REGULAR MONTHLY MEETING PIKE COUNTY BOARD OF COMMISSIONERS

The Pike County Board of Commissioners held its Regular Monthly Meeting on Tuesday, May 28, 2024, at 6:30 p.m. in the Courthouse, Main Courtroom, at 16001 Barnesville Street, Zebulon. Chairman Briar Johnson convened the meeting and Commissioners Tim Daniel, Tim Guy, Jason Proctor and James Jenkins attended. County Manager Brandon Rogers and County Clerk Angela Blount were also present. (O.C.G.A. § 50-14-1(e) (2)). Due to unforeseen circumstances, County Attorney Rob Morton was not present.

- 2. INVOCATION.....Kyle Garner
- 4. APPROVAL OF THE AGENDA (O.C.G A. § 50-14-1 (e) (1))

Motion/second by Commissioners Guy/Proctor to approve the agenda, motion carried 5-0.

- 5. APPROVAL OF THE MINUTES (O.C.G.A. § 50-14-1(e) (2))
 - a. Minutes of the May 15, 2024, Regular Monthly Meeting.
 - b. Minutes of the May 15, 2024, Executive Session.

Motion/second by Commissioners Daniel/Guy to approve the minutes of the May 15, 2024 Regular Monthly Meeting, and the minutes of the May 15, 2024 Executive Session, motion carried 5-0.

6. INVITED GUEST - NONE

7. REPORTS FROM COMMISSIONS, DEPARTMENTS, COMMITTEES, AUTHORITIES

a. Monthly Reports submitted from County Departments and County Authorities, including a Revenue/Expenditure Statement for all departments and a summary check register. There are no Department reports as they will be provided during the first Board meeting of June. Revenue/Expenditure Statement and Detail Check Register is included.

Motion/second by Commissioners Proctor/Daniel to accept reports, motion carried 5-0.

b. County Manager Report

 Update on County finances for the following funds/accounts:
 \$1,263,302.59

 Fire Dept. Donations
 \$9,847.17

 Cash Reserve Account
 \$104,252.63

 Jail Fund
 \$29,834.11

 E-911 Fund
 \$72,813.24

 DATE Fund
 \$34,989.26

 Juvenile Court Fund
 \$13,744.51

 Residential Impact Fee
 \$337,914.42

 Commercial Impact Fees
 \$35,333.46

 C.A.I.P FUND
 \$217,849.65

 General Obligation SPLOST 2022-2028
 \$1,685,134.00

L.M.I.G. Grant (DOT).....\$4,421.46

c. County Manager Comment

County Manager Brandon Rogers stated he does not have anything other than what is on the agenda unless the Board has any questions for him. Commissioner Jenkins stated he has a question. At the last meeting under Public Comment, Mrs. Watts addressed the Board about an open record regarding improper shredding of documents, did you tell someone to shred those documents. CM Rogers replied yes, he did tell Building and Grounds to dispose of the records. Commissioner Jenkins noted by law the County Clerk, Records Custodian, is in charge of the records. Did she know about this? CM Rogers stated the County Clerk is the one who pulled all the records and set them out for destruction so yes, she did know about it. Commissioner Jenkins asked if the Records Custodian was standing there when they were destroyed. CM Rogers noted each year when one year is concluded and a new year is started, the records for the prior year are boxed up and taken out to storage. Old records are removed, and new records are stored. All the boxes have a destruction date on them, and the old boxes that have met the retention schedule were pulled out for destruction. Commissioner Jenkins stated the Records Custodian did not know the boxes were destroyed. CM Rogers stated the Records Custodian pulled the boxes, yes, she knew.

d. Commissioner Reports

- District 1 Commissioner Daniel No report.
- District 2 Commissioner Guy No report.
- $District\ 3-Commissioner\ Proctor-No\ report.$
- District 4 Commissioner Jenkins No report.

At Large Chairman Briar – thanked Vice Chairman Commissioner Tim Daniel for filling in as the Chairman at the last Board of Commissioners meeting that he could not be in attendance due to unforeseen circumstances.

e. County Attorney Report to Commissioners - Absent

8. UNFINISHED BUSINESS - NONE

9. NEW BUSINESS

a. Approve/Deny use of Impact Fees from Sheriff, Jail, Fire, E-911 and Administration to pay for Property Master Plan, not to exceed \$40,000.00.

County Manager Brandon Rogers stated the Board received an email from him earlier today on whether this was considered an eligible item to use Impact Fees for. CM Rogers noted he did talk to the County Attorney Rob Morton and Jeremy Gilbert spoke with Patsy at Ross and Associates and everyone agrees this is considered a system improvement. All these items were included in the 2006 CIE Report when it was adopted. It was listed as an upgrade to the Sheriff's Department, Jail, Fire and E-911.

Motion/second by Commissioners Guy/Daniel to approve use of Impact Fees to pay for Property Master Plan not to exceed \$40,000.00, motion carried 5-0.

b. **PUBLIC HEARING:** To receive public input regarding REZ-24-01 Beau Rowland, Jonathan Rowland and Laci Brown owners and applicant request a rezoning from A-R (Agricultural-Residential) to RR (Rural Residential) for property located at 1386 GA Highway 18, Molena, GA 30258 in Land Lot 256 of the 9th Land District, further identified as Parcel ID 020 029. The property consists of 12.48 +/- acres and the request is for a 3-lot minor subdivision. Commission District 2, Commissioner Tim Guy.

Jeremy Gilbert, Director of Planning and Development, addressed the Board stating the request before them is a rezoning from A-R, Agricultural-Residential, to RR, Rural Residential, for a minor subdivision consisting of three lots. The three lots that are being proposed are for three siblings to build on family property. One lot will have the existing house on the property and the other two lots will be buildable lots for the future. The applicant meets all the requirements. The Planning and Zoning Board heard the request on May 9, 2024 and recommend approval of the rezoning with one condition that the applicant shall apply for a Building Permit for the Accessory Structure before the item can be heard by the Board of Commissioners. There was an accessory building that had been constructed on the property without a permit. The applicant was not aware that they needed a building permit for an accessory building. The applicant applied for a permit, and it was issued on May 10, 2024, for an accessory structure. The issuance of permit number 2400203 satisfies the above zoning condition. In the packet the conceptual plan shows one lot will be five acres and the other two lots will be over three acres each.

In Favor Opposition

Randy Davis

Reau Rowland

Opposition

No one came forth.

Motion/second by Commissioners Guy/Proctor to approve REZ 24-01, motion carried 5-0.

c. Approve/Deny the Final Adoption of the FY 2024-2025 Budget.

County Manager Brandon Rogers stated there has not been a lot of change since the last Public Hearing of the Budget. There are a couple of things that were adjusted that CM Rogers wanted to go over. There is a \$8,600.00 decrease in the Sheriff's Department budget, this was for the security at the Parks and Recreation and the Parks and Recreation had budgeted for that security, so this has been removed from the Sheriff's Department budget. The Public Works Department has a lot of changes in it with the recent changes with staff. The Public Works organization chart has been redone for now. If the Board decides to keep the organization chart, they can see the effects it may have and if the Board decides to go back to the way it was, it is easy to just flip the script. CM Rogers noted one of the big changes in Public Works budget is something that has been discussed in years past and that is the possibility of contracting out paved road mowing. There are four crews now, two crews for paved road mowing and two crews for dirt road mowing. Currently, Public Works is short on paved road mowing, they have one person for paved road mowing for the entire county. CM Rogers noted the dirt road mowing is short one person. CM Rogers stated he has thought about moving the one person on the paved road mowing to the dirt road mowing and contract out the paved road mowing. That would mean it would eliminate four positions in Public Works that are vacant right now. By eliminating these positions, the county would save on payroll, benefits, and save on purchasing new tractors and mowers within the next couple of years. CM Rogers noted the last time he pulled them up, they cost about \$130,000.00 each, purchasing four more gets very expensive not to mention you get about eight years of good work out of the equipment then the county starts putting money into them to keep them running. Ten years is about the life expectancy of the equipment and the county is at eight to nine years right now and the county is already down one mower. The numbers are very close on contracting it out verses hiring four employees to run the paved road mowing, it all depends on the maintenance of the tractors. CM Rogers noted he did not account for fuel. CM Rogers stated the Parks and Recreation Department has a slight decrease; they were able to cut some of their funding but are asking for additional personnel. CM Rogers noted he did go back in and add additional personnel for field maintenance to Parks and Recreation. Parks and Recreation was asking for an increase in salary for all their employees and CM Rogers noted he did not include those because he felt like if the rest of the county is going to wait to get the salary study back then the Recreation Department can too. CM Rogers noted the Fire Department is the only one that increased since the last budget and that was a mistake on the County Manger's part. Chief Bobby Wilkerson pointed out that their overtime was not budgeted for, this accounts for festivals the hourly firefighter's work. The amount added to the Fire Department budget for the overtime was \$12,000.00. CM Rogers noted everything else is what was presented last time. Chairman Briar Johnson stated he would like to discuss having another public hearing before the budget is adopted, look at the night shift fire personnel and see what that does to the budget, and discuss the paving crew and if it should be contracted out or not. Commissioner Tim Daniel agreed that he would like to see the night shift fire personnel added back to the budget and see what those numbers look like. Commissioner Tim Daniel asked when the budget went from the \$2.5 million dollar shortfall to a balanced budget was that from using ARPA funds. CM Rogers replied yes, the county had a balanced budget before, the \$2.5 million dollar shortfall was the difference in the revenues and expenditures. ARPA funds are being used but the Water Authority is a big one and the funds are being used to wipe out all their debt, so this does not have to be discussed in the future. The same thing is being done with the Parks and Recreation Department, using funds to reduce the line of credit they have. The ARPA funds are being used to help get the tax digest cleaned up and once cleaned up all properties will be assessed correctly and that will help close some of the gap on the revenues and expenditures in the future. There are a lot of citizens whose properties are not assessed correctly right now that are not paying the correct amount in taxes. County Manager Rogers stated this year, the county will not see an increase in taxes this year and he feels confident that next year will be the same. Commissioner Tim Daniel asked even with putting the night shift Fire Department back into the budget, it was not that much more money. CM Rogers replied he thinks it was around \$130,000.00. CM Rogers noted \$880,000.00 is what consists of 1-mil. Commissioner Daniel noted he could justify the night shift Fire Department and this budget is a lot better than the \$2.5 million dollar shortfall. CM Rogers replied to what the Chairman mentioned earlier about the road crews, he does not have a lot of answers right now since the Public Works Department is in a reassessment mode right now. The county has some small projects going on right now that crews are working on to see what their capabilities are with the employees in Public Works to determine if the county is confident in doing a road project on their own or does it need to be contracted out or does the county need to hire someone who is more capable of doing the job. Chairman Briar Johnson noted whoever the county may hire as the road director, may be highly experienced in asphalt. Chairman Briar Jonhson stated he thinks the county needs to hire a road director before the decision is made on the paving crew because the road director may have experience in asphalt. Commissioner Tim Guy stated he agrees with the Chairman. Chairman Briar Johnson noted the county will keep the equipment; it will not be sold. CM Rogers stated there is no lease on the equipment, the county owns the equipment. Chairman Briar Johnson noted that this year ARPA funds are being used but next year the county will not have ARPA funds to use. CM Rogers replied that the county will have ARPA funds next year, the funds must be spent by the year 2026. CM Rogers stated if the Board agrees to this budget, the county will have to get intergovernmental agreements with the Water Authority and Parks and Recreation Authority agreeing to pay for the next two years because ARPA funds will extend though end in 2026. Chairman Briar Johnson asked when the ARPA funds are spent, then what is the plan. CM Rogers replied the plan is when the ARPA funds are spent then there is no debt for the funds, it is a wash. The plan is to eliminate all the debt the Water Authority has. The Water Authority is profitable. CM Rogers noted in two years, once their debt is paid off, the county should not have to fund them at all. CM Rogers noted he does not see this being the case for the Parks and Recreation Department, the Parks and Recreation Department will always be an expense to the county. Their debt will be reduced because one of their loans can be paid off, that is about \$6,400.00 a month. County Manager Rogers stated he thinks the county will see a major change in the tax base once the Tax Assessors Office is corrected. The county will probably see a big rollback next year. Commissioner Tim Daniel stated he is pleased with the progress of the budget now, but his only concern is he would like to see the night shift Fire Department personnel added into the budget. Commissioner James Jenkins stated he would like to add a night public hearing/comment regarding the budget. CM Manager Rogers asked if they would like to have the night public comment at the next meeting scheduled for June 25, 2024, or does the Board want to have a Special Called Meeting. Having the public comment at the June 25, 2024, meeting is not a problem if the Board agrees to stay that night to finish the budget since it must be adopted by July 1st. The Board agreed to it. County Manager Rogers noted that he sent the Board a Budget Highlight Book that he and Clint put together. The book has each department listed, what they do, and how many employees. Once the budget is adopted, the plan is to add to the book any changes to the department for example if the night shift fire personnel is adopted, that would be listed under the Fire Department with the date it started; it is considered a budget highlight. This book will become good reference material once completed. CM Rogers asked the Board if there was anything they would like to see changed in the budget besides adding the Fire Department before the next meeting. Commissioner James Jenkins asked about the 2.5% raise and when it would take effect. CM Rogers stated there have been several questions about it and his recommendation is to not start the 2.5% raise until after the county receives the salary study back. CM Rogers noted the 2.5% raise may not go to each employee, if the employee is within their pay grade from the salary study, then that 2.5 % raise may need to go to an employee who is below their pay grade in the salary study to get them closer to their pay grade.

Motion/second by Commissioners Daniel/Guy to postpone the Final Adoption of the FY 2024-2025 Budget until the June 25, 2024 meeting in addition add public comment pertaining to the budget to the June 25, 2024 agenda before the final adoption of the budget, motion carried 5-0.

10. PUBLIC COMMENT (Limited to 5 minutes per person)

a. David Penland to address the Board regarding county roads.

David Penland addressed the Board stating he was there on behalf of Randy Davis and his family. Mr. Davis and his family live at 1480 Scott Road in Williamson, GA. Mr. Penland provided the Board with a packet of documents. Exhibit A shows the location of Mr. Davis home. It sits at the intersection of

Scott Road and Ward Road. Mr. Davis purchased this property because it was located on a dirt road, and he wanted to raise his family in peace, however, it has been anything but peaceful. Mr. Davis' driveway is used as a turnaround all hours of the day by people unknown by Mr. Davis and his family. On one occasion, Mr. Davis came home to his children sitting in the closet with kitchen knives because a box truck pulled in his driveway and turned the ignition off. The second incident that happened was when two vehicles pulled in his driveway at 3:00 p.m. and turned off their ignitions. Mr. Davis is at work 2 ½ hours away and sees this happen on his camera. Mr. Davis' kids were scheduled to get off the bus at 4:00 p.m. so you can imagine how Mr. Davis felt. Mr. Penland noted it is unclear why there is so much traffic on this road. Mr. Davis driveway is the only one cut on this portion of Scott Road. The landowners adjacent to Mr. Davis have other means of ingress and egress to their properties other than that portion of the road. Mr. Penland noted that in an attempt to help Mr. Davis with this problem, the county installed a private drive sign location noted by the red "x" on Exhibit A. There was a complaint by a landowner and the sign was removed and replaced with a Dead-End sign. While technically it was not a private drive, the sign did its purpose in helping deter people from traveling down that road. According to the official county records, a portion of Scott Road where Mr. Davis' property is located was abandoned in 1986, just north of Mr. Davis' driveway shown by the red line on Exhibit A. In 2001, there was an attempt to clarify that point of abandonment, but the records are ambiguous as to rather or not it was ever actually clarified. Mr. Penland noted he examined the records personally and he could not tell one way or the other if it was. The road has not been maintained north of Mr. Davis' driveway. Exhibits B, C, D, E show the condition of the road north of Mr. Davis' property. Note that the goat track in the exhibits is a county road. With the prevailing grade of the area, washouts are frequent on top of the unwanted visitors, Mr. Davis had to put two loads of gravel down in his driveway just to access it. Due to the problems Mr. Penland has mentioned, Mr. Davis is asking the county to consider abandoning a portion of Scott Road in the curve where the Dead-End sign is currently located. Pursuant to Georgia Code, the county may abandon a section of the county road system has for any reason ceased to be used by the public to the extent that no substantial public purpose is served by it or that its removal from the county road system is otherwise in the best public interest. Mr. Penland noted it is clear from the photographs that have been provided in the exhibits that the road is no longer used by the public, you cannot get a school bus, ambulance, or fire truck down that portion of the road. There is no driveway cut past Mr. Davis' driveway. This portion of Scott Road is a problem. The neighboring landowners have other access points to their property on other county-maintained roads. This portion of Scott Road as can be seen in the exhibits has already been abandoned by the county due to its condition. When the portion of Scott Road was first abandoned in 1986, the petitioners for the abandonment said quote, "These roads are county dirt roads and are self-derived by the general public. We have experienced a tremendous amount of vandalism in the area, and we feel our property can best be protected by closing these roads". A petition clarification in 2001, the letter stated that abandonment protects property from trespassers.

b. Marvin Killingsworth to address the Board regarding taxes.

Mr. Killingsworth was not present at the meeting.

c. Ray Grizzard to address the Board regarding property on Highway 19.

Mr. Grizzard addressed the Board stating back in April 2024, he presented some questions to the Board that he wanted answered and the questions and answers to be entered into the legal minutes. The questions were presented on paper to the County Manager and the Director of Planning and Development. It is now the end of May and Mr. Grizzard stated he still has not received an answer. Mr. Grizzard addressed the Board about his property on Highway 19. The property is zoned commercial, and he purchased it in 2006 before the Overlay went into effect in 2013-2014. With the Overlay rules the county put in place, Mr. Grizzard only has 35% of his property he can use. Mr. Grizzard stated that is the county taking 65% of his property that he cannot use, which he considers the same thing as eminent domain. Mr. Grizzard stated he cannot sell the property and he cannot build on it. Mr. Grizzard would like clarification on other commercial parcels in the Overlay District whether they have to follow the same rules if they owned it prior to the Overlay District or are they grandfathered in. Mr. Grizzard does not think he should have to come before the Board to get permission to use his property or pay \$300.00 to go through the process to get something approved on a piece of commercial property that he owned before the Overlay. The county made Mr. Grizzard's property unusable. Mr. Grizzard thanked Commissioner James Jenkins for reaching out to him several times regarding this property. Mr. Grizzard noted he has not heard from any of the other Board members. Mr. Grizzard asked the County Manager why he had not responded to any of his emails, he stopped by the Board of Commissioners office to talk to the County Manager, and he was not in. Mr. Grizzard stated he asked the ladies at the Board of Commissioners office about a missed call he had from an unknown number, and they verified it was the County Manager's phone number. Mr. Grizzard stated he does not understand why the County Manager would not leave a voice mail because he does not answer calls from unknown numbers. Mr. Grizzard stated he wanted to meet with the County Manager to get clarification on the Overlay District and to discuss the questions that he has not received a response to. Chairman Briar Johnson told Mr. Grizzard to give them a week, until next Tuesday to receive a response to the questions from the County Manager or the Director of Planning and Development. Chairman Briar Johnson asked Mr. Grizzard if he had a copy of the questions, and he said not with him, but he provided a copy to the Clerk at the meeting in April to be entered into the record. Mr. Grizzard reminded the Chairman that he requested the answers to the questions to be entered into the legal minutes.

d. David Allen to address the Board regarding government transparency.

David Allen addressed the Board stating he is glad the Board voted to have a second public comment at night before the FY 2024-2025 Budget is adopted. Mr. Allen noted this is the right thing to do no

matter what the state law says. Mr. Allen stated the Board needs to be clear and transparent of what is in the budget between now and the adoption. There is confusion on the budget and where the additional revenues will come from, ARPA funds. It is all well and good, but you cannot supplement it too long, or it is going to be gone. Mr. Allen asked what the APRA funds were originally for. Mr. Allen stated he has some concerns, and the Board needs to be transparent. One of the concerns Mr. Allen brought to the Boards attention is what will happen if the county loses the appeal with the Department of Revenue and has to pay the penalty that was incurred by the Tax Assessors Department. There will be a lot of legal fees to be paid and a fine that will have to be paid. Was this factored into the budget? Another concern is the Tax Assessors Department that incurred this fee, will there be a contracted third party to assess the county to do it right or will it be done in-house. Taxpayers cannot afford both of those. If the county contracts out a third party to correct the in-house mistakes but allows the same Tax Assessors in-house group to stay employed, allowing them to make the same mistakes. It must be one or the other, you have to cut the dead weight. Mr. Allen asked how the county was going to pay for the behind closed doors real estate acquisition from last November for the Industrial Park west of Zebulon. Has this been factored into the budget? What about the real estate acquisition that was discussed behind closed doors on May 15, 2024, is it factored into the budget if it comes to pass in the next several months? Once again, the citizens do not know. Mr. Allen stated the land purchases are almost laughable because with SPLOST, the taxpayers have to be asked in advance to charge an extra penny for a candy bar that he may buy at Mr. Bs Convenience store, but you do not have to ask taxpayers to buy millions of dollars of real estate, that is odd. Mr. Allen stated it is like hey look what we spent your money on hope you like it, that is not acceptable. Mr. Allen stated he understands the Board cannot disclose the where, the who and jacked up prices but the taxpayers need to be involved in this in some way. The how, the what, the why and taken from behind closed doors and brought to the public. Mr. Allen stated these are some issues that he hopes the Board will address before the next public comment and before the adoption of the FY 2024-2024 Budget.

11. EXECUTIVE SESSION

a. County Attorney Rob Morton request Executive Session for consultation with the county attorney, or other legal counsel, to discuss pending or potential litigation, settlement, claims, administrative proceedings, or other judicial actions brought or to be brought by or against the county or any officer or employee or in which the county or any officer or employee may be directly involved as provided in O.C.G.A. § 50-14-2(1), germane to pending litigation.

Motion/second by Commissioners Daniel/Guy to adjourn Regular Session and enter into Executive Session at 7:22 p.m., motion carried 5-0.

County Attorney Rob Morton joined Executive Session via phone.

CLOSED MEETING AFFIDAVIT

[A copy of the affidavit must be filed with the minutes of the meeting]

STATE OF GEORGIA COUNTY OF PIKE

AFFIDAVIT OF PIKE COUNTY BOARD OF COMMISSIONERS

Members of the Pike County Board of Commissioners, being duly sworn, state under oath that the following is true and accurate to the best of his/her knowledge and belief:

1.

The Pike County Board of Commissioners met in a duly advertised meeting on <u>5-28-2024</u>.

2.

During such meeting, the Board voted to go into closed session.

3.

The executive session was called to order at 7:22 p.m.

4.

The subject matter of the closed portion of the meeting was devoted to the following matter(s) within the exceptions provided in the open meetings law:

- Yes Consultation with the county attorney, or other legal counsel, to discuss pending or potential litigation, settlement, claims, administrative proceedings, or other judicial actions brought or to be brought by or against the county or any officer or employee or in which the county or any officer or employee may be directly involved as provided in O.C.G.A. § 50-14-2(1);
- No Discussion of tax matters made confidential by state law as provided by O.C.G.A. § 50-14-2(2) and _____insert the citation to the legal authority making the tax matter confidential);
- No Discussion of the future acquisition of real estate as provided by O.C.G.A. § 50-14-3(4);
- <u>No</u> Discussion or deliberation on the appointment, employment, compensation, hiring, disciplinary action or dismissal, or periodic evaluation or rating of a public officer or employee or interviewing applicants for the position of the executive head of an agency, as provided in O.C.G.A. § 50-14-3(b)(2);
- <u>No</u> Other Germane to authorizing negotiations to purchase, dispose of or lease property.

J. Briar Johnson, Chairman (L.S.) Tim Daniel, Commissioner (L.S)Tim Guy, Commissioner (L.S.) Jason Proctor, Commissioner (L.S.) James Jenkins, Commissioner (L.S.) This the 28th day of May 2024. Sworn to and subscribed Before me this 28th day of May 2024. Robert L. Morton Morton & Morton Associates County Attorney and Notary Public My commission expires: August 10, 2026. Motion/second by Commissioners Daniel/Proctor to adjourn Executive Session and enter into Regular Session at 8:08 p.m., motion carried 5-0. County Attorney Rob Morton stated as a result of Executive Session he would like to ask the Board to entertain a motion to approve the settlement of the Tom Morgan appeal in the amount of \$6,400.00 which will result in the removal of the no longer valid driveway at the Flat Shoals access. Motion/second by Commissioners Guy/Daniel to approve the settlement of the Tom Morgan appeal in the amount of \$6,400.00 which will result in the removal of the no longer valid driveway at the Flat Shoals access, motion carried 5-0. 12. ADJOURNMENT Motion/second by Commissioners Proctor/Guy to adjourn at 8:09 p.m., motion carried 5-0.

Angela Blount, County Clerk

Pike County Board of Commissioners:

J. Briar Johnson, Chairman