

MEMORANDUM OF UNDERSTANDING
Between
THE BOARD OF REGENTS OF THE UNIVERSITY SYSTEM OF GEORGIA
by and on behalf of
THE UNIVERSITY OF GEORGIA
COOPERATIVE EXTENSION
and FULTON COUNTY

This Memorandum of Understanding ("MOU") is made between the Board of Regents of the University of System of Georgia by and on behalf of the University of Georgia Cooperative Extension (hereinafter "UGA Extension") and Fulton County, a political subdivision of the State of Georgia, by and through its Board of Commissioners, (hereinafter the "Fulton" or "Fulton County"), for the provision of Cooperative Extension Services (hereinafter "Cooperative Extension Program") and Personnel (hereinafter "Cooperative Extension Personnel") in Fulton County, Georgia.

WHEREAS, through the Smith-Lever Act of the U.S. Congress of 1914, an Agreement was created between The Board of Regents of the University System of Georgia, the University of Georgia, the University of Georgia Cooperative Extension and the U.S. Department of Agriculture, to allow for Extension work to be conducted in the State of Georgia; and

WHEREAS, for over 100 years UGA Extension has offered services in all 159 counties in the State of Georgia; and

WHEREAS, through county offices throughout the state, UGA Extension continues to offer reliable information and programs in the areas of agriculture, food, families, the environment and 4-H youth development; and

WHEREAS, the Cooperative Extension Programs are able to be maintained and operated through the use of UGA Extension and Fulton employees as personnel; and

WHEREAS, UGA Extension and Fulton agree that the services provided by Cooperative Extension Personnel are invaluable to Fulton's citizens and community; and

WHEREAS, the County Board of Commissioners is authorized under Article 9, Section 3, Paragraph 1, and Article 9, Section 4, Paragraph 2, of the Constitution of the State of Georgia as amended in 1983, and by O.C.G.A. § 20-2-62 and O.C.G.A. § 48-5-220 to enter into agreements providing for these types of services; and

WHEREAS, all parties agree that it is necessary and appropriate to define the types of Cooperative Extension Program operations and Cooperative Extension Personnel responsibilities as they are divided and shared and to establish parameters for compensation and liability so that all parties are clear on their respective responsibilities and duties;

NOW, THEREFORE, the Parties agree as follows:

I. OPERATIONS

UGA Extension and Fulton will support all Cooperative Extension Personnel operationally as set forth in this MOU regardless of employee compensation status.

A. UGA EXTENSION agrees to the following:

1. UGA Extension shall annually appoint a UGA employee who is a member of the Cooperative Extension Personnel to serve as the County Extension Coordinator. The Coordinator shall be responsible for the total Cooperative Extension Program, staff coordination and supervision, and all communications and transactions between Fulton, UGA Extension, and the Cooperative Extension staff.
2. UGA Extension shall provide Cooperative Extension Personnel with the necessary educational materials needed for an effective program. UGA Extension also agrees to plan, implement and conduct training as necessary to keep Cooperative Extension Personnel adequately prepared to conduct effective, relevant Extension Programs.
3. UGA Extension shall reimburse all Cooperative Extension Personnel directly for expenses incurred for officially designated travel for UGA Extension purposes that are authorized by the District Extension Director.
4. UGA Extension shall support Cooperative Extension Personnel and the Extension Program in the County with necessary assistance of District and State subject matter and supervisory personnel and other resources as available from the University of Georgia, the University System of Georgia, and other agencies and organizations with whom UGA Extension cooperates.
5. UGA Extension shall report to the County Board of Commissioners at regular intervals on the nature of the Cooperative Extension Program and progress being made.

B. FULTON agrees to the following:

1. ***Office and Infrastructure.*** Fulton shall provide a suitable Cooperative Extension office with the suitability of the office to be agreed on by all parties. As a part of the County's budgeting process, Fulton further agrees to provide sufficient funds to pay for all necessary office supplies, office equipment, telephone, utilities, data communication/networking (including broadband internet connectivity, where available), postage, demonstration materials, janitorial service and other items necessary for the operation of an effective Extension education program. See **Addendum D** for Information Technology (IT) systems and support specifications.
2. ***Vehicles and Travel.***

Fulton and UGA shall furnish a vehicle or vehicles for official Cooperative Extension Program use by Cooperative Extension Personnel.

Fulton shall reimburse the travel expenses of Cooperative Extension Personnel for usual official Cooperative Extension Program travel using a Fulton vehicle (e.g. out of pocket expenses for gas, but not reimbursement for mileage) or the Cooperative Extension Personnel's private vehicle (out of pocket expenses and mileage), provided such travel is on behalf of the Cooperative Extension Program or on behalf of Fulton County and is compliant with all requirements of the Fulton Travel and Training Policy. Such reimbursements shall be paid by the County directly to the Cooperative Extension Personnel unless some other method is agreed upon in writing by UGA Extension and Fulton. The County shall not be responsible for travel expenses for travel authorized by UGA Extension on behalf of UGA Extension.

Fulton and UGA Extension will provide liability coverage for their respective employees when driving for official travel and each will maintain insurance or self funded coverages on any vehicles provided for use by Cooperative Extension Personnel.

Personnel, regardless of employment status, may only drive UGA vehicles upon successful completion of UGA's Motor Vehicle Use Policy Training, with such training to be renewed on an annual basis.

3. ***Annual Review.*** Fulton shall evaluate financial support to the operations of UGA Extension annually, including compensation of personnel, make adjustments as necessary for continued effective support, and shall notify the UGA Extension of these adjustments. The County Extension Coordinator will prepare and submit ~~for approval~~ an annual operating budget to Fulton according to standards set by Board of Commissioners for all county departments, which shall be approved by the Board of Commissioners annually, with each annual budget approval becoming incorporated herein as collective **Addendum E**.

II. COMPENSATION

Cooperative Extension Personnel shall be categorized based on the method of compensation they are associated with, as set forth in the attached addendums (A, B, and C). UGA Extension and Fulton shall identify and agree upon the appropriate compensation method and personnel relationship for each employee. The following three options are available (CHECK ALL THAT APPLY):

☐

A. COOPERATIVE DIRECT PAY

In choosing Cooperative Direct Pay, the County desires for the County Extension Personnel to receive compensation from both the County and from UGA Extension. The amount of compensation to County Extension Personnel under this option, as well as the County's and UGA Extension's responsibility for the County Extension Personnel's withholding and payment of federal and state taxes and contributions toward retirement benefits, shall be divided proportionally between the County and UGA Extension as set forth in Addendum "A".



B. COOPERATIVE CONTRACT PAY

In choosing "Cooperative Contract Pay," Fulton desires for certain Cooperative Extension Personnel to be employed by UGA as UGA Extension Employees and to receive their compensation from UGA Extension payroll. The amount of compensation to Cooperative Extension Personnel who are UGA Extension Employees under this option, as well as Fulton's and UGA Extension's responsibility for such Personnel's withholding and payment of federal and state taxes and contributions toward retirement benefits, shall be divided proportionally between Fulton and UGA Extension as set forth in Addendum "B". However, for administrative purposes the compensation for Cooperative Extension Personnel employed by UGA as UGA Extension Employees will come directly from UGA Extension, with Fulton reimbursing UGA Extension for Fulton's proportionate share.



C. COUNTY FUNDED EXTENSION PERSONNEL

In choosing "County Funded Extension Personnel," Fulton desires for certain Cooperative Extension Personnel to be employees of Fulton receiving compensation from only Fulton, as set forth in Addendum "C". Fulton shall be solely responsible for the salary, benefits (including but not limited to health insurance), withholding of federal and state taxes, and retirement benefits (if any) of Cooperative Extension Personnel who are Fulton Employees.

III. AGREEMENT

1. This MOU shall take effect when it is executed by both Fulton County and UGA Extension.
2. In instances of conflict between University of Georgia/University System of Georgia and Fulton policies, the University of Georgia/University System of Georgia policies shall govern with regard to the Cooperative Extension Program activities, Fulton policies shall govern with regard to the facilities and property, and the personnel policies of each party shall govern such party's employees.
3. The term of this MOU shall be from the January 1, 2026, for a five-year term with nine optional five-year renewals or until terminated by either party by written notice of such intent provided ninety (90) days in advance.
4. This MOU may be modified by written agreement of the parties hereto.
5. Neither party to this agreement will discriminate against any employee or applicant for employment because of age, color, disability, genetic information, national origin race, religion, sex, or veteran status.
6. All notices provided for or permitted to be given pursuant to this MOU shall be in writing and shall be deemed to have been properly given or served by personal delivery or by depositing in the United States Mail, postpaid and registered or certified mail, return

receipt requested, and addressed to the addresses set forth below.

For UGA Extension:

James Herrin
1757 E. Washington Road
East Point, GA 30344
james.herrin@uga.edu

For Fulton County:

Gayle Holloman
1 Margaret Mitchell Square
Atlanta, GA 30303
Gayle.holloman@fultoncountyga.gov

With a copy to:

Office of the Fulton County Attorney
141 Pryor Street, SW
Atlanta, GA 30303

UGA Personnel		
Primary Contact	James Herrin	1757 E. Washington Road East Point, GA 30344 james.herrin@uga.edu 404-613-4908
HR/Personnel Contact	Clinton McRae District Director	1109 Experiment Street Flynt Building Room 227 Griffin, GA 30223 clinton.mcrae@uga.edu 770-228-7274 (office) 910-318-8159 (cell)
IT Contact	Travis Zetterower	124 Hoke Smith Building Athens, GA 30602 tzetter@uga.edu 706-542-0797
Finance/Billing Contact	Tami Boyle	1109 Experiment Street Flynt Building Room 227 Griffin, GA 30223 nwfinance@uga.edu 770-228-7274

County Personnel		
Primary Contact	Gayle Holloman	One Margaret Mitchell Square Atlanta, GA 30303 Gayle.holloman@fultoncountyga.gov 404-759-9653
HR/Personnel Contact	Peggie Watson	Peggie.watson@fultoncountyga.gov 404-613-0154
IT Contact	Brazos Price	Brazos.price@fultoncountyga.gov 404-612-8709
Finance/Billing Contact	Jamar Parker	One Margaret Mitchell Square Atlanta, GA 30303 Jamar.Parker@fultoncountyga.gov 404-612-8707

By giving written notice to the Primary Contact listed above, either party hereto shall have the right from time to time and at any time during the term of this MOU to change any of the above information, including points of contact, address and other contact information.

IN WITNESS WHEREOF, the parties have caused this MOU to be properly executed by their duly authorized officers, effective as of the day and year first above written.

FULTON COUNTY, GEORGIA

Robert L. Pitts

Robert L. Pitts, Chairman
Fulton County Board of Commissioners

ATTEST:

Tonya R. Grier

Tonya R. Grier
Clerk to the Commission

APPROVED AS TO FORM

Jennifer Culler

Office of the Fulton County Attorney

ITEM # 25-0972 SRM 12/17/2025
SECOND REGULAR MEETING

UNIVERSITY SYSTEM OF GEORGIA

DocuSigned by:

Mike Toews

E4D20DD62912483

Vice President for Public Service and Outreach
University of Georgia

APPROVED AS TO CONTENT

James Herrin

County Extension Coordinator, Fulton County

Gayle H. Holloman

Executive Director, Fulton County Library

APPROVED AS TO FORM

Signed by:

Devin Hartness Smith

15C1B702B244457...

Legal Counsel for UGA Extension

Addendum A
(NOT APPLICABLE)

COOPERATIVE DIRECT PAY

In choosing Cooperative Direct Pay, the County desires for the County Extension Personnel to receive compensation from both the County and from UGA Extension. The amount of compensation to County Extension Personnel under this option, as well as the County's and UGA Extension's responsibility for the County Extension Personnel's withholding and payment of federal and state taxes and contributions toward retirement benefits, shall be divided proportionally between the County and UGA Extension as set forth in an annual Financial Agreement. Such annual Financial Agreement shall be contingent upon funding as a part of the County's annual budget process.

1. UGA Extension shall employ and supervise County Extension personnel. It shall be the responsibility of the UGA Extension to establish minimum qualifications for County Extension personnel, certify the qualifications of all applicants, and to determine the total salary applicants are to be paid.
2. UGA Extension shall serve as the employer of record and therefore:
 - a. Provide legally required health insurance; and
 - b. Provide legally required worker's compensation insurance
3. UGA Extension shall appoint County Extension personnel in compliance with Equal Employment Opportunity regulations and subject to the approval of the County. The County will provide UGA Extension with written reasons for each disapproval of an appointment recommendation.
4. In the event the work of any County Extension staff member becomes unsatisfactory to the County, it shall be the responsibility of the County to communicate this dissatisfaction to the District Extension Director of the UGA Extension in writing within a reasonable time frame. It shall then be the responsibility of the UGA Extension to address the County's dissatisfaction and advise the County of action taken, if any. UGA Extension shall have the right to terminate or transfer personnel from the County. UGA Extension may select a replacement for the County, following the procedure described above.
5. UGA Extension shall keep at all times an accurate record of all funds received and disbursed under this agreement including all support documents. UGA Extension shall retain such records for a period of three (3) years unless an audit has begun but not been completed or if the audit findings have not been resolved at the end of the three (3) year period. In such cases, the records shall be retained until the audit is complete or until the resolution of the audit findings, whichever is later. UGA Extension will provide the County with a copy of any and all such audits relating to the County Extension office, personnel, and/or operations upon request by the County.

6. UGA Extension shall carry out all work under this agreement in accordance with the administrative and other requirements, including those related to personnel matters, established by the University of Georgia, federal and state laws, regulations, and standards.
7. UGA Extension shall pay its portion of the salary and associated benefits of County Extension personnel at a rate in compliance with the Board of Regents and the UGA Extension salary administration policies.
8. The County shall provide the agreed upon portion of the salaries and associated benefits of County Extension personnel as set forth in the annual Financial Agreement. Benefits, including leave, shall be calculated according to policies established by the Board of Regents.

The County portion of salary shall be paid monthly by the County directly to County Extension personnel. The County will collect and remit FICA taxes on the County portion of the salary. UGA Extension shall provide monthly statements to the County reflecting the County portion of the employer contribution to the employee's retirement benefit with Teachers Retirement System of Georgia. The reimbursement to UGA Extension for the County's portion of this benefit will be made to the UGA Extension in the full amount within fifteen (15) days of receipt of the statement.

The County portion of employee salaries should be adjusted annually based on performance and/or cost of living increases typical of other County employees in accordance with the County's generally applicable rules or conditions for such adjustments. This adjustment should be reported to UGA Extension 30 days prior to effective date. UGA will not allocate any percentage salary increase on the County portion of the employee's salary.

9. The County agrees to pay its share of the annual leave payment in accordance with University of Georgia and UGA Extension leave policies when an employee terminates employment through resignation or retirement during the term of this MOU and chooses to take a lump-sum payment for accumulated annual leave. Such County share shall be based solely on the individual's time serving the County in his or her capacity as part of the County Extension office.

Addendum B

COOPERATIVE CONTRACT PAY:

In choosing Cooperative Contract Pay, Fulton desires for certain Cooperative Extension Personnel to be employed by UGA as UGA Extension employees and to receive their compensation from UGA Extension payroll. The amount of compensation to Cooperative Extension Personnel who are UGA Extension Employees under this option, as well as Fulton's and UGA Extension's responsibility for the Cooperative Extension Personnel's withholding and payment of federal and state taxes and contributions toward retirement benefits, shall be divided proportionally between Fulton and UGA Extension as set forth in an annual Financial Agreement. Such annual Financial Agreement shall be contingent upon funding as a part of Fulton's annual budget process. However, for administrative purposes such compensation for Cooperative Extension Personnel who are UGA Extension Employees will come directly from UGA Extension, with Fulton reimbursing UGA Extension for the County's proportionate share.

1. UGA Extension shall employ and supervise Cooperative Extension Personnel who are UGA Extension Employees. It shall be the responsibility of the UGA Extension to establish minimum qualifications for said Cooperative Extension Personnel, certify the qualifications of all applicants, and determine the total salary applicants are to be paid.
2. UGA Extension shall serve as the employer of record for Cooperative Extension Personnel who are UGA Extension Employees and therefore:
 - a. Provide legally required health insurance;
 - b. Provide legally required worker's compensation insurance; and
 - c. Pay applicable FICA taxes; and
 - d. Withhold federal and state income taxes in accordance with relevant federal and state law.
3. UGA Extension shall appoint Cooperative Extension personnel who are UGA Extension Employees in compliance with Equal Employment Opportunity regulations and subject to the approval of Fulton. Fulton will provide UGA Extension with written reasons for each disapproval of an appointment recommendation.
4. In the event the work of any Cooperative Extension staff member who is a UGA Extension Employee becomes unsatisfactory to Fulton, it shall be the responsibility of Fulton to communicate this dissatisfaction to the District Extension Director of the UGA Extension in writing within a reasonable time frame. It shall then be the responsibility of the UGA Extension to address Fulton's dissatisfaction and advise Fulton of action taken, if any. UGA Extension shall have the right to terminate or transfer UGA Extension Employees from the Cooperative Extension Program. UGA Extension may select a replacement UGA Extension Employee for the Cooperative Extension Program, following the procedure described above.

5. UGA Extension shall keep at all times an accurate record of all funds received and disbursed under this agreement including all support documents. UGA Extension shall retain such records for a period of three (3) years unless an audit has begun but not been completed or if the audit findings have not been resolved at the end of the three (3) year period. In such cases, the records shall be retained until the audit is complete or until the resolution of the audit findings, whichever is later. UGA Extension will provide the County with a copy of any and all such audits relating to the Cooperative Extension office, personnel, and/or operations upon request by the County.
6. UGA Extension shall carry out all work under this agreement in accordance with the administrative and other requirements, including personnel matters, established by the University of Georgia, federal and state laws, regulations, and standards.
7. UGA Extension shall pay its portion of the salary and associated benefits of Cooperative Extension personnel who are UGA Extension Employees at a rate in compliance with the Board of Regents and the UGA Extension salary administration policies.
8. Fulton shall provide the agreed upon portion of the salaries and associated benefits of Cooperative Extension Personnel who are UGA Extension Employees to UGA Extension within thirty (30) days of receipt of an invoice from UGA Extension. Benefits, including leave, shall be calculated according to policies established by the Board of Regents. UGA Extension will provide monthly statements to Fulton reflecting the Fulton portion of the salary and benefits for the Cooperative Extension Personnel who are UGA Extension Employees. Fulton is aware and agrees that these benefits will include Fulton's proportionate share of the employer portion of FICA, worker's compensation and the employee's selected retirement benefits. The employee may select the Georgia Teachers Retirement System or the Board of Regents Optional Retirement Program.

The Fulton portion of UGA Extension Employee reimbursed salaries may be adjusted by Fulton based on performance and/or cost of living increases typical afforded to Fulton employees in accordance with Fulton's generally applicable rules or conditions for such adjustments. This adjustment should be reported to UGA Extension 30 days prior to effective date, and a contract amendment will be issued with the new salary. In the event UGA Extension increases the salaries of UGA employees who are Cooperative Extension personnel, UGA Extension will not pass along such increases as a percentage salary increase allocated to the Fulton's portion of the UGA Extension Employee's salary. Fulton's portion is as set forth in the annual Financial Agreement.

9. Fulton agrees to pay its share of the annual leave payment for UGA Extension Employees in accordance with University of Georgia and UGA Extension leave policies when an employee terminates employment through resignation or retirement during the term of this MOU and chooses to take a lump-sum payment for accumulated annual leave. Such Fulton share shall be based solely on the individual's time serving as part of the Cooperative Extension office.

Addendum C

COUNTY FUNDED EXTENSION PERSONNEL

In choosing County Funded Extension Personnel, Fulton desires for certain Cooperative Extension Personnel to be employed by Fulton receiving compensation from only Fulton. Fulton shall be solely responsible for the salary, benefits (including but not limited to health insurance), withholding of federal and state taxes, and retirement benefits (if any) of Cooperative Extension Personnel who are Fulton Employees.

For Cooperative Extension Personnel who are Fulton Employees, UGA EXTENSION agrees to the following:

1. UGA Extension shall establish minimum qualifications in conjunction with Fulton for Cooperative Extension personnel who are Fulton Employees, and certify the qualifications of all applicants.
2. Fulton shall appoint Cooperative Extension personnel who are Fulton Employees in compliance with Equal Employment Opportunity regulations and subject to the approval of UGA Extension. UGA Extension will provide Fulton with written reasons for each disapproval of an appointment recommendation.
3. UGA Extension, through its County Extension Coordinator, shall supervise Cooperative Extension personnel who are Fulton Employees according to applicable University of Georgia and the Board of Regents policies and procedures related to the functioning of the Cooperative Extension Program. Fulton retains the sole authority over personnel decisions for Fulton Employees but will consult with the County Extension Coordinator.
4. UGA Extension shall evaluate Cooperative Extension personnel who are Fulton Employees using the Fulton provided evaluation process or an agreed upon alternative process for consideration in any annual salary adjustment if applicable to Fulton Employees.
5. UGA Extension shall collect, approve and transfer employee work time records to Fulton on a weekly or monthly basis as agreed upon.
7. In the event the work of any Cooperative Extension Personnel who is a Fulton Employee becomes unsatisfactory to UGA Extension, it shall be the responsibility of UGA Extension to communicate this dissatisfaction to Fulton. It shall then be the responsibility of Fulton to appropriately deal with the dissatisfaction and advise the UGA Extension of action taken, if any.
8. Fulton will consult with the County Extension Coordinator but shall have the sole right to transfer and/or discipline Cooperative Extension Personnel who are Fulton Employees, which may include termination.

For Cooperative Extension Personnel who are Fulton Employees, FULTON agrees to the following:

1. Fulton shall employ and determine the total salary that such personnel are to be paid.
2. Fulton shall provide all salary and associated benefits for such personnel as per Fulton County policy.
3. Fulton shall serve as the employer of record and therefore:
 - a. Provide legally required health insurance;
 - b. Provide legally required worker's compensation insurance;
 - c. Withhold and pay appropriate FICA and income taxes to the relevant government agencies; and
 - d. Designate day to day supervision of Cooperative Extension personnel who are Fulton Employees to the County Extension Coordinator, but reserve ultimate authority over the Fulton Employees in the Director of the Fulton County Library System.
4. Any salary adjustments for Cooperative Extension personnel who are Fulton Employees shall be based on Fulton policy and consistent with such policies for other Fulton employees.
5. No provision of this Addendum, the MOU, or the annual Financial Agreement between UGA Extension and Fulton shall create any employment rights for such personnel above and beyond any such rights enjoyed by Fulton Employees generally.

[end section]

Addendum D

IT Systems and Support.

- a. *Internet Connectivity:* Fulton shall furnish internet connectivity with adequate speed and capacity to support the operations and programming of the Extension Office. Access to required Extension programming resources, social media systems, and UGA mandated resources shall remain unfiltered and unblocked; provided however that cybersecurity for Fulton shall not be impaired, and in the event cybersecurity is deemed by either party to be at risk or impaired, the parties shall promptly confer to resolve such issues.
- b. *Intraoffice Network:* Fulton shall provide and maintain a wired data network with capacity for all devices required by UGA Extension operations. Fulton shall provide and maintain a secure wireless network sufficiently covering the space used by UGA Extension with all Cooperative Extension personnel permitted access.
- c. *Computer Hardware & Device Support.* Fulton IT shall provide support for Fulton-provided PCs and equipment. UGA Extension IT will provide the initial PC image and initial OS setup for UGA provided PCs while Fulton IT provides support for connectivity/network related issues on all PCs within the County Extension office, as well as any Fulton-specific software required for operations. Installation of UGA-specific software required for County Extension Program operations shall be permitted on any PC within the office used for County Extension programming (UGA VPN, soil testing software, etc.) Fulton IT shall assist with the installation of UGA-required software on Fulton provided PCs as needed with cooperation from UGA Extension IT as needed. Office central copiers, if applicable, provided by Fulton funds or contracts, shall be supported by Fulton IT or vendor service contracts.
- d. *Computer Hardware & Device Procurement:* Fulton shall provide computer equipment to all County Extension personnel who are Fulton Employees. Computers for County Extension personnel who are UGA Extension Employees may be purchased via Fulton IT channels or UGA Procurement using agreed upon IT standards, with consultation from UGA Extension IT and Fulton IT for non-standard equipment. IT equipment purchases shall be funded through Fulton funds or in cooperation with UGA Extension grants or programs as available.
- e. *Software Licensing:* UGA Extension IT shall provide licenses for UGA productivity software used on UGA computers. Fulton-specific software required for access to Fulton resources shall be provided and supported by Fulton in collaboration with UGA Extension IT as needed.
- f. *Office Relocations, Construction, Renovations (IT concerns):* The County Extension staff shall notify UGA Extension IT of any plans for office relocation, construction, or renovations to ensure IT infrastructure requirements are addressed if needed.

Fulton shall have its IT Contact listed in review and confirm the above requirements.

Addendum E, 2026

Fulton County
Board of Commissioners
January 1, 2026 - December 31, 2026

* Per the MOU, any COLA given to county employees should also be given to Extension Employees

POSITION		BUDGET PERIOD		Salary	FICA (7.65%)		RETIREMENT	OTHER FRINGE			TOTAL BUDGET
		Jan 1 - June 30	July 1 - Dec 31		OASDI (6.2%)	HI (1.45%)		Health/Life	Travel	Operating	
Herrin	ANR - Agent - CEC	\$ 20,500	\$ 20,500	\$ 41,000	\$ 2,542	\$ 595	TRS \$ 8,983				\$ 53,120
Mixon	4-H - Agent	\$ 7,175	\$ 7,175	\$ 14,350	\$ 890	\$ 208	TRS \$ 3,144				\$ 18,592
Hooks	4-H - Agent	\$ 16,287	\$ 16,287	\$ 32,574	\$ 2,020	\$ 472	TRS \$ 7,137				\$ 42,203
LaTora	ANR - Agent	\$ 13,325	\$ 13,325	\$ 26,650	\$ 1,652	\$ 386	TRS \$ 5,839				\$ 34,528
Tran	FACS - Agent	\$ 7,998	\$ 7,998	\$ 15,996	\$ 992	\$ 232	TRS \$ 3,505				\$ 20,724
Harris	ANR - Agent	\$ 13,309	\$ 13,309	\$ 26,618	\$ 1,650	\$ 386	TRS \$ 5,832				\$ 34,486
Greir	FACS - Agent	\$ 9,055	\$ 9,055	\$ 18,110	\$ 1,123	\$ 263	TRS \$ 3,968				\$ 23,463
				\$ -	\$ -	\$ -	N/A				\$ -
				\$ -	\$ -	\$ -	N/A				\$ -
				\$ -	\$ -	\$ -	N/A				\$ -
TOTALS		\$ 87,649	\$ 87,649	\$ 175,298	\$ 10,868	\$ 2,542	\$ 38,408	\$ -	\$ -	\$ -	\$ 227,116

BILL TO THE FOLLOWING NAME AND ADDRESS

Fulton County Cooperative Extension
1757 E. Washington Road
East Point, GA 30344

FISCAL CONTACT INFORMATION

Name
Phone
Email

APPROVED BY:

Official Title: Chairman, Fulton County Board of Commissioners Robert L. Pitts

District Extension Director Clinton McRae

Combo Code: 18173220011385 - HLO

For District Use:

☐ Spreadsheet update

☐ Team Dynamix Update

☐ Budgeted in Financials

☐ Combo Code [HLO]

☐ Position Funding Completed