



MINUTES
Cochran City Council
Tuesday, December 27, 2016
Special Called Meeting @ 10:00 AM

City Hall located at 112 West Dykes Street, Cochran, GA 31014

Present: Mayor Gary Ates, Councilmembers Regina Gooch, Jon Thrower, and Fleming Gilman.

Absent: Councilmember Charles Cranford and Mayor Pro Tem Andrew Lemmon.

Call to order by Mayor Ates. The invocation was given by Mayor Ates followed by the Pledge of Allegiance led by Councilmember Thrower.

With Mayor Pro-Tem Andrew Lemmon and Councilmember Charles Cranford absent, there was not a quorum. Those present met as a committee to discuss evaluation of City Manager Richard Newbern and will present recommendations to full Council at next regular meeting.

Item #1 – Evaluation of City Manager, Richard Newbern

Mayor Ates explained to the other Councilmembers how the evaluation was done last year. Using an itemized evaluation sheet, Mr. Newbern evaluated himself and Council evaluated him as well. This year Council elected to base the evaluation exclusively on their point of view. Council committee decided not to use the City of Cochran's Strategic Goals and Objectives as a guide to evaluate the City Manager's performance. Recommendations were as given in each of the following areas:

- Providing Information to Council
- Providing Advice to Council
- Implementation of Council Policies
- Financial Management
- Personnel Management
- Citizens Relations
- Intergovernmental Relations
- Communications
- Management Style
- Job Effectiveness

Mayor Ates recommended a recess and requested that committee reconvene at 5:00 pm. City Manager, Richard Newbern, would be called in to go over recommendations.

Adjourn-2:00 pm

Reconvene-5:00 pm

Mayor Ates called the Council Evaluation Committee to order at 5:10 pm. Present-Councilmembers Thrower, Gooch, Gilman, Mayor Pro Tem Lemmon, and City Manager Richard Newbern. Absent-Councilmember Cranford. The invocation was given by Mayor Ates followed by the Pledge of Allegiance led by Councilmember Thrower. Councilmember Thrower was chosen as the spokesperson for the Committee. Councilmember Thrower read through the City Manager's evaluation and the Committee comments. Mr. Newbern was given a chance to respond.

The Council Evaluation Committee will recommend a new three (3) year contract, effective January 1, 2017, which will replace the existing contract, a severance pay agreement of four (4) months, a \$3000 annual salary increase with a possible additional salary bonus based on achievement of goals, and use of City Car as transportation to and from work and home.

Mayor Ates commended the committee on their work. Councilmembers discussed an increase in compensation for Councilmembers. City Manager, Richard Newbern advised Council could vote for an increase or bonus for Councilmembers at any time.

Councilmember Thrower made a motion and Councilmember Fleming Gilman seconded to make recommendations to the full Council and the next regular Council meeting on January 10, 2017. The motion passed unanimously with all voting in favor.

Councilmember Thrower made a motion and Mayor Pro Tem Lemmon seconded the motion to adjourn. The motion passed unanimously with all voting in favor.

Adjourn-7:30 pm

Jill Cooper, City Clerk

(Seal)