

**OFFICIAL MINUTES
COMMISSION OF THE CITY OF BRUNSWICK, GEORGIA
REGULAR MEETING
8:30 A.M., AUGUST 02, 2000**

PRESENT: His Honor Mayor Bradford S. Brown, Harold E. Jennings, Jonathan Williams and Doris A. Davis.

ABSENT: Commissioner Roosevelt Lawrence.

INVOCATION: Commissioner Williams gave the invocation.

PLEDGE OF ALLEGIANCE: The Pledge of Allegiance was recited by everyone in attendance.

APPROVAL OF MINUTES: Commissioner Williams made the motion and Commissioner Davis seconded the motion approving the regular meeting minutes of July 5, 2000 and July 19, 2000. The motion carried.

APPROVALS:

Consider approving Water and Wastewater Department placing a fence around oxidation pond on South Palm Drive.

The City Manager reported that the agenda states that the Commission would consider approving the Water and Wastewater Department's request to place a fence around an oxidation pond on South Palm Drive. He stated that it is really the Public Works Department who made the request for the fence. He recalled several months ago a resident came before the Commission whose son was killed and they requested that residents on Stafford Avenue be allowed to use the oxidation pond area as a possible park site. The City Manager stated that he did not feel that it was enough room there for a park and he did not recall it being approved for that purpose. He pointed out that the City is still responsible for that oxidation pond and recommended that the Commission approve the request from Public Works Department to fence in the oxidation pond so that the City would not have anybody going in there risking the chance of getting hurt.

Mayor Brown recalled that the oxidation pond sits behind several houses with one roadway in allowing residents to go in and out freely.

Commissioner Davis asked the City Manager the cost of installing the fence. The City Manager told Commissioner Davis that the fence would cost less than \$5,000.00 to install.

Commissioner Davis made the motion and Commissioner Williams seconded the motion approving the request from the Public Works Department to place a fence around the oxidation pond.

Commissioner Williams stated that the City should bid out the fence unless the City will install the fence. The City Manager stated that was his intention to bid out the fence.

On call for the vote the motion passed.

APPROVALS:

Consider approving the following for the Human Resource Department:

1. Travel Policy
2. Electronic Communication Policy
3. Revisions to Human Resource Standards of practice:
 - a) Holidays
 - b) Pay Plan

The City Manager reported that the Human Resources Director is present to discuss the City's Travel Policy, Electronic Communication Policy and Revisions to Human Resources Standards of Practices.

The Human Resources Director reported that "the Travel Policy was distributed to the Commission she thought via mail earlier this week."

She explained that she did make one clarification basically and will hit the high points. What this policy does is expand and clarify on the old policy, which was very brief, and it was not really as specific the new policy. This policy states that Department Heads prior to an employee going on a trip will approve the travel. It also states that transportation is expected that the most direct practical and economical mode and route will be taken. The mileage that will be reimbursed has changed. The Georgia Municipal Association recommends the IRS standard rate which is now 32.5 cents per mile. What this policy proposes that we follow suit and use the current IRS mileage rate.

She mentioned "another change is to the meals and to reimburse at actual cost capped at \$35.00 per day except in geographical areas where the local economy dictates higher prices. Employees must discuss these things with their Department Head before travel."

She pointed out that there is also an additional \$10.00 provided for incidental expenses for which that receipts are not required, that will be tolls, parking fees, tips to a valet things that will not be included in a meal plan. Traditionally the Finance Department has requested that reconciliation reports be submitted within three days of travel there has been some difficulty getting those documentation records reconciled timely so the City is putting some teeth into that.

The Human Resources Director explained that the City itemized the kinds of expenses that will not be allowed and that is costs of alcoholic beverages and personal expenses such as laundry and haircuts things like that. Employees may request a travel advance and that is not new but again if the reconciliation report is not submitted within three days then the employee stands to lose something financially or have their travel privileges revoked.

Commissioner Williams stated that he would like to revisit 4B. He stated that his concern was parking, there are some places he knows from experience where

parking is going to cost you more than \$10.00 per day. So he felt that the City should handle the parking the same way we do with some of the other incidental expenses. Whatever it is verified that it cost to park then employees will be reimbursed for whatever it cost them. Even Downtown Atlanta where most of our meetings are held it cost more than \$10.00 per day.

The Director of Human Resources stated that “the Electronic Communication Policy is new and the City does not have a policy. She pointed out that the policy states that employees shall use electronic communications equipment for business purposes. Employees should not charge long distance telephone calls that are personal to the City’s account. Communication while using business telephone and radios shall be professional, courteous, and respectful at all times. The City employees should be aware that they might not have an expectation of privacy in terms of communications in the work place. A telephone conversation, e-mail all of these communications are not private to the employee, but belongs to the employer. The City is putting the employee on notice and it is seen several time throughout this policy to make sure employees are aware that they are being monitored and all sources of communication is property of the City.”

The Human Resources Director pointed out “that the City reserves the right to inspect all e-mail files and again this is to put the employee on notice that there is no expectation of privacy.”

The Human Resources Director explained that any employee who engages in excessive, improper, or abusive use of the Internet or electronic mail, telephone or radio communications may be subject to disciplinary action and may be revoked of privileges. The City will monitor and record the use of the Internet, this also provide for, in some instances where the employee may want to use the internet for purposes that are not purely business, but they will interfere with the conduct at work, for example an employee may have a medical condition they want to research for themselves so long as it is not done on City time and so long as it does not convert their energy away from their work such things will be allowable. She pointed out that this is fairly a standard policy and the City did do research and gathered information from other major employers. The Information Technologist staff has reviewed this policy and they are quite comfortable with the policy.

Commissioner Jennings asked if there was a plan for random monitoring of the Internet to make sure no employee is using it improperly. The Director of Human Resources stated that a plan is now in place.

Mayor Brown stated that a lot of people do not realize all computer systems actually keep a history of Internet sites and he felt that a lot of people are not aware of that history.

The Director of Human Resources mentioned that the “following your approval of this the City would have training for all employees in each Department on the use of the Internet and this policy, and again there is no questions about the expectations.”

The Human Resources Director reported that, “the other changes that the City is asking for approval is simply to revise the holiday standards of practice during the changes that they made earlier in the year to update the holiday plan.

She mentioned “in the pay plan there were just a couple of clarifications there is one position that is required to have State certification that is not listed in the Pay Plan and it is a Cross Control Specialist in the Water Department. That person could be hired without certification so long as that certification is received within twelve months. That employee may receive a five-percent pay increase. That is increase consistent with Police and Fire and any other certified position. The plan also clarified court pay for Police Officers and we clarified how on call pay will be paid.”

Commissioner Jennings asked the Human Resources Director about pay adjustments for this year and how does she determines who gets 6% or 16%.

The Human Resources Director explained that she does that within conjunction with the Department Head and looking at the history of pay for each individual. For example an employee was hired at the entry level rate and during a period of time when the entry level was quite low perhaps this person had a greater skill level and had greater requirements than another employee in that same class perhaps that person should be paid a higher rate. Similarity there may have been an employee who have been here for ten years and for some unidentified reason that person pay was less than someone who have been here a shorter period of time with the same skill level so the City made adjustments. In Police and Fire the City has attempted to make or create more distance between those positions with supervisory responsibilities and those without. She recalled the old policy said that if an employee took a demotion there was no pay cut they kept that same rate of pay. There were employees in the system that had fewer responsibilities than someone else; but was earning more money because of those old policies. Those are the things that she attempted to correct.”

Commissioner Jennings asked the Human Resources Director if there was a plan in place to help the personnel on the lower part of the pay plan.

The Director of Human resources explained that she has focused attention on those positions that were paid lower and we will attempt to get those increased, and she will continue to focus on that.

The City Manager stated that the City had one individual that was working in the Customer Service area that was paid less than any employee in the City, and that person received the largest adjustment and the norm was 6%. He pointed out because of this employee duties and the pay the adjustment was 20% and this adjustment brought the employee up to where the pay should be in that position.

The Human Resources Director stated that “the greatest increase went to an employee in Public Works it was one of those lowest paid positions that really should have paid more.”

Commissioner Jennings asked the Human Resources Director the procedure on bonuses.

The Human Resources Director explained that there is a procedure in the pay plan called a special achievement bonus and that recommendation are made to the City Manager and supported by documentation outlining why an employee or how an employee has performed in such a manner that it exemplifies excellence in City Government.

The City Manager stated employees do not receive bonuses for doing their job, employees will have to exceed the norm before they receive a bonus.

Commissioner Williams stated that taxis should have been included in the travel policy for incidental expenses. He found out that in Washington, DC there is no fares that are the same. This is one of the things that should be spelled out in this travel policy.

Commissioner Davis asked the City Attorney in the future if the Commission find something in the travel plan that did not work could the Commission amend the plan.

The City Attorney stated that he anticipates from time to time that there will be an on going review of the travel plan. The plan has been studied in detail and a lot of thought has been given to the plan on behalf of the Human Resources Director to get to this point and certainly this will be an on going process.

Commissioner Williams told the Director of Human Resources and the City Manager that he was happy to see the Commission get something in writing that can be referred to, because people come and question how and why the City did things and the Commission have nothing to say to them other than it has been done this way in the past. Now the City has in place a reference that the Commission can refer to citizens and say this is what the Commission has adopted at this time. He stated that the Commission was glad to see staff working in that direction of getting something that the Commission can defend their actions.

Commissioner Davis made the motion and Commissioner Jennings seconded the motion approving the Travel Policy, Electronic Communications Policy and Revisions to the Human Resources Standards of Practice, Holiday and Pay Plan submitted by the Director or Human Resources. The motion passed.

DELEGATIONS:

Burnett Fulton and a group of citizens speaking on the July 5 incident.

Burnett Fulton speaking on behalf of citizens in his community thanked the Commission for the privilege and opportunity to come before them this morning. Mr. Fulton stated that his presence this morning was for the healing of this community. He realized in the last few weeks that the citizens have had problems that the community wished had not happened. However, he was present to say to the Mayor that during that incident the citizens concur and realized that Mr. Dan Chapman who is a writer for the Atlanta Journal Constitution had a way of twisting his words. He stated that a conversation held with Dan Chapman on several

occasions went into print and after reading the print he found that Mr. Chapman chose to print what he wanted.

He pointed out that words printed in the article were found to be quite offensive to those in the community. Mr. Fulton stated that he would like to go on record as saying “the individuals who were responsible for the torching of Police vehicles, destroying property, throwing rocks and bottles we say this morning that they need to be apprehended, arrested and convicted.”

Mr. Fulton mentioned “as a business owner and as a tax payer he was outraged because he too have to pay for those damages.” He stated that it has been the citizen’s flight to inform the young people of this community that violence is not the answer and there are other alternatives to bring about a change.

Mr. Fulton asked Mayor Brown if he would be so kind to meet with the citizens. He stated that a rally would be held at 7:00 p.m. on Monday night at St. John’s Baptist Church. He requested that the Mayor along with the Chief of Police and other City Commissioners who will be available to attend the rally.

Mr. Fulton stated that it has been said that the organizers of the march have been paid. He stated that he beg to differ and stand today to let everyone know today that his efforts are real and genuine. He pointed out this was their City, and their community and there is nothing no better than the citizens would rather do than have the City of Brunswick, County of Glynn as a safe place to live.

He asked the Mayor and Commission Board to direct the Chairman or President of the Downtown Merchants Association to work in conjunction with them to improve the businesses that are minority owned along “L” Street, Albany Street and Norwich Street.

Mr. Fulton mentioned that the City Manager made reference in one article about an economic program and incubator program. He requested that the City Manager and Brian Thompson Mainstreet Director work with them in making this program possible.

Mr. Fulton stated that they have been talking to the Georgia Department of Labor to provide a job-training program inside the community and this program will help young men and young women prepare themselves to go out into the job market to successfully obtain long-term employment.

Mr. Fulton asked the Mayor and Commissioners to encourage the chamber of Commerce to become more involved with minority businesses so that they might obtain and benefit from the tourism dollars that flows through this community.

Mr. Fulton next asked the Mayor and Commissioners to assemble together a Civilian Review Board. He requested that this body allow CAN an organization born after the march consisting of Otis Griffin and Patrick Fulton, community network to use the vacated building in the 2200 block of Bartow Street to serve as a community resource and referral center. The Center will provide information to citizens of all departments of all organizations that might meet their needs. The facility would like to provide a big brother, big sister type program.

He stated that they have been talking with the Labor Department and they have agreed to work with this group in providing apprentice jobs in the community.

Mr. Fulton pointed out that in spite of all that has happened over the last few weeks it is time now that everyone bring closure, to allow the healing process to begin. He stated that by working together for one common cause they could make the City of Brunswick the County of Glynn the wonderful Golden Isles that they know it to be.

Again Mr. Fulton stated that the march was organized to bring about unity and not destruction.

Mr. Fulton asked the Mayor and Commissioners to ensure that the City Police Department, the Chief of Police and it's Supervisors implement Sensitivity Training when officers are out on the street patrolling the City and making routine traffic stops. Mr. Fulton mentioned it has been said that the City and County do provide Sensitivity Training, but when an officer patrols the streets, the citizens do not know if they are using it.

Mr. Fulton asked the Mayor and Commissioners to ask the Chief of Police to stress to the Police Officers it is very important that they extend this Sensitivity Training, so that they could respond to the needs of the African American people in this City.

Mr. Fulton stated that until they have come to an equable solution anytime a citizen see a person or persons being stopped or apprehended then someone will stand to the side take note, take watch, but not to obstruct. He further stated that they believe the law should run its course.

Mr. Fulton extended an invitation to the Mayor and Commissioners and the Chief of Police to meet with them on Monday at 7:00 p.m. at St. John's Baptist Church. He stated that the citizens might have an opportunity to further discuss their feelings and bring this unrest to an end.

Commissioner Jennings asked Mr. Fulton to elaborate on the Civilian Review Board.

Mr. Fulton told Commissioner Jennings that the Civilian Review Board would work in conjunction with the Police Department investigating and looking into problems of allegations that are made concerning Police harassment, to give them an opportunity to look into the problems and give some input and not make a decision.

Commissioner Jennings stated that the reason he asked the question is because when the Police Department is involved in any controversial situation it is always standard operating procedure to bring in the Georgia Bureau of Investigation a neutral agency to investigate.

Mr. Fulton told Commissioner Jennings in this particular case or situation he agree that an independent investigation should have taken place namely the Georgia Bureau of Investigation.

Commissioner Williams stated that he would like to have some clarifications if nothing else concerning the Downtown Development Authority taking a more active part in the African American businesses.

Mr. Fulton concurred.

Commissioner Williams informed Mr. Fulton that there is a program already in hand. He stated they have contacted some of the businesses especially on Norwich Street concerning the possibility of uplifting the appearance. He pointed out that businesses in that area did not contact the Downtown Development Authority while he served as an active member. Commissioner Williams stated that he had to get off of that Board because of a new law.

Commissioner Williams stated that most of the Chamber of Commerce affairs that he attended there was not African American Businessmen present. He stated that they may not have been invited, he did not know, but he knew that the membership in the Chamber of Commerce is not limited to anybody, any businessperson could join the Chamber of Commerce. Commissioner Williams mentioned that if African American Businessmen would join and become a part of the Chamber of Commerce then they can almost demand that the Chamber of Commerce do certain things to help the Black businessman.

Commissioner Williams pointed out if they do not want to become a member of the Chamber of Commerce then he did not know how much they could demand of the service coming from them. He stated that the Chamber welcome any business to join. Commissioner Williams offered to contact Woody Woodside to ask him to meet with them to explain some of the services the Chamber of Commerce provides to its members. Commissioner Williams indicated that he did not know whether everything he discussed today is true, but those are the things he have been involved with since he became a City Official.

Commissioner Williams stated that Mr. Fulton mentioned Sensitivity Training for the Police department. Commissioner Williams stated that he know the City is spending money for training. Commissioner Williams asked everyone to keep in mind that they are dealing with human beings until that one human being decides that he wants to do something that would make things better all the training in the world would not help this situation. He pointed out it's not going to be helped until the citizens on the street make up their minds that they are not getting involved in those things that would require someone to harass them. Until that citizen decides that he is not going to make himself look suspicious then the City can try or cause some of these things to disappear. Citizens have the right to make the situation better. He mentioned that the Police Department no matter how strong they are is not going to improve their relationship and they are not going to reduce crime until the average citizen decide that they are not going to be a part of what is going on.

He mentioned when a drug person move on his street he would have to get out and tell him that he pay taxes on that property and that he could not carry out his actions there. He stated that was an example, but as citizens they would have to become a part of what they are asking for, there has to be some goings and comings from everybody. He stated that there are problems out there on the streets.

Commissioner Williams stated that a Civilian Review Board was good if the members of that Board would actually stand up and tell him as a citizen that he was wrong and the law states that he could not do that, if those members are going to do this then he would go on one hundred percent full speed ahead. If individual cannot see both sides of the story then they would not solve anything. He pointed out that citizens have to make sure that they are citizens first before they can demand anyone else to be a citizen.

Commissioner Williams told Mr. Fulton that he understood exactly where he was coming from and he was not disagreeing with him or anybody that was following him or anyone that thinks his movement is good. He felt that was good. Commissioner Williams stated that he was afraid he might not be quoted correctly.

Commissioner Williams stated that he felt the disturbance the City had was an awakening. The citizens are out there immune from this kind of happening so the City will have to prepare; so that when it happens the City can solve it in a minute. He mentioned that he would like to see a force that could be called at the moment and these persons will come and they will be trained to handle these kinds of disturbances. Rather than having to get a Policeman who has not been on the job very long. He stated that everyone have responsibilities as citizens to make sure that this City is correct. He felt that the City need someone in the County, the State or even the Coast Guard if something happens on the waters they will get there in a hurry with some help. He stated that the Commission needs to prepare the City for the worst if it happens and not wait until everything happens and then try to put a big bandage on it. He stated that the City needs to put a big prevention system in place before it gets started. He stated that he was not against anybody, but the Community has to come together as citizens of this City to make things better.

Mr. Fulton told Commissioner Williams that he begs to differ with him about sensitivity training. It was not all citizens in the Community that was standing on street corners or congregating in parking lots out there for any type of criminal element or intent.

Mr. Fulton stated that Commissioner Williams made reference to as an example about drug dealers and he was not speaking about just drug dealers or just persons or perpetrators who make it their business to break the law. Mr. Fulton pointed out that he was speaking about everyday citizens who work for a days pay to provide for them and their family.

Mr. Fulton stated that the Brunswick Police department has a lot of good Officers and a lot of his friends are in the Police Department whom he work with and talk to everyday and greatly respect them. He stated that there is in any and every barrel a spoiled apple. Mr. Fulton concurred that the citizens need to do what ever it takes

to bring this situation or problem to a close and make the City a better place. He stated that it is a firm belief that to get respect Citizens have to give respect.

Mr. Fulton mentioned that he has been a member of the Chamber of Commerce for a little over a year and a half. He stated that he knew of others who are business owners who are also members of the Chamber of Commerce. He asked the Commission again to urge the Chamber to work with them to insure that they are able to tap into the tourism and trade that flow in the City of Brunswick.

Mr. Fulton told Commissioner Williams again that they are trying to bring closure to the unrest that started on July the 4th that escalated over into the 5th of July. That is why they came today to make a difference. Mr. Fulton stated that Gary Cook would like to speak.

Commissioner Davis asked Mr. Fulton to elaborate on the building located in the 2200 block of Bartow Street. She asked for clarification.

Mr. Fulton reiterated that the building located in the 2200 block of Bartow Street would be used as a Community Resource and Referral Center.

Commissioner Davis mentioned that she has a prior engagement and would try and get to their meeting. She stated that if she cannot make the meeting he would know that she has committed to something else.

Commissioner Jennings stated that he was speaking as an individual and also a member of the Commission Board and he appreciates a man like Mr. Fulton of intelligence coming to the City for healing. He stated that he was proud of this Community just like Mr. Fulton and he appreciates him.

Mayor Brown asked Gary Cook to limit his comments to about three minutes.

The City Manager mentioned that the building located in the 2200 Block of Bartow Street behind the old Mocks IGA building on "L" Street its an old Urban Renewal facility that is owned by the City. He pointed out that the building does require some repairs. The Risley Alumni Association was looking at that building for a possible meeting location. The repairs that need to be done are extensive. The City Manager stated that he would submit the information concerning the repairs at a later date.

Gary Cook stated that he hoped that the Commissioners, who plan to attend the meeting on Monday night, will come with some understanding and open minds and a bit of culture.

He stated that dealing with the City's Police Department the Community must be in order first to accomplish anything. The police could not solve a case no matter how minor unless there is respect of citizens.

He mentioned that the Brunswick Police Department could not catch a murderer in the Community if citizens did not participate.

Mr. Cook discussed the need for sensitivity training. He mentioned that the ratio of the Brunswick Police Department was unknown, however the African American and White officers by law do not add up.

Mr. Cook stated that everyone knows someone who is a drug dealer, but they do not go and tell the Police on that person.

Mr. Cook pointed out that the Georgia Bureau of Investigation did not show up in Brunswick to investigate the things that occurred on July 4th and July 5th. Mr. Cook stated that an investigation by the GBI would bring some kind of closure.

He stated that all kinds of accusations were in the newspaper about citizens in Brunswick. Mr. Cook told the Commission that he was present on the morning of July 5th along with his brother-in-law from New York and his sister-in-law who has been in the Coast Guard for 16 years. He stressed that they were not criminals, but yet the citizens are not respected, treated differently and not protected in this community.

He felt that citizens should not have to beg the Commission Board for some kind of investigation into the events that occurred the morning of July 5th.

Mr. Cook urged the Commission to walk down Albany Street to see the debris glass and trash that sits in the median in that neighborhood. He felt that if it was an area in downtown on Union or Reynolds Street in the Victorian Style homes area it would have been gone and maybe some grass growing. He suggested that Police Chief Cowan offer a silent witness program so that citizen will have an opportunity to call in crimes.

Mr. Cook suggested that the Commission come out and work in the Community. He mentioned that was the reason why a lot of the Commissioners did not want Ken Plyman on the Commission Board.

Commissioner Williams stated that he must reply to Mr. Cook. He stated that the drug dealer was used as an example of citizens taking control in their community. He challenged anybody who felt like Jonathan Williams has not contributed to this City to the young men, boys and girls that were his students to come forward and say that he did not do anything to help them or get them where they are today. Commissioner Williams stated that anyone who knows Jonathan Williams can say that he has never stood for anything other than trying to make boys men and girls women and train them to know that tomorrow is the day they are going to have to live. He stated that if somebody have a different opinion of Jonathan Williams then he is very sorry.

Mayor Brown stated that he wanted to say a few things in regard to the issue. He stated that he planned on attending the meeting on Monday night and hope the meeting would be productive. He stated that if an earlier comment was made towards him and where he lived, he mentioned that he was out there everyday picking up trash and if he could do it everybody else could too. He fore warned that if this meeting gets out of hand and rowdy he would leave. He stated that he was not going to conduct any meeting in an unruly atmosphere. He would conduct business as it should be conducted. He felt that Mr. Fulton and he could get along

pretty well, but he felt like some others want to disrupt things and if that is the case the meeting would have to adjourn and reconvene some other time.

Mr. Cook stated that he would not be present because he did not need to meet with the Mayor.

The City Manager stated that he did not know why item No.7 was placed on the agenda. He felt that it was relative to some discussion the City Commission wanted to have.

The City Manager stated that the City has been working with the County as far as the tract development. The City has given assistance with the grant and Bill Frankfort has been working with the City Engineers and along with the County Engineers. The City of Brunswick has a degree of understanding that has been signed by the County and the project should be getting underway in the future.

MEETING ADJOURNED.

/s/ Bradford S. Brown
Mayor

Attest: /s/ Georgia E. Marion
City Clerk