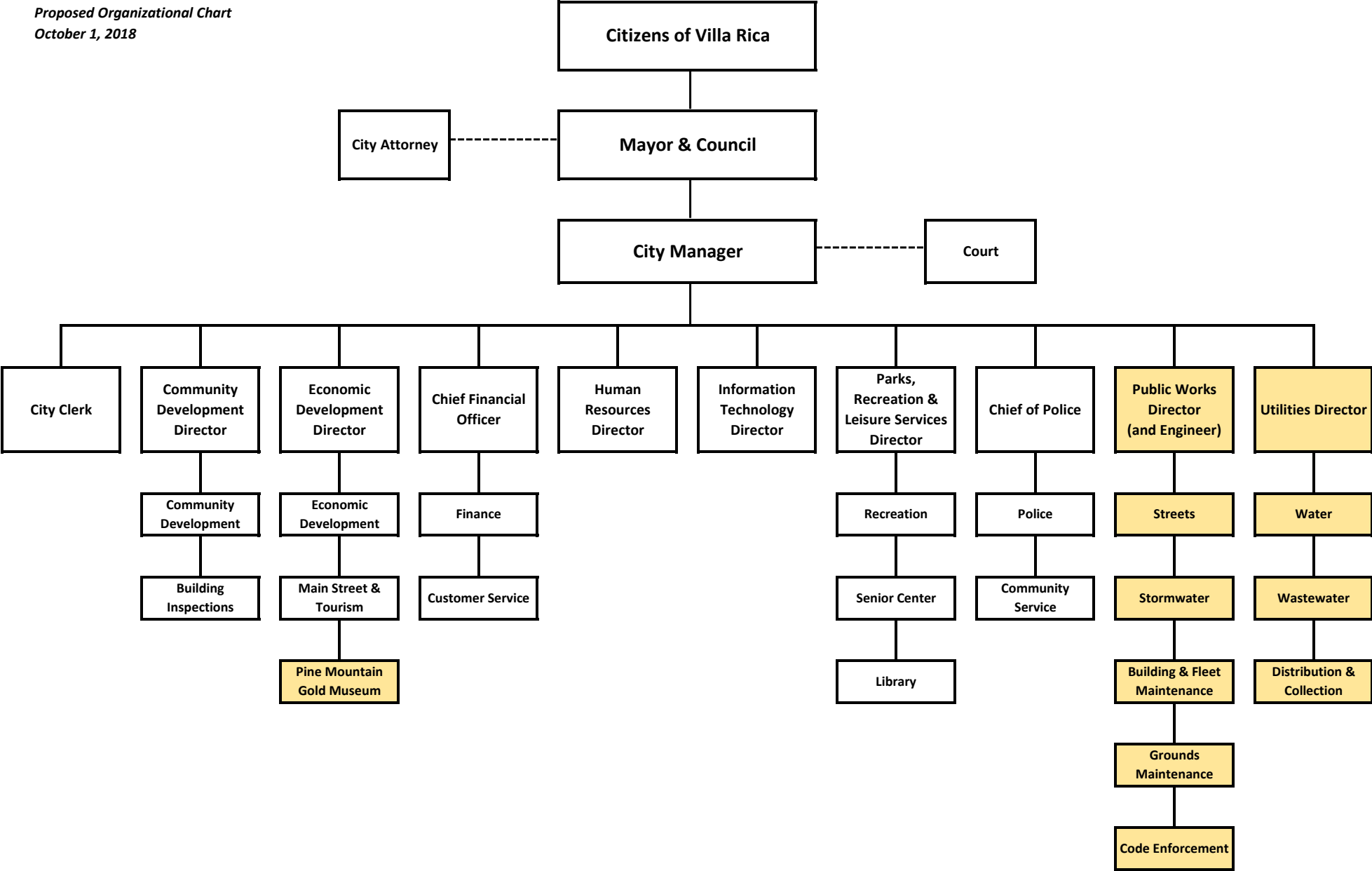
Economic Development

Main Street
Tourism
Pine Mountain

STAFF RECOMMENDATION: To approve the reorganization for the 2019 fiscal year.

MOTION: I make a motion that we approve the reorganization for the 2019 fiscal year retroactive to October 1, 2018.

Proposed Organizational Chart
October 1, 2018





Agenda Item: _____

CITY OF VILLA RICA

City Council Meeting Agenda Item Cover Sheet

SUBJECT: ADDENDUM TO CIVICPLUS AGREEMENT

AGENDA DATE: 10/09/2018 **DATE PREPARED:** 10/01/2018

PREPARED BY: Tom Barber

AMOUNT: \$2,400 per year

GL ACCOUNT #: General Fund, City Clerk, 100-1330-521300

PURPOSE: To approve an addendum to our agreement with CivicPlus to add a module to manage boards and committees.

BACKGROUND: We currently maintain records of our board and committee appointments in Microsoft Excel. Moving this task to a program specifically designed for this purpose will allow us to provide consistent information and reduce the likelihood of lost knowledge during personnel transition.

STAFF RECOMMENDATION: To approve the addendum of the CivicPlus agreement to add the Boards and Committees Module.

IMPACT: This software will enable more accurate record-keeping and help us during times of staff turnover.

MOTION: I move that we approve the addendum to the CivicPlus agreement to add the Boards and Committees Module for an annual fee of \$2,400.

THIS AGREEMENT ADDENDUM (this "Addendum") is agreed to by and between CivicPlus, Inc., d/b/a CivicPlus ("CivicPlus") and Villa Rica, GA ("Client") (jointly, "Parties") and shall be effective as of the date of signing indicated at the end of this Addendum.

RECITALS

WHEREAS, CivicPlus is engaged in the business of developing, marketing and selling custom community engagement platforms that include web sites, web interfaces and portals and a proprietary government content management system and associated modules; in addition to project development, design, implementation, support and hosting services;

WHEREAS, Client is currently engaged in a relationship with CivicPlus for agenda and meeting management and hosting services as set forth in the original Meeting Management Proposal signed on July 31, 2017 (the "Agreement"), by virtue of CivicPlus acquiring Boardsync and the Agreement; and

WHEREAS, Client and CivicPlus have agreed to add certain terms to the Agreement by this written instrument duly executed by the Parties, the addition of terms as specified in this Addendum.

NOW, THEREFORE, Client and CivicPlus agree as follows:

Scope of Services

1. Client wishes to add the Boards and Committees Module ("Additional Services") to the Scope of Services provided by CivicPlus to Client.
2. For the addition of the Additional Services, Client agrees to pay an additional annual fee of Two Thousand Four Hundred Dollars (\$2,400) ("Annual Fee"). The first year's Annual Fee shall be invoiced at the signing of this Addendum and will be prorated to align with Client's current annual billing schedule. The Annual Fee is subject to a 5% technology fee increase beginning in year 3.
3. All other terms and conditions of the Agreement shall remain in full force and effect.

Acceptance

We, the undersigned, agreeing to the conditions specified in this Addendum, understand and authorize the provision of services outlined in this Addendum.

Client

CivicPlus

By: _____

By: _____

Name: _____

Name: _____

Title: _____

Title: _____

Date: _____

Date: _____



Agenda Item: _____

CITY OF VILLA RICA

City Council Meeting Agenda Item Cover Sheet

SUBJECT: IMPLEMENTATION OF EVERGREEN'S 2018 PAY STUDY

AGENDA DATE: 10/09/2018 **DATE PREPARED:** 09/28/2018

PREPARED BY: Tom Barber

AMOUNT: Approximately \$325K among all funds

GL ACCOUNT #: Various

PURPOSE: To discuss a third implementation plan based on the pay study by Evergreen

BACKGROUND: The City engaged Evergreen Solutions, LLC and Nancy Berkley to study our compensation system and to recommend changes. Our implementation team was made up of the City Manager, HR Director, CFO, and Police Chief. The primary tasks and deliverables include:

1. An examination of our current pay structure and a review of our compensation philosophy
2. A calculation of each employee's penetration into their current pay grade (percent above the minimum salary of their grade)
3. An employee outreach using employee focus groups
4. A market salary survey using 22 mutually-agreed upon organizations (six of which did not respond), providing what Evergreen calls external equity
5. An analysis of each job position using Evergreen's Job Assessment Tool, where the JATs were completed by the employee and reviewed by the supervisor, providing what they call internal equity
6. A benefits survey using eight organizations (not being implemented at this time)
7. The preparation of a new open-range pay structure using a 5% separation between grades and 60% spreads within each of the 32 grades
8. The assignment of each position into the new pay structure based on a combination of internal and external equity
9. A number of suggested job title changes
10. The modification of our job descriptions based on the JATs
11. A spreadsheet containing the cost per employee as well as the total cost of several implementation options (the option using recent employee evaluations was immediately removed from consideration due to the lack of useable evaluations)
12. Numerous consultations with the implementation team as we worked through how to handle employees who don't work 2,080 hours per year (police officers, part-timers, etc.),

job title changes, position assignment into grade, individual increase caps, long-term penetration goals, etc.

As you can see, the critical deliverables in this list are items 8 and 9; the creation of the new pay structure and the assignment of each position into a grade. These were provided to us in August and were used to prepare the budget. The third, and most difficult task, is outside the scope of the study and the responsibility of the implementation team: deciding how and where to place each employee in their new pay grade. And keep this in mind – the primary goal of the implementation plan is not to increase salaries, but rather to place employees appropriately in the new pay structure.

Our implementation team recommended that we use a formulaic approach based primarily on current pay grade penetration. This approach places an employee within their new grade at the same percent of penetration as they held in the old pay grade structure. For example, someone making 20% more than the minimum in their current pay grade would be placed at 20% above the minimum of their new pay grade or at their current salary, whichever is greater. No fuss, no muss, just arithmetic.

The downside to this type of approach is that it does not consider tenure, education, job performance, evaluations, certifications, market demand nor disciplinary actions. It instead implicitly assumes that an employee's current pay grade assignment and pay grade penetration are correct. This is a huge, and many times incorrect, assumption. Unfortunately, without several years of effective evaluations, it is still the better approach. And while not ideal, nor necessarily "correct", it avoids subjective assessments and is relatively quick and straight-forward to implement.

STAFF RECOMMENDATION:

First Plan:

On September 4, staff presented a simple formulaic implementation plan with no individual cap limit but with a maximum penetration of 40% of the new pay grade. Unfortunately, the total cost of this option was over \$600K and the General Fund budget could only be balanced by removing a number of important projects.

Second Plan:

On September 13, staff presented a multi-year formulaic implementation plan using a maximum penetration of 50% with a \$3,000 (full-time)/\$1,500 (part-time) individual cap limit and a total first-year cost of more than \$300K.

Under this approach the placement decision begins by calculating a pay grade penetration goal. This is done by comparing the employee's current penetration percentage with the maximum allowed penetration limit of 50% and taking the lessor of the two. The resulting percentage is applied to the new pay scale and converted into a salary amount. This number is then compared to the employee's existing salary and the greater of the two is selected (no one takes a pay cut). The resulting salary increase is then calculated and compared to \$3,000. The lessor of the two is selected (no one gets an increase over \$3,000) and added to the employee's existing salary to arrive at the new salary. And because this would be part of a multi-year implementation, not everyone's resulting penetration level would be as high as their current penetration level.

The impact on our current workforce of 113 full-time employees in the first year of implementation under this plan would have been as follows:

1. Six employees would be placed at their current salary level and not receive an increase
2. 31 employees would be placed in their new pay grade at the same penetration percentage as in the existing pay structure, receive less than a \$3,000 increase in doing so, and would not need future increases for penetration placement purposes
3. 76 employees would be placed at less than their current penetration percentage because their increase would be capped by the \$3,000/\$1,500 limit and would require up to five additional increases to reach the appropriate penetration level

Third Plan:

Based on the feedback we received following this recommendation, we have developed a third implementation plan:

1. 50% maximum pay grade penetration limit
2. \$3,000 full-time and \$1,500 part-time maximum increase limit
3. No one is placed below the minimum of their new pay grade
4. Both police captains are placed at 25% of their new pay grade
5. Fix the old pay grade structure and recalculate penetration (see attachments for original VR old pay grade structure, corrected VR old pay grade structure, and updated Evergreen pay structure) – the range spread for each pay grade was changed to 51%, instead of having it vary from 33% to 53%

The impact of the third plan in the first year would be:

1. Six employees would not receive an increase
2. 37 employees would receive an increase of less than \$3,000
3. 62 employees would receive an increase of \$3,000
4. Six employees would receive increases to the minimum of their new pay grade, costing an additional \$210.72 to \$1,797.53
5. The two police captains would receive additional increases of \$4,500-\$4,900 (this allows the new police lieutenant position to be slotted properly)

IMPACT: Our payroll expense will increase by approximately \$325,000 over all funds.

MOTION: I move that we approve the third pay study implementation plan, as presented above, effective retroactively to October 1, 2018.

City of Villa Rica
Old Pay Grade - Corrected

Grade	Minimum		Midpoint	Maximum		Range Spread	Range Progression
11	\$	22,170	\$ 27,823	\$	33,477	51%	
12	\$	23,105	\$ 29,045	\$	34,986	51%	4.2%
13	\$	24,260	\$ 30,497	\$	36,735	51%	5.0%
14	\$	25,473	\$ 32,022	\$	38,572	51%	5.0%
15	\$	27,560	\$ 34,588	\$	41,616	51%	8.2%
16	\$	28,080	\$ 35,823	\$	42,526	51%	1.9%
17	\$	29,488	\$ 37,070	\$	44,651	51%	5.0%
18	\$	30,971	\$ 38,927	\$	46,883	51%	5.0%
19	\$	32,510	\$ 40,869	\$	49,228	51%	5.0%
20	\$	35,843	\$ 45,059	\$	54,275	51%	10.3%
21	\$	36,504	\$ 45,813	\$	55,121	51%	1.8%
22	\$	37,635	\$ 47,311	\$	56,988	51%	3.1%
23	\$	39,520	\$ 49,598	\$	59,675	51%	5.0%
24	\$	41,493	\$ 52,074	\$	62,654	51%	5.0%
27	\$	48,033	\$ 60,383	\$	72,733	51%	15.8%
28	\$	50,435	\$ 63,296	\$	76,157	51%	5.0%
29	\$	52,957	\$ 66,461	\$	79,965	51%	5.0%
30	\$	55,605	\$ 69,784	\$	83,963	51%	5.0%
31	\$	58,385	\$ 73,273	\$	88,161	51%	5.0%
32	\$	61,298	\$ 76,928	\$	92,559	51%	5.0%
33	\$	64,369	\$ 80,920	\$	97,470	51%	5.0%
34	\$	68,443	\$ 85,896	\$	103,349	51%	6.3%
42	\$	99,858	\$ 125,533	\$	151,207	51%	45.9%

Grade	Minimum		Midpoint	Maximum		Range Spread	Range Progression
21P	\$	37,269	\$ 46,772	\$	56,276	51%	---
23P	\$	42,370	\$ 53,174	\$	63,979	51%	13.7%
25P	\$	43,567	\$ 54,769	\$	65,970	51%	2.8%

City of Villa Rica
Old Pay Grade

Grade	Minimum	Midpoint	Maximum	Range Spread	Range Progression
11	\$ 22,170.00	\$ 27,745.80	\$ 33,321.60	50%	
12	\$ 23,105.00	\$ 29,045.43	\$ 34,985.87	51%	4.2%
13	\$ 24,260.00	\$ 30,497.36	\$ 36,734.72	51%	5.0%
14	\$ 25,473.00	\$ 32,022.34	\$ 38,571.67	51%	5.0%
15	\$ 27,560.00	\$ 32,147.36	\$ 36,734.72	33%	8.2%
16	\$ 28,080.00	\$ 35,823.09	\$ 42,526.17	51%	1.9%
17	\$ 29,488.00	\$ 37,069.67	\$ 44,651.33	51%	5.0%
18	\$ 30,971.20	\$ 38,927.20	\$ 46,883.20	51%	5.0%
19	\$ 32,510.00	\$ 40,868.97	\$ 49,227.94	51%	5.0%
20	\$ 35,843.00	\$ 45,059.24	\$ 54,275.47	51%	10.3%
21	\$ 36,504.00	\$ 45,385.60	\$ 54,267.20	49%	1.8%
22	\$ 37,635.00	\$ 47,311.47	\$ 56,987.94	51%	3.1%
23	\$ 39,520.00	\$ 48,254.02	\$ 56,988.04	44%	5.0%
24	\$ 41,493.00	\$ 51,364.50	\$ 61,236.00	48%	5.0%
27	\$ 48,033.00	\$ 60,383.00	\$ 72,733.00	51%	15.8%
28	\$ 50,435.00	\$ 63,402.50	\$ 76,369.99	51%	5.0%
32	\$ 61,297.60	\$ 77,521.60	\$ 93,745.60	53%	21.5%
33	\$ 64,369.00	\$ 80,919.72	\$ 97,470.45	51%	5.0%
34	\$ 68,442.72	\$ 85,392.80	\$ 102,342.88	50%	6.3%
42	\$ 99,858.00	\$ 125,532.75	\$ 151,207.49	51%	45.9%

Grade	Minimum	Midpoint	Maximum	Range Spread	Employees
21P	\$ 36,500	\$ 45,388	\$ 54,275	49%	18
23P	\$ 41,496	\$ 50,667	\$ 59,837	44%	4
25P	\$ 43,567	\$ 54,769	\$ 65,970	51%	5

City of Villa Rica

Pay Grades - Updated 9/5/2018

Grade	Minimum	Min - Hourly	Midpoint	Mid - Hourly	Maximum	Max - Hourly	Range Spread	Range Progression
101	\$ 23,279	\$ 11.19	\$ 30,262	\$ 14.55	\$ 37,246	\$ 17.91	60%	5%
102	24,442	11.75	31,775	15.28	39,108	18.80	60%	5%
103	25,665	12.34	33,364	16.04	41,063	19.74	60%	5%
104	26,948	12.96	35,032	16.84	43,116	20.73	60%	5%
105	28,295	13.60	36,784	17.68	45,272	21.77	60%	5%
106	29,710	14.28	38,623	18.57	47,536	22.85	60%	5%
107	31,195	15.00	40,554	19.50	49,913	24.00	60%	5%
108	32,755	15.75	42,582	20.47	52,408	25.20	60%	5%
109	34,393	16.54	44,711	21.50	55,029	26.46	60%	5%
110	36,113	17.36	46,946	22.57	57,780	27.78	60%	5%
111	37,918	18.23	49,294	23.70	60,669	29.17	60%	5%
112	39,814	19.14	51,758	24.88	63,703	30.63	60%	5%
113	41,805	20.10	54,346	26.13	66,888	32.16	60%	5%
114	43,895	21.10	57,064	27.43	70,232	33.77	60%	5%
115	46,090	22.16	59,917	28.81	73,744	35.45	60%	5%
116	48,394	23.27	62,913	30.25	77,431	37.23	60%	5%
117	50,814	24.43	66,058	31.76	81,302	39.09	60%	5%
118	53,355	25.65	69,361	33.35	85,368	41.04	60%	5%
119	56,022	26.93	72,829	35.01	89,636	43.09	60%	5%
120	58,824	28.28	76,471	36.76	94,118	45.25	60%	5%
121	61,765	29.69	80,294	38.60	98,824	47.51	60%	5%
122	64,853	31.18	84,309	40.53	103,765	49.89	60%	5%
123	68,096	32.74	88,524	42.56	108,953	52.38	60%	5%
124	71,500	34.38	92,951	44.69	114,401	55.00	60%	5%
125	75,075	36.09	97,598	46.92	120,121	57.75	60%	5%
126	78,829	37.90	102,478	49.27	126,127	60.64	60%	5%
127	82,771	39.79	107,602	51.73	132,433	63.67	60%	5%
128	86,909	41.78	112,982	54.32	139,055	66.85	60%	5%
129	91,255	43.87	118,631	57.03	146,008	70.20	60%	5%
130	95,817	46.07	124,563	59.89	153,308	73.71	60%	5%
131	100,608	48.37	130,791	62.88	160,973	77.39	60%	5%
132	105,639	50.79	137,330	66.02	169,022	81.26	60%	5%

Grade	Minimum	Min - Hourly*	Midpoint	Mid - Hourly*	Maximum	Max - Hourly*	Range Spread	Range Progression
110P	36,113	16.19	46,946	21.05	57,780	25.91	60%	5%
111P	37,918	17.00	49,294	22.10	60,669	27.21	60%	5%
113P	41,805	18.75	54,346	24.37	66,888	29.99	60%	5%
115P	46,090	20.67	59,917	26.87	73,744	33.07	60%	5%
117P	50,814	22.79	66,058	29.62	81,302	36.46	60%	5%
119P	56,022	25.12	72,829	32.66	89,636	40.20	60%	5%

*Based on 2230 hours (or 86 hours per pay period).