



CIVILITY PLEDGE

The way we govern ourselves is often as important as the positions we take. Our collective decisions will be better when differing views have had the opportunity to be fully vetted and considered. All people have the right to be treated with respect, courtesy and openness. We value all input. We commit to conduct ourselves at all times with civility and courtesy to each other.

ALAN HALLMAN
MAYOR

MIKE RAST
ALDERMAN AT LARGE

BRETT REICHERT
COUNCILMAN AT
LARGE

MARK ADAMS
COUNCILMAN WARD I

CHASE STELL
COUNCILMAN WARD II

MAYOR AND COUNCIL WORK SESSION

Join in person at 700 Doug Davis Drive, Hapeville, GA 30354 Or, visit the City's Website for live stream at <https://hapeville.org/562/Agendas-and-Minutes>

August 18, 2026 6:00 PM

AGENDA

1. CALL TO ORDER:

2. ROLL CALL:

Alan Hallman
Mike Rast
Brett Reichert
Mark Adams
Chase Stell

3. WELCOME:

4. PRESENTATIONS:

5. PUBLIC HEARING:

6. QUESTIONS ON AGENDA ITEMS:

The public is encouraged to communicate their questions, concerns, and suggestions during Public Comments. The Council does listen to your concerns and will have Staff follow-up on any questions you raise. Any and all comments should be addressed to the Governing Body, not to the general public and delivered in a civil manner in keeping with common courtesy and decorum.

7. CONSENT AGENDA:

7.I. Consideration and Action to Approve the July 21, 2026, Mayor and Council Meeting Minutes.

Supporting Document(s):

1. 07212026 Drafted Meeting Minutes

7.II. Consideration and Action to Approve the August 4, 2026, Mayor and Council Meeting Minutes.

Supporting Document(s):

1. 08042026 Drafted Meeting Minutes

8. OLD BUSINESS:

8.I. Consideration and Action to Approve the Proposed 2026 Employee Handbook.

Background:

At the June 2, 2026, and August 4, 2026, City Council meetings, staff presented drafts of a comprehensive revision to the City's Employee Handbook for Council's review and discussion. The current handbook has been in effect since 2018.

Following multiple reviews and revisions, Human Resources now presents the final draft for approval. The proposed 2026 Employee Handbook has been updated to better reflect the City's current policies, procedures, and organizational needs. Council's comments and

concerns have been carefully considered and incorporated into the proposed handbook.

Human Resources and City staff respectfully request that the Mayor and Council approve the fully revised 2026 Employee Handbook.

Supporting Document(s):

1. FINAL REDLINE of HAPEVILLE PERSONNEL POLICY 8-14-2026 v9

- 8.II. Consideration and Action to Approve a Telecom and Right-of-Way Program Agreement with Google Fiber.

Background:

Google Corporation is reaching out to Georgia municipalities to lay fiber and offer broadband services to residents and businesses. For some time, the Georgia Municipal Association's Local Government Services and Google have been working on a model Right-of-Way and Franchise fee agreement for municipalities.

Attached is the GMA/Google model agreement that we are bringing before council for approval. Franchise fees will be two (2) percent of gross revenues, paid after each quarter.

Google will follow the City's permitting process and start providing retail services if the City adopts the agreement.

Supporting Document(s):

1. GMA Model ROW Ordinance
2. Google ROW - GMA Comments

9. NEW BUSINESS:

- 9.I. Discussion of Sewer Rates and Potential Increase.

Background:

Hapeville Sewer rates have remained unchanged since 2014. Current rates are not keeping up with capital and operating costs of the department. Staff and City engineers reviewed impacts to annual collections at different price points. This evening for discussion with council we are providing results and recommendations.

Supporting Document(s):

1. Sewer Rate Survey
2. 2026.08.06 - Sewer Rate Adjustment Comparison

10. CITY MANAGER REPORTS:

11. PUBLIC COMMENTS:

Members of the public wishing to speak shall sign in with the City Clerk prior to the start of the meeting. Time limitations for Registered Comments are three (3) minutes per person. The total Registered Comment session shall not last more than fifteen (15) minutes unless extended by Council. Each member of the public who fails to sign up with the City Clerk prior to the start of the meeting, wishing to address Mayor and Council shall have a total of two (2) minutes. The entire general comment session for Unregistered Comments shall not last more than ten (10) minutes unless extended by Council.

12. MAYOR AND COUNCIL COMMENTS:

- 13. EXECUTIVE SESSION:** *When Executive Session is Required one will be called for the following issues: 1) Litigation O.C.G.A. §50-14-2; 2) Real Estate O.C.G.A. §50-14-3(b)(1); or 3) Personnel O.C.G.A. §50-14-3(b)(2).*

14. ADJOURN:

Public involvement and citizen engagement is welcome as Hapeville operates a very open, accessible and transparent government. We do, however, remind our attendees/residents that there are times allocated for public comments on the agenda. In order for council to conduct their necessary business at each meeting, we respectfully ask that side-bar conversations and comments be reserved for the appropriate time during the meeting. This will allow the City Council to conduct the business at hand and afford our meeting attendees ample time for comments at the appropriate time during the meeting.