

**THOMASTON-UPSON COUNTY INDUSTRIAL DEVELOPMENT AUTHORITY MINUTES OF THE  
NOVEMBER 17, 2025, BOARD MEETING CITY/COUNTY MEETING ROOM**

**BOARD MEMBERS PRESENT**

Chase Fallin, Chairman  
Dan Brue  
Jennifer Rogers  
Josh Rabalais  
J. D. Stallings  
Slade Gullede, Executive Director

**OTHERS PRESENT**

Johnnie Caldwell, Attorney  
Susan Hill, Office Administrator

**GUESTS:**

Dave Piper, WTGA Radio  
Mark Woodall  
Bridge Turner, Upson Beacon

**CALL TO ORDER**

Meeting was called to order at 4:00 PM.

**APPROVAL OF MINUTES**

A **MOTION** was made by Mr. Stallings seconded by Mr. Rabalais and approved to accept the October 27th minutes.

**FINANCIAL REPORT**

A **MOTION** was made by Mr. Stallings, seconded by Ms. Rodgers, and approved to accept the October 2025 financial reports.

**NEW BUSINESS:**

**1. Director's Report**

Mr. Gullede will not give a formal "Director's Report" every month. Any questions by the board concerning his written report will be answered.

**2. Discussion and Possible Consideration FY 2026 Budget**

The IDA has requested to the County BOC a proposal for funding the IDA. Mr. Brue stated he has not discussed this request to the Board of Commissioners. Mr. Gullede was instructed to follow up with the County Manager concerning the funding. A **MOTION** was made by Mr. Rabalais, seconded by Mr. Stallings and approval of the 2026 IDA Budget. To include a 3%, pay increase (COLA) for the executive director and the office administrator beginning on January 1, 2026.

**3. Pre-Authorizing Certificate of Deposit to the Highest Interest Rate Financial Institution**

The IDA has over \$570,000.00 in CDs, which will mature on December 11, 2025. We have a 10-day window to transfer the funds to another institution or leave it at Peoples Bank. A **MOTION** was made by Mr. Stallings, seconded by Ms. Rogers and approved to pre-authorize Mr. Gullede and Mr. Fallin for approval to determine the best rate for this CD at one of the local banks.

**4. Possible Consideration to Reschedule December's Board Meeting**

The board will hold its December's 2025 meeting on December 15<sup>th</sup> at 4: 00 PM, due to the upcoming holidays.

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**Page 2**

**5. Discussion and Possible Consideration of Performance Incentive for Mr. Gulledge for 2025**

A discussion concerning how to measure Mr. Gulledge performance incentive was held. Different ideas on ways to evaluate his performance were discussed with upcoming discussions that will be held in December's meeting. A **MOTION** is made by Mr. Rabalais and seconded by Ms. Rogers and approved, to award Mr. Gulledge performance incentive in the amount of \$22,000.00. This award is subject to applicable taxes, payable by January 10, 2026. This line item is included in the 2025 budget.

**OTHER BUSINESS**

Mr. Fallin discussed hiring a consultant firm to do a traffic study for future targets in Upson County.

Mr. Gulledge explained to the board finding of his research, as he reached out to a consulate firm regarding the cost estimates for a county-wide transformation study linked to the county's current and future land use. Mr. Gulledge will reach out to other associates for more information, including cost and particulars.

**EXECUTIVE SESSION**

A **MOTION** was made by Ms. Rogers, seconded Mr. Brue and approved to go into Executive Session. This motion was unanimously approved by the following, which were present, Ms. Rogers, Mr. Stallings, Mr. Brue, Mr. Fallin, and Mr. Stallings.

A **MOTION** was made by Mr. Stallings, seconded Ms. Rogers and approved to exit the Executive Session.

The next meeting schedule will be on Monday, December 15, 2025-one week earlier, due to Christmas Holidays.

**ADJOURNMENT**

The meeting was adjourned at 5:15 P.M.

Respectfully submitted,

  
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Slade Gulledge, Secretary