

1 **A RESOLUTION AMENDING RESOLUTION 25-0314 TO CLARIFY THAT**
2 **ELIGIBLE EMPLOYEES MAY BE REIMBURSED FOR CHILD CARE**
3 **PAYMENTS MADE BY THE ELIGIBLE EMPLOYEE OR MEMBERS OF THE**
4 **ELIGIBLE EMPLOYEE'S HOUSEHOLD.**

5

6 **WHEREAS**, on April 16, 2025, the Fulton County Board of Commissioners
7 ("BOC") approved Resolution 25-0314 which created and established a pilot
8 program for the reimbursement of child care expenses to certain eligible
9 employees ("Pilot Program"); and

10 **WHEREAS**, on August 6, 2025, the BOC amended Resolution 25-0314, by
11 approving Resolution 25-0565, which waived the 10-mile radius requirement for
12 eligible employees who have eligible dependents attending child care facilities
13 providing special needs care if approved by the Chief Human Resources Officer;
14 and

15 **WHEREAS**, following approval of Resolutions 25-0314 and 25-0565, the
16 Pilot Program was launched and the Chief Human Resources Officer and
17 Department of Human Resources Management randomly selected 100 eligible
18 employees ("Selected Employees") to participate in the Pilot Program; and

19 **WHEREAS**, Resolution 25-0314 provides that reimbursement will be
20 permitted "upon satisfactory proof of the expense as determined by the Finance
21 Department"; and

22 **WHEREAS**, the Chief Human Resources Officer has received feedback
23 from Selected Employees indicating confusion regarding whether they may be
24 reimbursed for child care expenses incurred for the care of their child if the
25 payment method (e.g., a credit card) only identifies another member of the
26 Selected Employee's household; and

1 **WHEREAS**, the Chief Human Resources Officer recommends that
2 Resolution 25-0314 be further amended to address this confusion; and

3 **WHEREAS**, the BOC wishes to address Selected Employees confusion
4 while ensuring that the maximum number of Selected Employees benefit from the
5 Pilot Program and receive reimbursement for the child care expenses that are
6 expended for the care of their child or children.

7 **NOW, THEREFORE, BE IT RESOLVED**, that the Board of Commissioners
8 of Fulton County hereby amends Resolution 25-0314, to specify that eligible
9 employees selected for participation in the pilot program for the reimbursement of
10 child care expenses may be reimbursed for payments for child care expenses
11 made directly by the eligible employee or other individuals living in the same
12 household as the eligible employee upon satisfactory proof as determined by the
13 Chief Human Resources Officer.

14 **BE IT FURTHER RESOLVED**, that the remaining conditions for
15 reimbursement as outlined in Resolutions 25-05314 and 25-0565 are not changed.

16 **BE IT FINALLY RESOLVED**, that this Resolution shall become effective
17 upon its adoption, and that all resolutions and parts of resolutions in conflict with
18 this Resolution are hereby repealed to the extent of the conflict.

19 SO PASSED AND ADOPTED, this 5 day of November, 2025.

25 Sponsored By:

Robert L. Pitts

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2 Robert L. Pitts, Chairman (At-Large)
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APPROVED AS TO FORM:

Y. Soo Jo

Y. Soo Jo
County Attorney

ITEM #75-0826 FRM 11/5/25
FIRST REGULAR MEETING