

WORKSHOP
PIKE COUNTY BOARD OF COMMISSIONERS

The Pike County Board of Commissioners held a Workshop on Thursday, September 3, 2026, at 12:00 p.m. at the Pike County EMA/Storage Facility, 132 Twin Oaks Road, Williamson, GA 30292. Chairman Briar Johnson convened the meeting and Commissioners Tim Daniel, Ken Pullin and James Jenkins attended. County Attorney/County Manager Rob Morton and County Clerk Angela Blount were also present. (O.C.G.A. § 50-14-1(e) (2)). Due to unforeseen circumstances, Commissioner Tim Guy was unable to attend.

- 1. **CALL TO ORDER..... Chairman J. Briar Johnson**
- 2. **INVOCATION.....Silent Invocation**
- 3. **PLEDGE OF ALLEGIANCE..... Chairman J. Briar Johnson**
- 4. **APPROVAL OF THE AGENDA - (O.C.G A. § 50-14-1 (e) (1))**

County Manager Rob Morton recommended amending the agenda to move Executive Session to immediately follow Agenda Item 4 due to potential time constraints.

Motion/second by Commissioners Daniel/Pullin to approve the amended agenda, moving Executive Session to be heard immediately following Agenda Item 4, motion carried 4-0.

5. NEW BUSINESS

- a. Discussion of UGA Compensation Study Findings on Position Grades and Pay Ranges.

County Manager Rob Morton stated that the compensation study conducted by the University of Georgia (UGA) focused solely on positions under the Board of Commissioners and did not include Constitutional Officers (Sheriff’s Office, Tax Commissioner, Courts, and Board of Assessors). He explained that the process used to establish recommended pay grades included employee questionnaires, internal review, and a UGA survey of comparable counties. This resulted in updated job descriptions, grade assignments, and pay scale recommendations.

UGA provided two pay-range models: a step plan and an open pay plan. County Manager Morton noted that Staff recommends adoption of the open pay plan due to its flexibility, ability to incorporate merit and certification-based increases, and alignment with budget discretion. The Board of Commissioners reached consensus to proceed with the open pay plan approach, pending final direction and incorporation into the personnel policy.

County Manager Morton stated that several position grades required clarification and adjustment to ensure consistency, particularly among department head classifications, recognizing differences in responsibilities and budget impact.

He noted that UGA labeled the Accounts Payable position as “Accounts Payable Coordinator.” UGA recommended a grade 14; Staff recommended grade 13 based on duties, including the employee’s unique additional responsibilities assisting Public Works. Commissioner Pullin commented on the narrow difference between adjacent bands (e.g., grades 13 vs. 14) and questioned the rationale for multiple bands. He noted that the Maintenance Technician and Equipment Operator ladders reflect meaningful grade progressions (e.g., 10 to 14; 11 to 15).

For Animal Control Officer, UGA recommended grade 13 while Staff recommended grade 11; however, Commissioners favored grade 13 due to the dual role encompassing both Animal Control and Code Enforcement. For Animal Control Director, UGA recommended grade 15; Staff recommended grade 17 to align with other director-level positions. The Senior Center Director grade was also adjusted for alignment with other directors.

For Building and Grounds Director, UGA recommended grade 21; Staff recommended grade 19 for uniformity. Regarding the Fire Department, UGA’s recommended grades were generally higher; Staff recommended lower grades to reflect the department’s mix of part-time and full-time roles.

Commissioner Pullin asked why Finance Administrator Clint Chastain holds the title “Finance Administrator” rather than “Finance Director.” County Manager Morton explained that policy designates the County Manager as the County’s Chief Financial Officer, budget officer, and Finance Director. The title Finance Administrator is used to reflect the position’s authority without conflicting with the County Manager’s CFO designation. UGA recommended grade 24 for Finance Administrator; Staff recommended grade 22, noting that grade 24 may be appropriate for future growth. The Board of Commissioners agreed with Staff recommended grade of 22 for Finance Administrator. County Manager Morton stated that UGA’s draft listed the County Manager position at grade 28, but the County Manager’s compensation is handled separately through negotiation and is not necessarily tied to the scale.

County Manager Morton stated that the Accounts Payable employee currently assists Public Works with work orders, driveway permits, and limited payroll support on Mondays. Options discussed included adding “Administrative Assistant to Public Works” to the title, retaining “Accounts Payable,” or adopting UGA’s “Accounts Payable Coordinator.” The Board of Commissioners agreed to retain the current title Accounts Payable, noting that additional duties may be recognized without changing the formal title.

County Manager Morton stated that the County Clerk has been performing Human Resources administrative tasks and training under the County Manager’s Human Resources Administrator oversight. He asked the Board whether they wished to retain the title County Clerk or add Human

Resources to the title. The Board’s inclination was to retain the title County Clerk. The Board agreed to keep formal titles as-is for County Clerk while continuing current duty assignments and training.

Chairman Briar Johnson asked whether Planning and Development should assume responsibility for driveway permitting instead of Public Works. County Manager Morton stated that the change is under consideration to consolidate permitting functions and reduce multiple trips for applicants. Public Works would continue to conduct field designation and inspection regardless of where the permitting process is housed.

Discussion only, no motion entertained.

b. Discussion of Impact Fees.

County Manager Rob Morton stated that Consultant Bill Ross is updating the methodology report using newer data, which will affect both the Capital Improvements Element (CIE) and the maximum impact fee schedule. He provided historical context, noting that the prior maximum single-family residential fee of \$13,500 (October 2025 draft) was reduced to \$10,600 (March 2026 update) after revisions to the roads plan lowered projected 20-year road costs from \$100,000,000 to \$40,000,000.

Departments have submitted updated facility needs, square footage requirements, and long-term projections—including Sheriff’s Office, Jail, and 911—which may result in adjustments to category maximums once incorporated into the revised methodology.

County Manager Morton outlined the options available under Georgia’s Development Impact Fee Act, including:

- Adoption of fees up to the maximum by category;
- Setting percentage-based fees by category;
- Keeping Sheriff/Jail/911 combined as a single public safety category or separating them into individual categories.

He also noted several policy tools available to the Board, including exemptions, individual assessments, and creation of special impact fee districts to encourage targeted commercial development.

County Manager Morton clarified that, under statute, the Advisory Committee’s role is to review the ordinance and fee schedule, not the technical methodology itself. The Board of Commissioners expressed support for returning the updated ordinance and fee schedule to the Advisory Committee for review once the consultant delivers the revised methodology and updated maximums. Commissioner Jenkins stated he has his own opinion, and he would leave it at that.

County Manager Morton stated that the consultant prioritizes the completion of the update and that all departments have submitted their final tables for inclusion in the revised report.

Discussion only, no motion entertained.

6. EXECUTIVE SESSION (Agenda amended to move after Agenda Item 4)

- a. County Manager Rob Morton requests Executive Session for 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), germane to personnel.

Motion/second by Commissioners Daniel/Pullin to adjourn Regular Session and enter into Executive Session at 12:04 p.m., motion carried 4-0.

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 9-3-2026.

2.

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

3.

The executive session was called to order at 12:04 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:

No 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);
- Yes 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);
- No Other – Germane to authorizing negotiations to purchase, dispose of or lease property.

Pike County Board of Commissioners:

J. Briar Johnson, Chairman	(L.S)
Tim Daniel, Commissioner	(L.S)
Ken Pullin, Commissioner	(L.S.)
James Jenkins, Commissioner	(L.S.)

This the 3rd day of September 2026.

Sworn to and subscribed
Before me this 3rd day of September 2026.

Robert L. Morton
Morton & Morton Associates
County Attorney and Notary Public

My commission expires: August 4, 2030.

Motion/second by Commissioners Daniel/Pullin to adjourn Executive Session and enter into Regular Session at 12:47 p.m., motion carried 4-0.

7. ADJOURNMENT

Motion/second by Commissioners Daniel/Jenkins to adjourn at 1:36 p.m., motion carried 3-0.
(Commissioner Pullin left at 1:15 p.m. due to a prior commitment)

J. Briar Johnson, Chairman

Angela Blount, County Clerk