

1 **A RESOLUTION AMENDING RESOLUTION NO. 18-0840 TO REMOVE THE**
2 **LIMITATION THAT THE AMOUNT DEDICATED TO SALARY SUPPLEMENTS FOR**
3 **EMPLOYEES OF THE FULTON COUNTY DEPARTMENT OF FAMILY AND**
4 **CHILDREN SERVICES BE NO MORE THAN THIRTEEN PERCENT (13%) OF THE**
5 **TOTAL APPROVED BUDGET FOR THE FULTON COUNTY DEPARTMENT OF**
6 **FAMILY AND CHILDREN SERVICES IN ANY GIVEN YEAR; AND FOR OTHER**
7 **PURPOSES.**

8 **WHEREAS**, the Fulton County Department of Family and Children Services
9 ("Fulton County DFACS") is not a part of Fulton County government but is a state entity
10 that serves families and children in Fulton County, Georgia; and

11 **WHEREAS**, in 1966, as part of its budget approval process, the Fulton County
12 Board of Commissioners ("BOC") authorized salary supplements for the existing
13 employees of Fulton County DFACS to help alleviate chronic staff turnover and to attract
14 and retain employees to this critical service for children and families in Fulton County,
15 Georgia; and

16 **WHEREAS**, in or around 1996, again as part of its budget approval process, the
17 BOC took action to discontinue the salary supplements for new Fulton County DFACS
18 employees; and

19 **WHEREAS**, on November 7, 2018, the BOC approved Resolution No. 18-0840
20 which continued the authorization for salary supplements to employees of Fulton County
21 DFACS hired through 1996 ("grandfathered salary supplements") and further authorized
22 salary supplements to eligible employees of Fulton County DFACS hired after 1996
23 through the Salary Supplement Program – Special Compensation ("Salary Supplement
24 Program"); and

25 **WHEREAS**, Resolution No. 18-0840 also limited the amount of County funds
26 dedicated to the grandfathered salary supplements and the Salary Supplement Program

to no more than thirteen percent (13%) of the total approved budget for Fulton County DFACS in any given year, unless the BOC approves a higher amount specifically for this purpose; and

WHEREAS, the grandfathered salary supplements and the Salary Supplement Program are intended to augment the compensation paid to Fulton County DFACS employees to address staff attrition and hiring challenges; and

WHEREAS, the BOC recognizes the need to retain and support Fulton County DFACS employees who provide significant and critical services to Fulton County children and families; and

WHEREAS, the retention of Fulton County DFACS employees directly impacts the safety and health, as well as the well-being and stability of Fulton County children and families; and

WHEREAS, the BOC seeks to remove the thirteen percent (13%) limit to allow a larger amount to be dedicated to funding the grandfathered salary supplements and the Salary Supplement Program to better address staff attrition and hiring challenges; and

WHEREAS, pursuant to FCC § 1-117, the Board of Commissioners has exclusive jurisdiction and authority to exercise such other powers as are granted by law or are indispensable to their jurisdiction over County matters and County finances.

NOW, THEREFORE, BE IT RESOLVED, that the Fulton County Board of Commissioners hereby amends Resolution No. 18-0840 to remove the limitation that the amount dedicated to the grandfathered salary supplements and the Salary Supplement Program be no more than thirteen percent (13%) of the total approved budget for Fulton County DFACS in any given year.

BE IT FURTHER RESOLVED, that the Board of Commissioners hereby authorizes that the amount dedicated to the grandfathered salary supplements and the Salary Supplement Program for any given year shall be determined by the Board of Commissioners.

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

SO PASSED AND ADOPTED, this 15th day of March 2023.

FULTON COUNTY BOARD OF COMMISSIONERS

SPONSORED BY:

Natalie Hall, Commissioner
(District 4)

ATTEST:

Tonya R. Grier
Clerk to the Commission

APPROVED AS TO FORM:

Y. Soo Jo
County Attorney

[https://fc0365.sharepoint.com/sites/CountyAttorney/CALegislation/BOC/Resolutions/2023 Resolutions/Hall/03.15.23 Resolution Amending Resolution 18-0840_Removing 13% Limit for DFACS salary supplements \(3.2\).docx](https://fc0365.sharepoint.com/sites/CountyAttorney/CALegislation/BOC/Resolutions/2023%20Resolutions/Hall/03.15.23%20Resolution%20Amending%20Resolution%2018-0840_Removing%2013%20Limit%20for%20DFACS%20salary%20supplements%20(3.2).docx)