

1 **A RESOLUTION TO AMEND THE FISCAL YEAR 2024 BUDGET; TO AMEND THE**
2 **FULTON COUNTY CODE OF LAWS RELATED TO BUDGETARY CONTROLS OVER**
3 **EXPENSES OF COMMISSIONERS; AND FOR OTHER PURPOSES.**

4 **WHEREAS**, on January 12, 2024 the Administrative Law Judge in the matter of
5 *Calvin Brock v. Fulton County* rendered a decision holding Fulton County liable for sex
6 discrimination due to the conduct of Commissioner Natalie Hall and finding the following:

7 Fulton County, Georgia, through the actions of Commissioner Natalie Hall,
8 unlawfully discriminated against Complainant Calvin Brock on the basis of
9 sex in his employment when Hall tried to force Brock to remain in an
10 exclusive sexual relationship with her, stalked him for months, and
11 ultimately fired him.
12

13 After meeting him by chance at a furniture store, Hall hired Brock for a
14 position on her staff where she wielded complete control over his continued
15 employment, including any promotion, raise, or bonus. Hall and Brock
16 began having a sexual relationship soon after, but even if the relationship
17 began mutually, it did not remain consensual for long because Hall initiated
18 a dizzying array of deceptions designed to monitor and control his
19 interaction with other women.
20

21 Most significantly, Hall purchased and planted three covert surveillance
22 devices in Brock's personal automobiles. She expressly intended these
23 devices both for live eavesdropping on Brock's private conversations with
24 other women and for pinpointing his precise location. For the next several
25 months, Hall tracked Brock's whereabouts and listened in on his
26 conversations as she stalked and sometimes confronted Brock about his
27 personal activities. Ultimately, she terminated Brock because she heard him
28 making plans with another woman. Hall offered no evidence whatsoever to
29 rebut her covert surveillance of Brock: in response to every question about
30 the surveillance devices, she asserted her Fifth Amendment privilege
31 against self-incrimination.
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33 Hall alleged that Brock resigned voluntarily, and that, even if she wanted
34 him to leave her office, it was because he allegedly made Hall look bad in
35 a conversation following a social event. She also claimed that Brock was let
36 go due to an office reorganization, but that was mere pretense. Hall
37 orchestrated the reorganization to create the mistaken apprehension—on
38 Brock's part only—that Hall fired all her employees. Taken together, her
39 explanations represent an archetypal unlawful pretext for discriminatory
40 termination.
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1 Brock simply wanted to continue his employment with Fulton County, free
2 from Hall's sexual intrigues and schemes. Instead, she subjected him to
3 months of stalking that caused him ongoing anxiety and paranoia and
4 damaged his ability to have relationships with women. When she terminated
5 him, it dramatically escalated these harms and eviscerated his income.
6

7 **WHEREAS**, because of Commissioner Hall's conduct in her capacity as a
8 commissioner, as determined by the Administrative Law Judge in *Calvin Brock v. Fulton*
9 *County*, Fulton County is liable for a judgment in the amount of \$902,486.84 which will be
10 paid with taxpayer funds collected from all of Fulton County's districts; and

11 **WHEREAS**, taxpayer funds must now be diverted from other operational goals to
12 cover the cost of Commissioner's Hall's poor judgment and failure to act in the best
13 interests of Fulton County; and

14 **WHEREAS**, Commissioner Hall should be required to reduce her departmental
15 spending to partially offset the monetary judgment that must now be paid as a result of
16 her actions; and

17 **WHEREAS**, the Board of Commissioners ("BOC") is required by O.C.G.A. § 36-
18 81-3 to annually establish the County's operational budget, which the BOC accomplished
19 for FY2024 via Resolution 24-0051; and

20 **WHEREAS**, O.C.G.A. § 36-81-3(d) provides that a county may amend its budget
21 to adapt to changing governmental needs during the budget period; and

22 **WHEREAS**, O.C.G.A. § 36-81-3(d) provides that amendments to the amounts
23 appropriated at the legal level of control, i.e., the department level per O.C.G.A. § 36-81-
24 2(14), shall require the approval of the governing authority and be adopted by resolution
25 or ordinance; and

1 **WHEREAS**, the BOC finds that a change to the FY 2024 budget is needed due to
2 Commissioner Hall's actions leading to the substantial judgment in the amount of
3 \$902,486.84 in *Calvin Brock v. Fulton County*; and

4 **WHEREAS**, the BOC finds that there is a need to reallocate funds from
5 Commissioner Hall's departmental budget to the Risk Fund, which is the funding source
6 from which judgments against the County are paid; and

7 **WHEREAS**, the BOC also finds that this substantial judgment amount warrants a
8 change to Fulton County Code § 101-38 which is a compilation and codification of
9 legislation (e.g., Resolution 02-1172, Resolution 11-0368 and Resolution 18-1040)
10 regarding budgetary controls over expenses of commissioners; and

11 **WHEREAS**, pursuant to Article IX, Sec. 2, Par. 1(a) (Home rules of counties) "[t]he
12 governing authority of each county shall have legislative power to adopt clearly
13 reasonable ordinances, resolutions, or regulations relating to its property, affairs, and
14 local government for which no provision has been made by general law and which is not
15 inconsistent with this [Georgia] Constitution or any local law applicable thereto."

16 **NOW THEREFORE IT BE RESOLVED**, the Board of Commissioners hereby
17 amends Fulton County Code § 101-38 to add subsection (g) to read as follows:

18 (g) *Budget primacy.* Notwithstanding any provision herein, the funding for the
19 employment of staff, office expenses and travel for the Chair and each other
20 Commissioner shall be subject to the budget appropriations as adopted in
21 the annual budget or any amendment thereto.
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23

24 **BE IT FURTHER RESOLVED**, the Board of Commissioners, pursuant to O.C.G.A.
25 § 36-81-3(d), hereby amends the FY2024 budget as follows:
26

1 Risk Fund Increase: \$ 200,000.00

2 Commissioner District 4 Decrease: \$ 200,000.00

3 **BE IT FURTHER RESOLVED**, the decrease of funds allocated to Commissioner

4 Hall's departmental budget (Commissioner District 4), shall be reduced as follows:

	<u>From</u>	<u>To</u>	<u>Reduction Amount</u>
Salary and Benefits	\$534,884.70	\$480,846.70	\$54,038.00
Travel/Conference	\$50,000.00	\$5,000.00	\$45,000.00
Professional Services	\$6,623.00	\$1,000.00	\$5,623.00
Hospitality-Expense	\$2,459.00	\$459.00	\$2,000.00
Contingency	\$93,339.00	\$0.00	\$93,339.00
			<hr/>
			Total Reduction
			\$200,000.00

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6 **BE IT FINALLY RESOLVED**, that this Resolution will take effect upon its

7 adoption, and that all ordinances, resolutions, and parts of ordinances and resolutions in

8 conflict with this Resolution are hereby repealed to the extent of such conflict.

9 **PASSED AND ADOPTED** by the Board of Commissioners of Fulton County,

10 Georgia, this 7th day of February 2024.

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**FULTON COUNTY BOARD
OF COMMISSIONERS**

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SPONSORED BY:

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Khadijah Abdur-Rahman, Vice Chair
District 6

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1 ATTEST:

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5 _____
6 Tonya R. Grier,
7 Clerk to the Commission
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10 APPROVED AS TO FORM:

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14 _____
15 Y. Soo Jo, County Attorney