In The Matter Of:

City of Doraville

State of Georgia

City Council Meeting

October 3, 2011

American Court Reporting Company, Inc.

52 Executive Park South

Suite 5201

Atlanta, Georgia 30329-2217

(404) 892-1331 - (800) 445-2842

Original File 63818-1.TXT

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Page 0

CITY COUNCIL MEETING

CITY OF DORAVILLE

STATE OF GEORGIA

Transcript of the meeting held in the City Council Room at Doraville City Hall, 3725 Park Avenue, Doraville, Georgia, Mayor Donna Pittman presiding, before Theresa Bretch, Certified Court Reporter, commencing at approximately 6:35 p.m. on Monday, October 3, 2011.

* * *

Page 2

APPEARANCES:

Doraville City Council:

Mayor Donna Pittman
Councilmember Maria Alexander
Councilmember Brian Bates
Councilmember Karen Pachuta
Councilmember Bob Roche
Councilmember Pam Fleming

Melissa McCain, City Clerk

Cecil G. McClendon, Jr., Esq., City Attorney
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315 Washington Avenue
Marietta, Georgia 30060
(770) 590-5900

Page 3

P R O C E E D I N G S

MAYOR PITTMAN: I'd like to welcome two Hightower students tonight. Their teacher is going to receive a presentation proclamation tonight for something that she has done, and I thought it would be most appropriate to have two of her students come say the Pledge. It's going to be Gonzalo and Lucia.

If we could all rise for the Pledge, please.

- - -

(Pledge of Allegiance)

- - -

MAYOR PITTMAN: Thank you.

We really appreciate when our students come out. Last time, we had Oakcliff Elementary, and we've had Cary Reynolds and Sequoyah.

And we're honored to have you here tonight, and I wanted to present you with a little award from the City, an Outstanding Citizen Award. Gonzalo, thank you for coming tonight, and Lucia (presenting). Thank you.

- - -

(Applause)

- - -

MAYOR PITTMAN: We're always very proud of our schools and our students, so thank you for coming

Page 4

out tonight, and Mom, thank you for bringing them.

Call the roll, please.

CLERK McCAIN: Councilmember Alexander?

COUNCILMEMBER ALEXANDER: Here.

CLERK McCAIN: Councilmember Bates?

COUNCILMEMBER BATES: Here.

CLERK McCAIN: Councilmember Fleming?

COUNCILMEMBER FLEMING: Here.

CLERK McCAIN: Councilmember Pachuta?

COUNCILMEMBER PACHUTA: Here.

CLERK McCAIN: Councilmember Roche?

COUNCILMEMBER ROCHE: Here.

MAYOR PITTMAN: Thank you. Approval of minutes, September 6, 2011. Do I get a motion?

COUNCILMEMBER BATES: So moved.

MAYOR PITTMAN: Second?

COUNCILMEMBER PACHUTA: Second.

MAYOR PITTMAN: Discussion?

- - -

(No response)

- - -

MAYOR PITTMAN: Call the roll, please.

CLERK McCAIN: Councilmember Alexander?

COUNCILMEMBER ALEXANDER: Yes.

CLERK McCAIN: Councilmember Bates?

Page 5

COUNCILMEMBER BATES: Yes.
CLERK McCAIN: Councilmember Fleming?
COUNCILMEMBER FLEMING: Yes.
CLERK McCAIN: Councilmember Pachuta?
COUNCILMEMBER PACHUTA: Yes.
CLERK McCAIN: Councilmember Roche?
COUNCILMEMBER ROCHE: Yes.
MAYOR PITTMAN: Thank you. And I need approval of minutes from September 19th, 2011.
COUNCILMEMBER BATES: So moved.
MAYOR PITTMAN: Second?
COUNCILMEMBER ALEXANDER: Second.
MAYOR PITTMAN: Discussion?

- - -

(No response)

- - -

MAYOR PITTMAN: Call the roll, please.
CLERK McCAIN: Councilmember Alexander?
COUNCILMEMBER ALEXANDER: Yes.
CLERK McCAIN: Councilmember Bates?
COUNCILMEMBER BATES: Yes.
CLERK McCAIN: Councilmember Fleming?
COUNCILMEMBER FLEMING: Yes.
CLERK McCAIN: Councilmember Pachuta?
COUNCILMEMBER PACHUTA: Abstain. I was

Page 6

absent.
CLERK McCAIN: Councilmember Roche?
COUNCILMEMBER ROCHE: Yes.
MAYOR PITTMAN: Thank you.
I would like to introduce you to a very special guest, Ms. Kristen Drake, a second-grade teacher at Hightower. She was recently featured on 11 Alive for her Reduce Waste/Increase Achievement program which saves 12,000 copies of paper per subject per day. Ms. Drake has created over 500 paperless lessons from daily instruction assignments to tests, which has become a green and innovative way to teach kids without them realizing they're learning.
In 2006, Kristen received the prestigious Milken Award for Excellence in Education, and a few weeks ago, she received 11 Alive Class Act Award.
So in light of her outstanding achievement and her commitment to the young people of this community, I would like to present her with this proclamation (presenting).

- - -

(Applause)

- - -

MS. KRISTEN DRAKE: Thank you very much. My goal is to share my use of technology with as many

Page 7

schools, teachers and students as I can. So if you have children or have children in your neighborhood, please pass along the Web site; it's Worksheetless.com. So thank you.

- - -

(Applause)

- - -

MAYOR PITTMAN: Next on the agenda is Public Comments on Agenda Items only, please. Please limit your comments to three minutes.
Anyone wishing to speak on public comments -- I mean on agenda items?
MR. STUART ANDERSON: Stuart Anderson.
The only thing I noticed was the recycling listed on the agenda, of $30.00 per T.V. set. And I know the things on the blogs when I go to -- when I don't go, because I have several T.V.'s that's piling up in my dining room. To recycle the stuff, it's $10.00 per T.V., so we shouldn't be paying $30.00.
COUNCILMEMBER ALEXANDER: It's per ton.
MR. ANDERSON: Per ton of T.V.'s.
COUNCILMEMBER ALEXANDER: No. Just per ton.
MR. ANDERSON: Hm. Interesting. Regular, it's for free, and then the T.V.'s are $10.00 each extra, so I must have misread that. I apologize.

Page 8

There is a T.V. being set out for the junk man on my street, by the way.
MAYOR PITTMAN: Anyone else wishing to speak on agenda items?

- - -

(No response)

- - -

MAYOR PITTMAN: All right. Thank you.
Council, we have the resolution supporting the Dekalb International Food and Music Festival. Mr. Watson is supposed to be here tonight. If you would like to defer this till a little bit later to see if he comes or if you want to start the discussion now.
COUNCILMEMBER ALEXANDER: I'm fine with waiting.
COUNCILMEMBER ROCHE: Make a motion --
MAYOR PITTMAN: I'm sorry?
COUNCILMEMBER ALEXANDER: I'm fine with waiting.
MAYOR PITTMAN: Okay. We'll just see when he comes in.
Under Reports, Department Head Reports, we have several things.
First I wanted to ask, under Real Estate,

Page 9

1 under Executive Session, after discussion, we are
2 going to put this as an agenda item. You have been
3 provided the information. We can put it on as an
4 agenda item tonight and discuss it or we can defer it
5 to another meeting.
6 COUNCILMEMBER BATES: There may be some
7 research that needs to be done after the Executive
8 Session.
9 MAYOR PITTMAN: No, it's not going to be an
10 Executive Session.
11 COUNCILMEMBER BATES: I'm sorry. I mis-
12 understood.
13 MAYOR PITTMAN: Yeah. I'm sorry.
14 Originally, it was, but after discussing --
15 COUNCILMEMBER BATES: You're talking about
16 this?
17 MAYOR PITTMAN: Yes.
18 COUNCILMEMBER BATES: I'd like to defer it.
19 MAYOR PITTMAN: That's fine. We'll defer it
20 to the next meeting?
21 COUNCILMEMBER BATES: I mean -- but I'm just
22 one of five. I mean we just got this tonight, so.
23 MAYOR PITTMAN: Right. Well, we didn't have
24 it because it was going to be originally an Executive
25 Session, so.

Page 10

1 COUNCILMEMBER BATES: Right.
2 MAYOR PITTMAN: Okay. If no objection,
3 we'll just move it to another meeting.
4 COUNCILMEMBER FLEMING: October 17th?
5 MAYOR PITTMAN: That's fine.
6 Actually, we have a meeting on the 13th?
7 14th?
8 CLERK McCAIN: We have a work session.
9 MAYOR PITTMAN: It's a work session. Is it
10 possible to move it to that? because I think they're
11 waiting on an answer. So that should give --
12 Do you have a problem with that, Council?
13 COUNCILMEMBER FLEMING: I don't mind putting
14 it on the work session on the 13th, but then it needs
15 to be in a voting session on the 17th.
16 ATTORNEY McLENDON: And we would need to
17 prepare documents on that, that would probably require
18 some time frame.
19 MAYOR PITTMAN: Yeah. And please send your
20 feedback so we'll know your thoughts on that.
21 Also under --
22 CLERK McCAIN: I'm sorry, Mayor. Am I
23 putting it in on both dates, the 13th and the 17th?
24 MAYOR PITTMAN: That's fine.
25 Also, under Payroll Strategies, is it

Page 11

1 possible we can move that up to the top? I do have
2 people here that might like to leave a little earlier.
3 Do you-all have a problem with that: up to the top of
4 new business?
5 COUNCILMEMBER BATES: No.
6 COUNCILMEMBER ALEXANDER: No.
7 COUNCILMEMBER ROCHE: (Shakes head)
8 MAYOR PITTMAN: Okay. Thank you.
9 COUNCILMEMBER BATES: Do we need to make a
10 motion to --
11 MAYOR PITTMAN: Yes.
12 ATTORNEY McLENDON: We need a motion that
13 we'll adopt the agenda in the revised format.
14 MAYOR PITTMAN: Okay. Do I get a motion?
15 COUNCILMEMBER FLEMING: So we're moving
16 Payroll Strategies where, please?
17 MAYOR PITTMAN: To move to the top of new
18 business.
19 We're also going to be removing the first
20 reading of the Motor Vehicle Policy. Mr. McLendon
21 wanted to do some changes on that.
22 ATTORNEY McLENDON: We were also going to
23 remove the Executive Session on Real Estate.
24 MAYOR PITTMAN: Correct.
25 Okay. Do I get a motion?

Page 12

1 COUNCILMEMBER PACHUTA: So moved.
2 MAYOR PITTMAN: Second?
3 COUNCILMEMBER ALEXANDER: Second.
4 MAYOR PITTMAN: Discussion?
5 - - -
6 (No response)
7 - - -
8 MAYOR PITTMAN: Call the roll, please.
9 CLERK McCAIN: Councilmember Alexander?
10 COUNCILMEMBER ALEXANDER: Yes.
11 CLERK McCAIN: Councilmember Bates?
12 COUNCILMEMBER BATES: Yes.
13 CLERK McCAIN: Councilmember Fleming?
14 COUNCILMEMBER FLEMING: Yes.
15 CLERK McCAIN: Councilmember Pachuta?
16 COUNCILMEMBER PACHUTA: Yes.
17 CLERK McCAIN: Councilmember Roche?
18 COUNCILMEMBER ROCHE: Yes.
19 COUNCILMEMBER FLEMING: Mayor, is the Motor
20 Vehicle --
21 MAYOR PITTMAN: It will be moved to the next
22 agenda.
23 COUNCILMEMBER FLEMING: October 17th.
24 MAYOR PITTMAN: Yes.
25 COUNCILMEMBER FLEMING: Thank you.

Page 13

MAYOR PITTMAN: Thank you.
Okay. The audit is complete in draft form, and we will be having a audit budget meeting on October 18th at 6:30.
The audit is done two months early, which is really good, so we can move forward with some very important things that we need to talk about.
COUNCILMEMBER FLEMING: I think this is the first time in three years that we haven't had extensions.
COUNCILMEMBER BATES: It's the first time since we've been up here that we've done it early. So yea. Thank you.
COUNCILMEMBER FLEMING: Thank you.
COUNCILMEMBER ROCHE: Well, when will we be able to see it? We need time to review it obviously before the 18th.
MAYOR PITTMAN: And you will have it -- you will have it in plenty of time, I promise.
COUNCILMEMBER ROCHE: So what day will that be?
MAYOR PITTMAN: I can give you a date tomorrow.
COUNCILMEMBER ROCHE: Okay. Thank you.
MAYOR PITTMAN: Thank you.

Page 14

Just a couple reminders. The TEA Walk is this Saturday from 9:00 to 1:00.
We also have the road race. And Ms. Fleming, did you want to say anything about that?
COUNCILMEMBER FLEMING: That is October the 15th, and early check-in is at 6:45, and we get underway at 8 o'clock. So if you haven't signed up to walk or run or trot with your child, please do so.
Our director, Scott Rogers, is here, and maybe he could comment on that when he gets up for the Zumba fitness class.
MAYOR PITTMAN: Thank you.
Well, some exciting news. I am pleased to announced that the City's 2010 LCI was presented with award for Outstanding Planning Document. This is a very prestigious award. This is not awarded to too many cities. It was awarded by the Georgia Planning Association, and it was given on Friday in Savannah.
Each year, on the final day of the annual conference, the Georgia Planning Association recognizes the achievements of a select group of Georgia communities. Our city planner, Mr. Cooley, attended the conference and accepted this award on our behalf.
This is a great achievement, and I wanted to

Page 15

share this with you, and I'd also like to take the opportunity to congratulate the LCI team as well as all the residents and business owners that were involved in this and Mr. Howe. This is quite an honor.

- - -

(Applause)

- - -

MAYOR PITTMAN: Also, on another really good note, Mr. Howe is not here tonight, but he was chosen as the 40 Under 40. He is going to be receiving an award, and I will be sending out more information about that, too. So that's some additional kudos for the City and for our employees.
Chief, did you have anything under reports for yourself?
CHIEF JOHN KING: (Inaudible)
MAYOR PITTMAN: Okay. Mr. Rogers?
MR. SCOTT ROGERS: Hi, Mayor and Council.
I'm here before you tonight in hopes that you guys will approve an instructor's contract between the City of Doraville's Recreation Department and Janet Ackerman of Zumba Atlanta.
Janet would be -- if approved, Janet would be providing Zumba aerobics fitness classes at the

Page 16

Forest Fleming Arena on Tuesday nights from 7:15 to 8:15. Zumba is a form of Latin dance aerobics. I've seen it. I've never participated in it. But this is another program that we can offer at the recreation department at no cost to our budget.
The way that this will be paid for is the registration fees from the general public will be paid to us at the recreation department. We will turn them in to the City's finance department. The instructor will get 80 percent of those fees and the City will receive the other 20 percent.
The hours of operation for her class, from 7:15 to 8:15, those are hours that we are already open so there's no additional expense.
Any question?
MAYOR PITTMAN: Questions from the Council?
COUNCILMEMBER ROCHE: I will make a motion to extend the contract -- I'm sorry.
Everything okay from a legal standpoint?
ATTORNEY McLENDON: Yes. We've reviewed this and we're comfortable with the contract.
COUNCILMEMBER ROCHE: Okay. I'll make a motion to grant the contract for Janet Ackerman to teach the Zumba fitness class at Forest Fleming Arena.
Is that good enough?

Page 17

COUNCILMEMBER FLEMING: Second.
MAYOR PITTMAN: Discussion?
- - -
(No response)
- - -
MAYOR PITTMAN: Call the roll, please.
CLERK McCAIN: Councilmember Alexander?
COUNCILMEMBER ALEXANDER: Yes.
CLERK McCAIN: Councilmember Bates?
COUNCILMEMBER BATES: Yes.
CLERK McCAIN: Councilmember Fleming?
COUNCILMEMBER FLEMING: Yes.
CLERK McCAIN: Councilmember Pachuta?
COUNCILMEMBER PACHUTA: Yes.
CLERK McCAIN: Councilmember Roche?
COUNCILMEMBER ROCHE: Yes. Thank you.
MAYOR PITTMAN: Thank you.
Thank you, Mr. Rogers.
COUNCILMEMBER FLEMING: And thank you for reaching out to offset our expenses by getting more revenue in.
MR. ROGERS: Thank you.
MAYOR PITTMAN: Okay. Next under old business is Vacated Council Seats, Ms. Fleming. This was carried over from 9/19, September 19th.

Page 18

COUNCILMEMBER FLEMING: Excuse me. I thought we were moving the contract Payroll Strategies.
MAYOR PITTMAN: That's under new business.
COUNCILMEMBER FLEMING: I'm very sorry. My apologies.
MAYOR PITTMAN: That's okay.
COUNCILMEMBER FLEMING: Yes. Vacated Council seats, as mentioned two weeks ago -- and I'll be very brief: When there is a vacancy on Council, it requires an appointment with four approve votes.
Our discussion two weeks ago indicated that -- and Council, correct me if I'm wrong, but I feel that Council was more inclined to if there was one vacated Council seat less than six months of expired term, it will remain open for general election; and if it's greater than six months, it would go out for a special election. We would request a special election.
And then of course automatically, if there are two Council seats that are open, it's already in our ordinances and charter right now that it would go out for a special election.
And since this is a charter change and affects the voting and our election process, this

Page 19

would have to be a referendum approval where we would have to -- not a referendum approval but it'll have to go to legislation to be adopted by the State.
COUNCILMEMBER BATES: I think that's very good, Pam.
COUNCILMEMBER PACHUTA: Yeah.
COUNCILMEMBER FLEMING: Mr. McLendon, would you be able to put this in a format that it can be adopted by Council so that we could then in turn get it over to our legislative representative?
ATTORNEY McLENDON: What we will do is we'll prepare proposed amendments to the charter and a resolution that would go with that where we would resolve to ask the legislature to amend the charter "as follows" or as they see fit to meet this appointment strategy.
COUNCILMEMBER FLEMING: Okay. And would you be able to have that available for the 17th meeting?
ATTORNEY McLENDON: Oh, yes.
COUNCILMEMBER FLEMING: Okay.
ATTORNEY McLENDON: I should be able to have that very quickly.
COUNCILMEMBER FLEMING: Okay. So we will look forward to having the document available so that we can adopt it on the 17th, hopefully.

Page 20

COUNCILMEMBER BATES: Real quick, sort of on topic but a little bit different, since we're now split between two house seats, who is the appropriate representative to forward legislative charter changes to, or should we send them to both and hope that they don't have a fight between the two of them?
ATTORNEY McLENDON: I would probably adopt it and send it to both and ask them to cooperate --
COUNCILMEMBER BATES: I think we need to be --
ATTORNEY McLENDON: -- and ensure that this gets --
COUNCILMEMBER BATES: Now that we're split between two reps, we need to be consistent from City Hall and from us in our communication between both Representative Parent and Representative -- Taylor?
COUNCILMEMBER ALEXANDER: Uh-huh.
COUNCILMEMBER BATES: -- just to make sure that there's no hurt feelings one way or the other.
ATTORNEY McLENDON: I think it would be a good idea to send it to both and ask them to cooperate and, you know, feel free to contact the Mayor, the City if there were any questions so that we could facilitate that.
COUNCILMEMBER BATES: Thank you. Just

Page 21

1 wanted to --
2 COUNCILMEMBER FLEMING: Thank you.
3 COUNCILMEMBER BATES: -- make sure that we
4 were all on the same page.
5 COUNCILMEMBER FLEMING: Thank you.
6 MAYOR PITTMAN: Is that all, Ms. Fleming?
7 COUNCILMEMBER FLEMING: Yes. Thank you.
8 MAYOR PITTMAN: Next on the agenda is City
9 Manager Job Description, Ms. Fleming.
10 COUNCILMEMBER FLEMING: Yes. This is a
11 referendum for the public to be able to vote on this
12 November. And Council had indicated -- before we sent
13 it to legislative review for adoption for the
14 referendum, we had made the comment that we would try
15 to have the city manager job description and what
16 their requirements would be, prior to the November
17 election, to be able to have public awareness for the
18 residents before they voted, and so I bring this up
19 again this evening.
20 We have had -- this was brought up two weeks
21 ago with a packet of city manager -- various city
22 managers' job descriptions from, I believe, five to
23 ten different ones, and I'd just like some feedback
24 from Council at this point.
25 In my review, as I mentioned late this

Page 22

1 evening in an e-mail, that the two that I like the
2 best were the Norcross example as well as the Suwanee
3 example. Those were the two. They were requiring a
4 city manager to have a masters degree as well as 10 to
5 12 years in municipal governmental experience, not
6 necessary to have a city manager's position for those
7 number of years but 10 to 12 years in municipal
8 government experience in the administrative role. So
9 those were the two that I felt were -- that I like the
10 best.
11 COUNCILMEMBER ROCHE: Yeah, and I'm fine
12 with that.
13 I would prefer, though, that it has at
14 least, say, five years recent experience as either as
15 assistant manager or as a city manager and that that
16 should definitely be a requirement, so I would ask to
17 add that, but.
18 MAYOR PITTMAN: Ms. Alexander?
19 COUNCILMEMBER ALEXANDER: I think I'd like
20 to see some information from the City of Chamblee, if
21 we could get that information, since they just went
22 through this, and see what the criteria was that they
23 used in their hiring process, and also to get
24 Mr. Ford's -- I believe Dr. Ford's salary.
25 I had a resident forward me the 2011 wage

Page 23

1 and salary survey data for city managers from the
2 Department of Community Affairs, and I've gone through
3 there based on the population data on the 2010's and
4 I've highlighted two categories. Unfortunately, you
5 know, we know our population went down based on the
6 census but, in turn, our level of participation went
7 down also so not necessarily did the number of people
8 we have go down.
9 So I highlighted both the 5,000 to 9,999,
10 which is what, by the census count, we fall in now;
11 and I highlighted 10,000 to 24,000. And if Council
12 would like, I'll highlight this and e-mail this spread
13 sheet to you guys. And this is current data; unfor-
14 tunately, Chamblee is not on here.
15 But I thought that we needed to start
16 looking at that also because there's quite a different
17 -- different bit of ranges. And I think some of these
18 ranges, even though the population is the same,
19 perhaps some of these cities are more rural than
20 others, and that could be a cost of living
21 differential there.
22 COUNCILMEMBER FLEMING: As well as possibly
23 the requirements for the position.
24 COUNCILMEMBER ALEXANDER: Correct.
25 COUNCILMEMBER FLEMING: Yes, that would be

Page 24

1 best before we make any type of forward motion on
2 this.
3 COUNCILMEMBER PACHUTA: Cecil, I know we
4 talked about you putting together kind of a timeline
5 and maybe some criteria.
6 ATTORNEY McLENDON: And I actually have a
7 draft document that I was going to distribute to y'all
8 later this evening, wanted y'all to take a look at it.
9 So I have something to hand out this evening.
10 COUNCILMEMBER PACHUTA: Okay.
11 COUNCILMEMBER BATES: On this, in addition
12 to the job requirements, I did like the summaries that
13 were provided in some of the municipal listings. The
14 one that I -- I like Suwanee's and I like the City of
15 Cornelia's that summarized what the job description or
16 what the job was going to do without going into the
17 bullet-point detail. I think that's important for us
18 to have an understanding of what the city manager's
19 role is going to be, in advance of, along with the
20 level of experience and education.
21 MAYOR PITTMAN: Okay.
22 COUNCILMEMBER FLEMING: Off the top of your
23 head, are you comfortable with the five-year assistant
24 or city manager position as part of our requirements?
25 I am.

Page 25

1 COUNCILMEMBER BATES: I'm not necessarily
2 opposed to it. I think that more experience is
3 better. But I do agree with Ms. Alexander. I'd like
4 to see what Chamblee was able to do as far as their
5 criteria.
6 What we don't want to do is have someone cut
7 their teeth on us.
8 COUNCILMEMBER FLEMING: Correct.
9 COUNCILMEMBER BATES: So we want someone
10 that's experienced and has a track record and knows
11 what they -- knows what they're doing.
12 COUNCILMEMBER FLEMING: Ms. McCain, would
13 you be able to get that for us possibly?
14 CLERK McCAIN: Yes, ma'am.
15 MAYOR PITTMAN: Thank you.
16 Next on the agenda is going to be the Second
17 Reading - Amend Hearing Procedures for Occupational
18 Tax and Massage License, Mr. McLendon.
19 ATTORNEY McLENDON: And again, Mayor and
20 Council, this is a document we prepared. What this
21 does is it lays out specific language for the
22 occupation tax certificates, the massage parlor
23 ordinance as well as the soft tissue ordinance, and it
24 just states a very defined criteria for the hearings
25 in the event a license is either denied, suspended or

Page 26

1 revoked.
2 I think this is an important thing to have.
3 And it will provide definition if we have to go
4 forward into any of these situations, because that can
5 be something that is often a precursor to some type of
6 litigation. And having defined rules that we can
7 follow to show process and due process will put us in
8 a better position should anyone choose to litigate
9 over it in the future.
10 I think this is a good setup here, and I
11 would ask that we go ahead and approve this if
12 possible.
13 MAYOR PITTMAN: Okay. Council?
14 COUNCILMEMBER ALEXANDER: I guess, as Ms.
15 Fleming and I have discussed and then subsequently
16 e-mailed you too, we already have some hearing
17 procedures in Code Section 1-15, and those specify for
18 regulated businesses. And I guess we were trying to
19 wonder why that code section wasn't modified, and
20 that's going to be applicable across all the hearing
21 procedures.
22 ATTORNEY McLENDON: In Section 1-15
23 relating to the regulated businesses is a relatively
24 narrow universe of businesses. They are ones that
25 State law -- if you notice in that code section, it

Page 27

1 states Section 48 where it outlines the certain number
2 of businesses that fall under that. One example is a
3 pawn shop. The State law expressly says, "Cities, you
4 have the authority to further regulate pawn shops;"
5 several different groups of businesses.
6 That's a very narrow code section. And it
7 would apply. I went and looked at our pawn shop
8 ordinance, and it would apply under that, because our
9 ordinance is very general on the revocation procedure.
10 If you read that, you would go over to Section 1-15
11 for how to conduct your hearing.
12 Regarding the occupation tax certificates,
13 which we have here, I really think with these three
14 code sections, I would prefer to have it laid out in
15 that code section and set forth the hearing officer
16 process in each of the code sections.
17 Section 1-15, if I'm correct, is set up for
18 a hearing before the Mayor and Council. This is one
19 where we have a hearing officer. And with the
20 importance of this and the fact that this can lead to
21 litigation, I would really prefer to see it in each
22 separate code section.
23 Now, I will say one thing we could do is go
24 to Section 1-15 and put in our hearing officer
25 procedure and have that laid out in Section 1-15; and

Page 28

1 whenever we wanted to use it, at the end of the code,
2 we could say "Hearings will be held in accordance with
3 Section 1-15," which would probably be a B because I'd
4 still need the A in place for regulated businesses.
5 COUNCILMEMBER FLEMING: But isn't massage in
6 the State code a regulated business?
7 ATTORNEY McLENDON: Yes, but --
8 COUNCILMEMBER FLEMING: Okay. So we fall
9 back onto the umbrella here of our previous code that
10 we passed earlier this year to say all regulated
11 businesses in the city of Doraville will comply with
12 this procedure.
13 ATTORNEY McLENDON: Right.
14 COUNCILMEMBER FLEMING: And so it doesn't
15 necessarily specify which regulated businesses.
16 I'm having difficulty with this particular
17 ordinance. We go back two weeks ago when I said,
18 Who's going to deny, revoke and suspend? And I think
19 there were a couple of us on this Council that's still
20 concerned about that. And number two, you've lumped
21 all businesses into this, and I am not in favor of
22 that at all.
23 ATTORNEY McLENDON: Section 1-15, the first
24 sentence of it says where no other procedure or appeal
25 is set out.

Page 29

So the way this is set up, it's not inconsistent with 1-15. This would just be there is another procedure set out in the ordinance so you would not default back to Section 1-15. It's consistent the way it's written.

That being said, we can talk about this issue and how we'd like to deal with it, and I'm fine with that.

COUNCILMEMBER FLEMING: Well, because it's commingled where you've got a regulated business in this particular one that you've written and we have nonregulated businesses also in this ordinance, that's the other reason why I'm having problems with it.

ATTORNEY McLENDON: Okay.

MAYOR PITTMAN: Council? Mr. Roche?

COUNCILMEMBER ROCHE: Well, again I'm always going to say it's always nice to have one hearing procedure that applies everywhere; and that way, if we need to modify something, we just modify one hearing procedure whether it happens to be a regulated or unregulated business or an employee thing or whatever it is. So I would tend to lean towards that.

COUNCILMEMBER PACHUTA: Yeah. I would almost prefer if we need to modify 1-15 that covers all regulated businesses and then have a separate

Page 30

ordinance dealing with occupational tax certificates that are nonregulated hearing procedures.

ATTORNEY McLENDON: I would like to get -- to be -- One thing I would like to do, and I can do this -- and frankly, I'm hearing it, and I thought about it and I thought about completely putting everything under 1-15, and I really was going to come back and say I'd rather have it in each place.

But I'm hearing this conversation. I can do this, and I will prepare it this way.

What we would end up with is, you know, the regulated businesses, again, is a relatively narrow universe, so I'll probably have a provision for regulated businesses and then one for just all businesses.

So I hear this conversation. Obviously, let me take this back to the drawing board and get you the product you want. And what I will end up with at the next meeting is I will come in with a revision to probably these three ordinances, but these three ordinances will be a cross-reference to Section 1-15, which I will modify Section 1-15 to contemplate this in one place where, whenever we need a hearing, we can say: If it's a hearing before the Mayor and Council, it's Section 1-15(A), which will set out one set of

Page 31

procedures; or a hearing before a hearing officer, it's Section 1-15(B). And we'll only have to do it once, and throughout the code, we'll cross reference.

COUNCILMEMBER ALEXANDER: So I guess what you're going to have to do in Section A and C, as it is now in 1-15, you're going to have to modify the language that does not limit it to Code Section -- the State code section, because that State code section you said refers to pawn shop only.

ATTORNEY McLENDON: No. It's a list of regulated businesses. I don't have it in front of me, but it's pawn shop --

COUNCILMEMBER ALEXANDER: But it's a list of State-regulated business, and we are locally regulating the foot massage industry.

ATTORNEY McLENDON: Uh-huh, right. Foot massage is not on there. But what it is is that is the list of industries that the State has specifically said to the cities, "City, you can further regulate," you know, "pawn shops, resellers of gold, taxi drivers," which we have a taxi ordinances, "escort services." They put out a list of businesses that it specifically enables us to write further regulations on. That's what that code section references.

Let me look at the best way to do that,

Page 32

because what I want to do and actually thought about it and didn't check it, so I guess I was wrong. I should have made that change. But I will come back to you with one that I think meets this objective.

COUNCILMEMBER FLEMING: I have one other comment just so that I can specifically state this again. I have issues with you writing something that, first of all, you can't tell me who's going to be denying, revoking or suspending. And number two is that though I am hopeful that the future will bring better procedures, I am not comfortable with one person being able to deny, revoke or suspend and then the businesses not -- just a standard business not be able to come to Mayor and Council and appeal.

ATTORNEY McLENDON: Generally, that is the administrator's duty would typically do that, and in Doraville, that is the Mayor. And if -- you know, if there's ever a city manager, generally it's the city manager that revokes or suspends licenses. And that comes to a policy decision. I would say the Mayor is probably the person who could suspend or revoke.

But at that point, you could make the appellate process however you want. In our ordinance, I set up as a hearing officer. But if the will of everyone was to say no, if you revoke a license for,

Page 33

you know, one of the businesses or if you revoke anyone's occupation tax license, we want it to come to the Mayor and Council.

And what I'm going to present you-all, that is, is which of these sections do you cross-reference it to can be easily decided how y'all want to create that internal structure of review.

COUNCILMEMBER ROCHE: And with the city manager, if the city manager has that authority, the Council can fire the city manager.

ATTORNEY McLENDON: Absolutely.

COUNCILMEMBER ROCHE: We can't fire a mayor, so.

ATTORNEY McLENDON: That is the -- I mean this is policy.

COUNCILMEMBER ROCHE: Right.

ATTORNEY McLENDON: And policy, I'm going to -- when you-all tell me what your policy is, I'm going to write it to be what you-all want it to be.

MAYOR PITTMAN: So do you think you'll have that ready for the next agenda?

ATTORNEY McLENDON: Absolutely.

MAYOR PITTMAN: Okay. Thank you very much.

ATTORNEY McLENDON: Uh-huh,

MAYOR PITTMAN: All right. It does not look

Page 34

like Commissioner Watson has made it. Do we want to talk about this or do we want to move it to the very bottom of the agenda?

COUNCILMEMBER ALEXANDER: I'm fine with moving it to the bottom.

MAYOR PITTMAN: Okay. Pam, Bob, is that okay?

COUNCILMEMBER FLEMING: Agree.

MAYOR PITTMAN: Okay. All right. Next is going to be new business.

Council previously authorized a change of vendors for payroll services on an emergency basis from the current provider. Subsequent to that approval, the City has located what appears to be the best provider for these services for long term for the City: Payroll Strategies.

You can come on up because I know they're going to have questions.

MAYOR PITTMAN: This came about as some questions -- And our time-keeping system, we realize that our current, Alterra, does not provide the appropriate time-keeping system, and because of that, the Council felt like this was necessary that we move as quickly as we possibly could on this and tasked me with finding someone.

Page 35

If you'd like to introduce yourself.

MS. MARY LEVERIDGE: I'm Mary Leveridge with Payroll Strategies, and I believe you-all have a comparison in front of you, and if you want to take a look at that.

I will tell you our system has been used in many different municipalities, and it's proven. So it's a little more expensive, but I think that it is well worth it. So if you have any questions about specifics.

COUNCILMEMBER PACHUTA: Well, I guess if you can address the problem we were having with the old provider was the differences in which governmental comp time is calculated versus the private sector, and that was the issue with their software.

MS. LEVERIDGE: Our system has been used in a couple of different governments here in town that can handle different types of comp time. I don't know how detailed you want me to go into how the setup is.

I think based on what I've spoken with -- and I've worked with my implementation team to make sure it can handle the system that you have -- and I think what we want to do here is let you know that your system basically calculates on a daily basis. So once you exceed eight hours in a day, then the comp

Page 36

time is going to be calculated in minute intervals at one and a half times. Our system can definitely do it. It's done things much more even complicated.

And before I even came out here, I sat down with my implementation team to make sure that that could happen. I mean the worst thing you can do in any sort of application is promise something that you can't deliver.

And any time you're implementing a new application, obviously you have to take a leap of faith and look at the provider and say, "Can they do what they need them to do?" especially when you have something that's a little customized.

So rather than just take a leap of faith, I think that your Mayor and some of the other people she has working with her have actually gone that extra step and talked to our references and made sure that we are able to do some things that are pretty complex.

This system, we actually licensed it about -- I think about eight years ago, and the reason was specifically for complex situations such as what you have. I mean any system can calculate overtime if you exceed 40 hours in a week. I mean that's simple. But when we first started using this product, it was mainly designed, in our eyes, for shift pay for nurses

Page 37

that work 24 hours who will get overtime and differential pay, so that was very complicated.

This is very simple compared to that, because it's a basic rule. And once the system knows the rule and we implement it, then it just takes that rule and goes forward every day.

We have some systems, some companies and governments, that will calculate their comp time on a weekly basis. But, you know, as long as you have a rule in place, it's kind of like Mr. McLendon was saying: As long as we know the policy, then we can implement that policy and make it happen.

But, you know, I think a lot of times what happens is you have people who are implementing a product and they don't really sit down with you and say, "What do you need it to do?" and then they don't come out and they don't test it. Our people have experience doing this. And sometimes it's not just the product; it's the people who are providing it for you.

And I have a group of people who have done nothing but implementing this product, and they spend time on site. They work with you for at least the first couple of months on site and make sure it's doing what you need it to do. And you know, once you

Page 38

get -- once you get past the first couple of months, it's pretty much a no-brainer. I mean we come out, we train you on the software: we train your employees how to use it; we train your managers how to use it.

So I don't think there will be any problem in the actual rule because it is very simple. And that's what we call it in our application: pay rules. And once we know the pay rules and we put it in the system, it's going to calculate it.

I actually have some documentation on how it can calculate tiers. It can even get so complicated as the first eight hours you're going to get one and a half times, and then after 10 hours you're going to get something else. So this is a simple one-level tier, so it's not anything that's going to throw the system out of whack or anything like that.

And the nice thing about our system is not only does it do the time and labor; it also does the payroll, so you're not --

One thing I think you're faced with here is you've got a system that's doing your time and labor and then you have another system that's doing your payroll. And what that ends up doing is creating errors, inefficiencies, because you're entering an employee here, you're entering an employee there;

Page 39

you're trying to make sure that the rules follow from time-and-labor over to payroll.

But our system is truly a single-source product. So if you enter an employee here and you get the payrolls correct here, there's not going to be a problem in getting it to the paycheck. Sometimes that sort of problem happens in the data flow from one system to another, and you don't really have that in this system.

MAYOR PITTMAN: And Ms. Cape, if you don't mind.

Ms. Cape is our financial consultant, and she's doing an outstanding job. She's had her hands full.

And I appreciate all your work. But I believe you had also checked the reference or references. Could you --

MS. SABRINA CAPE: There is a couple of due diligence steps that we did with respect to this because one of the --

Just like she said, having two systems where the time is tracked and the payroll is processed being two was virtually what was causing a great deal of the issue. So making it into one system is definitely an advantage.

Page 40

In the reference checking, basically the client said that within two payrolls, all issues were resolved. So I was more concerned with how things were resolved and how quickly they were resolved, and were there any complications, and there appeared to be none.

The biggest -- the biggest issue that all the customers raised was that it is change. And when you go through change, you have to go through that learning curve of change, and that was the only caveat that was mentioned.

Their services were praised very highly. And I did not necessarily just call the reference person that she put on her list. I called people within the government just to double-check and make sure that I was talking to the various aspects of city government just to verify.

COUNCILMEMBER ROCHE: How many people did you talk to?

MS. CAPE: Well, basically, I talked to two people inside the same jurisdiction but they had operational and they had H.R. It was both different aspects.

COUNCILMEMBER ROCHE: So basically it was one reference.

Page 41

1 MS. CAPE: Because it was the most like what
2 you were trying to do.
3 They have clients that basically do the
4 payroll processing side. But the biggest issue to you
5 is not the payroll processing; it's the time, labor
6 and tracking.
7 MS. LEVERIDGE: And one difference in our
8 system is you can actually pick one or the other; you
9 don't have to go with both. It's smart if you do,
10 because then you get that efficiency, you know.
11 So it's difficult, especially a government
12 of your size, that you can have someone to talk to
13 that's implemented the whole product, and I think
14 that's what she was trying to do. We've actually just
15 gotten a referral to another city that's about to
16 implement just what you're doing only they're a little
17 smaller, but they're going to do the whole.
18 The nice thing about it is that you get
19 employee self-serve in addition to the payroll,
20 because employee self-serve is new technology for most
21 governments. You get your employees are requesting
22 their PTO, they're getting their paycheck stubs, and
23 it's all on one log-in. They don't have to remember
24 to go log in here or go log in here.
25 So it's really very unique, and I think it

Page 42

1 will also make the employees very happy. You know,
2 they're going to be able to track their own time off;
3 they're going to be able to see their check stubs,
4 their benefit statement, a very unique thing.
5 And I know you provide benefits for them.
6 And our system actually will calculate those benefits
7 on an ongoing basis, so they could click on a button
8 and see, Oh, I've got this for my heath insurance,
9 I've got this for this, and it just happens
10 automatically without you having to pay extra to get
11 the employees to see that.
12 MAYOR PITTMAN: Chief King, did you have any
13 questions? because yours is a little bit unique. Did
14 you have any questions to ask her?
15 CHIEF JOHN KING: Basically it has to do
16 deal with, you know, you talked about, you know, the
17 nurses, which that's very similar to what we're doing
18 in the police department. And obviously our -- you
19 know, our fair labor standards rules are different
20 than other departments. Can you talk a little bit
21 about some of that?
22 MS. LEVERIDGE: It does handle all of that.
23 And I know, based on what I've worked with in some of
24 the other governments, your overtime rules are very
25 complex and, you know, sometimes you work 140 hours in

Page 43

1 a certain period. And the system has to look at those
2 intervals and make decisions based on that as opposed
3 to your standard, you know, work week for most
4 companies. And it is actually designed to look at
5 those complex situations, and pay rules are actually
6 written and programmed in based on your specific
7 situation.
8 So it's not we're trying to fit you into a
9 box; we're actually molding the box to fit you. And
10 even though, you know, I say we've worked with this
11 government, this government and this government,
12 they're all different, every single one of them. It's
13 amazing. And sometimes they have a policy and they
14 say, "Well, but we don't really do it that way."
15 So you know, the system -- we sit down with
16 our implementation team and with each head, and we sit
17 there and we talk and say, "How do you want this to
18 happen?"
19 It's amazing, Sabrina's so right. The worst
20 part is really getting past that curve using something
21 automated. You're already past that curve. This is
22 going to be easy for you guys.
23 So you know, we'll make it do what you need
24 it to do, and I've seen it handle all that. And we
25 work with a great H.R. company that monitors it to

Page 44

1 make sure it's doing it, and so we've pretty much
2 tweaked all those -- all those bugs out of the system.
3 MS. CAPE: And one of the recommendations I
4 would make to Mayor and Council is that somebody
5 review the implementation rules on the onset to make
6 sure that everything that is set up is exactly based
7 on the rules that you want it to be.
8 MAYOR PITTMAN: Absolutely.
9 MS. LEVERIDGE: And we do sit down and go
10 through a questionnaire with whoever you ask us to go
11 through that with, and we write the rules down.
12 But she's right. Sometimes it gets
13 misinterpreted, and that's why we tweak the first
14 couple payrolls.
15 MAYOR PITTMAN: Thank you.
16 COUNCILMEMBER FLEMING: Could you give me,
17 you know, your top three or four cities that you
18 actually do?
19 MS. LEVERIDGE: We work with City of Sandy
20 Springs, which is the one I think, believe Sabrina
21 spoke with.
22 MS. CAPE: Yes.
23 MS. LEVERIDGE: They're big and, you know,
24 they've got lots of different very -- every department
25 is like it's own entity, so we had to customize that

Page 45

1 entire setup.
2 We work with Fairburn, and we've worked with
3 them for I think at least about five years. And we're
4 in the process of implementing with Clarkston. We
5 also work with the City of John's Creek. So they're
6 all -- and they're all really unique in their own way,
7 so kind of interesting.
8 COUNCILMEMBER FLEMING: Thank you.
9 MAYOR PITTMAN: Anyone else?
10 COUNCILMEMBER FLEMING: I do have a
11 question, I believe, Mr. Roche, on that motion that
12 you made before, that you were going to try to track
13 the year before?
14 COUNCILMEMBER ROCHE: Yeah. I was trying to
15 track down the original motion. I'm sorry. I don't
16 have the actual date.
17 MAYOR PITTMAN: The original motion was from
18 you, Mr. Roche. It says, "I think I'll go ahead and
19 make a motion and make sure I get the wording right,
20 that we direct the Mayor and the city attorney to
21 bring in someone else to switch over to a new payroll
22 system. I'd like to add as part of that, once the new
23 system is up and running, that we go back and review
24 at least the last fiscal year..."
25 Because of the issues we were facing, I

Page 46

1 believe the Council felt that it was an emergency
2 basis, that we needed to move forward with this
3 quickly, and that's why I was tasked with doing that.
4 COUNCILMEMBER ROCHE: What's the date on
5 that?
6 MAYOR PITTMAN: August 1st.
7 COUNCILMEMBER FLEMING: Who would do the
8 analysis of payroll for the previous year? Would it
9 be Payroll Strategies or Ms. Cape or our new finance
10 director? I'm trying to get, you know, an idea of
11 who's going to do that analysis.
12 MAYOR PITTMAN: It's according to how
13 quickly you want it. If it's something long term,
14 obviously it would be the new finance director. But
15 we have the capability of doing that; Ms. Cape has the
16 capability of doing that.
17 COUNCILMEMBER FLEMING: Okay. So --
18 MS. CAPE: All of your records are
19 computerized time sheets so it basically -- Those are
20 your records. Your computerized time sheets are your
21 time records in your old system.
22 COUNCILMEMBER ROCHE: My concern is this:
23 There were several questions raised earlier this year
24 about the time sheets themselves where employees, you
25 know, allegedly manipulated time sheets, manipulated

Page 47

1 hours to do things like get PTO at time and a half,
2 for instance, that sort of thing.
3 And the review -- and I think it was part of
4 the discussion of the meeting before I made the motion
5 was that we'd actually review these time sheets to
6 make sure that if someone got paid for two weeks, that
7 there was a time sheet there that the person was
8 actually working here, etc., etc., because there are
9 several questions that were raised about that.
10 In fact, it was actually turned over to a
11 law enforcement agency, and apparently it didn't rise
12 to that level, but there were still a lot of
13 unanswered questions.
14 And I think the people -- What I was looking
15 for, frankly, with this review was essentially an
16 audit of looking at what was on paper versus what was
17 paid, and were those payments appropriate, and that
18 was part of the motion that I made and --
19 MS. CAPE: Your computerized records do
20 become those time records. So basically the way the
21 time system works, the time for a system, which is
22 where the time is entered and the time is approved is
23 your time sheets, and that is actually what your
24 employees have been entering as their time and their
25 supervisors have been approving as their time. Then

Page 48

1 the payroll processing goes from that timekeeping into
2 the payroll processing mode. So the time records are
3 your electronic time records.
4 COUNCILMEMBER ROCHE: So the time sheets
5 that have signatures on them are no good any more?
6 CLERK McCAIN: If I may, I think there's a
7 little confusion.
8 MS. CAPE: I was going to say.
9 CLERK McCAIN: Prior to 2011, it was done
10 manually on paper; it was not electronic.
11 MS. CAPE: That is correct.
12 CLERK McCAIN: And I believe that is what
13 you're speaking of --
14 MS. CAPE: January of --
15 CLERK McCAIN: -- as a time sheet.
16 MS. CAPE: Oh, okay. I'm talking of January
17 2011. Sorry.
18 COUNCILMEMBER ROCHE: Because my concern
19 here is that apparently, as I said before, you know,
20 allegedly, you know, we saw time sheets where people
21 would work 40 hours and then claim a vacation day and
22 then get basically time and a half because now it's 48
23 hours and they would claim a vacation day.
24 We eventually -- I think they found that
25 there was a loophole, I guess, and we fixed the

Page 49

1 loophole.
2 MS. CAPE: If that is the case and you're
3 wanting to look at the manual time sheets, what would
4 happen is you would develop a scope of work with some-
5 body to actually do that particular work. And what
6 you would say is what time period you want covered,
7 what elements of testing you wanted covered and get a
8 pricing on how much that would actually cost you to
9 have that work performed --
10 COUNCILMEMBER ROCHE: Okay.
11 MS. CAPE: -- if you wanted it done by an
12 outside party.
13 COUNCILMEMBER ROCHE: Well, that's part of
14 the motion, so.
15 COUNCILMEMBER BATES: Regarding the current
16 year electronic stuff, I noted, Sabrina, you indicated
17 that there were some challenges between the payroll
18 company and timekeeping issue.
19 Is there a way to go back, if we were to
20 migrate over to your software, to evaluate the elec-
21 tronic records that were done through 2011 and verify
22 if those were calculated, you know, correctly?
23 MS. CAPE: Typically when you make a payroll
24 conversion, you convert with new data. You don't go
25 back and convert prior data due to the cost of the

Page 50

1 migration of that data in.
2 So what we had proposed or what we had
3 looked at was basically starting with new data. We
4 would extract things such as employee profile
5 information and deductions and things like that, but
6 we would not extract time information.
7 And I don't know if I'm --
8 MS. LEVERIDGE: No. No. She's right.
9 One thing that is interesting, though, that
10 might be of interest to you is usually the first
11 couple of months, we run parallel just to make sure.
12 And we usually do it to make sure we're tracking time
13 the way that you're accustomed to having it tracked.
14 In this case, maybe you want to track it to
15 make sure the old system was doing it correctly or
16 incorrectly. The problem is now you have employees
17 clocking in two different ways. So you know, you have
18 to make that decision on how long you really want to
19 do that. I mean we don't charge you for those couple
20 of months when we're running parallel if you want to
21 do that. But you know, again, the problem is you've
22 got -- you're telling an employee to clock in here and
23 clock in here. Sometimes it's not worth the extra
24 effort. It just depends.
25 We always do it the first pay period,

Page 51

1 though, just to get the employees accustomed to
2 clocking in. And that way, if they miss clocking in
3 here, then at least we have some backup and we can
4 manually enter it. But that's an option.
5 But Sabrina's right. I mean to go back and
6 manually enter all those punches would just be -- I
7 mean you'd have to double pay because you basically
8 pay per month per employee. And there's no reason to
9 go back and do that.
10 Well, I mean I say there's no reason. Maybe
11 there is a reason. We don't know. But I don't know
12 how beneficial it would be and if you could actually
13 even recoup any of those funds from anybody even if
14 you did do it. You know, I don't know.
15 COUNCILMEMBER FLEMING: But as you mentioned
16 -- and I agree with Mr. Bates' question -- is that you
17 made the comment that though we have a timekeeping
18 module on our current, okay, we have a timekeeping
19 module and it was keyed in there, that those figures
20 being extracted to put into our payroll is the
21 possibility of where the errors occurred.
22 MS. CAPE: Absolutely.
23 MS. LEVERIDGE: Correct.
24 COUNCILMEMBER FLEMING: Now, Ms. Cape's
25 analysis to Mr. Roche was then we would need to define

Page 52

1 our preferences on our audit of that time frame I
2 guess of 2011 when --
3 MS. CAPE: Right. You would --
4 COUNCILMEMBER FLEMING: -- errors may --
5 MS. CAPE: -- just need --
6 COUNCILMEMBER FLEMING: -- have occurred.
7 MS. CAPE: You would just need to decide are
8 you wanting to look at January through June, which is
9 in the electronic environment, when your time sheets
10 were on an electronic environment, or do you want to
11 look at the period of time July 2010 through, you
12 know, January of 2011 when you were in a manual
13 environment of timekeeping device.
14 So you would need to define the time range.
15 You would need to define what scope you actually want
16 done, because this will be a special-procedures audit.
17 It will not be a financial audit. So as a result,
18 that scope will have to be defined so that you will
19 get the result that you actually want in the end.
20 COUNCILMEMBER FLEMING: Thank you.
21 COUNCILMEMBER ROCHE: Yeah. Well, I was
22 pretty clear in the motion: the last fiscal year, so.
23 And I know --
24 MS. CAPE: Last --
25 COUNCILMEMBER ROCHE: -- that has nothing --

Page 53

1 MS. CAPE: Right.
2 COUNCILMEMBER ROCHE: -- to do with you. I
3 mean it's just, you know, what we --
4 MS. CAPE: Last fiscal --
5 COUNCILMEMBER ROCHE: -- what the Council
6 MS. CAPE: -- year '10 --
7 COUNCILMEMBER ROCHE: -- voted on
8 unanimously.
9 MS. CAPE: -- was the motion?
10 COUNCILMEMBER ROCHE: Yeah, last fiscal
11 year.
12 MS. CAPE: Or last fiscal year '11? I just
13 want --
14 COUNCILMEMBER ROCHE: Yeah. I said once --
15 the last fiscal year be reviewed, once the new system.
16 And obviously, at the time, we were talking about --
17 MS. CAPE: Fiscal --
18 COUNCILMEMBER ROCHE: -- last fiscal year --
19 MS. CAPE: -- '11.
20 COUNCILMEMBER ROCHE: -- which was the year
21 ended June 30th --
22 MS. CAPE: June 30th. Okay.
23 COUNCILMEMBER ROCHE: -- of this year.
24 MS. CAPE: So if that's the case, if that's
25 the motion, then basically your scope would be six

Page 54

1 months in a manual environment and six months in an
2 electronic environment, and you would specify what you
3 want done with those periods of time.
4 COUNCILMEMBER PACHUTA: I want to go ahead
5 and make a motion that we migrate over to Payroll
6 Strategies.
7 MAYOR PITTMAN: And do I get a second?
8 COUNCILMEMBER ALEXANDER: Second.
9 MAYOR PITTMAN: Discussion?
10 COUNCILMEMBER ROCHE: I'm very concerned
11 that we did not go out for RFPs on this. I know I
12 didn't specifically say RFPs, but.
13 And it's nothing against -- you know, I have
14 nothing -- I'm certain that Payroll Strategies is
15 competent and able to do the work.
16 But you know, we're going up almost nine
17 percent in annual costs and we're not doing any kind
18 of RFP process at all. Before we hired Alterra, we
19 did an RFP process, we selected the top three or top
20 two, I think. We brought them in, we interviewed
21 them, we asked questions, etc., etc.
22 And here it's -- you know, again, nothing to
23 do with you guys. I'm just concerned that our
24 purchasing process is getting less and less open, less
25 and less public, less and less RFP driven, and it just

Page 55

1 concerns me that we're not doing an RFP on this. So
2 for that reason and only that reason, I won't support
3 this. I much prefer to go out for RFP, so.
4 MAYOR PITTMAN: And the only reason --
5 COUNCILMEMBER ROCHE: And again, nothing
6 against them.
7 MAYOR PITTMAN: And the only reason it was
8 done by this process is by the motion that you made,
9 because it was an emergency basis, that we were having
10 some issues that we needed to handle and get handled
11 immediately.
12 COUNCILMEMBER ROCHE: Well, I'll be very
13 careful with my wording from now on because it sounds
14 like we'll look for a loophole if we can find one
15 here. Thank you.
16 MAYOR PITTMAN: Call the roll, please.
17 CLERK McCAIN: Councilmember Alexander?
18 COUNCILMEMBER ALEXANDER: Yes.
19 CLERK McCAIN: Councilmember Bates?
20 COUNCILMEMBER BATES: Yes.
21 CLERK McCAIN: Councilmember Fleming?
22 COUNCILMEMBER FLEMING: Yes.
23 CLERK McCAIN: Councilmember Pachuta?
24 COUNCILMEMBER PACHUTA: Yes.
25 CLERK McCAIN: Councilmember Roche?

Page 56

1 COUNCILMEMBER ROCHE: No.
2 MAYOR PITTMAN: Okay. Thank you.
3 And Ms. Cape, if you don't mind holding on
4 for just a minute --
5 MS. CAPE: Yes, ma'am.
6 MAYOR PITTMAN: -- for the next agenda item.
7 Ms. Leveridge, thank you.
8 COUNCILMEMBER ROCHE: Thank you.
9 COUNCILMEMBER FLEMING: We didn't ask when
10 she'd be able to begin.
11 I'm sorry, Mayor.
12 MAYOR PITTMAN: Ms. Leveridge, there was a
13 question, when were you going to be able to start?
14 Immediately?
15 MS. LEVERIDGE: We can get to work on it
16 right away. Implementation usually takes anywhere
17 from two weeks to three weeks. So we can start right
18 away.
19 COUNCILMEMBER ROCHE: So how are you going
20 to handle your W-2s?
21 MS. LEVERIDGE: Well, what happens is we
22 import all of your year-to-date earnings from the
23 prior provider --
24 COUNCILMEMBER ROCHE: Right.
25 MS. LEVERIDGE: -- and then you get one set

Page 57

of W-2s. We create a termination letter for them so that they know not to prepare the W-2s.

COUNCILMEMBER ROCHE: So we will actually be converting existing data but just the year to date --

MS. LEVERIDGE: Year-to-date.

COUNCILMEMBER ROCHE: -- not the --

MS. CAPE: Year-to-date only.

COUNCILMEMBER ROCHE: -- actual transactions.

MS. CAPE: Yes, sir.

COUNCILMEMBER ROCHE: Thank you.

MAYOR PITTMAN: Okay. Thank you.

Okay. Next on the agenda is Lift Hiring Freeze/Advertise for Open Finance Position, Mr. Roche.

COUNCILMEMBER ROCHE: Thank you.

As shown by the last few audits, we've had very weak financial accounting procedures and policies. I think it's vitally important that we have a, as I wrote here, skilled, experienced and qualified financial director on staff.

And again, as was mentioned before, our consultant has done a great job as far as getting the books straightened out. But some tasks require people to be on staff, some don't.

In this particular case, I believe that we

Page 58

need a financial director because, as it's mentioned in the job description and has been mentioned by the auditor when the auditor was here, we have serious problems in terms of financial policies, financial procedures that aren't even defined much less being adhered to. And to be able to implement and enforce those, you have to be on the org. chart. You have to have the authority to go with that responsibility.

You know, I've run into this myself in my own career. I'm basically a consultant. But I did have one situation where there was going to be a staff reduction so I needed the authority, so they brought me on as an I.T. director.

So I think it's appropriate that we bring someone in. The position description I'm looking at here looks fine. The only thing I would probably add to it would be that cost accounting and project accounting, everybody's familiar with that. And it says experience using governmental software. I think we need someone with experience with at least, you know, Crystal Reports, MAS90, something very similar to what we have so that we don't have a situation like last time where people came in and didn't know anything about the software.

So sometime in the future, it may be cost

Page 59

effective to migrate to a new ERP or enterprise-wide application, an enterprise-wide system, but until we get the policies in place and procedures in place, I don't think that's worthwhile.

But I do think we need someone with that sort of background, so --

MAYOR PITTMAN: Mr. Roche, if you don't mind, would you mind if I ask Ms. Cape to elaborate on this a little bit.

COUNCILMEMBER ROCHE: Certainly.

MS. CAPE: A couple of things related to your operations. You do need policy and procedure just like you stated but you also need a clear understanding of governmental aspects.

A finance director is meant to be somebody who isn't necessarily just an accountant. A finance director is somebody who understands all of the functions related to financial management, which includes cash and investments, purchasing, budgeting, you know, revenue collection, things associated with your actual accounting and then can wrap it back up with the audit. That's kind of a cycle of financial management. And they need to be able to know various aspects about all of those, and that's why the job description kind of includes that.

Page 60

Experience is important, but it's important based on making sure that they have governmental experience. They can still have private-sector experience, but governmental experience will also assist them in policy, procedure and ordinances, and carrying out state law and understanding of those.

And your operations, you definitely -- you know, the wage survey that was mentioned earlier also provides similar data with respect to finance directors as they do city managers, so there's data related to that as well if you need that data.

COUNCILMEMBER BATES: Well, I do concur with Mr. Roche that I think we need to at least mention a preference for being experienced in MAS90. We've invested --

MS. CAPE: You are invested --

COUNCILMEMBER BATES: -- time and --

MS. CAPE: -- yes.

COUNCILMEMBER BATES: -- resources into getting current, at least trying to get current and up and running. I don't want to throw that out, so if we can add that as a preference.

MS. CAPE: I would recommend that you add it as a preference versus a desired, or a similar -- or at least try to find out from your applicants what

Page 61

1 software they do have experience with. I agree.
2 COUNCILMEMBER BATES: And correct me if I'm
3 wrong. Does GAAP accounting cover governmental fund
4 accounting?
5 MS. CAPE: GAAP is basically
6 nongovernmental. Governmental GAAP is what you
7 actually have to follow. So a lot of times, you will
8 see references to G-GAAP, which is Governmental GAAP,
9 and that is specific to government.
10 So you don't necessarily only want somebody
11 who understands GAAP, Generally Accepted Accounting
12 Principles, you want to make sure they understand
13 Governmental Generally Accepted Accounting Principles.
14 COUNCILMEMBER BATES: And that would cover
15 the restricted and nonrestricted funds?
16 MS. CAPE: Covers fund accounting, covers
17 all the elements of fund balance.
18 And most of the time, if they're an
19 experienced accountant, they will understand the GASB
20 statements, Governmental Accounting Standards Board
21 statements, because they issue new statements every
22 year, and they will be current on their CPA with
23 respect to the types of things they've learned.
24 COUNCILMEMBER ROCHE: Yeah, and I have that
25 actually under the desired.

Page 62

1 I'm sorry. Were you --?
2 COUNCILMEMBER BATES: No, I'm finished.
3 COUNCILMEMBER ROCHE: Yeah, that, and I
4 definitely think that we need, under desired, cost
5 accounting and budget and project accounting.
6 Often we have to make decisions about, for
7 instance, whether we go out -- you know, outsource
8 something or use it internally. And if we don't know
9 what it costs us to do it, it's very difficult to make
10 those decisions. So I think that that's --
11 COUNCILMEMBER FLEMING: So where --
12 COUNCILMEMBER ROCHE: -- what I would
13 recommend.
14 COUNCILMEMBER FLEMING: -- are you adding
15 your comments?
16 I know we already have the MAS90 or --
17 COUNCILMEMBER ROCHE: Yeah, under desirable
18 skills; and then a separate bullet point would be for
19 cost accounting and project accounting.
20 MAYOR PITTMAN: And Ms. Cape, I've also had
21 this on the agenda, to move forward with getting this
22 out there, because we need to take our time. This is
23 something very, very important that we do not need to
24 rush through.
25 I wanted to get your opinion on this. I

Page 63

1 know there was some concerns because there's an awful
2 lot to fix, and we're in the process of getting that
3 done. Your thoughts?
4 MS. CAPE: One of the things you want to do
5 with a new finance director is you want to give them
6 as much opportunity for success as possible.
7 And the way you give that person the most
8 opportunity for success as possible is you try to get
9 things into a routine, which helps them to at least
10 learn more about Doraville city and to learn more
11 about how you transact and do business so that then
12 they can -- they're not coming into everything being
13 behind schedule. And it will -- I think it will breed
14 better success for you if you can get things a little
15 more current before you turn over the reins, so to
16 speak, to a person.
17 COUNCILMEMBER BATES: And you crafted this
18 draft job description?
19 MS. CAPE: Actually what we did was we took
20 what you had had. I went on the GMA Web site, took
21 some various other ones to determine if there was
22 something on yours that maybe was missing based on
23 what I knew about your operations, and changed a few
24 things that were incorrect about basically authori-
25 tative literature and then presented it to the Mayor

Page 64

1 and Melissa.
2 COUNCILMEMBER BATES: And I apologize if I
3 speak out of turn, but would you be available to
4 review references and prescreen candidates?
5 MS. CAPE: Yes. I mean we do that, uh-huh.
6 COUNCILMEMBER BATES: Thank you.
7 MAYOR PITTMAN: And we had already talked
8 about that --
9 MS. CAPE: Yes, we had.
10 MAYOR PITTMAN: -- and she had agreed to do
11 that for us.
12 COUNCILMEMBER BATES: Thank you.
13 COUNCILMEMBER ROCHE: Well, I'm a little
14 concerned. I mean I agree with everything you're
15 saying, obviously.
16 I believe that all resumes that are
17 submitted do need to come to Council. I'm concerned
18 about some of the --
19 And not you. Obviously, we'd want you to
20 get a copy of these resumes also. But we've run into
21 some issues with that before, so.
22 COUNCILMEMBER ALEXANDER: I think I'd like
23 to stress a little bit more in the qualifications,
24 I've got a sample that was provided to us when
25 this was on the agenda before. And it really stresses

Page 65

1 full accounting qualifications: for example, CPA,
2 ACCA or equivalent desired, at least ten years working
3 experience in a senior financial or administration
4 position.
5 I think the accounting aspect really needs
6 to be stressed. I can't remember the degree that was
7 last, but I don't think it was in accounting. I think
8 it -- And that's . . . I really think that needs to be
9 stressed.
10 MS. CAPE: You will find for a finance
11 director an MPA or an MBA is oftentimes not the degree
12 that you are searching for.
13 You're oftentimes really searching for, if
14 that person does have an MPA or they have an MBA, like
15 she stated, you want to make sure they have a
16 concentration in finance and accounting, a heavy
17 concentration.
18 COUNCILMEMBER ROCHE: Well, I was looking at
19 that. It says at least a bachelors degree or -- on
20 the second page.
21 COUNCILMEMBER ALEXANDER: In accounting or
22 related discipline.
23 COUNCILMEMBER ROCHE: So what would you
24 change?
25 COUNCILMEMBER ALEXANDER: This one's got

Page 66

1 MS/MA degree in business administration, public
2 administration or related field; full accounting
3 qualifications -- for example, for example, CPA, ACPA
4 or equivalent desired; 10 years experience in a senior
5 financial or administration position; and it talks
6 about proven skills in the development and implemen-
7 tation of finance and accounting policies, procedures
8 and systems.
9 I just really think we need to write a good
10 job description and we need to stick to it.
11 COUNCILMEMBER ROCHE: I'm fine with that
12 language. We could add it.
13 COUNCILMEMBER ALEXANDER: Now, as far as the
14 language of "preferred" and "desirable" and whatever
15 legal mumbo-jumbo we want to put in there, I just
16 think that we -- we learned a very hard lesson very
17 quick regarding this position, and we don't need to
18 settle for anything less than the best.
19 MS. CAPE: I think you might want to
20 consider putting those in as preferred so that you
21 don't limit yourself but also to strive to get the
22 highest quality that you can get.
23 COUNCILMEMBER ROCHE: Of course.
24 MS. CAPE: So Ms. Cape, if you and I and
25 Melissa could possibly sit down and let's go back and

Page 67

1 review and make some changes --
2 MS. CAPE: Uh-huh, absolutely.
3 MAYOR PITTMAN: -- according to the Council's
4 wishes.
5 COUNCILMEMBER FLEMING: Ms. Alexander, was
6 that from our previous one?
7 COUNCILMEMBER ALEXANDER: Yes. I was
8 telling Ms. McCain this is the attachment you gave us
9 on September the 6th.
10 MAYOR PITTMAN: Yeah.
11 COUNCILMEMBER BATES: And which city was it?
12 COUNCILMEMBER ALEXANDER: I believe this
13 particular one was -- this one was Sandy Springs. You
14 also gave us the old Doraville, and you also gave us
15 an example from Dunwoody. When I reviewed that one,
16 to me, the Dunwoody description was more like a
17 supervisor, and we want a hands-on person.
18 MS. CAPE: Absolutely, and I think that is
19 extremely important that that be stressed during your
20 process.
21 MAYOR PITTMAN: Absolutely.
22 COUNCILMEMBER PACHUTA: I think that's one
23 thing, we can't have someone coming in thinking:
24 finance director with all these people underneath me.
25 MAYOR PITTMAN: Right.

Page 68

1 MS. CAPE: They need to definitely be a
2 hands-on. You're exactly right.
3 MAYOR PITTMAN: Mr. Roche, if you don't mind
4 if we go back to the drawing board on this?
5 COUNCILMEMBER ROCHE: Well, I would like to
6 get this rolling, actually.
7 I would be fine with, you know, adding the
8 language that Councilwoman Alexander mentioned and
9 then just having that provided to the Council by
10 e-mail electronically, and as long as there's no major
11 objections, just going ahead with this because, you
12 know, we're looking at a long time to just bring
13 people in for interviews and the whole nine.
14 So I think the sooner we do this, the
15 better. I don't have a problem at all with the
16 changes that we've already talked about. So I think
17 we should just go ahead and do this now, so.
18 MAYOR PITTMAN: Is that a motion?
19 COUNCILMEMBER ROCHE: I will make a motion
20 that we lift the hiring freeze for a financial
21 director position reporting to the Mayor, that we
22 commence advertising once the position description's
23 been finalized with changes that were mentioned
24 tonight along with the recommendations from
25 Councilwoman Alexander. All resumes will be provided

Page 69

1 to all members of the Council without redaction and
2 also our consultant.
3 MAYOR PITTMAN: Okay. Do I get a second?
4 COUNCILMEMBER BATES: Second.
5 MAYOR PITTMAN: Discussion?
6 - - -
7 (No response)
8 - - -
9 MAYOR PITTMAN: Call the roll, please.
10 CLERK McCAIN: Councilmember Alexander?
11 COUNCILMEMBER ALEXANDER: Yes.
12 CLERK McCAIN: Councilmember Bates?
13 COUNCILMEMBER BATES: Yes.
14 CLERK McCAIN: Councilmember Fleming?
15 COUNCILMEMBER FLEMING: Yes.
16 CLERK McCAIN: Councilmember Pachuta?
17 COUNCILMEMBER PACHUTA: Yes.
18 CLERK McCAIN: Councilmember Roche?
19 COUNCILMEMBER ROCHE: Yes. Thank you.
20 MAYOR PITTMAN: Thank you very much.
21 And thank you, Ms. Cape and Ms. Leveridge.
22 Thank you so much.
23 CLERK McCAIN: Mayor, if I may, do we have a
24 date that we want to list this through? Do we want to
25 post it for 30 days? Do we want to post it for 20

Page 70

1 days?
2 COUNCILMEMBER PACHUTA: I think 30 days.
3 MAYOR PITTMAN: 30 days. My opinion is 30
4 days. Okay. Thank you.
5 And I'd like to welcome Commissioner Watson.
6 Thank you very much. We have moved your agenda item
7 to the end if you don't mind. We wanted to be sure
8 and get you in. We don't have too much longer.
9 Okay. Next on the agenda is going to be the
10 First Reading Ordinance to Amend Special Events
11 Procedures, Attorney McLendon.
12 ATTORNEY McLENDON: And Mayor and Council,
13 this was in the package last time. Again, this is
14 something even at this point I don't necessarily call
15 this a first reading. This is an ordinance that we
16 put forward really for y'all's consideration and sort
17 of as a framework to look at coming in and addressing
18 our public assemblies and public places and special
19 events ordinances. I think Mr. Cooley and I in our
20 conversations felt that this was an area of our code
21 that could be improved upon.
22 There is immense amounts of policy in these
23 code sections. So when I put this up here, again,
24 it's a discussion piece for you to give us your input
25 and let's try to make this, you know, reflective of

Page 71

1 your desires for the city.
2 So you know, with that being said, I think
3 last week you had just gotten it or the last meeting
4 y'all had gotten it, wanted to give it some thought,
5 and it's coming back around again.
6 I don't even necessarily consider this a
7 first reading. This is the tell-me-what-we-need-to-
8 do-with-this-thing-to-make-it-better.
9 COUNCILMEMBER BATES: And Ms. Fleming, I
10 think you may have suggested this at the work
11 session --
12 COUNCILMEMBER FLEMING: Yes, I did.
13 COUNCILMEMBER BATES: -- because I think
14 this is so voluminous and has so many adjudicated
15 policy decisions that -- and I know this is of
16 particular interest to a number of residents -- that I
17 think we need to devote some serious time on vetting,
18 discussing, evaluating, listening, reviewing this
19 particular ordinance.
20 I agree with your direction in consolidating
21 the various pieces in our code into one location, and
22 I don't generally disagree with the direction, but
23 there are a lot of nuances in here that really need to
24 be vetted and talked through and discussed and argued
25 about. So I really -- I'm not even prepared to even

Page 72

1 begin to discuss my list of things tonight, and I know
2 Ms. Fleming will have a number, because we've received
3 a number of concerns and notes from residents
4 regarding this particular ordinance.
5 So while I'm not a fan of us going back to,
6 you know, four or five meetings a month, this
7 particular one does deserve a separate work session.
8 ATTORNEY McLENDON: To facilitate this as
9 well, if y'all have commentary, you know, if there's
10 -- there's a lot of thoughts in this. And I'm happy
11 to take that and look through it and look for common
12 themes. And that might help me take sort of what I
13 threw up in the air to get us talking about it, and
14 begin to try to at least weave some of those themes in
15 there before we even spent the time on a work session.
16 Again, seeing the previous ordinance, I
17 wanted to move this forward but in the proper time and
18 getting the proper ordinance passed.
19 COUNCILMEMBER FLEMING: I understand, and
20 yes, I can put together some items.
21 But the most beneficial thing that we have
22 had, probably one and a half or two years ago, we had
23 an actual work session where we had dialogue going
24 back and forth. And it was so advantageous for
25 working through all the nooks and crannies of hearing

Page 73

1 the residents and hearing the business owners about
2 what they felt about that specific ordinance that we
3 were working on. And we were able to work through it,
4 compromise, you know, all of us together to come up
5 with a document that could be adopted.
6 So I would look more for a dialogue-type
7 work session involving the residents and business
8 owners as well as Mayor and Council.
9 MAYOR PITTMAN: Okay.
10 COUNCILMEMBER FLEMING: If we put it on the
11 13th as a work session item; however, I know that the
12 fee schedule is on it first.
13 But I'd like to, if you're going to keep our
14 work-session schedule as an agenda so that it rolls to
15 the next one, that would be fine, so that you at least
16 have an idea that that's -- we still need to address
17 it.
18 CLERK McCAIN: We don't actually have a
19 work-session schedule, so until the Council passes a
20 date, then we can roll it over. I don't know if it
21 would be an automatic roll-over.
22 I have a system now that I do put the dates
23 on all the agendas so we know that it's still
24 outstanding so they don't get missed in the next
25 agenda. But unless we do a regular scheduled work

Page 74

1 session --
2 MAYOR PITTMAN: My suggestion would be for
3 everyone to look at your calendars like we did the
4 last time and let's see if we can come up with a
5 common date that we can all come for this work
6 session.
7 COUNCILMEMBER FLEMING: Just for this
8 specific item.
9 MAYOR PITTMAN: Yes.
10 COUNCILMEMBER FLEMING: That's fine.
11 MAYOR PITTMAN: Everybody okay with that?
12 Okay.
13 COUNCILMEMBER ROCHE: Yeah. And just as
14 usual, can we get this on the Web site for residents.
15 ATTORNEY McLENDON: (Nods head)
16 MAYOR PITTMAN: Is that acceptable?
17 ATTORNEY McLENDON: That's great. I look
18 forward to it.
19 MAYOR PITTMAN: Okay. Thank you very much.
20 All right. Next on the agenda is going to
21 be for discussion to modify the Sanitation Code, White
22 Goods; Ms. Alexander.
23 COUNCILMEMBER ALEXANDER: Thank you, Mayor.
24 This is something that Council has discussed
25 before. As a service to our residents, we offer a

Page 75

1 white-goods pickup in the neighborhoods.
2 Unfortunately, we have some residents that
3 are taking advantage of that. One house now has put
4 out over a dozen television sets. And I don't believe
5 we have houses big enough that you have a television
6 in every room, and if you did, it would be less than a
7 dozen, probably.
8 And if you look at our current code section,
9 15-46 Section B says, "The City or its franchisee
10 shall not be responsible for collecting or hauling
11 discarded building material, dirt, rock, or discarded
12 furniture and appliances from private property except
13 on a special fee basis." So it looks like already in
14 our code, we're supposed to be charging for our white-
15 goods service, and we're not.
16 Code Section 15-54 says, "It shall be
17 unlawful for any person to bring into the City
18 garbage, refuse, building materials, waste, rubbish,
19 or other similar material which is left within the
20 City to be picked up and disposed of by the Doraville
21 Sanitation Department..." So I think one can safely
22 deduce that this person knows whatever they put out on
23 the side of the street, we're going to pick it up, and
24 we do. And I think they're abusing, they are in
25 violation, they're being unlawful because they're

Page 76

1 violating Code Section 15-54.
2 Now, how can we fix this? That's what I
3 have requested that the Mayor meet with Legal, Public
4 Works staff and City Hall staff: How are we going to
5 fix this? Are we going to institute a call for white-
6 goods service pickup? Are we going to institute a fee
7 schedule based on the size of the item? Are we going
8 to, you know, be able to track, "I've picked up 15
9 television sets at this address in three weeks.
10 Obviously, there's an issue with this residence?"
11 I don't know how we're going to fix this.
12 But it's not fair to all the other residents in the
13 city that we have a few people that are abusing the
14 service. And as I stated, we're paying $30.00 per ton
15 to dump these items over on Woodwin Road.
16 And realistically, if we're following our
17 municipal solid waste guidelines, we're not supposed
18 to be taking electronics such as that nature to the
19 dump, anyway. They're supposed to be recycled at a
20 proper electronics recycling event, which I believe
21 Advanced Waste is looking into that, having an event
22 in the city. But it's just become -- I mean it's a
23 joke in Oakcliff, you know, that you ride by, "Oh,
24 let's see how many T.V.s are out today." I mean it's
25 pretty bad.

Page 77

So this definitely needs to be fixed because we are being taken advantage of and it's costing us money, money we don't have.

COUNCILMEMBER PACHUTA: And it's not just that residence.

And I think we're the only metro government area I know that does free white-goods pickup. And it's costing us not just in the landfill fees but employee costs and the truck costs and everything.

And we do not collect very many residential taxes. Most homes do not pay any tax, so, and our sanitation fees do not cover this. So really it's the business owners paying for residents to put out very large items, I think in cases large items from their businesses in other counties and cities where they would have to pay to have it picked up.

They're just bringing them home on the truck, and we're picking them up for free and we're providing this service for free. And, you know, we've just gone through a reduction in force and are cutting services, and here we are picking up other businesses' -- being their dumpster.

So I don't know if this was an issue that's on fee schedule to be discussed. I don't know if we even need to change our ordinance or if we just need

Page 78

to implement a fee schedule and stick to it. I don't know when we stopped charging a fee.

MAYOR PITTMAN: So Ms. Alexander, if it's acceptable for us to get together and figure out the best way to handle this if you --

COUNCILMEMBER FLEMING: Could I --? And that would be great. Could I also insert some items into this discussion, though?

Dekalb County -- And this may not be current, because looking back, we started on this in July of 2010 and here we are a year and four months later.

Item number 11 for them is Special Pickups. It's not white goods. It's not considered anything other than special pickups. "And all improperly prepared yard debris, and construction/demolition material which requires specialized equipment."

So in other words, if we have to have -- have to use a clam truck or something like that to pick up, whether it be furniture, whether it be yard material that has not been properly cut up or whatever, it's a minimum of $50.00, and $100.00 per hour. Now, that's per pickup. That's not, you know, a weekly thing or anything.

I don't have the procedures as far as

Page 79

whether -- to know whether Dekalb County requires a call-in to say, "Come pick it up," and so I'm not sure about that, but I thought I would at least throw that out.

They also have, in regards to tires, four per resident only, and they charge you $2.00 apiece.

Now, how we're going to come back with an invoice to the resident to indicate, "You owe us this for your special pick-up charge," that's another -- you know. But I just wanted to throw that in to give you a little bit of fee-schedule type thing for Dekalb County.

COUNCILMEMBER PACHUTA: Yeah. And I know a lot of municipalities periodically, like once every two years or so, do a free white-goods-pickup day -- I know East Point did one not too long ago -- so that there is one day that residents get rid of our stuff, but not --

COUNCILMEMBER BATES: Not every week.

COUNCILMEMBER PACHUTA: We're being excessive.

MAYOR PITTMAN: So Mr. McLendon, look at your schedule and we'll get together.

ATTORNEY McLENDON: Absolutely.

MAYOR PITTMAN: And in the meantime, if you

Page 80

want to send anything to us, we'll be glad to take a look at it.

So do you want to leave this on the agenda?

COUNCILMEMBER ALEXANDER: Uh-huh.

MAYOR PITTMAN: So put it on the next agenda.

COUNCILMEMBER PACHUTA: Is there a possibility of discussing part of it as part of the fee schedule --

MAYOR PITTMAN: Certainly.

COUNCILMEMBER PACHUTA: -- when we have the work session on the fee schedule?

MAYOR PITTMAN: Uh-huh.

COUNCILMEMBER ROCHE: And I guess my only concern about this -- and I'm not opposed to it. But, again, the process by which we invoice, we collect, we charge people, etc., etc., we don't want a situation where we charge -- where it costs us . . . where we have to hire a full-time person, basically, to collect 30 bucks a week or something, so.

MAYOR PITTMAN: Okay. Thank you.

Thank you, Ms. Alexander.

COUNCILMEMBER ALEXANDER: Uh-huh.

MAYOR PITTMAN: Okay. Next on the agenda I'd like to welcome Commissioner Watson. He has sent

Page 81

us a letter and asked us for support of the Dekalb International Food and Music Festival.

This is going to be taking place on November 12th from 2:00 to 8 o'clock at the General Motors Assembly Plant, and I asked him here to -- and I also asked Mr. Cooley to stay tonight -- in order to answer some questions that Council might have.

Mr. Watson, if you'd like to come up and tell us a little bit about it, please.

COMMISSIONER STAN WATSON: Good evening. Thank you, Mayor and City Councilpersons, men and women. I'm Commissioner Stan Watson with District 7, and the City of Doraville is in District 7.

I came by tonight to simply address you about the event that's proposed for the G.M. Plant on November the 12th. What we're trying to hold is an International Food and Music Festival on the old G.M. Plant, probably about a three-fold reason why.

One of the reasons, that we hope that we have a buyer, hopefully, in the next year or so to make sure that we can get the property back on our tax digest; secondly, I think to do and promote tourism; and then thirdly, to make sure we talk about economic development.

So what we've done is that asking the City

Page 82

Council and of course you, Mayor, to make sure that we adhere to all protocols as relates to permits and ordinances and make sure that we are on track to having a great event.

Right now, we're working as hard as we can to make sure it is successful, to make sure that we're doing all the right things, to make sure that we can bring people to the G.M. Plant on November 12th.

We're actually praying that it doesn't rain and the weather is okay. We're hoping that it is a great event. We've scheduled a time from 2:00 until 8:00 p.m. to make sure that it's family-oriented and those kind of things and we may not have to use as much electricity or lights as possible.

We are working with our legal department. And I know that your legal department came to one of the meetings and Councilwoman Pam has been to a couple of meetings as well. So if there's anything that we need to do to make sure that we are in accordance with any of your ordinance, permits, just let us know.

And the next meeting that is actually a formal meeting is October the 11th, and then we're going to do a walk-through with public safety. And we invited you and the Councilpersons to come at 10:30 on this Friday, October 7th. And hopefully, we won't get

Page 83

arrested as we go on the G.M. Plant to look at the property.

I would answer any questions that you might have for the event and try to do the very best I can.

I can you tell you that the event is supported by the CEO. The honorary chair is Lianne Levetan. Commissioner Elaine Boyer is our co-host or our co-coordinator for the event. And we just look for a very, very good event on November 12th. And I'll answer any questions.

COUNCILMEMBER PACHUTA: When you said public safety, is it Dekalb County?

COMMISSIONER WATSON: Say that again?

COUNCILMEMBER PACHUTA: When you said public safety, is Dekalb County providing the security and --

COMMISSIONER WATSON: Yes.

COUNCILMEMBER PACHUTA: -- traffic control?

COMMISSIONER WATSON: Currently we have public safety -- Of course we'll need to meet with your public safety as well to coordinate services and any operation as it relates to traffic and/or emergency as it relates, because we're asking for intergovernmental arrangement agreements so it'll work.

But Dekalb County has taken the lead to make

Page 84

sure that all of the legal agreements from G.M. is correctly to Dekalb County. We will do the insurance policy and those type things, but we want to make sure that we work with you guys to cover as much as we can.

COUNCILMEMBER BATES: My question -- and that was one of them -- in the event application, it had referenced the selling of alcohol.

COMMISSIONER WATSON: We haven't got that far yet. We're looking at that. One of the things we'll have to do is we'll have to get an insurance policy that would indemnify not only Dekalb County but the citizens of Dekalb County and of course the City of Doraville. So we haven't gotten that far yet.

Larry Jenkins, who's our risk manager, is looking at the policy to see what that would actually be if that's the case. That's why I'm asking that your legal department, the Council will be a part of this meeting, so as we proceed along, you'll be as knowledgeable as I am about what goes on.

COUNCILMEMBER PACHUTA: Mr. Cooley, what aspects from your department need to go through the permitting requirements as far as like traffic plan and things like this? because this was one of the issues that I have, questions I have.

MR. COOLEY: This is being presented and

Page 85

it's a sponsored by a government agency. The way our ordinance states it is that they are exempt from the special event permit.

Certainly, as the Commissioner said, it's going to be coordination of police, sanitation, etc.

But also, the one thing that I see that's a little bit -- and we discussed a tad as it relates to alcohol comment is that our ordinance requires you to have a Doraville pouring license if anything's a special event.

So that's something we just need to work out in order to -- because I'm assuming that the restaurants or whoever's going to be involved in this is going to much broader than the City of Doraville. So that's one of those things that we need to work out with legal, the two departments.

COUNCILMEMBER PACHUTA: Okay. I just wanted to make sure that, you know, there is a public safety plan in place so that, you know, event's held in our city, and suddenly all of our police officers are responsible for it, and that's a cost to the City. Because I know that's part of the reason why we have a special events permit is to make sure that the sponsoring entity is taking care of all those issues --

COMMISSIONER WATSON: Right.

Page 86

COUNCILMEMBER PACHUTA: -- and we don't --

COMMISSIONER WATSON: Well, what I --

COUNCILMEMBER PACHUTA: -- take on the burden.

COMMISSIONER WATSON: Yeah. One thing I can assure you, that Dekalb County's going to be the overall organizer for the event. We have solicited and received the support, as I stated, of the CEO.

So we have the entire festival committee. The festival committee is several departments under one umbrella from the health department to public safety to sanitation and the like. So we have the entire festival committee to talk about cleanliness, cleaning up, a traffic plan.

But of course, as I stated earlier, we want to make sure we work with the City to coordinate our services and make sure that we have a very good agreement what happens on that day.

So we have about seven weeks remaining, so any of the meetings you can come. And I'll make sure that each of you will receive a package this week about what we're trying to get accomplished. I think the first letter of protocol I sent it to the Mayor, and I know that Councilwoman Pam had been there before, but we'll make sure that we get a package that

Page 87

kind of outlines what we're trying to do.

But our attorneys will work with your attorneys to make sure that it works, and the city manager.

MAYOR PITTMAN: And I think there was a request today to meet with our police chief, so we'll get --

COMMISSIONER WATSON: Yes. I think that on Friday, our police chief will be there as well as our public safety director, and we'll make it work like this. So I think that request went out today.

COUNCILMEMBER FLEMING: And Commissioner Watson, I just want to comment that I appreciate you as Councilmember as well as the City for taking this on for us, and I made the comment to you, we were financially strapped this year to have Doraville Days.

However, I do want to let you know that Doraville is financially helping this --

COMMISSIONER WATSON: Okay. Great.

COUNCILMEMBER FLEMING: -- and I'll tell you why.

COMMISSIONER WATSON: Okay.

COUNCILMEMBER FLEMING: Over the past five years, we have been supporting the Dekalb Convention and Visitors Bureau.

Page 88

COMMISSIONER WATSON: That's right.

COUNCILMEMBER FLEMING: And it may not be very much compared to Dekalb County, but it's about $165,000 worth of revenue that the Dekalb Convention Bureau has received.

And to be very honest with you, Doraville has not received a dollar worth of marketing --

COMMISSIONER WATSON: Okay, right.

COUNCILMEMBER FLEMING: -- from that amount of money.

COMMISSIONER WATSON: Okay.

COUNCILMEMBER FLEMING: So I just want to let you know that we have and we are supporting this financially but we didn't get anything out of it.

COMMISSIONER WATSON: Okay. Well, I'll make sure that the City of Doraville is escalated in their support of this event --

COUNCILMEMBER FLEMING: Thank you.

MAYOR PITTMAN: Thank you.

MR. COOLEY: -- and make sure that we get that done as well. It's not a problem.

And one of the things I did talk to you about is that we're trying to feverishly collect any dollars that we can from public entities, and we're trying to do public and private partnerships right now

Page 89

1 to raise the money to make sure it works.
2 And one of the things that's good, I think,
3 for the City and the County to work toward is this: is
4 that all the proceeds will benefit the Police Athletic
5 League and the Police Alliance, and I think those are
6 some people that we could help. And I told
7 Councilwoman Pam that if we have anything in the way
8 of excess -- and I hope that we do -- that we'll also
9 make a donation to her favorite charity, or the Mayor,
10 or the Councilpersons' favorite charity here in
11 Doraville. That's the very best I can do.
12 MAYOR PITTMAN: Thank you.
13 COMMISSIONER WATSON: All right. Thank you
14 so much.
15 MAYOR PITTMAN: Any additional questions?
16 - - -
17 (No response)
18 - - -
19 MAYOR PITTMAN: Okay. Thank you, sir.
20 And at this time, can I get a motion to pass
21 the Resolution to Support the Dekalb International
22 Food and Music Festival?
23 COUNCILMEMBER FLEMING: I'd like to make a
24 motion for the City of Doraville to support the Dekalb
25 International Food and Music Festival sponsored by the

Page 90

1 Dekalb Commissioners.
2 MAYOR PITTMAN: Do I get a second?
3 COUNCILMEMBER ROCHE: Second.
4 MAYOR PITTMAN: Discussion?
5 COUNCILMEMBER PACHUTA: I just wanted to
6 make the comment, since Cecil will be working with the
7 legal department to -- you know, whatever you can to
8 protect the City as far as we don't get, you know --
9 ATTORNEY McLENDON: Uh-huh.
10 COUNCILMEMBER PACHUTA: -- footed with any
11 unexpected costs.
12 ATTORNEY McLENDON: Yes.
13 COUNCILMEMBER PACHUTA: Okay.
14 ATTORNEY McLENDON: We can talk on that.
15 MAYOR PITTMAN: Thank you.
16 Call the roll, please.
17 CLERK McCAIN: Councilmember Alexander?
18 COUNCILMEMBER ALEXANDER: Yes.
19 CLERK McCAIN: Councilmember Bates?
20 COUNCILMEMBER BATES: Yes.
21 CLERK McCAIN: Councilmember Fleming?
22 COUNCILMEMBER FLEMING: Yes.
23 CLERK McCAIN: Councilmember Pachuta?
24 COUNCILMEMBER PACHUTA: Yes.
25 CLERK McCAIN: Councilmember Roche?

Page 91

1 COUNCILMEMBER ROCHE: Yes.
2 MAYOR PITTMAN: Again, thank you,
3 Commissioner Watts, and I'll be sure you get a copy of
4 this.
5 COMMISSIONER WATSON: Thank you so very
6 much.
7 COUNCILMEMBER BATES: Thank you.
8 MAYOR PITTMAN: Thank you.
9 COMMISSIONER WATSON: Madam Mayor, is it
10 possible that I could be excused without looking real
11 bad?
12 MAYOR PITTMAN: Absolutely. Absolutely.
13 COMMISSIONER WATSON: I've been in a class
14 all day with ACCG; and I got an eight-year-old, I just
15 want to say hello before she goes to bed.
16 COUNCILMEMBER BATES: Thank you.
17 MAYOR PITTMAN: Thank you for coming
18 tonight.
19 COUNCILMEMBER FLEMING: Thank you very much
20 for coming.
21 MAYOR PITTMAN: Okay. Reports from
22 Committees, Commissions, Boards and Appointments, I
23 don't believe we have any.
24 I do want to say that I have --
25 COUNCILMEMBER FLEMING: Are we not going to

Page 92

1 do that?
2 COUNCILMEMBER BATES: It's the 17th.
3 MAYOR PITTMAN: We moved it.
4 COUNCILMEMBER FLEMING: Oh, I'm sorry. What
5 date was it?
6 MAYOR PITTMAN: That's okay.
7 COUNCILMEMBER FLEMING: I'm sorry.
8 COUNCILMEMBER BATES: 17th.
9 COUNCILMEMBER FLEMING: I didn't write it
10 down.
11 MAYOR PITTMAN: 17th.
12 COUNCILMEMBER FLEMING: Thank you. I'm very
13 sorry.
14 MAYOR PITTMAN: That's okay.
15 COUNCILMEMBER PACHUTA: Actually, the 13th.
16 COUNCILMEMBER BATES: You're right; correct.
17 13th.
18 CLERK McCAIN: 13th and 17th.
19 COUNCILMEMBER BATES: And 17th.
20 COUNCILMEMBER FLEMING: Okay. My apologies.
21 MAYOR PITTMAN: If anyone sees strange
22 people walking around in our buildings, I have ordered
23 a Georgia Power audit. It's no cost. But they come
24 in and they can actually tell us what we can and
25 cannot do that's going to save us some money. So this

Page 93

is beneficial to a lot of other cities, and I am excited about them coming out.

Next is going to be Public Comments. Three minutes, please.

MS. SUSAN CRAWFORD: Susan Crawford. Yea on Zumba. I think that's a great idea.

As far as the white goods, a term I've never even heard, I understand your concerns, but my concern would be more for the environmental. I'm sure there's a reason that we're not supposed to be putting these electronics in landfills, and I hope that we won't -- if it's against the EPA, there's probably a reason for it -- and since I think that Woodwin place is right in somebody's neighborhood or very close to it, I mean that would be my concern.

Also along those lines, I think that there are many cases where people who have businesses are maybe bringing home trees and things to be collected here. So that might save some money too if you look into that.

And as far as the city manager, reinvented wheels don't always roll so well. So it would be my opinion that -- as I think Ms. Alexander suggested, that you find cities that have city managers if we're going to go in this direction or even thinking of

Page 94

going in this direction, but find the cities that are really working -- and they don't even have to be just in this area or in Georgia; they could be all over the country -- and see what their guidelines are, what they were looking for, what they put on their . . . whatever they put out.

That's just my thought, because we could find other cities that have city managers, but if they're not working really well, we don't want to emulate them.

And I think at this point, we're trying to kind of reinvent ourselves, and I think in everything we do, we should find the very best where it's working absolutely wonderfully and then use those -- you know, learn from their mistakes and their things that work for them. Thank you.

MAYOR PITTMAN: Thank you, Ms. Crawford.

MS. LINDY ORR: Lindy Orr, 3596 Raymond Drive.

I just want to congratulate you on bringing in Georgia Power. That is a great service and it's free. So you're coming into the time of year where, you know, we got heating issues. So I think that's a great idea. Thank you for doing that.

I have a question on the payroll system. I

Page 95

work on an employee self-service payroll system. And I think Councilman Roche was kind of going in this direction:

If you have a situation where an employee fails to clock out because they've gone to a doctor's appointment, does your system require a supervisor approval as each work week goes along? Is that how -- I mean that's how it works where I am.

MS. LEVERIDGE: Uh-huh, yes.

MS. ORR: So that means it's going to be incumbent upon you to make sure that these department supervisors who have the approval authority on these time cards are keeping up with --

I mean I had an employee that thought he worked on Labor Day, and I said, "Well, and you would have been the only one here." So you know, I have -- I mean -- And it's oversight, they forget, they leave, they go to a doctor's appointment, whatever the case might be.

So I just think that in order to make sure the system trues up, you've got to have the people that are doing the approval understand and know what their employees' schedules are; otherwise, it's -- you're going to be back with incorrect information.

MAYOR PITTMAN: Absolutely. And that's why

Page 96

we're going to really emphasize training.

MS. ORR: Yeah, yeah. Thank you.

COUNCILMEMBER ROCHE: Well, that's what financial directors --

MAYOR PITTMAN: Thank you.

COUNCILMEMBER ROCHE: -- do, so.

MR. TOM HART: I'm glad to see Dekalb County is making use of the General Motors Plant for us.

I have a question. The Doraville Days was canceled. I understand, Pam; sad.

Okay. Doraville Days was canceled, and we still have the Peachtree road race and we still have the car show, and we would like to put the car show on the same day as the road race. It's the fourth year we've had it, but we don't -- there was a little confusion as to whether we would, you know, put the car show on. We traditionally have done it around City Hall.

So the same day as the road race, but we need to have the permission of the Council, I suppose, to do that. That's in the form of a question.

COUNCILMEMBER ROCHE: I will be happy to add that to the next agenda if it's enough time.

MR. HART: Okay. So the 15th. You know --

COUNCILMEMBER ROCHE: Is that enough time?

Page 97

It's not enough time.
CLERK McCAIN: We can make note of it and speak of it later. This is public comments, not a question-and-answer.
COUNCILMEMBER FLEMING: We'll look into it.
MR. HART: Okay. Thank you.
MAYOR PITTMAN: Okay. Anyone else, public comments?
MR. STUART ANDERSON: Stuart Anderson.
Susan Fraysse was here. Nobody's mentioned the book sale on the 15th. I'm not sure about the car show but there is a book sale on the 15th.
To address something that Susan Crawford said about picking up electronics and putting it in the dumpster or the dump, as it were, Advanced has a big roll-back that's labeled electronics.
And I apologize to Maria about $30.00 per T.V. $30.00 per ton actually sounds pretty good, because I got some quotes on hauling stuff away for some people, and it was fifty or seventy-five dollars a ton for a citizen calling in.
Question about this pick-up thing as well. We don't pick up yard debris unless we use the clam truck. We don't drive around with a chipper, and we don't drive around with a dump truck any more and have

Page 98

two guys throwing stuff in the back of the truck. If we pick up stuff at all, we pick it up with the clam truck. Today we had both clam trucks out working, one in the park and one picking up peoples' yard debris. So that's to be looked at as far as special charges. If we're going to run that thing at all, we're going to charge people. Doesn't sound all that good.
The other thing I guess was electrical bill savings. We were supposed to get a bunch of savings from having the LED's, and we have Georgia Power here. And I was wondering if we audited that at all, got a number on that, how much cheaper our electric bill for the municipal buildings is now that we've got LED's.
I don't know if we paid some tens of thousands of dollars or hundreds of thousands of dollars for these things, and matching grants and all the rest of that, and I was wondering what the savings was on that. Thank you.
MAYOR PITTMAN: Thank you.
Anyone else, public comments?
- - -
(No response)
- - -
COUNCILMEMBER ALEXANDER: Motion to adjourn.
MAYOR PITTMAN: Second?

Page 99

COUNCILMEMBER PACHUTA: Second.
MAYOR PITTMAN: Discussion?
- - -
(No response)
- - -
MAYOR PITTMAN: Call the roll, please.
CLERK McCAIN: Councilmember Alexander?
COUNCILMEMBER ALEXANDER: Yes.
CLERK McCAIN: Councilmember Bates?
COUNCILMEMBER BATES: Yes.
CLERK McCAIN: Councilmember Fleming?
COUNCILMEMBER FLEMING: Yes.
CLERK McCAIN: Councilmember Pachuta?
COUNCILMEMBER PACHUTA: Yes.
CLERK McCAIN: Councilmember Roche?
COUNCILMEMBER ROCHE: Yes.
MAYOR PITTMAN: Thank you. Meeting adjourned.
- - -
(Meeting adjourned at approximately 8:15 p.m.)
-o0o-

Page 100

C E R T I F I C A T E

STATE OF GEORGIA]
COUNTY OF DEKALB]

I hereby certify that the foregoing transcript was taken down, as stated in the caption, and the proceedings were reduced to typewriting under my direction and control.

I further certify that the transcript is a true and correct record of the evidence given at the said proceedings.

I further certify that I am neither a relative or employee or attorney or counsel to any of the parties, nor financially or otherwise interested in this matter.

This the 11th day of October 2011.

_____
Theresa Bretch, CCR
Permit No. B-755

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$10.00 (2)
7:19,24
$100.00 (1)
78:22
$165,000 (1)
88:4
$2.00 (1)
79:6
$30.00 (5)
7:15,19;76:14;97:17,18
$50.00 (1)
78:22

1

1:00 (1)
14:2
10 (5)
22:4,7;38:13;53:6;66:4
10,000 (1)
23:11
10:30 (1)
82:24
11 (5)
6:8,16;53:12,19;78:13
1-15 (15)
26:17,22;27:10,17,24,25;28:3,23;29:2,4,24;30:7,21,22;31:6
1-15A (1)
30:25
1-15B (1)
31:2
11th (1)
82:22
12 (2)
22:5,7
12,000 (1)
6:9
12th (4)
81:4,16;82:8;83:9
13th (7)
10:6,14,23;73:11;92:15,17,18
140 (1)
42:25
14th (1)
10:7
15 (1)
76:8
15-46 (1)
75:9
15-54 (2)
75:16;76:1
15th (4)
14:6;96:24;97:11,12
17th (11)
10:4,15,23;12:23;19:18,25;92:2,8,11,18,19
18th (2)
13:4,17
19th (2)
5:9;17:25
1st (1)
46:6

2

2:00 (2)
81:4;82:11
20 (2)
16:11;69:25
2006 (1)
6:14
2010 (3)
14:14;52:11;78:11
2010's (1)
23:3
2011 (8)
4:14;5:9;22:25;48:9,17;49:21;52:2,12
24 (1)
37:1
24,000 (1)
23:11

3

30 (5)
69:25;70:2,3,3;80:20
30th (2)
53:21,22
3596 (1)
94:18

4

40 (4)
15:11,11;36:23;48:21
48 (2)
27:1;48:22

5

5,000 (1)
23:9
500 (1)
6:10

6

6 (1)
4:14
6:30 (1)
13:4
6:45 (1)
14:6
6th (1)
67:9

7

7 (2)
81:12,13
7:15 (2)
16:1,13
7th (1)
82:25

8

8 (2)
14:7;81:4
8:00 (1)
82:12
8:15 (3)
16:2,13;99:20
80 (1)
16:10

9

9,999 (1)
23:9
9/19 (1)
17:25
9:00 (1)
14:2

A

able (20)
13:16;19:8,18,21;21:11,17;25:4,13;32:12,14;36:18;42:2,3;54:15;56:10,13;58:6;59:23;73:3;76:8
absent (1)
6:1
Absolutely (12)
33:11,22;44:8;51:22;67:2,18,21;79:24;91:12,12;94:14;95:25
Abstain (1)
5:25
abusing (2)
75:24;76:13
ACCA (1)
65:2
acceptable (2)
74:16;78:4
accepted (3)
14:23;61:11,13
ACCG (1)
91:14
accomplished (1)
86:22
accordance (2)
28:2;82:19
according (2)
46:12;67:3
accountant (2)
59:16;61:19
accounting (21)
57:17;58:17,18;59:21;61:3,4,11,13,16,20;62:5,5,19,19;65:1,5,7,16,21;66:2,7
accustomed (2)
50:13;51:1
Achievement (3)
6:8,17;14:25
achievements (1)
14:21
Ackerman (2)
15:23;16:23
ACPA (1)
66:3
across (1)
26:20
Act (1)
6:16
actions (1)
57:9
actual (5)
38:6;45:16;57:8;59:21;72:23
Actually (34)
10:6;24:6;32:1;36:16,19;38:10;41:8,14;42:6;43:4,5,9;44:18;47:5,8,10,23;49:5,8;51:12;52:15,19;57:3;61:7,25;63:19;68:6;73:18;82:9,21;84:15;92:15,24;97:18
add (7)
22:17;45:22;58:16;60:22,23;66:12;96:22
adding (2)
62:14;68:7
addition (2)
24:11;41:19
additional (3)
15:13;16:14;89:15
address (5)
35:12;73:16;76:9;81:14;97:13
addressing (1)
70:17
adhere (1)
82:2
adhered (1)
58:6
adjourn (1)
98:24
adjourned (2)
99:18,20
adjudicated (1)
71:14
administration (4)
65:3;66:1,2,5
administrative (1)
22:8
administrator's (1)
32:16
adopt (3)
11:13;19:25;20:7
adopted (3)
19:3,9;73:5
adoption (1)
21:13
advance (1)
24:19
Advanced (2)
76:21;97:15
advantage (3)
39:25;75:3;77:2
advantageous (1)
72:24
advertising (1)
68:22
aerobics (2)
15:25;16:2
Affairs (1)
23:2
affects (1)
18:25
again (16)
21:19;25:19;29:16;30:12;32:7;50:21;54:22;55:5;57:21;70:13,23;71:5;72:16;80:16;83:13;91:2
against (3)
54:13;55:6;93:12
agency (2)
47:11;85:1
agenda (26)
7:8,9,12,15;8:4;9:2,4;11:13;12:22;21:8;25:16;33:21;34:3;56:6;57:13;62:21;64:25;70:6,9;73:14,25;74:20;80:3,6,24;96:23
agendas (1)
73:23
ago (8)
6:16;18:9,12;21:21;28:17;36:20;72:22;79:16
agree (6)
25:3;34:8;51:16;61:1;64:14;71:20
agreed (1)
64:10
agreement (1)
86:18
agreements (2)
83:23;84:1
ahead (5)
26:11;45:18;54:4;68:11,17
air (1)
72:13
alcohol (2)
84:7;85:8
Alexander (52)

4:3,4,23,24;5:12,18,19;7:20,22;8:15,19;11:6;12:3,9,10;17:7,8;20:17;22:18,19;23:24;25:3;26:14;31:4,13;34:4;54:8;55:17,18;64:22;65:21,25;66:13;67:5,7,12;68:8,25;69:10,11;74:22,23;78:3;80:4,22,23;90:17,18;93:23;98:24;99:7,8
Alive (2)
6:8,16
allegedly (2)
46:25;48:20
Allegiance (1)
3:10
Alliance (1)
89:5
almost (2)
29:24;54:16
along (6)
7:3;24:19;68:24;84:18;93:16;95:7
Alterra (2)
34:21;54:18
always (5)
3:24;29:16,17;50:25;93:22
amazing (2)
43:13,19
amend (3)
19:14;25:17;70:10
amendments (1)
19:12
amount (1)
88:9
amounts (1)
70:22
analysis (3)
46:8,11;51:25
and/or (1)
83:21
ANDERSON (6)
7:13,13,21,23;97:9,9
announced (1)
14:14
annual (2)
14:19;54:17
anything's (1)
85:9
apiece (1)
79:6
apologies (2)
18:6;92:20
apologize (3)
7:25;64:2;97:17
apparently (2)
47:11;48:19
appeal (2)
28:24;32:14
appeared (1)
40:5
appears (1)
34:14
appellate (1)
32:23
Applause (4)
3:22;6:22;7:6;15:7
appliances (1)
75:12
applicable (1)
26:20
applicants (1)
60:25
application (5)
36:7,10;38:7;59:2;84:6
applies (1)
29:18
apply (2)
27:7,8
appoint- (1)
19:15
appointment (3)
18:11;95:6,18
Appointments (1)
91:22
appreciate (3)
3:13;39:15;87:13
appropriate (5)
3:6;20:3;34:22;47:17;58:14
Approval (8)
4:13;5:9;19:1,2;34:14;95:7,12,22
approve (3)
15:21;18:11;26:11
approved (2)
15:24;47:22
approving (1)
47:25
approximately (1)
99:20
area (3)
70:20;77:7;94:3
Arena (2)
16:1,24
argued (1)
71:24
around (5)
71:5;92:22;96:17;97:24,25
arrangement (1)
83:23
arrested (1)
83:1
aspect (1)
65:5
aspects (5)
40:16,23;59:14,24;84:21
assemblies (1)
70:18
Assembly (1)
81:5
assignments (1)
6:11
assist (1)
60:5
assistant (2)
22:15;24:23
associated (1)
59:20
Association (2)
14:18,20
assuming (1)
85:12
assure (1)
86:6
Athletic (1)
89:4
Atlanta (1)
15:23
attachment (1)
67:8
attended (1)
14:23
ATTORNEY (36)
10:16;11:12,22;16:20;19:11,19,21;20:7,11,20;24:6;25:19;26:22;28:7,13,23;29:14;30:3;31:10,16;32:15;33:11,14,17,22,24;45:20;70:11,12;72:8;74:15,17;79:24;90:9,12,14
attorneys (2)
87:2,3
audit (9)
13:2,3,5;47:16;52:1,16,17;59:22;92:23
audited (1)
98:11
auditor (2)
58:3,3
audits (1)
57:16
August (1)
46:6
authori- (1)
63:24
authority (5)
27:4;33:9;58:8,12;95:12
authorized (1)
34:11
automated (1)
43:21
automatic (1)
73:21
automatically (2)
18:20;42:10
available (3)
19:18,24;64:3
award (8)
3:17,18;6:15,16;14:15,16,23;15:12
awarded (2)
14:16,17
awareness (1)
21:17
away (3)
56:16,18;97:19
awful (1)
63:1

B

bachelors (1)
65:19
back (22)
28:9,17;29:4;30:8,17;32:3;45:23;49:19,25;51:5,9;59:21;66:25;68:4;71:5;72:5,24;78:10;79:7;81:21;95:24;98:1
background (1)
59:6
backup (1)
51:3
bad (2)
76:25;91:11
balance (1)
61:17
based (10)
23:3,5;35:20;42:23;43:2,6;44:6;60:2;63:22;76:7
basic (1)
37:4
basically (16)
35:24;40:1,20,24;41:3;42:15;46:19;47:20;48:22;50:3;51:7;53:25;58:10;61:5;63:24;80:19
basis (7)
34:12;35:24;37:9;42:7;46:2;55:9;75:13
Bates (62)
4:5,6,15,25;5:1,10,20,21;9:6,11,15,18,21;10:1;11:5,9;12:11,12;13:11;17:9,10;19:4;20:1,9,13,18,25;21:3;24:11;25:1,9;49:15;55:19,20;60:12,17,19;61:2,14;62:2;63:17;64:2,6,12;67:11;69:4,12,13;71:9,13;79:19;84:5;90:19,20;91:7,16;92:2,8,16,19;99:9,10
Bates' (1)
51:16
become (3)
6:12;47:20;76:22
bed (1)
91:15
begin (3)
56:10;72:1,14
behalf (1)
14:24
behind (1)
63:13
beneficial (3)
51:12;72:21;93:1
benefit (2)
42:4;89:4
benefits (2)
42:5,6
best (10)
22:2,10;24:1;31:25;34:15;66:18;78:5;83:4;89:11;94:13
better (5)
25:3;26:8;32:11;63:14;68:15
big (3)
44:23;75:5;97:16
biggest (3)
40:7,7;41:4
bill (2)
98:8,12
bit (10)
8:12;20:2;23:17;42:13,20;59:9;64:23;79:11;81:9;85:7
blogs (1)
7:16
board (3)
30:17;61:20;68:4
Boards (1)
91:22
Bob (1)
34:6
body (1)
49:5
book (2)
97:11,12
books (1)
57:23
both (9)
10:23;20:5,8,15,21;23:9;40:22;41:9;98:3
bottom (2)
34:3,5
box (2)
43:9,9
Boyer (1)
83:7
breed (1)
63:13
brief (1)
18:10
bring (7)
21:18;32:10;45:21;58:14;68:12;75:17;82:8
bringing (4)
4:1;77:17;93:18;94:20
broader (1)
85:14
brought (3)
21:20;54:20;58:12
bucks (1)

80:20
budget (3)
13:3;16:5;62:5
budgeting (1)
59:19
bugs (1)
44:2
building (2)
75:11,18
buildings (2)
92:22;98:13
bullet (1)
62:18
bullet-point (1)
24:17
bunch (1)
98:9
burden (1)
86:4
Bureau (2)
87:25;88:5
business (16)
11:4,18;15:3;17:24;18:4;28:6;29:10,21;31:14;32:13;34:10;63:11;66:1;73:1,7;77:13
businesses (20)
26:18,23,24;27:2,5;28:4,11,15,21;29:12,25;30:12,14,15;31:11,22;32:13;33:1;77:15;93:17
businesses' (1)
77:21
button (1)
42:7
buyer (1)
81:20

C

calculate (5)
36:22;37:8;38:9,11;42:6
calculated (3)
35:14;36:1;49:22
calculates (1)
35:24
calendars (1)
74:3
Call (13)
4:2,22;5:17;12:8;17:6;38:7;40:13;55:16;69:9;70:14;76:5;90:16;99:6
called (1)
40:14
call-in (1)
79:2
calling (1)
97:21
came (5)
34:19;36:4;58:23;81:14;82:16
can (67)
7:1;9:3,4;11:1;13:6,22;16:4;19:8,25;26:4,6;27:20;29:6;30:4,9,23;31:19;32:6;33:6,10;34:17;35:12,18,22;36:2,6,11,22;37:11;38:11,11;41:8,12;42:20;51:3;55:14;56:15,17;59:21;60:3,22;63:12,14;66:22;72:20;73:20;74:4,5,14;75:21;76:2;81:21;82:5,7;83:4,5;84:4;86:5,20;88:24;89:11,20;90:7,14;92:24,24;97:2
canceled (2)
96:10,11
candidates (1)
64:4
capability (2)
46:15,16
Cape (56)
39:10,12,18;40:20;41:1;44:3,22;46:9,15,18;47:19;48:8,11,14,16;49:2,11,23;51:22;52:3,5,7,24;53:1,4,6,9,12,17,19,22,24;56:3,5;57:7,10;59:8,11;60:16,18,23;61:5,16;62:20;63:4,19;64:5,9;65:10;66:19,24,24;67:2,18;68:1;69:21
Cape's (1)
51:24
car (4)
96:13,13,17;97:11
cards (1)
95:13
care (1)
85:24
career (1)
58:10
careful (1)
55:13
carried (1)
17:25
carrying (1)
60:6
Cary (1)
3:15
case (6)
49:2;50:14;53:24;57:25;84:16;95:18
cases (2)
77:14;93:17
cash (1)
59:19
categories (1)
23:4
causing (1)
39:23
caveat (1)
40:10
Cecil (2)
24:3;90:6
census (2)
23:6,10
CEO (2)
83:6;86:8
certain (3)
27:1;43:1;54:14
Certainly (3)
59:10;80:10;85:4
certificates (3)
25:22;27:12;30:1
chair (1)
83:6
challenges (1)
49:17
Chamblee (3)
22:20;23:14;25:4
change (8)
18:24;32:3;34:11;40:8,9,10;65:24;77:25
changed (1)
63:23
changes (5)
11:21;20:4;67:1;68:16,23
charge (6)
50:19;79:6,9;80:17,18;98:7
charges (1)
98:5
charging (2)
75:14;78:2
charity (2)
89:9,10
chart (1)
58:7
charter (5)
18:22,24;19:12,14;20:4
cheaper (1)
98:12
check (2)
32:2;42:3
checked (1)
39:16
check-in (1)
14:6
checking (1)
40:1
Chief (6)
15:15,17;42:12,15;87:6,9
child (1)
14:8
children (2)
7:2,2
chipper (1)
97:24
choose (1)
26:8
chosen (1)
15:10
cities (10)
14:17;23:19;27:3;31:19;44:17;77:15;93:1,24;94:1,8
Citizen (2)
3:18;97:21
citizens (1)
84:12
City (61)
3:18;14:22;15:14,22;16:10;20:14,23;21:8,15,21,21;22:4,6,15,20;23:1;24:14,18,24;28:11;31:19;32:18,18;33:8,9,10;34:14,16;40:16;41:15;44:19;45:5,20;60:10;63:10;67:11;71:1;75:9,17,20;76:4,13,22;81:11,13,25;84:12;85:14,20,21;86:16;87:3,14;88:16;89:3,24;90:8;93:21,24;94:8;96:18
City's (2)
14:14;16:9
claim (2)
48:21,23
clam (4)
78:19;97:23;98:2,3
Clarkston (1)
45:4
Class (5)
6:16;14:11;16:12,24;91:13
classes (1)
15:25
cleaning (1)
86:14
cleanliness (1)
86:13
clear (2)
52:22;59:13
CLERK (56)
4:3,5,7,9,11,23,25;5:2,4,6,18,20,22,24;6:2;10:8,22;12:9,11,13,15,17;17:7,9,11,13,15;25:14;48:6,9,12,15;55:17,19,21,23,25;69:10,12,14,16,18,23;73:18;90:17,19,21,23,25;92:18;97:2;99:7,9,11,13,15
click (1)
42:7
client (1)
40:2
clients (1)
41:3
clock (3)
50:22,23;95:5
clocking (3)
50:17;51:2,2
close (1)
93:14
co-coordinator (1)
83:8
Code (24)
26:17,19,25;27:6,14,15,16,22;28:1,6,9;31:3,7,8,8,24;70:20,23;71:21;74:21;75:8,14,16;76:1
co-host (1)
83:7
collect (4)
77:10;80:16,19;88:23
collected (1)
93:18
collecting (1)
75:10
collection (1)
59:20
comfortable (3)
16:21;24:23;32:11
coming (10)
3:19,25;63:12;67:23;70:17;71:5;91:17,20;93:2;94:22
commence (1)
68:22
comment (8)
14:10;21:14;32:6;51:17;85:8;87:13,15;90:6
commentary (1)
72:9
Comments (8)
7:9,10,11;62:15;93:3;97:3,8;98:20
commingled (1)
29:10
Commissioner (27)
34:1;70:5;80:25;81:10,12;83:7,13,16,18;84:8;85:4,25;86:2,5;87:8,12,19,22;88:1,8,11,15;89:13;91:3,5,9,13
Commissioners (1)
90:1
Commissions (1)
91:22
commitment (1)
6:18
committee (3)
86:9,10,13
Committees (1)
91:22
common (2)
72:11;74:5
commu- (1)
6:18
communication (1)
20:15
communities (1)
14:22
Community (1)
23:2
comp (4)

35:14,18,25;37:8
companies (2)
37:7;43:4
company (2)
43:25;49:18
compared (2)
37:3;88:3
comparison (1)
35:4
competent (1)
54:15
complete (1)
13:2
completely (1)
30:6
complex (4)
36:18,21;42:25;43:5
complicated (3)
36:3;37:2;38:11
complications (1)
40:5
comply (1)
28:11
compromise (1)
73:4
computerized (3)
46:19,20;47:19
concentration (2)
65:16,17
concern (5)
46:22;48:18;80:15;
93:8,15
concerned (6)
28:20;40:3;54:10,23;
64:14,17
concerns (4)
55:1;63:1;72:3;93:8
concur (1)
60:12
conduct (1)
27:11
conference (2)
14:20,23
confusion (2)
48:7;96:16
congratulate (2)
15:2;94:20
consider (2)
66:20;71:6
consideration (1)
70:16
considered (1)
78:14
consistent (2)
20:14;29:5
consolidating (1)
71:20
construction/demolition (1)
78:16
consultant (4)
39:12;57:22;58:10;
69:2
contact (1)
20:22
contemplate (1)
30:22
contract (5)
15:21;16:18,21,23;
18:2
control (1)
83:17
Convention (2)
87:24;88:4
conversation (2)
30:9,16
conversations (1)
70:20
conversion (1)
49:24
convert (2)
49:24,25
converting (1)
57:4
Cooley (6)
14:22;70:19;81:6;
84:20,25;88:20
cooperate (2)
20:8,21
coordinate (2)
83:20;86:16
coordination (1)
85:5
copies (1)
6:9
copy (2)
64:20;91:3
Cornelia's (1)
24:15
correctly (3)
49:22;50:15;84:2
cost (10)
16:5;23:20;49:8,25;
58:17,25;62:4,19;85:21;
92:23
costing (2)
77:2,8
costs (6)
54:17;62:9;77:9,9;
80:18;90:11
Council (40)
8:9;10:12;15:19;
16:16;17:24;18:9,10,13,
14,15,21;19:9;21:12,24;
23:11;25:20;26:13;
27:18;28:19;29:15;
30:24;32:14;33:3,10;
34:11,23;44:4;46:1;
53:5;64:17;68:9;69:1;
70:12;73:8,19;74:24;
81:7;82:1;84:17;96:20
Councilman (1)
95:2
Councilmember (317)
4:3,4,5,6,7,8,9,10,11,
12,15,17,23,24,25;5:1,2,
3,4,5,6,7,10,12,18,19,20,
21,22,23,24,25;6:2,3;
7:20,22;8:15,17,19;9:6,
11,15,18,21;10:1,4,13;
11:5,6,7,9,15;12:1,3,9,
10,11,12,13,14,15,16,17,
18,19,23,25;13:8,11,14,
15,20,24;14:5;16:17,22;
17:1,7,8,9,10,11,12,13,
14,15,16,19;18:1,5,8;
19:4,6,7,17,20,23;20:1,9,
13,17,18,25;21:2,3,5,7,
10;22:11,19;23:22,24,
25;24:3,10,11,22;25:1,8,
9,12;26:14;28:5,8,14;
29:9,16,23;31:4,13;32:5;
33:8,12,16;34:4,8;35:11;
40:18,24;44:16;45:8,10,
14;46:4,7,17,22;48:4,18;
49:10,13,15;51:15,24;
52:4,6,20,21,25;53:2,5,7,
10,14,18,20,23;54:4,8,
10;55:5,12,17,18,19,20,
21,22,23,24,25;56:1,8,9,
19,24;57:3,6,8,11,15;
59:10;60:12,17,19;61:2,
14,24;62:2,3,11,12,14,
17;63:17;64:2,6,12,13,
22;65:18,21,23,25;
66:11,13,23;67:5,7,11,
12,22;68:5,19;69:4,10,
11,12,13,14,15,16,17,18,
19;70:2;71:9,12,13;
72:19;73:10;74:7,10,13,
23;77:4;78:6;79:13,19,
20;80:4,7,11,14,23;
83:11,14,17;84:5,20;
85:17;86:1,3;87:12,14,
20,23;88:2,9,12,18;
89:23;90:3,5,10,13,17,
18,19,20,21,22,23,24,25;
91:1,7,16,19,25;92:2,4,7,
8,9,12,15,16,19,20;96:3,
6,22,25;97:5;98:24;99:1,
7,8,9,10,11,12,13,14,15,
16
Councilpersons (2)
81:11;82:24
Councilpersons' (1)
89:10
Council's (1)
67:3
Councilwoman (5)
68:8,25;82:17;86:24;
89:7
count (1)
23:10
counties (1)
77:15
country (1)
94:4
County (12)
78:9;79:1,12;83:12,
15,25;84:2,11,12;88:3;
89:3;96:7
County's (1)
86:6
couple (11)
14:1;28:19;35:17;
37:24;38:1;39:18;44:14;
50:11,19;59:11;82:17
course (6)
18:20;66:23;82:1;
83:19;84:12;86:15
cover (4)
61:3,14;77:12;84:4
covered (2)
49:6,7
covers (3)
29:24;61:16,16
CPA (3)
61:22;65:1;66:3
crafted (1)
63:17
crannies (1)
72:25
CRAWFORD (4)
93:5,5;94:17;97:13
create (2)
33:6;57:1
created (1)
6:10
creating (1)
38:23
Creek (1)
45:5
criteria (4)
22:22;24:5;25:5,24
cross (1)
31:3
cross-reference (2)
30:21;33:5
Crystal (1)
58:21
current (11)
23:13;34:13,21;49:15;
51:18;60:20,20;61:22;
63:15;75:8;78:10
Currently (1)
83:18
curve (3)
40:10;43:20,21
customers (1)
40:8
customize (1)
44:25
customized (1)
36:13
cut (2)
25:6;78:21
cutting (1)
77:20
cycle (1)
59:22

D

daily (2)
6:11;35:24
dance (1)
16:2
data (12)
23:1,3,13;39:7;49:24,
25;50:1,3;57:4;60:9,10,
11
date (8)
13:22;45:16;46:4;
57:4;69:24;73:20;74:5;
92:5
dates (2)
10:23;73:22
day (14)
6:10;13:20;14:19;
35:25;37:6;48:21,23;
79:15,17;86:18;91:14;
95:15;96:14,19
days (8)
69:25;70:1,2,3,4;
87:16;96:9,11
deal (3)
29:7;39:23;42:16
dealing (1)
30:1
debris (3)
78:16;97:23;98:4
decide (1)
52:7
decided (1)
33:6
decision (2)
32:20;50:18
decisions (4)
43:2;62:6,10;71:15
deduce (1)
75:22
deductions (1)
50:5
default (1)
29:4
defer (4)
8:12;9:4,18,19
define (3)
51:25;52:14,15
defined (4)
25:24;26:6;52:18;58:5
definitely (7)
22:16;36:2;39:24;
60:7;62:4;68:1;77:1
definition (1)
26:3
degree (5)
22:4;65:6,11,19;66:1
Dekalb (19)
8:10;78:9;79:1,11;
81:1;83:12,15,25;84:2,
11,12;86:6;87:24;88:3,
4;89:21,24;90:1;96:7
deliver (1)
36:8
denied (1)

25:25
deny (2)
28:18;32:12
denying (1)
32:9
Department (16)
8:23;15:22;16:5,8,9;23:2;42:18;44:24;75:21;82:15,16;84:17,21;86:11;90:7;95:11
departments (3)
42:20;85:16;86:10
depends (1)
50:24
Description (9)
21:9,15;24:15;58:2,15;59:25;63:18;66:10;67:16
descriptions (1)
21:22
description's (1)
68:22
deserve (1)
72:7
designed (2)
36:25;43:4
desirable (2)
62:17;66:14
desired (5)
60:24;61:25;62:4;65:2;66:4
desires (1)
71:1
detail (1)
24:17
detailed (1)
35:19
determine (1)
63:21
develop (1)
49:4
development (2)
66:6;81:24
device (1)
52:13
devote (1)
71:17
dialogue (1)
72:23
dialogue-type (1)
73:6
difference (1)
41:7
differences (1)
35:13
different (13)
20:2;21:23;23:16,17;27:5;35:7,17,18;40:22;42:19;43:12;44:24;50:17
differential (2)
23:21;37:2
difficult (2)
41:11;62:9
difficulty (1)
28:16
digest (1)
81:22
diligence (1)
39:19
dining (1)
7:18
direct (1)
45:20
direction (5)
71:20,22;93:25;94:1;95:3
director (13)
14:9;46:10,14;57:20;58:1,13;59:15,17;63:5;65:11;67:24;68:21;87:10
directors (2)
60:10;96:4
dirt (1)
75:11
disagree (1)
71:22
discarded (2)
75:11,11
discipline (1)
65:22
discuss (2)
9:4;72:1
discussed (5)
26:15;71:24;74:24;77:24;85:7
discussing (3)
9:14;71:18;80:8
Discussion (15)
4:18;5:13;8:13;9:1;12:4;17:2;18:12;47:4;54:9;69:5;70:24;74:21;78:8;90:4;99:2
disposed (1)
75:20
distribute (1)
24:7
District (2)
81:12,13
doctor's (2)
95:5,18
Document (5)
14:15;19:24;24:7;25:20;73:5
documentation (1)
38:10
documents (1)
10:17
dollar (1)
88:7
dollars (4)
88:24;97:20;98:15,16
donation (1)
89:9
done (17)
3:5;9:7;13:5,12;36:3;37:21;48:9;49:11,21;52:16;54:3;55:8;57:22;63:3;81:25;88:21;96:17
Doraville (17)
28:11;32:17;63:10;67:14;75:20;81:13;84:13;85:9,14;87:16,18;88:6,16;89:11,24;96:9,11
Doraville's (1)
15:22
double (1)
51:7
double-check (1)
40:15
do-with-this-thing-to-make-it-better (1)
71:8
down (11)
23:5,7,8;36:4;37:15;43:15;44:9,11;45:15;66:25;92:10
dozen (2)
75:4,7
Dr (1)
22:24
draft (3)
13:2;24:7;63:18
Drake (3)
6:6,10,24
drawing (2)
30:17;68:4
Drive (3)
94:19;97:24,25
driven (1)
54:25
drivers (1)
31:21
due (3)
26:7;39:18;49:25
dump (4)
76:15,19;97:15,25
dumpster (2)
77:22;97:15
Dunwoody (2)
67:15,16
during (1)
67:19
duty (1)
32:16

E

earlier (5)
11:2;28:10;46:23;60:8;86:15
early (3)
13:5,12;14:6
earnings (1)
56:22
easily (1)
33:6
East (1)
79:16
easy (1)
43:22
economic (1)
81:23
Education (2)
6:15;24:20
effective (1)
59:1
efficiency (1)
41:10
effort (1)
50:24
eight (3)
35:25;36:20;38:12
eight-year-old (1)
91:14
either (2)
22:14;25:25
elaborate (1)
59:8
Elaine (1)
83:7
elec- (1)
49:20
election (6)
18:17,18,19,23,25;21:17
electric (1)
98:12
electrical (1)
98:8
electricity (1)
82:14
electronic (6)
48:3,10;49:16;52:9,10;54:2
electronically (1)
68:10
electronics (5)
76:18,20;93:11;97:14,16
Elementary (1)
3:14
elements (2)
49:7;61:17
else (6)
8:3;38:14;45:9,21;97:7;98:20
e-mail (3)
22:1;23:12;68:10
e-mailed (1)
26:16
emergency (4)
34:12;46:1;55:9;83:22
emphasize (1)
96:1
employee (13)
29:21;38:25,25;39:4;41:19,20;50:4,22;51:8;77:9;95:1,4,14
employees (9)
15:14;38:3;41:21;42:1,11;46:24;47:24;50:16;51:1
employees' (1)
95:23
emulate (1)
94:10
enables (1)
31:23
end (5)
28:1;30:11,18;52:19;70:7
ended (1)
53:21
ends (1)
38:23
enforce (1)
58:6
enforcement (1)
47:11
enough (5)
16:25;75:5;96:23,25;97:1
ensure (1)
20:11
enter (3)
39:4;51:4,6
entered (1)
47:22
entering (3)
38:24,25;47:24
enterprise-wide (2)
59:1,2
entire (3)
45:1;86:9,13
entities (1)
88:24
entity (2)
44:25;85:24
environment (5)
52:9,10,13;54:1,2
environmental (1)
93:9
EPA (1)
93:12
equipment (1)
78:17
equivalent (2)
65:2;66:4
ERP (1)
59:1
errors (3)
38:24;51:21;52:4
escalated (1)
88:16
escort (1)
31:21
especially (2)
36:12;41:11
essentially (1)
47:15
Estate (2)
8:25;11:23
etc (7)

47:8,8;54:21,21;
80:17,17;85:5
evaluate (1)
49:20
evaluating (1)
71:18
even (17)
23:18;36:3,4;38:11;
43:10;51:13,13;58:5;
70:14;71:6,25,25;72:15;
77:25;93:8,25;94:2
evening (5)
21:19;22:1;24:8,9;
81:10
event (15)
25:25;76:20,21;81:15;
82:4,11;83:4,5,8,9;84:6;
85:3,10;86:7;88:17
Events (3)
70:10,19;85:23
event's (1)
85:19
eventually (1)
48:24
Everybody (1)
74:11
everybody's (1)
58:18
everyone (2)
32:25;74:3
everywhere (1)
29:18
exactly (2)
44:6;68:2
example (7)
22:2,3;27:2;65:1;66:3,
3;67:15
exceed (2)
35:25;36:23
Excellence (1)
6:15
except (1)
75:12
excess (1)
89:8
excessive (1)
79:21
excited (1)
93:2
exciting (1)
14:13
Excuse (1)
18:1
excused (1)
91:10
Executive (5)
9:1,7,10,24;11:23
exempt (1)
85:2
existing (1)
57:4
expense (1)
16:14
expenses (1)
17:20
expensive (1)
35:8
experience (15)
22:5,8,14;24:20;25:2;
37:18;58:19,20;60:1,3,4,
4;61:1;65:3;66:4
experienced (4)
25:10;57:19;60:14;
61:19
expired (1)
18:16
expressly (1)
27:3
extend (1)
16:18
extensions (1)
13:10
extra (4)
7:25;36:16;42:10;
50:23
extract (2)
50:4,6
extracted (1)
51:20
extremely (1)
67:19
eyes (1)
36:25

F

faced (1)
38:20
facilitate (2)
20:24;72:8
facing (1)
45:25
fact (2)
27:20;47:10
fails (1)
95:5
fair (2)
42:19;76:12
Fairburn (1)
45:2
faith (2)
36:11,14
fall (3)
23:10;27:2;28:8
familiar (1)
58:18
family-oriented (1)
82:12
fan (1)
72:5
far (11)
25:4;57:22;66:13;
78:25;84:9,13,22;90:8;
93:7,21;98:5
favor (1)
28:21
favorite (2)
89:9,10
featured (1)
6:7
fee (8)
73:12;75:13;76:6;
77:24;78:1,2;80:9,12
feedback (2)
10:20;21:23
feel (2)
18:14;20:22
feelings (1)
20:19
fees (4)
16:7,10;77:8,12
fee-schedule (1)
79:11
felt (5)
22:9;34:23;46:1;
70:20;73:2
Festival (8)
8:10;81:2,17;86:9,10,
13;89:22,25
feverishly (1)
88:23
few (4)
6:15;57:16;63:23;
76:13
field (1)
66:2
fifty (1)
97:20
fight (1)
20:6
figure (1)
78:4
figures (1)
51:19
final (1)
14:19
finalized (1)
68:23
finance (12)
16:9;46:9,14;57:14;
59:15,16;60:9;63:5;
65:10,16;66:7;67:24
financial (13)
39:12;52:17;57:17,20;
58:1,4,4;59:18,22;65:3;
66:5;68:20;96:4
financially (3)
87:16,18;88:14
find (7)
55:14;60:25;65:10;
93:24;94:1,8,13
finding (1)
34:25
fine (13)
8:15,19;9:19;10:5,24;
22:11;29:7;34:4;58:16;
66:11;68:7;73:15;74:10
finished (1)
62:2
fire (2)
33:10,12
First (18)
8:25;11:19;13:9,11;
28:23;32:8;36:24;37:24;
38:1,12;44:13;50:10,25;
70:10,15;71:7;73:12;
86:23
fiscal (8)
45:24;52:22;53:4,10,
12,15,17,18
fit (3)
19:15;43:8,9
fitness (3)
14:11;15:25;16:24
five (6)
9:22;21:22;22:14;
45:3;72:6;87:23
five-year (1)
24:23
fix (4)
63:2;76:2,5,11
fixed (2)
48:25;77:1
Fleming (96)
4:7,8;5:2,3,22,23;10:4,
13;11:15;12:13,14,19,
23,25;13:8,14;14:4,5;
16:1,24;17:1,11,12,19,
24;18:1,5,8;19:7,17,20,
23;21:2,5,6,7,9,10;
23:22,25;24:22;25:8,12;
26:15;28:5,8,14;29:9;
32:5;34:8;44:16;45:8,
10;46:7,17;51:15,24;
52:4,6,20;55:21,22;56:9;
62:11,14;67:5;69:14,15;
71:9,12;72:2,19;73:10;
74:7,10;78:6;87:12,20,
23;88:2,9,12,18;89:23;
90:21,22;91:19,25;92:4,
7,9,12,20;97:5;99:11,12
flow (1)
39:7
follow (3)
26:7;39:1;61:7
following (1)
76:16
follows (1)
19:15
Food (5)
8:10;81:2,17;89:22,25
foot (2)
31:15,16
footed (1)
90:10
force (1)
77:20
Ford's (2)
22:24,24
Forest (2)
16:1,24
forget (1)
95:17
form (3)
13:2;16:2;96:21
formal (1)
82:22
format (2)
11:13;19:8
forth (2)
27:15;72:24
forward (12)
13:6;19:24;20:4;
22:25;24:1;26:4;37:6;
46:2;62:21;70:16;72:17;
74:18
found (1)
48:24
four (5)
18:11;44:17;72:6;
78:11;79:5
fourth (1)
96:14
frame (2)
10:18;52:1
framework (1)
70:17
franchisee (1)
75:9
frankly (2)
30:5;47:15
Fraysse (1)
97:10
free (7)
7:24;20:22;77:7,18,
19;79:15;94:22
freeze (1)
68:20
Freeze/Advertise (1)
57:14
Friday (3)
14:18;82:25;87:9
front (2)
31:11;35:4
full (3)
39:14;65:1;66:2
full-time (1)
80:19
functions (1)
59:18
fund (3)
61:3,16,17
funds (2)
51:13;61:15
furniture (2)
75:12;78:20
further (3)
27:4;31:19,23
future (3)
26:9;32:10;58:25

G

GAAP (5)
61:3,5,6,8,11

garbage (1)
75:18
GASB (1)
61:19
gave (3)
67:8,14,14
general (5)
16:7;18:16;27:9;81:4;
96:8
Generally (5)
32:15,18;61:11,13;
71:22
Georgia (7)
14:17,20,22;92:23;
94:3,21;98:10
gets (3)
14:10;20:12;44:12
G-GAAP (1)
61:8
given (1)
14:18
glad (2)
80:1;96:7
GM (5)
81:15,17;82:8;83:1;
84:1
GMA (1)
63:20
goal (1)
6:25
goes (5)
37:6;48:1;84:19;
91:15;95:7
gold (1)
31:20
Gonzalo (2)
3:7,18
good (14)
13:6;15:9;16:25;19:5;
20:21;26:10;48:5;66:9;
81:10;83:9;86:17;89:2;
97:18;98:7
Goods (5)
74:22;75:15;76:6;
78:14;93:7
government (10)
22:8;40:15,17;41:11;
43:11,11,11;61:9;77:6;
85:1
governmental (11)
22:5;35:13;58:19;
59:14;60:2,4;61:3,6,8,
13,20
governments (4)
35:17;37:8;41:21;
42:24
grant (1)
16:23
grants (1)
98:16
great (12)
14:25;39:23;43:25;
57:22;74:17;78:7;82:4,
11;87:19;93:6;94:21,24
greater (1)
18:17
green (1)
6:12
group (2)
14:21;37:21
groups (1)
27:5
guess (9)
26:14,18;31:4;32:2;
35:11;48:25;52:2;80:14;
98:8
guest (1)
6:6
guidelines (2)
76:17;94:4
guys (6)
15:21;23:13;43:22;
54:23;84:4;98:1

H

half (5)
36:2;38:13;47:1;
48:22;72:22
Hall (3)
20:15;76:4;96:18
hand (1)
24:9
handle (7)
35:18,22;42:22;43:24;
55:10;56:20;78:5
handled (1)
55:10
hands (1)
39:13
hands-on (2)
67:17;68:2
happen (4)
36:6;37:12;43:18;49:4
happens (6)
29:20;37:14;39:7;
42:9;56:21;86:18
happy (3)
42:1;72:10;96:22
hard (2)
66:16;82:5
HART (3)
96:7,24;97:6
hauling (2)
75:10;97:19
Head (5)
8:23;11:7;24:23;
43:16;74:15
health (1)
86:11
hear (1)
30:16
heard (1)
93:8
Hearing (20)
25:17;26:16,20;27:11,
15,18,19,24;29:17,19;
30:2,5,9,23,24;31:1,1;
32:24;72:25;73:1
hearings (2)
25:24;28:2
heath (1)
42:8
heating (1)
94:23
heavy (1)
65:16
held (2)
28:2;85:19
hello (1)
91:15
help (2)
72:12;89:6
helping (1)
87:18
helps (1)
63:9
Hi (1)
15:19
highest (1)
66:22
highlight (1)
23:12
highlighted (3)
23:4,9,11
highly (1)
40:12
Hightower (2)
3:3;6:7
hire (1)
80:19
hired (1)
54:18
hiring (3)
22:23;57:13;68:20
Hm (1)
7:23
hold (1)
81:16
holding (1)
56:3
home (2)
77:17;93:18
homes (1)
77:11
honest (1)
88:6
honor (1)
15:5
honorary (1)
83:6
honored (1)
3:16
hope (4)
20:5;81:19;89:8;93:11
hopeful (1)
32:10
hopefully (3)
19:25;81:20;82:25
hopes (1)
15:20
hoping (1)
82:10
hour (1)
78:23
hours (11)
16:12,13;35:25;36:23;
37:1;38:12,13;42:25;
47:1;48:21,23
house (2)
20:3;75:3
houses (1)
75:5
Howe (2)
15:4,10
HR (2)
40:22;43:25
hundreds (1)
98:15
hurt (1)
20:19

I

idea (5)
20:21;46:10;73:16;
93:6;94:24
immediately (2)
55:11;56:14
immense (1)
70:22
implemen- (1)
66:6
implement (5)
37:5,12;41:16;58:6;
78:1
implementation (5)
35:21;36:5;43:16;
44:5;56:16
implemented (1)
41:13
implementing (4)
36:9;37:14,22;45:4
import (1)
56:22
importance (1)
27:20
important (8)
13:7;24:17;26:2;
57:18;60:1,1;62:23;
67:19
improperly (1)
78:15
improved (1)
70:21
Inaudible (1)
15:17
inclined (1)
18:14
includes (2)
59:19,25
incon- (1)
29:1
incorrect (2)
63:24;95:24
incorrectly (1)
50:16
incumbent (1)
95:11
indemnify (1)
84:11
indicate (1)
79:8
indicated (3)
18:12;21:12;49:16
industries (1)
31:18
industry (1)
31:15
inefficiencies (1)
38:24
information (7)
9:3;15:12;22:20,21;
50:5,6;95:24
innovative (1)
6:12
input (1)
70:24
insert (1)
78:7
inside (1)
40:21
instance (2)
47:2;62:7
institute (2)
76:5,6
instruction (1)
6:11
instructor (1)
16:9
instructor's (1)
15:21
insurance (3)
42:8;84:2,10
interest (2)
50:10;71:16
Interesting (3)
7:23;45:7;50:9
intergovernmental (1)
83:23
internal (1)
33:7
internally (1)
62:8
International (5)
8:10;81:2,17;89:21,25
intervals (2)
36:1;43:2
interviewed (1)
54:20
interviews (1)
68:13
into (20)
24:16;26:4;28:21;
35:19;39:24;43:8;48:1;

51:20;58:9;60:19;63:9,12;64:20;71:21;75:17;76:21;78:8;93:20;94:22;97:5
introduce (2) 6:5;35:1
invested (2) 60:15,16
investments (1) 59:19
invited (1) 82:24
invoice (2) 79:8;80:16
involved (2) 15:4;85:13
involving (1) 73:7
issue (9) 29:7;35:15;39:24;40:7;41:4;49:18;61:21;76:10;77:23
issues (8) 32:7;40:2;45:25;55:10;64:21;84:24;85:24;94:23
item (8) 9:2,4;56:6;70:6;73:11;74:8;76:7;78:13
Items (8) 7:9,12;8:4;72:20;76:15;77:14,14;78:7

J

Janet (4) 15:23,24,24;16:23
January (4) 48:14,16;52:8,12
Jenkins (1) 84:14
Job (12) 21:9,15,22;24:12,15,16;39:13;57:22;58:2;59:24;63:18;66:10
JOHN (2) 15:17;42:15
John's (1) 45:5
joke (1) 76:23
July (2) 52:11;78:11
June (3) 52:8;53:21,22
junk (1) 8:1
jurisdiction (1) 40:21

K

keep (1) 73:13
keeping (1) 95:13
keyed (1) 51:19
kids (1) 6:13
kind (10) 24:4;37:10;45:7;54:17;59:22,25;82:13;87:1;94:12;95:2
KING (3) 15:17;42:12,15
knew (1) 63:23
knowledgeable (1) 84:19
knows (4) 25:10,11;37:4;75:22
Kristen (3) 6:6,14,24
kudos (1) 15:13

L

labeled (1) 97:16
labor (5) 38:18,21;41:5;42:19;95:15
laid (2) 27:14,25
landfill (1) 77:8
landfills (1) 93:11
language (5) 25:21;31:7;66:12,14;68:8
large (2) 77:14,14
Larry (1) 84:14
Last (16) 3:14;45:24;52:22,24;53:4,10,12,15,18;57:16;58:23;65:7;70:13;71:3,3;74:4
late (1) 21:25
later (4) 8:12;24:8;78:12;97:3
Latin (1) 16:2
law (4) 26:25;27:3;47:11;60:6
lays (1) 25:21
LCI (2) 14:14;15:2
lead (2) 27:20;83:25
League (1) 89:5
lean (1) 29:22
leap (2) 36:10,14
learn (3) 63:10,10;94:15
learned (2) 61:23;66:16
learning (2) 6:13;40:10
least (15) 22:14;37:23;45:3,24;51:3;58:20;60:13,20,25;63:9;65:2,19;72:14;73:15;79:3
leave (3) 11:2;80:3;95:17
LED's (2) 98:10,13
left (1) 75:19
legal (9) 16:19;66:15;76:3;82:15,16;84:1,17;85:16;90:7
legislation (1) 19:3
legislative (3) 19:10;20:4;21:13
legislature (1) 19:14
less (10) 18:15;54:24,24,24,25,25,25;58:5;66:18;75:6
lesson (1) 66:16
lessons (1) 6:11
letter (3) 57:1;81:1;86:23
level (3) 23:6;24:20;47:12
LEVERIDGE (18) 35:2,2,16;41:7;42:22;44:9,19,23;50:8;51:23;56:7,12,15,21,25;57:5;69:21;95:9
Levetan (1) 83:7
Lianne (1) 83:6
License (5) 25:18,25;32:25;33:2;85:9
licensed (1) 36:19
licenses (1) 32:19
Lift (2) 57:13;68:20
light (1) 6:17
lights (1) 82:14
limit (3) 7:9;31:7;66:21
Lindy (2) 94:18,18
lines (1) 93:16
list (7) 31:10,13,18,22;40:14;69:24;72:1
listed (1) 7:15
listening (1) 71:18
listings (1) 24:13
literature (1) 63:25
litigate (1) 26:8
litigation (2) 26:6;27:21
little (18) 3:17;8:12;11:2;20:2;35:8;36:13;41:16;42:13,20;48:7;59:9;63:14;64:13,23;79:11;81:9;85:7;96:15
living (1) 23:20
locally (1) 31:14
located (1) 34:14
location (1) 71:21
log (2) 41:24,24
log-in (1) 41:23
long (8) 34:15;37:9,11;46:13;50:18;68:10,12;79:16
longer (1) 70:8
look (25) 19:24;24:8;31:25;33:25;35:5;36:11;43:1,4;49:3;52:8,11;55:14;70:17;72:11,11;73:6;74:3,17;75:8;79:22;80:2;83:1,8;93:19;97:5
looked (3) 27:7;50:3;98:5
looking (12) 23:16;47:14,16;58:15;65:18;68:12;76:21;78:10;84:9,15;91:10;94:5
looks (2) 58:16;75:13
loophole (3) 48:25;49:1;55:14
lot (8) 37:13;47:12;61:7;63:2;71:23;72:10;79:14;93:1
lots (1) 44:24
Lucia (2) 3:7,19
lumped (1) 28:20

M

ma'am (2) 25:14;56:5
Madam (1) 91:9
mainly (1) 36:25
major (1) 68:10
making (3) 39:24;60:2;96:8
man (1) 8:2
management (2) 59:18,23
Manager (15) 21:9,15,21;22:4,15,15;24:24;32:18,19;33:9,9,10;84:14;87:4;93:21
managers (5) 23:1;38:4;60:10;93:24;94:8
manager's (2) 22:6;24:18
managers' (1) 21:22
manipulated (2) 46:25,25
manual (3) 49:3;52:12;54:1
manually (3) 48:10;51:4,6
many (8) 6:25;14:17;35:7;40:18;71:14;76:24;77:10;93:17
Maria (1) 97:17
marketing (1) 88:7
Mary (2) 35:2,2
MAS90 (3) 58:21;60:14;62:16
Massage (5) 25:18,22;28:5;31:15,17
masters (1) 22:4

matching (1)
98:16
material (4)
75:11,19;78:17,21
materials (1)
75:18
may (9)
9:6;48:6;52:4;58:25;
69:23;71:10;78:9;82:13;
88:2
maybe (6)
14:10;24:5;50:14;
51:10;63:22;93:18
MAYOR (165)
3:2,12,24;4:13,16,18,
22;5:8,11,13,17;6:4;7:8;
8:3,8,18,21;9:9,13,17,19,
23;10:2,5,9,19,22,24;
11:8,11,14,17,24;12:2,4,
8,19,21,24;13:1,18,22,
25;14:12;15:9,18,19;
16:16;17:2,6,17,23;18:4,
7;20:22;21:6,8;22:18;
24:21;25:15,19;26:13;
27:18;29:15;30:24;
32:14,17,20;33:3,12,20,
23,25;34:6,9,19;36:15;
39:10;42:12;44:4,8,15;
45:9,17,20;46:6,12;54:7,
9;55:4,7,16;56:2,6,11,
12;57:12;59:7;62:20;
63:25;64:7,10;67:3,10,
21,25;68:3,18,21;69:3,5,
9,20,23;70:3,12;73:8,9;
74:2,9,11,16,19,23;76:3;
78:3;79:22,25;80:5,10,
13,21,24;81:11;82:1;
86:23;87:5;88:19;89:9,
12,15,19;90:2,4,15;91:2,
8,9,12,17,21;92:3,6,11,
14,21;94:17;95:25;96:5;
97:7;98:19,25;99:2,6,17
MBA (2)
65:11,14
McCAIN (58)
4:3,5,7,9,11,23,25;5:2,
4,6,18,20,22,24;6:2;
10:8,22;12:9,11,13,15,
17;17:7,9,11,13,15;
25:12,14;48:6,9,12,15;
55:17,19,21,23,25;67:8;
69:10,12,14,16,18,23;
73:18;90:17,19,21,23,
25;92:18;97:2;99:7,9,11,
13,15
McLENDON (40)
10:16;11:12,20,22;
16:20;19:7,11,19,21;
20:7,11,20;24:6;25:18,
19;26:22;28:7,13,23;
29:14;30:3;31:10,16;
32:15;33:11,14,17,22,
24;37:10;70:11,12;72:8;
74:15,17;79:22,24;90:9,
12,14
mean (21)
7:12;9:21,22;33:14;
36:6,22,23;38:2;50:19;
51:5,7,10;53:3;64:5,14;
76:22,24;93:14;95:8,14,
17
means (1)
95:10
meant (1)
59:15
meantime (1)
79:25
meet (4)
19:15;76:3;83:19;87:6
meeting (14)
9:5,20;10:3,6;13:3;
19:18;30:19;47:4;71:3;
82:21,22;84:18;99:17,20
meetings (4)
72:6;82:17,18;86:20
meets (1)
32:4
Melissa (2)
64:1;66:25
members (1)
69:1
men (1)
81:11
ment (1)
19:16
mention (1)
60:13
mentioned (11)
18:9;21:25;40:11;
51:15;57:21;58:1,2;
60:8;68:8,23;97:10
metro (1)
77:6
might (8)
11:2;50:10;66:19;
72:12;81:7;83:3;93:19;
95:19
migrate (3)
49:20;54:5;59:1
migration (1)
50:1
Milken (1)
6:15
mind (7)
10:13;39:11;56:3;
59:8,8;68:3;70:7
minimum (1)
78:22
minute (2)
36:1;56:4
minutes (4)
4:14;5:9;7:10;93:4
mis- (1)
9:11
misinterpreted (1)
44:13
misread (1)
7:25
miss (1)
51:2
missed (1)
73:24
missing (1)
63:22
mistakes (1)
94:15
mode (1)
48:2
modified (1)
26:19
modify (6)
29:19,19,24;30:22;
31:6;74:21
module (2)
51:18,19
molding (1)
43:9
Mom (1)
4:1
money (6)
77:3,3;88:10;89:1;
92:25;93:19
monitors (1)
43:25
month (2)
51:8;72:6
months (10)
13:5;18:15,17;37:24;
38:1;50:11,20;54:1,1;
78:11
more (17)
15:12;17:20;18:14;
23:19;25:2;35:8;36:3;
40:3;48:5;63:10,10,15;
64:23;67:16;73:6;93:9;
97:25
most (8)
3:6;41:1,20;43:3;
61:18;63:7;72:21;77:11
motion (26)
4:14;8:17;11:10,12,
14,25;16:17,23;24:1;
45:11,15,17,19;47:4,18;
49:14;52:22;53:9,25;
54:5;55:8;68:18,19;
89:20,24;98:24
Motor (2)
11:20;12:19
Motors (2)
81:4;96:8
move (10)
10:3,10;11:1,17;13:6;
34:2,23;46:2;62:21;
72:17
moved (6)
4:15;5:10;12:1,21;
70:6;92:3
moving (3)
11:15;18:2;34:5
MPA (2)
65:11,14
MS/MA (1)
66:1
much (22)
6:24;33:23;36:3;38:2;
44:1;49:8;55:3;58:5;
63:6;69:20,22;70:6,8;
74:19;82:14;84:4;85:14;
88:3;89:14;91:6,19;
98:12
mumbo-jumbo (1)
66:15
municipal (5)
22:5,7;24:13;76:17;
98:13
municipalities (2)
35:7;79:14
Music (5)
8:10;81:2,17;89:22,25
must (1)
7:25
myself (1)
58:9

N

narrow (3)
26:24;27:6;30:12
nature (1)
76:18
necessarily (8)
23:7;25:1;28:15;
40:13;59:16;61:10;
70:14;71:6
necessary (2)
22:6;34:23
need (48)
5:8;10:16;11:9,12;
13:7,16;20:9,14;28:4;
29:19,24;30:23;36:12;
37:16,25;43:23;51:25;
52:5,7,14,15;58:1,20;
59:5,12,13,23;60:11,13;
62:4,22,23;64:17;66:9,
10,17;68:1;71:17,23;
73:16;77:25,25;82:19;
83:19;84:21;85:11,15;
96:20
needed (4)
23:15;46:2;55:10;
58:12
needs (5)
9:7;10:14;65:5,8;77:1
neighborhood (2)
7:2;93:14
neighborhoods (1)
75:1
new (16)
11:4,17;18:4;34:10;
36:9;41:20;45:21,22;
46:9,14;49:24;50:3;
53:15;59:1;61:21;63:5
news (1)
14:13
Next (21)
7:8;9:20;12:21;17:23;
21:8;25:16;30:19;33:21;
34:9;56:6;57:13;70:9;
73:15,24;74:20;80:5,24;
81:20;82:21;93:3;96:23
nice (3)
29:17;38:17;41:18
nights (1)
16:1
nine (2)
54:16;68:13
nity (1)
6:19
Nobody's (1)
97:10
no-brainer (1)
38:2
Nods (1)
74:15
none (1)
40:6
nongovernmental (1)
61:6
nonregulated (2)
29:12;30:2
nonrestricted (1)
61:15
nooks (1)
72:25
Norcross (1)
22:2
note (2)
15:10;97:2
noted (1)
49:16
notes (1)
72:3
notice (1)
26:25
noticed (1)
7:14
November (6)
21:12,16;81:3,16;
82:8;83:9
nuances (1)
71:23
number (10)
22:7;23:7;27:1;28:20;
32:9;71:16;72:2,3;
78:13;98:12
nurses (2)
36:25;42:17

O

o0o- (1)
99:21
Oakcliff (2)
3:14;76:23
objection (1)

10:2
objections (1)
68:11
objective (1)
32:4
obviously (9)
13:16;30:16;36:10;42:18;46:14;53:16;64:15,19;76:10
occupation (3)
25:22;27:12;33:2
Occupational (2)
25:17;30:1
occurred (2)
51:21;52:6
o'clock (2)
14:7;81:4
October (6)
10:4;12:23;13:4;14:5;82:22,25
Off (2)
24:22;42:2
offer (2)
16:4;74:25
officer (5)
27:15,19,24;31:1;32:24
officers (1)
85:20
offset (1)
17:20
often (2)
26:5;62:6
oftentimes (2)
65:11,13
old (6)
17:23;35:12;46:21;50:15;67:14;81:17
once (11)
31:3;35:25;37:4,25;38:1,8;45:22;53:14,15;68:22;79:14
one (63)
9:22;18:15;20:19;24:14;27:2,18,23;29:11,17,19;30:4,14,23,25;32:4,5,11;33:1;36:2;38:12,20;39:7,20,24;40:25;41:7,8,23;43:12;44:3,20;50:9;55:14;56:25;58:11;63:4;67:6,13,13,15,22;71:21;72:7,22;73:15;75:3,21;79:16,17;81:19;82:16;84:6,9,23;85:6,15;86:5,11;88:22;89:2;95:16;98:3,4
one-level (1)
38:14
ones (3)
21:23;26:24;63:21
one's (1)
65:25
ongoing (1)
42:7
only (18)
7:9,14;31:2,9;38:18;40:10;41:16;55:2,4,7;57:7;58:16;61:10;77:6;79:6;80:14;84:11;95:16
onset (1)
44:5
onto (1)
28:9
open (5)
16:13;18:16,21;54:24;57:14
operation (2)
16:12;83:21
operational (1)
40:22
operations (3)
59:12;60:7;63:23
opinion (3)
62:25;70:3;93:23
opportunity (3)
15:2;63:6,8
opposed (3)
25:2;43:2;80:15
option (1)
51:4
order (3)
81:6;85:12;95:20
ordered (1)
92:22
ordinance (20)
25:23,23;27:8,9;28:17;29:3,12;30:1;32:23;70:10,15;71:19;72:4,16,18;73:2;77:25;82:20;85:2,8
ordinances (7)
18:22;30:20,21;31:21;60:5;70:19;82:3
org (1)
58:7
organizer (1)
86:7
original (2)
45:15,17
Originally (2)
9:14,24
Orr (4)
94:18,18;95:10;96:2
others (1)
23:20
otherwise (1)
95:23
ourselves (1)
94:12
out (43)
3:14;4:1;8:1;15:12;17:20;18:18,23;24:9;25:21;27:14,25;28:25;29:3;30:25;31:22;36:4;37:17;38:2,16;44:2;54:11;55:3;57:23;60:6,21,25;62:7,22;64:3;75:4,22;76:24;77:13;78:4;79:4;85:11,15;87:11;88:14;93:2;94:6;95:5;98:3
outlines (2)
27:1;87:1
outside (1)
49:12
outsource (1)
62:7
Outstanding (5)
3:18;6:17;14:15;39:13;73:24
over (16)
6:10;17:25;19:10;26:9;27:10;39:2;45:21;47:10;49:20;54:5;63:15;73:20;75:4;76:15;87:23;94:3
overall (1)
86:7
oversight (1)
95:17
overtime (3)
36:22;37:1;42:24
owe (1)
79:8
own (4)
42:2;44:25;45:6;58:10
owners (4)
15:3;73:1,8;77:13

P

Pachuta (45)
4:9,10,17;5:4,5,24,25;12:1,15,16;17:13,14;19:6;24:3,10;29:23;35:11;54:4;55:23,24;67:22;69:16,17;70:2;77:4;79:13,20;80:7,11;83:11,14,17;84:20;85:17;86:1,3;90:5,10,13,23,24;92:15;99:1,13,14
package (3)
70:13;86:21,25
packet (1)
21:21
page (2)
21:4;65:20
paid (5)
16:6,7;47:6,17;98:14
Pam (6)
19:5;34:6;82:17;86:24;89:7;96:10
paper (3)
6:9;47:16;48:10
paperless (1)
6:10
parallel (2)
50:11,20
Parent (1)
20:16
park (1)
98:4
parlor (1)
25:22
part (10)
24:24;43:20;45:22;47:3,18;49:13;80:8,8;84:17;85:22
participated (1)
16:3
participation (1)
23:6
particular (9)
28:16;29:11;49:5;57:25;67:13;71:16,19;72:4,7
partnerships (1)
88:25
party (1)
49:12
pass (2)
7:3;89:20
passed (2)
28:10;72:18
passes (1)
73:19
past (4)
38:1;43:20,21;87:23
pawn (6)
27:3,4,7;31:9,12,20
pay (11)
36:25;37:2;38:7,8;42:10;43:5;50:25;51:7,8;77:11,16
paycheck (2)
39:6;41:22
paying (3)
7:19;76:14;77:13
payments (1)
47:17
Payroll (25)
10:25;11:16;18:2;34:12,16;35:3;38:19,23;39:2,22;41:4,5,19;45:21;46:8,9;48:1,2;49:17,23;51:20;54:5,14;94:25;95:1
payrolls (3)
39:5;40:2;44:14
Peachtree (1)
96:12
people (26)
6:18;11:2;23:7;36:15;37:14,17,19,21;40:14,18,21;47:14;48:20;57:23;58:23;67:24;68:13;76:13;80:17;82:8;89:6;92:22;93:17;95:21;97:20;98:7
peoples' (1)
98:4
per (15)
6:9,10;7:15,19,20,21,22;51:8,8;76:14;78:22,23;79:6;97:17,18
percent (3)
16:10,11;54:17
performed (1)
49:9
perhaps (1)
23:19
period (4)
43:1;49:6;50:25;52:11
periodically (1)
79:14
periods (1)
54:3
permission (1)
96:20
permit (2)
85:3,23
permits (2)
82:2,20
permitting (1)
84:22
person (11)
32:12,21;40:14;47:7;63:7,16;65:14;67:17;75:17,22;80:19
pick (7)
41:8;75:23;78:20;79:2;97:23;98:2,2
picked (3)
75:20;76:8;77:16
picking (4)
77:18,21;97:14;98:4
pickup (4)
75:1;76:6;77:7;78:23
pick-up (2)
79:9;97:22
Pickups (2)
78:13,15
piece (1)
70:24
pieces (1)
71:21
piling (1)
7:17
PITTMAN (137)
3:2,12,24;4:13,16,18,22;5:8,11,13,17;6:4;7:8;8:3,8,18,21;9:9,13,17,19,23;10:2,5,9,19,24;11:8,11,14,17,24;12:2,4,8,21,24;13:1,18,22,25;14:12;15:9,18;16:16;17:2,6,17,23;18:4,7;21:6,8;22:18;24:21;25:15;26:13;29:15;33:20,23,25;34:6,9,19;39:10;42:12;44:8,15;45:9,17;46:6,12;54:7,9;55:4,7,16;56:2,6,12;57:12;59:7;62:20;64:7,10;67:3,10,21,25;68:3,18;69:3,5,9,20;70:3;

73:9;74:2,9,11,16,19;78:3;79:22,25;80:5,10,13,21,24;87:5;88:19;89:12,15,19;90:2,4,15;91:2,8,12,17,21;92:3,6,11,14,21;94:17;95:25;96:5;97:7;98:19,25;99:2,6,17
place (9) 28:4;30:8,23;37:10;59:3,3;81:3;85:19;93:13
places (1) 70:18
plan (3) 84:22;85:19;86:14
planner (1) 14:22
Planning (3) 14:15,17,20
Plant (6) 81:5,15,18;82:8;83:1;96:8
please (18) 3:8;4:2,22;5:17;7:3,9,9;10:19;11:16;12:8;14:8;17:6;55:16;69:9;81:9;90:16;93:4;99:6
pleased (1) 14:13
Pledge (3) 3:7,8,10
plenty (1) 13:19
pm (2) 82:12;99:20
point (6) 21:24;32:22;62:18;70:14;79:16;94:11
police (7) 42:18;85:5,20;87:6,9;89:4,5
policies (4) 57:18;58:4;59:3;66:7
Policy (15) 11:20;32:20;33:15,17,18;37:11,12;43:13;59:12;60:5;70:22;71:15;84:3,11,15
population (3) 23:3,5,18
position (11) 22:6;23:23;24:24;26:8;57:14;58:15;65:4;66:5,17;68:21,22
possibility (2) 51:21;80:8
possible (7) 10:10;11:1;26:12;63:6,8;82:14;91:10
possibly (4) 23:22;25:13;34:24;66:25
post (2) 69:25,25
pouring (1) 85:9
Power (3) 92:23;94:21;98:10
praised (1) 40:12
praying (1) 82:9
precursor (1) 26:5
prefer (5) 22:13;27:14,21;29:24;55:3
preference (3) 60:14,22,24
preferences (1) 52:1
preferred (2) 66:14,20
prepare (4) 10:17;19:12;30:10;57:2
prepared (3) 25:20;71:25;78:16
prescreen (1) 64:4
present (3) 3:17;6:19;33:4
presentation (1) 3:4
presented (3) 14:14;63:25;84:25
presenting (2) 3:19;6:20
prestigious (2) 6:14;14:16
pretty (6) 36:18;38:2;44:1;52:22;76:25;97:18
previous (4) 28:9;46:8;67:6;72:16
previously (1) 34:11
pricing (1) 49:8
Principles (2) 61:12,13
prior (4) 21:16;48:9;49:25;56:23
private (3) 35:14;75:12;88:25
private-sector (1) 60:3
probably (11) 10:17;20:7;28:3;30:13,20;32:21;58:16;72:22;75:7;81:18;93:12
problem (10) 10:12;11:3;35:12;38:5;39:6,7;50:16,21;68:15;88:21
problems (2) 29:13;58:4
procedure (9) 27:9,25;28:12,24;29:3,18,20;59:12;60:5
Procedures (12) 25:17;26:17,21;30:2;31:1;32:11;57:17;58:5;59:3;66:7;70:11;78:25
proceed (1) 84:18
proceeds (1) 89:4
process (14) 18:25;22:23;26:7,7;27:16;32:23;45:4;54:18,19,24;55:8;63:2;67:20;80:16
processed (1) 39:22
processing (4) 41:4,5;48:1,2
proclamation (2) 3:4;6:20
product (7) 30:18;36:24;37:15,19,22;39:4;41:13
profile (1) 50:4
program (2) 6:9;16:4
programmed (1) 43:6
project (3) 58:17;62:5,19
promise (2) 13:19;36:7
promote (1) 81:22
proper (3) 72:17,18;76:20
properly (1) 78:21
property (3) 75:12;81:21;83:2
proposed (3) 19:12;50:2;81:15
protect (1) 90:8
protocol (1) 86:23
protocols (1) 82:2
proud (1) 3:24
proven (2) 35:7;66:6
provide (3) 26:3;34:21;42:5
provided (5) 9:3;24:13;64:24;68:9,25
provider (5) 34:13,15;35:13;36:11;56:23
provides (1) 60:9
providing (4) 15:25;37:19;77:19;83:15
provision (1) 30:13
PTO (2) 41:22;47:1
Public (24) 7:8,11;16:7;21:11,17;54:25;66:1;70:18,18;76:3;82:23;83:11,14,19,20;85:18;86:11;87:10;88:24,25;93:3;97:3,7;98:20
punches (1) 51:6
purchasing (2) 54:24;59:19
put (23) 9:2,3;19:8;26:7;27:24;31:22;38:8;40:14;51:20;66:15;70:16,23;72:20;73:10,22;75:3,22;77:13;80:5;94:5,6;96:13,16
putting (7) 10:13,23;24:4;30:6;66:20;93:10;97:14

Q

qualifications (3) 64:23;65:1;66:3
qualified (1) 57:19
quality (1) 66:22
question-and-answer (1) 97:4
questionnaire (1) 44:10
quick (2) 20:1;66:17
quickly (5) 19:22;34:24;40:4;46:3,13
quite (2) 15:4;23:16
quotes (1) 97:19

R

race (4) 14:3;96:12,14,19
rain (1) 82:9
raise (1) 89:1
raised (3) 40:8;46:23;47:9
range (1) 52:14
ranges (2) 23:17,18
rather (2) 30:8;36:14
Raymond (1) 94:18
reaching (1) 17:20
read (1) 27:10
reading (5) 11:20;25:17;70:10,15;71:7
ready (1) 33:21
Real (4) 8:25;11:23;20:1;91:10
realistically (1) 76:16
realize (1) 34:20
realizing (1) 6:13
really (25) 3:13;13:6;15:9;27:13,21;30:7;37:15;39:8;41:25;43:14,20;45:6;50:18;64:25;65:5,8,13;66:9;70:16;71:23,25;77:12;94:2,9;96:1
reason (13) 29:13;36:20;51:8,10,11;55:2,2,4,7;81:18;85:22;93:10,12
reasons (1) 81:19
receive (3) 3:4;16:11;86:21
received (6) 6:14,16;72:2;86:8;88:5,7
receiving (1) 15:11
recent (1) 22:14
recently (1) 6:7
recognizes (1) 14:21
recommend (2) 60:23;62:13
recommendations (2) 44:3;68:24
record (1) 25:10
records (8) 46:18,20,21;47:19,20;48:2,3;49:21
recoup (1) 51:13

Recreation (3)
15:22;16:4,8
recycle (1)
7:18
recycled (1)
76:19
recycling (2)
7:14;76:20
redaction (1)
69:1
Reduce (1)
6:8
reduction (2)
58:12;77:20
reference (5)
31:3;39:16;40:1,13,25
referenced (1)
84:7
references (5)
31:24;36:17;39:17;
61:8;64:4
referendum (4)
19:1,2;21:11,14
referral (1)
41:15
refers (1)
31:9
reflective (1)
70:25
refuse (1)
75:18
Regarding (4)
27:12;49:15;66:17;
72:4
regards (1)
79:5
registration (1)
16:7
Regular (2)
7:23;73:25
regulate (2)
27:4;31:19
regulated (12)
26:18,23;28:4,6,10,15;
29:10,20,25;30:12,14;
31:11
regulating (1)
31:15
regulations (1)
31:23
reins (1)
63:15
reinvent (1)
94:12
reinvented (1)
93:21
related (5)
59:11,18;60:11;65:22;
66:2
relates (4)
82:2;83:21,22;85:7
relating (1)
26:23
relatively (2)
26:23;30:12
remain (1)
18:16
remaining (1)
86:19
remember (2)
41:23;65:6
reminders (1)
14:1
remove (1)
11:23
removing (1)
11:19
reporting (1)
68:21
Reports (5)
8:23,23;15:15;58:21;
91:21
representative (4)
19:10;20:4,16,16
reps (1)
20:14
request (3)
18:18;87:6,11
requested (1)
76:3
requesting (1)
41:21
require (3)
10:17;57:23;95:6
requirement (1)
22:16
requirements (5)
21:16;23:23;24:12,24;
84:22
requires (4)
18:11;78:17;79:1;85:8
requiring (1)
22:3
research (1)
9:7
resellers (1)
31:20
residence (2)
76:10;77:5
resident (3)
22:25;79:6,8
residential (1)
77:10
residents (12)
15:3;21:18;71:16;
72:3;73:1,7;74:14,25;
75:2;76:12;77:13;79:17
resolution (3)
8:9;19:13;89:21
resolve (1)
19:14
resolved (3)
40:3,4,4
resources (1)
60:19
respect (3)
39:19;60:9;61:23
response (9)
4:20;5:15;8:6;12:6;
17:4;69:7;89:17;98:22;
99:4
responsibility (1)
58:8
responsible (2)
75:10;85:21
rest (1)
98:17
restaurants (1)
85:13
restricted (1)
61:15
result (2)
52:17,19
resumes (3)
64:16,20;68:25
revenue (3)
17:21;59:20;88:4
review (11)
13:16;21:13,25;33:7;
44:5;45:23;47:3,5,15;
64:4;67:1
reviewed (3)
16:20;53:15;67:15
reviewing (1)
71:18
revised (1)
11:13
revision (1)
30:19
revocation (1)
27:9
revoke (5)
28:18;32:12,21,25;
33:1
revoked (1)
26:1
revokes (1)
32:19
revoking (1)
32:9
Reynolds (1)
3:15
RFP (5)
54:18,19,25;55:1,3
RFPs (2)
54:11,12
rid (1)
79:17
ride (1)
76:23
right (31)
8:8;9:23;10:1;18:22;
28:13;31:16;33:16,25;
34:9;43:19;44:12;45:19;
50:8;51:5;52:3;53:1;
56:16,17,24;67:25;68:2;
74:20;82:5,7;85:25;
88:1,8,25;89:13;92:16;
93:13
rise (2)
3:8;47:11
risk (1)
84:14
road (5)
14:3;76:15;96:12,14,
19
Roche (88)
4:11,12;5:6,7;6:2,3;
8:17;11:7;12:17,18;
13:15,20,24;16:17,22;
17:15,16;22:11;29:15,
16;33:8,12,16;40:18,24;
45:11,14,18;46:4,22;
48:4,18;49:10,13;51:25;
52:21,25;53:2,5,7,10,14,
18,20,23;54:10;55:5,12,
25;56:1,8,19,24;57:3,6,
8,11,14,15;59:7,10;
60:13;61:24;62:3,12,17;
64:13;65:18,23;66:11,
23;68:3,5,19;69:18,19;
74:13;80:14;90:3,25;
91:1;95:2;96:3,6,22,25;
99:15,16
rock (1)
75:11
Rogers (5)
14:9;15:18,19;17:18,
22
role (2)
22:8;24:19
roll (11)
4:2,22;5:17;12:8;17:6;
55:16;69:9;73:20;90:16;
93:22;99:6
roll-back (1)
97:16
rolling (1)
68:6
roll-over (1)
73:21
rolls (1)
73:14
room (2)
7:18;75:6
routine (1)
63:9
rubbish (1)
75:18
rule (5)
37:4,5,6,10;38:6
rules (10)
26:6;38:7,8;39:1;
42:19,24;43:5;44:5,7,11
run (5)
14:8;50:11;58:9;
64:20;98:6
running (3)
45:23;50:20;60:21
rural (1)
23:19
rush (1)
62:24

S

SABRINA (3)
39:18;44:20;49:16
Sabrina's (2)
43:19;51:5
sad (1)
96:10
safely (1)
75:21
safety (8)
82:23;83:12,15,19,20;
85:18;86:12;87:10
salary (2)
22:24;23:1
sale (2)
97:11,12
same (5)
21:4;23:18;40:21;
96:14,19
sample (1)
64:24
Sandy (2)
44:19;67:13
Sanitation (5)
74:21;75:21;77:12;
85:5;86:12
sat (1)
36:4
Saturday (1)
14:2
Savannah (1)
14:18
save (2)
92:25;93:19
saves (1)
6:9
savings (3)
98:9,9,17
saw (1)
48:20
saying (2)
37:11;64:15
schedule (10)
63:13;73:12,14,19;
76:7;77:24;78:1;79:23;
80:9,12
scheduled (2)
73:25;82:11
schedules (1)
95:23
schools (2)
3:25;7:1
scope (4)
49:4;52:15,18;53:25
Scott (2)
14:9;15:19
searching (2)
65:12,13
seat (1)
18:15

Seats (4)
17:24;18:9,21;20:3
Second (17)
4:16,17;5:11,12;12:2,3;17:1;25:16;54:7,8;65:20;69:3,4;90:2,3;98:25;99:1
second-grade (1)
6:6
secondly (1)
81:22
Section (28)
26:17,19,22,25;27:1,6,10,15,17,22,24,25;28:3,23;29:4;30:21,22,25;31:2,5,7,8,8,24;75:8,9,16;76:1
sections (4)
27:14,16;33:5;70:23
sector (1)
35:14
security (1)
83:15
seeing (1)
72:16
sees (1)
92:21
select (1)
14:21
selected (1)
54:19
self-serve (2)
41:19,20
self-service (1)
95:1
selling (1)
84:7
send (5)
10:19;20:5,8,21;80:1
sending (1)
15:12
senior (2)
65:3;66:4
sent (3)
21:12;80:25;86:23
sentence (1)
28:24
separate (4)
27:22;29:25;62:18;72:7
September (4)
4:14;5:9;17:25;67:9
Sequoyah (1)
3:15
serious (2)
58:3;71:17
service (6)
74:25;75:15;76:6,14;77:19;94:21
services (7)
31:22;34:12,15;40:12;77:21;83:20;86:17
Session (18)
9:1,8,10,25;10:8,9,14,15;11:23;71:11;72:7,15,23;73:7,11;74:1,6;80:12
set (12)
7:15;8:1;27:15,17;28:25;29:1,3;30:25,25;32:24;44:6;56:25
sets (2)
75:4;76:9
settle (1)
66:18
setup (3)
26:10;35:19;45:1
seven (1)
86:19
seventy-five (1)
97:20
several (6)
7:17;8:24;27:5;46:23;47:9;86:10
Shakes (1)
11:7
shall (2)
75:10,16
share (2)
6:25;15:1
sheet (3)
23:13;47:7;48:15
sheets (10)
46:19,20,24,25;47:5,23;48:4,20;49:3;52:9
shift (1)
36:25
shop (4)
27:3,7;31:9,12
shops (2)
27:4;31:20
show (5)
26:7;96:13,13,17;97:12
shown (1)
57:16
side (2)
41:4;75:23
signatures (1)
48:5
signed (1)
14:7
similar (5)
42:17;58:21;60:9,24;75:19
simple (4)
36:23;37:3;38:6,14
simply (1)
81:14
single (1)
43:12
single-source (1)
39:3
sistent (1)
29:2
sit (5)
37:15;43:15,16;44:9;66:25
site (5)
7:3;37:23,24;63:20;74:14
situation (5)
43:7;58:11,22;80:17;95:4
situations (3)
26:4;36:21;43:5
six (4)
18:15,17;53:25;54:1
size (2)
41:12;76:7
skilled (1)
57:19
skills (2)
62:18;66:6
smaller (1)
41:17
smart (1)
41:9
soft (1)
25:23
software (6)
35:15;38:3;49:20;58:19,24;61:1
solicited (1)
86:7
solid (1)
76:17
some- (1)
49:4
somebody (4)
44:4;59:15,17;61:10
somebody's (1)
93:14
someone (10)
25:6,9;34:25;41:12;45:21;47:6;58:15,20;59:5;67:23
sometime (1)
58:25
sometimes (6)
37:18;39:6;42:25;43:13;44:12;50:23
sooner (1)
68:14
soring (1)
85:24
sorry (13)
8:18;9:11,13;10:22;16:18;18:5;45:15;48:17;56:11;62:1;92:4,7,13
sort (7)
20:1;36:7;39:7;47:2;59:6;70:16;72:12
sound (1)
98:7
sounds (2)
55:13;97:18
speak (5)
7:11;8:3;63:16;64:3;97:3
speaking (1)
48:13
special (14)
6:6;18:18,19,23;70:10,18;75:13;78:13,15;79:9;85:3,10,23;98:5
specialized (1)
78:17
special-procedures (1)
52:16
specific (5)
25:21;43:6;61:9;73:2;74:8
specifically (5)
31:18,23;32:6;36:21;54:12
specifics (1)
35:10
specify (3)
26:17;28:15;54:2
spend (1)
37:22
spent (1)
72:15
split (2)
20:3,13
spoke (1)
44:21
spoken (1)
35:20
spon- (1)
85:23
sponsored (2)
85:1;89:25
spread (1)
23:12
Springs (2)
44:20;67:13
staff (5)
57:20,24;58:11;76:4,4
STAN (2)
81:10,12
standard (2)
32:13;43:3
standards (2)
42:19;61:20
standing (1)
59:14
standpoint (1)
16:19
start (4)
8:13;23:15;56:13,17
started (2)
36:24;78:10
starting (1)
50:3
State (9)
19:3;26:25;27:3;28:6;31:8,8,18;32:6;60:6
stated (5)
59:13;65:15;76:14;86:8,15
statement (1)
42:4
statements (3)
61:20,21,21
State-regulated (1)
31:14
states (3)
25:24;27:1;85:2
stay (1)
81:6
step (1)
36:17
steps (1)
39:19
stick (2)
66:10;78:1
still (8)
28:4,19;47:12;60:3;73:16,23;96:12,12
stopped (1)
78:2
straightened (1)
57:23
strange (1)
92:21
strapped (1)
87:16
Strategies (8)
10:25;11:16;18:3;34:16;35:3;46:9;54:6,14
strategy (1)
19:16
street (2)
8:2;75:23
stress (1)
64:23
stressed (3)
65:6,9;67:19
stresses (1)
64:25
strive (1)
66:21
structure (1)
33:7
Stuart (4)
7:13,13;97:9,9
stubs (2)
41:22;42:3
students (5)
3:3,6,13,25;7:1
stuff (6)
7:18;49:16;79:17;97:19;98:1,2
subject (1)
6:9
submitted (1)
64:17
Subsequent (1)
34:13
subsequently (1)
26:15
success (3)
63:6,8,14
successful (1)

82:6
suddenly (1)
85:20
suggested (2)
71:10;93:23
suggestion (1)
74:2
summaries (1)
24:12
summarized (1)
24:15
supervisor (2)
67:17;95:6
supervisors (2)
47:25;95:12
support (6)
55:2;81:1;86:8;88:17;
89:21,24
supported (1)
83:6
supporting (3)
8:9;87:24;88:13
suppose (1)
96:20
supposed (6)
8:11;75:14;76:17,19;
93:10;98:9
sure (46)
20:18;21:3;35:22;
36:5,17;37:24;39:1;
40:16;44:1,6;45:19;
47:6;50:11,12,15;60:2;
61:12;65:15;70:7;79:2;
81:21,23;82:1,3,6,6,7,12,
19;84:1,3;85:18,23;
86:16,17,20,25;87:3;
88:16,20;89:1;91:3;
93:9;95:11,20;97:11
survey (2)
23:1;60:8
Susan (4)
93:5,5;97:10,13
suspend (3)
28:18;32:12,21
suspended (1)
25:25
suspending (1)
32:9
suspends (1)
32:19
Suwanee (1)
22:2
Suwanee's (1)
24:14
switch (1)
45:21
system (37)
34:20,22;35:6,16,22,
24;36:2,19,22;37:4;38:9,
16,17,21,22;39:3,8,9,24;
41:8;42:6;43:1,15;44:2;
45:22,23;46:21;47:21,
21;50:15;53:15;59:2;
73:22;94:25;95:1,6,21
systems (3)
37:7;39:21;66:8

T

tad (1)
85:7
talk (11)
13:7;29:6;34:2;40:19;
41:12;42:20;43:17;
81:23;86:13;88:22;
90:14
talked (7)
24:4;36:17;40:20;
42:16;64:7;68:16;71:24
talking (5)
9:15;40:16;48:16;
53:16;72:13
talks (1)
66:5
tasked (2)
34:24;46:3
tasks (1)
57:23
tation (1)
66:7
tative (1)
63:25
Tax (7)
25:18,22;27:12;30:1;
33:2;77:11;81:21
taxes (1)
77:11
taxi (2)
31:20,21
Taylor (1)
20:16
TEA (1)
14:1
teach (2)
6:12;16:24
teacher (2)
3:3;6:7
teachers (1)
7:1
team (4)
15:2;35:21;36:5;43:16
technology (2)
6:25;41:20
teeth (1)
25:7
television (3)
75:4,5;76:9
telling (2)
50:22;67:8
tell-me-what-we-need-to- (1)
71:7
ten (2)
21:23;65:2
tend (1)
29:22
tens (1)
98:14
term (4)
18:16;34:15;46:13;
93:7
termination (1)
57:1
terms (1)
58:4
test (1)
37:17
testing (1)
49:7
tests (1)
6:11
themes (2)
72:12,14
thinking (2)
67:23;93:25
thirdly (1)
81:23
though (8)
22:13;23:18;32:10;
43:10;50:9;51:1,17;78:8
thought (10)
3:5;18:2;23:15;30:5,6;
32:1;71:4;79:3;94:7;
95:14
thoughts (3)
10:20;63:3;72:10
thousands (2)
98:15,15
three (10)
7:10;13:9;27:13;
30:20,20;44:17;54:19;
56:17;76:9;93:3
three-fold (1)
81:18
threw (1)
72:13
throughout (1)
31:3
throw (4)
38:15;60:21;79:3,10
throwing (1)
98:1
tier (1)
38:15
tiers (1)
38:11
till (1)
8:12
time-and-labor (1)
39:2
timekeeping (5)
48:1;49:18;51:17,18;
52:13
time-keeping (2)
34:20,22
timeline (1)
24:4
times (4)
36:2;37:13;38:13;61:7
tires (1)
79:5
tissue (1)
25:23
today (4)
76:24;87:6,11;98:3
together (5)
24:4;72:20;73:4;78:4;
79:23
told (1)
89:6
TOM (1)
96:7
tomorrow (1)
13:23
ton (6)
7:20,21,22;76:14;
97:18,21
tonight (15)
3:3,4,16,19;4:1;8:11;
9:4,22;15:10,20;68:24;
72:1;81:6,14;91:18
took (2)
63:19,20
top (7)
11:1,3,17;24:22;
44:17;54:19,19
topic (1)
20:2
tourism (1)
81:22
toward (1)
89:3
towards (1)
29:22
town (1)
35:17
track (7)
25:10;42:2;45:12,15;
50:14;76:8;82:3
tracked (2)
39:22;50:13
tracking (2)
41:6;50:12
traditionally (1)
96:17
traffic (4)
83:17,21;84:22;86:14
train (3)
38:3,3,4
training (1)
96:1
trans- (1)
57:8
transact (1)
63:11
trees (1)
93:18
tronic (1)
49:21
trot (1)
14:8
truck (7)
77:9,18;78:19;97:24,
25;98:1,3
trucks (1)
98:3
trues (1)
95:21
truly (1)
39:3
try (7)
21:14;45:12;60:25;
63:8;70:25;72:14;83:4
trying (14)
26:18;39:1;41:2,14;
43:8;45:14;46:10;60:20;
81:16;86:22;87:1;88:23,
25;94:11
Tuesday (1)
16:1
tunately (1)
23:14
turn (5)
16:8;19:9;23:6;63:15;
64:3
turned (1)
47:10
TV (4)
7:15,19;8:1;97:18
TVs (1)
76:24
TV's (3)
7:17,21,24
tweak (1)
44:13
tweaked (1)
44:2
two (29)
3:2,6;13:5;18:9,12,21;
20:3,6,14;21:20;22:1,3,
9;23:4;28:17,20;32:9;
39:21,23;40:2,20;47:6;
50:17;54:20;56:17;
72:22;79:15;85:16;98:1
type (4)
24:1;26:5;79:11;84:3
types (2)
35:18;61:23
typically (2)
32:16;49:23

U

umbrella (2)
28:9;86:11
unanimously (1)
53:8
unanswered (1)
47:13
Under (16)
8:23,25;9:1;10:21,25;
15:11,15;17:23;18:4;
27:2,8;30:7;61:25;62:4,
17;86:10
under- (1)
59:13

underneath (1)
67:24
understands (2)
59:17;61:11
understood (1)
9:12
underway (1)
14:7
unexpected (1)
90:11
unfor- (1)
23:13
Unfortunately (2)
23:4;75:2
unique (4)
41:25;42:4,13;45:6
universe (2)
26:24;30:13
unlawful (2)
75:17,25
unless (2)
73:25;97:23
unregulated (1)
29:21
up (42)
7:18;11:1,3;13:12;14:7,10;21:18,20;27:17;29:1;30:11,18;32:24;34:17;38:23;44:6;45:23;54:16;59:21;60:20;70:23;72:13;73:4;74:4;75:20,23;76:8;77:16,18,21;78:20,21;79:2;81:8;86:14;95:13,21;97:14,23;98:2,2,4
upon (2)
70:21;95:11
use (10)
6:25;28:1;38:4,4;62:8;78:19;82:13;94:14;96:8;97:23
used (3)
22:23;35:6,16
using (3)
36:24;43:20;58:19
usual (1)
74:14
usually (3)
50:10,12;56:16

V

vacancy (1)
18:10
Vacated (3)
17:24;18:8,15
vacation (2)
48:21,23
various (5)
21:21;40:16;59:23;63:21;71:21
Vehicle (2)
11:20;12:20
vendors (1)
34:12
verify (2)
40:17;49:21
versus (3)
35:14;47:16;60:24
vetted (1)
71:24
vetting (1)
71:17
violating (1)
76:1
violation (1)
75:25
virtually (1)
39:23
Visitors (1)
87:25
vitally (1)
57:18
voluminous (1)
71:14
vote (1)
21:11
voted (2)
21:18;53:7
votes (1)
18:11
voting (2)
10:15;18:25

W

W-2s (3)
56:20;57:1,2
wage (2)
22:25;60:8
waiting (3)
8:16,20;10:11
Walk (2)
14:1,8
walking (1)
92:22
walk-through (1)
82:23
waste (3)
75:18;76:17,21
Waste/Increase (1)
6:8
Watson (26)
8:11;34:1;70:5;80:25;81:8,10,12;83:13,16,18;84:8;85:25;86:2,5;87:8,13,19,22;88:1,8,11,15;89:13;91:5,9,13
Watts (1)
91:3
way (19)
6:12;8:2;16:6;20:19;29:1,5,18;30:10;31:25;43:14;45:6;47:20;49:19;50:13;51:2;63:7;78:5;85:1;89:7
ways (1)
50:17
weak (1)
57:17
weather (1)
82:10
weave (1)
72:14
Web (3)
7:3;63:20;74:14
week (7)
36:23;43:3;71:3;79:19;80:20;86:21;95:7
weekly (2)
37:9;78:24
weeks (10)
6:16;18:9,12;21:20;28:17;47:6;56:17,17;76:9;86:19
welcome (3)
3:2;70:5;80:25
whack (1)
38:16
What's (1)
46:4
wheels (1)
93:22
whenever (2)
28:1;30:23
White (3)
74:21;78:14;93:7
white- (2)
75:14;76:5
white-goods (2)
75:1;77:7
white-goods-pickup (1)
79:15
whoever's (1)
85:13
whole (3)
41:13,17;68:13
Who's (4)
28:18;32:8;46:11;84:14
wishes (1)
67:4
wishing (2)
7:11;8:3
within (3)
40:2,15;75:19
without (5)
6:13;24:16;42:10;69:1;91:10
women (1)
81:12
wonder (1)
26:19
wonderfully (1)
94:14
wondering (2)
98:11,17
Woodwin (2)
76:15;93:13
wording (2)
45:19;55:13
words (1)
78:18
work (39)
10:8,9,14;37:1,23;39:15;42:25;43:3,25;44:19;45:2,5;48:21;49:4,5,9;54:15;56:15;71:10;72:7,15,23;73:3,7,11,25;74:5;80:12;83:24;84:4;85:11,15;86:16;87:2,10;89:3;94:15;95:1,7
worked (5)
35:21;42:23;43:10;45:2;95:15
working (12)
36:16;47:8;65:2;72:25;73:3;82:5,15;90:6;94:2,9,13;98:3
works (5)
47:21;76:4;87:3;89:1;95:8
work-session (2)
73:14,19
Worksheetlesscom (1)
7:4
worst (2)
36:6;43:19
worth (4)
35:9;50:23;88:4,7
worthwhile (1)
59:4
wrap (1)
59:21
write (5)
31:23;33:19;44:11;66:9;92:9
writing (1)
32:7
written (3)
29:5,11;43:6
wrong (3)
18:13;32:2;61:3
wrote (1)
57:19

Y

y'all (5)
24:7,8;33:6;71:4;72:9
y'all's (1)
70:16
yard (4)
78:16,20;97:23;98:4
yea (2)
13:13;93:5
year (22)
14:19;28:10;45:13,24;46:8,23;49:16;52:22;53:6,11,12,15,18,20,23;57:4;61:22;78:11;81:20;87:16;94:22;96:14
years (12)
13:9;22:5,7,7,14;36:20;45:3;65:2;66:4;72:22;79:15;87:24
year-to-date (3)
56:22;57:5,7
you-all (5)
11:3;33:4,18,19;35:3
young (1)
6:18

Z

Zumba (6)
14:11;15:23,25;16:2,24;93:6