

**FULTON COUNTY BOARD OF COMMISSIONERS
RECESS MEETING**

October 19, 2022

10:00 AM



Fulton County Government Center
Assembly Hall
141 Pryor Street SW
Atlanta, Georgia 30303



MINUTES-RATIFIED

**This document has ratified or approved by the Board of Commissioners,
and is not binding on the County or any officer.**

Ratification Date: November 16, 2022

CALL TO ORDER: Chairman Robert L. Pitts

10:00 a.m.

ROLL CALL: Tonya R. Grier, Clerk to the Commission

Robert L. Pitts, Chairman (At-Large)

PRESENT

Liz Hausmann, Vice-Chairman (District 1)

PRESENT

Bob Ellis, Commissioner (District 2)

PRESENT

Lee Morris, Commissioner (District 3)

PRESENT

Natalie Hall, Commissioner (District 4)

PRESENT

Marvin S. Arrington, Jr., Commissioner (District 5)

PRESENT

Khadijah Abdur-Rahman, Commissioner (District 6)

PRESENT

INVOCATION: Reverend Tonjie Clark of St. Paul Missionary Baptist Church

PLEDGE OF ALLEGIANCE: Recite in unison

ANNOUNCEMENTS

PLEASE SWITCH ALL ELECTRONIC DEVICES (CELL PHONES, PAGERS, PDAs, ETC.) TO THE SILENT POSITION DURING THIS MEETING TO AVOID INTERRUPTIONS.

IF YOU NEED REASONABLE MODIFICATIONS DUE TO A DISABILITY, INCLUDING COMMUNICATIONS IN AN ALTERNATE FORMAT PLEASE CONTACT THE OFFICE OF THE CLERK TO THE COMMISSION. FOR TDD/TTY OR GEORGIA RELAY SERVICE ACCESS DIAL 711.

CONSENT AGENDA**22-0755 Board of Commissioners**

Adoption of the Consent Agenda - All matters listed on the Consent Agenda are considered routine by the County Commission and will be enacted by one motion. No separate discussion will take place on these items. If discussion of any Consent Agenda item is desired, the item will be moved to the Recess Meeting Agenda for separate consideration. **(ADOPTED)**

A motion was made by Commissioner Morris and seconded by Commissioner Abdur-Rahman, to adopt the Consent Agenda. The motion passed by the following vote:

Yea: Pitts, Hausmann, Ellis, Morris, Hall, Arrington, and
Abdur-Rahman

22-0756 Board of Commissioners

Proclamations for Spreading on the Minutes. **(SPREAD ON THE MINUTES UPON ADOPTION OF THE CONSENT AGENDA)**

Proclamation recognizing "Sudden Cardiac Arrest Awareness Month."
(Morris/BOC)
October 2022

Proclamation recognizing "United Youth Adult Conference Appreciation Day."
(Pitts/Hall/Arrington)
October 7, 2022

Proclamation recognizing "Reverend Gregory A. Sutton Appreciation Day." **(Hall)**
October 9, 2022

Proclamation recognizing "National Procurement Institute Appreciation Day."
(Pitts)
October 10, 2022

Proclamation recognizing "Gail Dean Appreciation Day." **(Hausmann)**
October 11, 2022

Proclamation recognizing "Mother Jessie Vincent Appreciation Day." **(Pitts)**
October 12, 2022

Proclamation recognizing "Dr. Lawrence Edward Carter Sr. Appreciation Day."
(Hall)
October 13, 2022

Proclamation recognizing "Martin Luther King Jr. International Chapel Appreciation Day." **(Hall)**
October 13, 2022

Proclamation recognizing "Brenda McMichael Remembrance Day." (Pitts)
October 15, 2022

Proclamation recognizing "Poverty2Prosperity Appreciation Day."
(Abdur-Rahman/Hall)
October 15, 2022

22-0757 Board of Commissioners

Request approval of the proposed 2023 Fulton County Board of Commissioners Meeting Calendar. **(APPROVED UPON ADOPTION OF THE CONSENT AGENDA)**

Commissioners' District Board Appointments

22-0758 Board of Commissioners

FULTON COUNTY ARTS COUNCIL **(APPROVED UPON ADOPTION OF THE CONSENT AGENDA)**

The Arts Council shall be composed of fifteen (15) residents of the County. Initially, each member of the Board of Commissioners shall appoint two persons to serve on the council, one person to serve for a one-year term and one person to serve a two-year term. No term of any member shall extend beyond the term of the District Commissioner who appointed the member to serve on the Arts Council Board; thereafter, each year, each member of the board of commissioners shall appoint one member for a two-year term. Each member may continue to serve beyond his/her term until replaced. The Chairman of the Arts Council shall be appointed to a two-year term by a majority vote of the board of commissioners. The Council shall elect a Vice-Chairman and a Secretary from its membership.

Term = 2 years

Term below expires: 12/31/2022
Sandy Barth **(Resigned)** (Ellis)

Commissioner Ellis nominated Kenny Kurtz for a District appointment to an unexpired term ending December 31, 2022.

Open & Responsible Government

22-0759 Real Estate and Asset Management

Request approval of a change order less than 10% - Department of Real Estate and Asset Management, 21RFP132087K-DB, Design/Build Services for the Fulton County Government Center Cooling Tower Repair and Retrofit in the amount of \$78,562.00 with Mallory & Evans Service Co., Inc. (Scottdale, GA), to modify the existing scope of work to provide additional repairs and replacement of two (2) Fan Assemblies and 29 Fissure Cracks in the concrete wall of the water tank located in the Government Center Complex and to extend the existing contract term for an additional four (4) month period to complete the work through December 31, 2022. Effective upon BOC approval. **(APPROVED UPON ADOPTION OF THE CONSENT AGENDA)**

22-0760 Finance

Ratification of September 2022 Grants Activity Report. **(APPROVED UPON ADOPTION OF THE CONSENT AGENDA)**

Health and Human Services**22-0761 Community Development**

Request approval to enter into a contract agreement with the following agencies (Buckhead Christian Ministries, Community Assistance Center, Prevention Plus, Atlanta Harm Reduction Coalition, Step Up, Positive Impact Health Center, Alma Domestic Violence, HOSEA Feed the Homeless, Partnership Against Domestic Violence, Youth Empowerment Success Services, The Drake House, Society of Saint Vincent dePaul, On the Rise Community Development, 24/7 Gateway, LLC) to assist people quickly regain stability after experiencing a housing crisis and/or homelessness. This item is 100% grant funded by ESG. Total contract amount is \$305,235.40. The ESG grant expires on August 11, 2023. **(APPROVED UPON ADOPTION OF THE CONSENT AGENDA)**

22-0762 Community Development

Request approval to enter into contract agreements with the following non-profit agencies (Community Assistance Center, Alma Domestic Violence Foundation, Youth Empowerment Success Services, HOSEA Feed the Homeless, On the Rise Community Development, Communities In Schools, Poverty to Prosperity, The Drake House, 24/7 Gateway, LLC.) to assist people quickly regain stability after experiencing a housing crisis and/or homelessness. These funds are used to prepare, prevent and respond to the COVID 19 pandemic. This item is 100% grant funded and the budget is already established. The total contract amount is \$417,612.57. The ESG CARES Act funding expires on September 30, 2023. **(APPROVED UPON ADOPTION OF THE CONSENT AGENDA)**

Infrastructure and Economic Development**22-0763 Real Estate and Asset Management**

Request approval of Indemnification, Maintenance, and Land Use Agreement for Private Improvement (Indemnification Agreement) between Fulton County and Bethany Properties Group, LLC for the purpose of granting conditional approval to allow existing stormwater pipelines to remain within the County's existing water line easement at 12780 and 12790 Hopewell Road in Alpharetta, Georgia 30004. **(APPROVED UPON ADOPTION OF THE CONSENT AGENDA)**

22-0764 Real Estate and Asset Management

Request approval of a Sewer Easement Dedication of 11,950 square feet to Fulton County, a political subdivision of the State of Georgia, from Walton GA Woodbury Park, LP, et al., for the purpose of constructing the Woodbury Park Sewer Outfall Project at 6400 Fulton Industrial Blvd, Tract 3B, South Fulton, Georgia 30331. **(APPROVED UPON ADOPTION OF THE CONSENT AGENDA)**

22-0765 Real Estate and Asset Management

Request approval of a Sewer Easement Dedication of 5,394 square feet to Fulton County, a political subdivision of the State of Georgia, from Walton GA Woodbury Park, LP, et al., for the purpose of constructing the Woodbury Park Sewer Outfall Project at 6400 Fulton Industrial Blvd, Tract 3C, South Fulton, Georgia 30331.

(APPROVED UPON ADOPTION OF THE CONSENT AGENDA)

22-0766 Real Estate and Asset Management

Request approval of a Resolution approving a Governmental Encroachment Agreement for Easement between Fulton County, Georgia and Georgia Power Company for the purpose of connecting driveway access from the proposed Fulton County Animal Shelter to Fulton Industrial Boulevard; to authorize the Chairman to execute the agreement and related documents; to authorize the County Attorney to approve the agreement as to form and make modifications as necessary to protect the County's interests prior to execution; and for other purposes. **(APPROVED**

UPON ADOPTION OF THE CONSENT AGENDA)

RECESS MEETING AGENDA**22-0767 Board of Commissioners**

Adoption of the Recess Meeting Agenda. **(ADOPTED AS AMENDED)**

A motion was made by Commissioner Morris and seconded by Vice-Chairman Hausmann, to adopt the Recess Meeting Agenda as amended by revising item #22-0769 as requested by Commissioner Hall; and to recognize the recipients of the Environmental Awards as requested Vice-Chairman Hausmann. The motion passed by the following vote:

Yea: Pitts, Hausmann, Ellis, Morris, Hall, Arrington, and Abdur-Rahman

22-0768 Clerk to the Commission

Ratification of Minutes. **(RATIFIED)**

Recess Meeting Minutes, September 21, 2022

Regular Meeting Post Agenda Minutes, October 5, 2022

A motion was made by Commissioner Abdur-Rahman and seconded by Commissioner Hall, to ratify the meeting minutes. The motion passed by the following vote:

Yea: Pitts, Hausmann, Ellis, Morris, Hall, and Abdur-Rahman

Did Not Vote: Arrington

22-0769 Board of Commissioners

Presentation of Proclamations and Certificates. **(PRESENTED)**

*Recognition of recipients of the Environmental Awards

Proclamation recognizing "Friends of the Library Week." **(Pitts)**

Proclamation recognizing "Clean Water Week." **(Hausmann)**

~~**Proclamation recognizing "Chaplain Clifton Dawkins Appreciation Day." **(Hall)**~~

Proclamation recognizing "International Day for the Eradication of Poverty Appreciation." **(Hall)**

Proclamation recognizing "Let's Talk Month." **(Hall)**

Proclamation recognizing "Temple Lester Appreciation Day." **(Hall)**

**added during the meeting*

***removed during the meeting*

PUBLIC HEARINGS**22-0770 Board of Commissioners**

Public Comment - Citizens are allowed to voice County related opinions, concerns, requests, etc. during the Public Comment portion of the Commission meeting.

Priority for public comment will be given to Fulton County citizens and those individuals representing businesses or organizations located within Fulton County, including their employees, whether such persons are commenting in-person, via emails or via Zoom or other electronic media (i.e., phone call). Non-Fulton County citizens will only be heard after all in-person Fulton County citizens, representatives of business and organizations located within Fulton County, including their employees, have been heard and the time allotted for public comment has not expired, except as otherwise provided in this code section. County staff shall verify the residency of each public speaker prior to such person being heard by the board. Speakers will be granted up to two minutes each. Members of the public will not be allowed to yield or donate time to other speakers. The Public Comment portion of the meeting will not exceed 30 minutes at the Regular Meeting, nor will this portion exceed thirty minutes at the Recess Meeting. In the event the 30-minute time limit is reached prior to public comments being completed, public comment will be suspended and the business portion of the BOC meeting will commence. Public comment will resume at the end of the meeting. Similarly, written comments (that were timely submitted) not previously read, may be read at the end of the meeting. For more information or to arrange a speaking date, contact the Clerk's Office. **(CONDUCTED)**

5 Speakers: Derrick D. Blassingame (Fulton County Probate Court); Devin Franklin (Detention Center); Micah Herskind (Detention Center); Rev. Lydia Meredith (DFCS Compensation) and Prophet Curtis Hairston (Homelessness)

3 Zoom Speakers: Matt Rowenczak (Item #22-0748/22-0749); Ben Howard (Senior Services) and Kevin Muldowney (Item #22-0748/22-0749)

1 Emailed Comment: Shelia Louder (Homelessness/Detention Center)

Presentations to the Board**22-0771 Board of Commissioners**

Presentation: Fulton-DeKalb Hospital Authority **(PRESENTED)**

COUNTY MANAGER'S RENEWAL ACTION ITEMS**Open & Responsible Government****22-0772 Real Estate and Asset Management**

Request approval to renew existing contracts - Department of Real Estate and Asset Management, 21ITB130146C-GS, Preventive and Predictive Maintenance Services for Chillers in the total amount of \$1,200,000.00 with (A) Mechanical Services, Inc. (Hapeville, GA) in the amount of \$400,000.00; (B) Johnson Controls, Inc. (Roswell, GA) in the amount of \$400,000.00; and (C) Daikin Applied Americas, Inc. (Marietta, GA) in the amount of \$400,000.00, to provide on-site preventive and predictive maintenance services for chillers on an "as needed" basis for all County facilities. This action exercises the first of two renewal options. One renewal option remains. Effective dates: January 1, 2023 through December 31, 2023.

(APPROVED)

A motion was made by Commissioner Hall and seconded by Commissioner Abdur-Rahman, to approve. The motion passed by the following vote:

Yea: Pitts, Hausmann, Ellis, Morris, Hall, Arrington, and Abdur-Rahman

22-0773 Real Estate and Asset Management

Request approval to renew existing contracts - Department of Real Estate and Asset Management, 22ITB132332C-GS, Solid Waste Disposal and Recycling Services Countywide in the total amount not to exceed \$1,344,000.00 with (A) Latham Home Sanitation Company, Inc. (Loganville, GA) in the amount of \$660,000.00; and (B) Georgia Waste Systems, LLC dba Waste Management of Atlanta South, (Like City, GA) in the amount of \$684,000.00, to provide landfill solid waste disposal and single stream recycling services for County facilities. This action exercises the first of two renewal options. One renewal option remains. Effective dates: January 1, 2023, through December 31, 2023. **(APPROVED)**

A motion was made by Commissioner Hall and seconded by Commissioner Abdur-Rahman, to approve. The motion passed by the following vote:

Yea: Pitts, Hausmann, Ellis, Morris, Hall, and Abdur-Rahman

Did Not Vote: Arrington

Health and Human Services**22-0774 Senior Services**

Request approval to renew an existing contract - Department of Senior Services, 21ITB000028ACJC, Indigent Burial Services in the amount of \$418,750.00 with Mutual Meadows (Peachtree Corners, GA), to provide dignified professional burial services as a last resort for any unclaimed County resident or deceased person declared indigent if the death occurred within Fulton County. This is the first of two renewals options. One renewal option remains. Effective January 1, 2023, through December 31, 2023. **(APPROVED)**

A motion was made by Commissioner Ellis and seconded by Vice-Chairman Hausmann, to approve. The motion passed by the following vote:

Yea: Pitts, Hausmann, Ellis, Morris, Hall, Arrington, and Abdur-Rahman

Justice and Safety**22-0775 Sheriff**

Request approval to renew an existing contract - Sheriff's Office, 21ITB1122B-EC, Prisoner Transportation Services in the amount of \$354,730.00 with U.S. Corrections, LLC (Whites Creek, TN) to provide national prisoner transportation services. This exercises the first of two renewal options. One renewal option remains. Effective dates: January 1, 2023, through December 31, 2023. **(APPROVED)**

A motion was made by Vice-Chairman Hausmann and seconded by Commissioner Hall, to approve. The motion passed by the following vote:

Yea: Pitts, Hausmann, Ellis, Morris, Hall, Arrington, and Abdur-Rahman

COUNTY MANAGER'S ITEMS**Open & Responsible Government****22-0776 County Manager**

Presentation of Fulton County Operational Report. **(PRESENTED)**

22-0777 Purchasing and Contract Compliance

Request approval of a Resolution to extend emergency purchasing authority of the Chairman and County Manager for COVID-19 related purchases; and for other purposes. **(APPROVED)**

A motion was made by Commissioner Morris and seconded by Commissioner Hall, to approve. The motion passed by the following vote:

Yea: Pitts, Ellis, Morris, Hall, and Abdur-Rahman

Did Not Vote: Hausmann, and Arrington

22-0778 **Finance**

Presentation, review and approval of October 19, 2022 Budget Soundings.

(APPROVED)

A motion was made by Commissioner Hall and seconded by Commissioner Ellis, to approve. The motion passed by the following vote:

Yea: Pitts, Ellis, Morris, Hall, and Abdur-Rahman

Did Not Vote: Hausmann, and Arrington

22-0740 **Human Resources Management**

Request approval to modify the Classification and Compensation plan by extending the salary range maximums by 20%. No additional funding is required for this action. **(HELD ON 10/5/22) (APPROVED)**

A motion was made by Commissioner Ellis and seconded by Commissioner Hall, to approve. The motion passed by the following vote:

Yea: Pitts, Hausmann, Ellis, Morris, Hall, and Abdur-Rahman

Did Not Vote: Arrington

22-0779 **Real Estate and Asset Management**

Request approval to utilize Cooperative Purchasing - Department of Real Estate and Asset Management, Omnia Partners Public Sector Contract #R190303 Office Supplies, Related Products and Services in the total amount of \$275,000.00 with ODP Business Solutions, formerly Office Depot Business Solutions (Norcross, GA) to provide copy paper and related supplies as needed countywide. Effective January 1, 2023, through December 31, 2023. **(APPROVED)**

A motion was made by Commissioner Ellis and seconded by Commissioner Hall, to approve. The motion passed by the following vote:

Yea: Pitts, Hausmann, Ellis, Morris, Hall, and Abdur-Rahman

Did Not Vote: Arrington

22-0780 Real Estate and Asset Management

Request approval to utilize cooperative purchasing - Department of Real Estate and Asset Management, Omnia Partners, Public Sector Contract #16154, Master Agreement Contract for Maintenance, Repair, Operating (MRO) Supplies, Industrial Supplies and Related Products and Services, in the amount of \$200,000.00 with Home Depot U.S.A., Inc. (Atlanta, GA), to purchase building/roofing materials, hardware, tools, paint, electrical and related items in support of DREAM Building Construction and Facilities Maintenance Divisions and other Countywide Departments. Effective January 1, 2023, through December 31, 2023.

(APPROVED)

A motion was made by Commissioner Hall and seconded by Commissioner Abdur-Rahman, to approve. The motion passed by the following vote:

Yea: Pitts, Hausmann, Ellis, Morris, Hall, and Abdur-Rahman

Did Not Vote: Arrington

22-0781 Real Estate and Asset Management

Request approval of statewide contract - Department of Real Estate and Asset Management, SWC99999-001-SPD0000154-0001, Facility Maintenance Services for the State of Georgia Department of Human Services (DHS) in the amount of \$225,000.00 with CGL Facility Management, LLC (Fayetteville, GA), to provide preventive and corrective maintenance services for the County-owned facility currently leased to the State of Georgia Department of Human Services, located at 5710 Stonewall Tell Road, College Park, GA 30349. Effective dates: January 1, 2023 through December 31, 2023. **(APPROVED)**

A motion was made by Commissioner Hall and seconded by Commissioner Ellis, to approve. The motion passed by the following vote:

Yea: Pitts, Hausmann, Ellis, Morris, Hall, and Abdur-Rahman

Did Not Vote: Arrington

Arts and Libraries**22-0782 Arts and Culture**

Request approval of a public art contract to commission Ilan Averbuch (Averbuch Rail Art LLC) to create a site-specific, original work of art in Johns Creek at the newly constructed Rogers Bridge in the amount of \$140,000.00 entitled "The Bridge", and authorization of the County Attorney to approve the public art contract as to form and to make necessary changes to the contract to protect the County prior to execution. The term is upon BOC approval through December 31, 2023. **(APPROVED)**

A motion was made by Vice-Chairman Hausmann and seconded by Commissioner Hall, to approve. The motion passed by the following vote:

Yea: Pitts, Hausmann, Ellis, Morris, Hall, and Abdur-Rahman

Did Not Vote: Arrington

Health and Human Services**22-0783 Community Development**

Request approval of a statewide contract - Community Development, SWC 99999-SPD-0000136-008, Temporary Staffing Services in an amount not to exceed \$273,306.84 with Corporate Temps (Norcross, GA) to continue temporary staffing services for the Department of Community Development. Effective upon BOC approval through June 30, 2023. **(APPROVED)**

A motion was made by Commissioner Abdur-Rahman and seconded by Commissioner Hall, to approve. The motion passed by the following vote:

Yea: Pitts, Ellis, Morris, Hall, Arrington, and Abdur-Rahman

Did Not Vote: Hausmann

22-0788 Public Works

Request approval to utilize cooperative purchasing - Department of Public Works, Sourcewell Contract No. 120721-RVL, Underground Infrastructure Inspection and Rehabilitation Equipment with Related Services with Jet-Vac Equipment Company LLC, (Atlanta, GA) authorize dealer for RapidView IBAK USA (Supplier) for the purchase of a RapidView IBAK HD 4K Lateral Camera Inspection CCTV Truck. This is a one-time procurement. **(APPROVED)**

A motion was made by Commissioner Hall and seconded by Commissioner Arrington, to approve. The motion passed by the following vote:

Yea: Pitts, Hausmann, Ellis, Morris, Hall, Arrington, and Abdur-Rahman

22-0784 Public Works

Request approval of the lowest responsible bidder - Public Works, 22ITBC134668K-DB, Centrifugally Cast Fiberglass Reinforced Polymer Mortar Pipe CCFRPM in the amount of \$1,659,000.00 with HOBAS Pipe USA (Houston, TX) to provide 54-inch CCFRPM sewer pipe in order to continue the Pine Valley main sewer trunk line project to replace approximately 4200 feet of corroded leaking pipe. This is a one-time procurement. **(APPROVED)**

A motion was made by Vice-Chairman Hausmann and seconded by Commissioner Hall, to approve. The motion passed by the following vote:

Yea: Pitts, Hausmann, Morris, Hall, Arrington, and Abdur-Rahman

Did Not Vote: Ellis

22-0785 Public Works

Request approval of a Public Private Partnership Memorandum of Understanding (P3MOU) between Fulton County and the Georgia Department of Transportation (GDOT) for 12 & 18-inch sewer relocations associated with Project PI-0013918, to rebuild the I-20 Interchange at the Fulton Industrial Boulevard in Fulton County, at no cost to Fulton County. **(APPROVED)**

A motion was made by Vice-Chairman Hausmann and seconded by Commissioner Abdur-Rahman, to approve. The motion passed by the following vote:

Yea: Pitts, Hausmann, Ellis, Morris, Hall, Arrington, and Abdur-Rahman

COMMISSIONERS' ACTION ITEMS**22-0747 Board of Commissioners**

Request approval of a Resolution requiring the installation of electric vehicle (EV) charging stations in all Fulton County owned facilities where feasible; requiring developers to include EV charging stations in all new developments within Unincorporated Fulton County; urging all municipalities located within Fulton County to adopt similar legislation to require EV charging stations in their facilities and developers to include EV charging stations in new developments within their jurisdictions; and for other purposes. **(Pitts/Hall) (HELD ON 10/5/22) (APPROVED AS AMENDED)**

A motion was made by Commissioner Hall and seconded by Commissioner Abdur-Rahman, to approve as amended with a friendly amendment by Commissioner Hall to replace the word "require" with "encourage;" and a friendly amendment by Commissioner Arrington to remove the word "all" facilities. The motion passed by the following vote:

Yea: Pitts, Morris, Hall, Arrington, and Abdur-Rahman

Did Not Vote: Hausmann, and Ellis

22-0748 Board of Commissioners

Request approval of a Resolution establishing protocols to enhance protection of personal identifiable information. **(Hausmann) (HELD 10/5/22) (MOTION TO APPROVE FAILED)**

A motion was made by Vice-Chairman Hausmann to approve.

Motion failed for a lack of a second

22-0749 Board of Commissioners

Request approval of a Resolution terminating a contract for temporary staffing.
(Hausmann) (HELD ON 10/5/22) (MOTION TO APPROVE FAILED)

A motion was made by Vice-Chairman Hausmann and seconded by Commissioner Ellis, to approve. The motion failed by the following vote:

Yea: Hausmann

Nay: Pitts, Morris, Hall, Arrington, and Abdur-Rahman

Did Not Vote: Ellis

22-0750 Board of Commissioners

Request approval of Resolution implementing a County-wide hiring freeze for non-Public Safety positions. **(Hausmann) (HELD ON 10/5/22) (WITHDRAWN)**

A motion was made by Vice-Chairman Hausmann and seconded by Commissioner Morris, to approve. **(NO VOTE TAKEN)**

Vice-Chairman Hausmann withdrew the motion.
Commissioner Morris withdrew the second.

COUNTY MANAGER'S PRESENTATION AND DISCUSSION ITEMS**Open & Responsible Government****22-0751 Human Resources Management**

Discussion: Overtime and Compensatory Time Policy and Procedure (#108-16).
(HELD ON 10/5/22) (DISCUSSED)

COMMISSIONERS' PRESENTATION AND DISCUSSION ITEMS**22-0786 Board of Commissioners**

Discussion: Atlanta BeltLine, Inc. October 12, 2022 CEO Report **(Morris)**
(DISCUSSED)

EXECUTIVE SESSION**22-0787 Board of Commissioners**

Executive (**CLOSED**) Sessions regarding litigation (**County Attorney**), real estate (**County Manager**), and personnel (**Pitts**). (**APPROVED**)

PRESENT IN THE EXECUTIVE SESSION REGARDING LITIGATION, REAL ESTATE, CYBER SECURITY AND PERSONNEL: Chairman Pitts, Vice-Chairman Hausmann, Commissioners: Ellis, Morris, Hall, Arrington and Abdur-Rahman; County Manager Dick Anderson; Chief Financial Officer Sharon Whitmore; External Affairs Director Jessica Corbitt, Chief Human Resources Officer Kenneth Hermon; Chief Operating Officer Alton Adams, Interim Chief Information Officer Lateef Ashekun; Chairman of Board of Tax Assessors Edward London; County Attorney Y. Soo Jo; Deputy County Attorney Denva Stewart and Clerk to the Commission Tonya R. Grier.

a. A motion was made by Commissioner Hall and seconded by Vice-Chairman Hausmann, to enter into Executive Session. The motion passed by the following vote:

Yea: Pitts, Hausmann, Ellis, Morris, Hall, Arrington, and Abdur-Rahman

b. A motion was made by Commissioner Ellis and seconded by Commissioner Abdur-Rahman, to approve the settlement authority in item #2 as discussed in Executive Session. The motion passed by the following vote:

Yea: Pitts, Ellis, Hall, and Abdur-Rahman

Did Not Vote: Hausmann, Morris, and Arrington

ADJOURNMENT

There being no further business, the meeting adjourned at 5:21 p.m.

FULTON COUNTY BOARD OF COMMISSIONERS

RECESS MEETING

October 19, 2022

10:00 A.M.

Alexander Solution, LLC

(Whereupon the meeting was called to order at 10:00 a.m.)

CHAIRMAN PITTS: "All right. Good morning and welcome to the October 19th Meeting of the Board of Commissioners in Fulton County. Today is October 19th. It is exactly 10 o'clock a.m. Madam Clerk, please call the roll."

CLERK GRIER: "Chairman Robb Pitts."

CHAIRMAN PITTS: "Present."

CLERK GRIER: "Vice Chairman Liz Hausmann."

VICE CHAIRMAN HAUSMANN: "Present."

CLERK GRIER: "Commissioner Bob Ellis."

COMMISSIONER ELLIS: "Present."

CLERK GRIER: "Commissioner Lee Morris."

COMMISSIONER MORRIS: "Present."

CLERK GRIER: "Commissioner Natalie Hall."

COMMISSIONER HALL: "Present."

CLERK GRIER: "Commissioner Marvin Arrington, Jr."

COMMISSIONER ARRINGTON, JR.: "Present."

CHAIRMAN PITTS: "Commissioner Khadijah Abdur-Rahman."

COMMISSIONER ABDUR-RAHMAN: "Present."

CLERK GRIER: "Mr. Chairman, you have a quorum."

CHAIRMAN PITTS: "Thank you. Please rise for the invocation followed by the Pledge of Allegiance."

REV. CLIFTON DAWKINS, CHAPLAIN: "Good morning, all. We are honored to have with us this morning to give us the invocation, Pastor Tonjie Clark from St. Paul Missionary Baptist Church, East Point. Pastor Clark."

REV. TONJIE CLARK: "Thank you."

(Whereupon the invocation was given by Reverend Tonjie Clark followed by the Pledge of Allegiance.)

CHAIRMAN PITTS: "Madam Clerk."

CLERK GRIER: "On page 2, Consent Agenda, **22-0755**, Adoption of the Consent Agenda. All matters listed on the Consent Agenda are considered routine by the County Commission and will be enacted by one motion. No separate discussion will take place on these items. If discussion of any Consent Agenda item is desired, the item will be moved to the Recess Meeting Agenda for separate consideration."

CHAIRMAN PITTS: "All right. Any items on the Consent Agenda? Anyone? Madam Clerk, anything? All right. I'll entertain a motion to approve the Consent Agenda. Motion to approve by Commissioner Morris, seconded by Commissioner Abdur-Rahman. Please vote."

CLERK GRIER: "And the vote is open. And the motion passes unanimously."

CLERK GRIER: "On page 5, Recess Meeting Agenda, **22-0767**, Adoption of the Recess Meeting Agenda. Mr. Chairman and Members of the Board, we have one amendment to today's Recess Meeting Agenda. On page 5, 22-0769, Presentation of Proclamations and Certificates. Commissioner Hall has requested to move the proclamation recognizing Chaplain Clifton Dawkins to the November 2nd Regular Meeting Agenda."

CHAIRMAN PITTS: "All right. Any other? Commissioner -- Vice Chair Hausmann."

VICE CHAIRMAN HAUSMANN: "Yes, Mr. Chairman. I would also like to request that as we start the proclamations today, that we invite our award winners for the Environmental Awards Program we had earlier this morning, just to come down for a Photo-op at the beginning of the proclamation ceremony."

CHAIRMAN PITTS: "No objections. Commissioner Abdur-Rahman."

COMMISSIONER ABDUR-RAHMAN: "Chairman, I just wanted to openly say on behalf of District 6, we offer condolences to the loss of Jamida Orange, Reverend Orange's daughter passed away. And so, I just wanted to openly give the condolences on behalf of the County Commission."

CHAIRMAN PITTS: "All right. Madam Clerk, where are we?"

CLERK GRIER: "We need a motion."

CHAIRMAN PITTS: "Yeah, we need a motion. Motion to approve by Commissioner Morris, seconded by Vice Chair Hausmann. Please vote."

CLERK GRIER: "And the vote is open. And the motion passes unanimously."

CLERK GRIER: "**22-0768**, Ratification of Minutes. Recess Meeting Minutes, September 21st. Regular Meeting Post Agenda Minutes, October 5th, 2022."

CHAIRMAN PITTS: "All right. Is there a motion? All right. Motion to approve by Commissioner Abdur-Rahman, seconded by Commissioner Hall. Cast your vote."

CLERK GRIER: "And the vote is open. And the motion passes; six yeas, zero nays."

CLERK GRIER: "**22-0769**, Presentation of Proclamations and Certificates."

CHAIRMAN PITTS: "Okay."

CLERK GRIER: "Will all the Environmental Awards winners, please, come down."

VICE CHAIRMAN HAUSMANN: "As you're making your way down, I just wanted to -- for the public let you know that we had a ceremony before the Board of Commissioner's meeting today to recognize our environmental leaders throughout Fulton County. These folks are on the front lines of our environment and natural resources and do a wonderful job of educating us about the importance of maintaining the environment, and the various things going on throughout Fulton County that are being done to continue to make us a first-class place to live, work, and play, and raise a family. So, I'm going to just read the award winners into the record so that everybody knows who we have here. If you want to raise your hand as I call your name that would be great: Chairman Pitts, his nominee was Melissa Hall in Roswell; in District 1, it was the Environmental Education Alliance of Georgia; in District 2, it was Ms. Simone Debose; District 3, was the Temple -- that's so cool y'all are taking pictures. District 4 was Wholesome Way Georgia; District 5, was the Nature Girls; District 6, was Dr. Catherine Foster-Rolle; and then we had two countywide awards and one was the Chattahoochee Working Group of the Chattahoochee River Land Study -- pardon me. Walt Ray is here with Trust for Public Lands way in the back. And then a very special recognition of our very own Department of Public Works for the Fulton Azalea Drive in South Fulton Collections Inflow and Infiltration Reduction Projects. This project has eliminated almost a hundred percent of the spills we had along the Chattahoochee River in that area. So very, very proud of this wonderful group; doing such wonderful things in Fulton County."

CLERK GRIER: "The first proclamation is recognizing 'Friends of the Library Week' sponsored by Chairman Pitts. The first proclamation is recognizing 'Friends of the Library Week' sponsored by Chairman Pitts. "

COMMISSIONER HALL: "Come on down Fulton County Library System/Friends of the Library. Hey Gayle, good to see you. All right. Well, Gayle, knows I just love the library and its team. Having worked with Gayle for many years when I was Chief of Staff to Commissioner Garner; and just working on all the library projects: the renovations with you and Allen, getting all that done. It is an honor to also recognize the Friends of the Library because without you, we couldn't get a lot of things done. You do so much to help us with our libraries and our patrons. So, the proclamation reads: WHEREAS the Fulton County Library System/Friends of the Library Volunteer Program is a unique opportunity for citizens to contribute their time and expertise to enhance the services of Fulton County and the Library System. Growing from a few dozen volunteers in 1989 when it first began, to over 3,356 Friend's volunteers. And WHEREAS, the Fulton County Library System/Friends Volunteers play a vital role in advocating for library services, collecting, sorting, organizing, and selling thousands of donated books at book sales and bookstores across the County. Hosting fundraisers, funding and sponsoring library programs, returning materials to the shelves and more. And WHEREAS, the Fulton County Library System acknowledges 301 Friends Volunteers during National Friends of Library's Week 2022; including Friend's Volunteer celebrating as many as 30 years of service to the library System, and countless other volunteers who serve thousands of hours throughout the years. And WHEREAS, there are currently 18 Friends of the Library groups throughout Fulton County that provide significant support to the library System, by contributing over 413,548 lifetime volunteer hours, as well as funds to enhance the important programs and services of the library System. And WHEREAS, Library Friend's Volunteers have given unselfishly of their time and talents to the Fulton County Library System donating 14,364 hours in 2022; providing services worth \$397,308 and bringing the Friend's Volunteer's lifetime totals to 3,356 volunteers, who have served a remarkable 415 -- 413,548 volunteer hours. NOW, THEREFORE, BE IT RESOLVED that the Board of Commissioners of Fulton County, recognizes the accomplishments and dedication of the individuals who donate their services to the Fulton County Library System; and DOES HEREBY PROCLAIM the week of October 16th through the 22nd, 2022 as 'Fulton County Library System/Friends of the Library Week' in Fulton County, Georgia. Congratulations and thank you."

HEATHER STANISZEWSKI, RECIPIENT: "Thank you so much to all of the Commissioners. I am Heather (Inaudible.), Volunteer Services Manager for Fulton County. Our friends' groups give unselfishly of their time and energy and efforts. They help change lives of giving free books to people, bringing programs to the library that we

would not be able to have without them. Our friend's range in age from five to 89. They are in the library every single day. So, please, check out your local bookstore and see how you might be able to join the Friend's. We have memberships available at all of our branches, and we're looking to form new Friend's Groups. So, thank you for all of your support and please thank a Friend today as well. Thank you."

CLERK GRIER: "The next proclamation is recognizing 'Clean Water Week' sponsored by Vice Chair Hausmann."

VICE CHAIRMAN HAUSMANN: "Mr. Clark, come on down. I've had the privilege of celebrating Clean Water Week now for 12 years. And I just am always so proud of our team and all the great work that is done in Fulton County that really goes under the radar; and it's taken for granted by the community because we do such a good job. But clean water is life; and we all know that; and it's my honor to read this into the record. WHEREAS Clean Water Week celebrates the 50th anniversary of the Clean Water Act, and is a weeklong reminder of the many ways Public Works demonstrates its' commitment to providing safe and reliable collection and treatment of wastewater, for the discharge to improve our environment in our communities. And WHEREAS, Public Works is committed to improving and maintaining the quality of its water and wastewater system through daily activities that are vital to the integrity of the system including the installation, repair and maintenance of the water and wastewater system, monitoring security and implementing emergency response plans when needed, while also educating customers. And WHEREAS, Public Works effectively and systematically evaluates water and wastewater needs for more than 111,700 existing customers to ensure and actively manages and renews its assets in human resources with an 84 million-dollar annual operating budget, and a projected 85 million capital improvement program through the use of innovative technologies and utilities management Systems to efficiently serve water and sewer customers. And WHEREAS, Public Works has received numerous awards in 2022 including the Georgia Association of Water Professionals Platinum Award for the Tom Lowe Atlanta/Fulton County Water Treatment Plant, the Big Creek, Camp Creek, John's Creek environmental campuses, and Little River Reclamation facilities, the GAWP Comprehensive Education Program of Excellence in Water and Wastewater, and the Public Education New Media Award. Continued recognition as a water first community in Georgia, and most recently the Public Works wastewater collection system was recognized in 2021 by the Fulton County Environment -- Environmental Commission for its inflow and infiltration reduction program that we just had before us a few minutes ago. And NOW, THEREFORE, BE IT RESOLVED that the Board of Commissioners of Fulton County commends the Department of Water Resource for its continued dedication and public service. And

hereby proclaims the week of October 6 through 22 -- excuse me -- 16 through 22, 2022, as Clean Water Week in Fulton County, Georgia. Congratulations. Mr. Clark."

DAVID CLARK, DIRECTOR, PUBLIC WORKS: "Thank you, Commissioner. I'm David Clark. I'm the Director of Public Works, and with me are really the people who do all of the work every single day. We like to think that every day is Clean Water Week in our business, and we certainly recognize the importance of making sure that we acknowledge it to the general public at least once a year. But we do take great pride in the fact that the water that we collect and treat at our wastewater treatment plants are actually returned to the Chattahoochee River in a much cleaner state than what we took it out to use for our drinking water. So, when we're sending it downstream to our neighbors that they have something to use for their water needs. Also, the main part of this week is really to encourage other people to understand the importance of clean water, and with Colette and her education staff, we do a number of educational events not only during this week, but throughout the entire year to really hit home the importance that everybody has a role in Clean Water Week. Thank you."

CLERK GRIER: "The next proclamation is recognizing 'International Day for the Eradication of Poverty Appreciation' sponsored by Commissioner Hall."

COMMISSIONER HALL: "Mrs. Omilami, affectionately known as 'Mama O'. Please, come down. It is an honor to present you with this proclamation and for you to be here today on behalf of Hosea Feeds, Hosea Helps, Hosea Clothes, Hosea does everything. And this is an observance of the 'International Day for Eradication of Poverty'. WHEREAS the observance of the International Day for Eradication of Poverty can be traced back to October 17th, 1987, when over 100,000 people gathered in France – in Paris, France to honor the victims of extreme poverty, violence, and hunger. And WHEREAS, they proclaimed that poverty is a violation of human rights and affirm the need to come together to ensure that these rights are respected. Since then, people of all backgrounds, beliefs, and social origins have gathered every year on October 17th to renew their commitment and show their solidarity with the poor. And WHEREAS, October 17th presents an opportunity to acknowledge the effort and struggle of people living in poverty; a chance to make their concerns heard; and to recognize that poor people are the first to fight against poverty. And WHEREAS, Reverend Hosea L. Williams founded Hosea Feed The Hungry and Homeless, also known as Hosea Helps, one of the largest nonprofit social services organizations for the poor and hungry on holidays in North America; with the mission to investigate and then raise public awareness about the many problems that are facing families and individuals that are at risk for slipping into poverty, or that are living in poverty; and then to mobilize financial resources, products, and volunteers to solve those problems and stabilize those

households. And WHEREAS, the full participation of people living in poverty, must be at the center of policies and strategies to build a sustainable future which can guarantee that our planet and our societies can fulfill the needs and aspirations of this and future generations. NOW, THEREFORE, BE IT RESOLVED that the Fulton County Board of Commissioners recognizes that all people must come together to end poverty and discrimination in order to build a sustainable future; and commends the tireless work of Hosea Helps in this mission. And DOES HEREBY PROCLAIM Monday, October 17th, 2022, as 'International Day for the Eradication of Poverty Appreciation Day' in Fulton County, Georgia. Congratulations, Mama O."

ELISABETH OMILAMI, HOSEA HELPS: "Thank you so much. Many of you know me as Elisabeth Omilami, but who am I? Today, I stand in the footprints of Jamida Orange, our beloved warrior sister who has gone on to become an ancestor, who left big, big shoes to fill. Today, I stand as the mother that called me living in a hotel with her baby without cash or food. Today, I stand with the lady that called and she was going to commit suicide; she has five children. Because she couldn't find assistance of any kind. Today, I stand as Fulton County. I stand representing those women and men who are hard-working. Who are working some two and three jobs. And today, I stand with you as public servants who all care about our community; and God has put you in this place to make a difference in the lives of thousands of Fulton County citizens. I am proud to represent Fulton County today, and the 23 staff members at Hosea Helps that work like 53 that are out there right now, today getting ready to serve the 400 families we serve every week in this cold. So, we join our arms and our hands together to eradicate poverty. It starts with mental health. It starts -- it goes from there to financial health, physical health, housing, education. It goes so far reaching, but all of you touch one of those areas at one time or another. And I stand to say, thank you so much, Commissioner Hall and the other Commissioners here for acknowledging that we can do something. We can make a difference. And we will on behalf of Hosea Helps. Thank you so much."

CLERK GRIER: "The next proclamation is recognizing 'Let's Talk Month' sponsored by Commissioner Hall."

COMMISSIONER HALL: "Come on down Board of Health. Good morning. Good morning. It is an honor to present you with this proclamation. I actually had no idea about 'Let's Talk Month' until hearing about it recently and getting the request for the proclamation. And it reads: WHEREAS, each year, October is recognized nationwide as 'Let's Talk Month' to encourage young people and their parents and caregivers to have open and honest discussions about sexuality and related topics such as: gender and sexual orientation, body image, relationships, and preventing pregnancy, and

sexually transmitted infections. And WHEREAS Fulton County Board of Health recognizes that having the talk with your teen about sex is sometimes difficult. However, it's critically important to have a series of discussions that begin early, happen often and continue over time which can make more of a difference than a single conversation. And WHEREAS, Fulton County Board of Health through its teen pregnancy prevention program, skills, knowledge, and youth empowerment, SKY Project, provides evidence-based sexual health and education to adolescents, and tips and tools for parents and teens on how to have those uncomfortable conversations. And WHEREAS, The Centers for Disease Control and Prevention indicates that when parents communicate honestly and openly with their teens about sex, relationships, and the prevention of HIV/STI's and pregnancy, they can help promote their teens health and reduce the chances that their teen will engage in behaviors that place them at risk. And WHEREAS, Fulton County Board of Health and its SKY Project, Partners Street Smart Youth Project, Atlanta Police Foundation, Boys and Girls Club of Metro Atlanta, Children's Healthcare of Atlanta, City of Atlanta Parks and Recreation, JD Rosen Family Foundation, and VOXATL have implemented a System approach to promote teen health by ensuring teens, parents, and caregivers, and youth serving organizations have access to education, training, and support. NOW, THEREFORE, BE IT RESOLVED that the Fulton County Board of Commissioners recognizes Fulton Board of Health for their commitment to ensuring that adolescents and their parents have access to accurate information and tools to help reduce unplanned pregnancies; to help teens achieve optimal health. And DOES HEREBY PROCLAIM the month of October 2022, as "Let's Talk Month" in Fulton County, Georgia. Congratulations Board of Health. You do so much great work."

KRISTIN DIXON, RECIPIENT: "Thank you, Commissioner Hall and your esteemed colleagues on the Board of Health -- I'm sorry -- on the Board of Commissioners for the opportunity to bring awareness to this very important issue. A critical component of prevention is communication. Every October the Fulton County Board of Health SKY, our skills, knowledge, and youth empowerment project, and the adolescent health and youth development program celebrate 'Let's Talk Month'. The purpose of 'Let's Talk Month' is to bring awareness about the importance of open dialogue around sexual health between parents and trusted adults and their youth. Those conversations have many positive outcomes on the health of youth. That's delaying sexual activity until their ready or until later in life or using protection when they do choose to have sex. We're pleased to have partners such as Street-Smart Youth Project, City of Atlanta's Parks, Children's Healthcare of Atlanta, the Grady team clinic, Southside Medical Center, and many others. Over the month the Fulton County Board of Health will post on our social media platforms, facts and myths about sex and helpful tips in continuing conversations about sex, love, and relationships between young people and their parents. And of

course, throughout the year, we engage parenting workshops and other dialogues to support them in building their skills around having these sometimes difficult, but very important conversations. Thank you for the opportunity to highlight 'Let's Talk Month'."

CLERK GRIER: "The last proclamation is recognizing 'Temple Lester Appreciation Day' sponsored by Commissioner Hall."

COMMISSIONER HALL: "If you know anything about this family, you know that Temple becoming a great young lady is because of these two, her parents standing next to me because they do so much great work in the community with youth and just -- they are real public servant leaders. And so, for their daughter to become such a great young lady is just expected. Yes. And the proclamation reads: WHEREAS Temple Lester is the creator of S.T.E.M. Girls Swag and the inventor of this S.T.E.M. Swag Box. She is also an entrepreneur, public speaker, science communicator, and S.T.E.M. advocate. And WHEREAS, when she was in third grade, Temple launched a website, www.justTemple.com designed to get more of her peers, especially girls, interested in science, technology, engineering, and technology. And WHEREAS, Temple created a Go Fund Me campaign that has raised in excess of \$5,000 to help provide free S.T.E.M. Swag Bags to unrepresented youth. And WHEREAS, Temple has received many awards and honors for her advocacy including Time Magazines Kid of the year top 50 in 2022; was selected to Black Girls lead in 2021 and she has had two award-winning national history Day documentaries featured in the Smithsonian National Museum of African American history and culture; and Temple is a Girl Scout silver award winner. She appears in the A.D. council's national PSA campaign, 'Dare to S.T.E.M.', and she was named one of Atlanta's 20 under 20 by Atlanta In-Town paper. She is a recipient of the prestigious 2019 Carol D. Riser Youth Service Award, and in 2017, she was the Georgia Science Teachers Association S.T.E.M. talk winner. NOW, THEREFORE, BE IT RESOLVED that the Fulton County Board of Commissioners recognizes Temple Lester for her leadership and advocacy of S.T.E.M. education; and DOES HEREBY PROCLAIM Wednesday, October 19th, 2022, as 'Temple Lester Appreciation Day' in Fulton County, Georgia. Congratulations."

TEMPLE LESTER, RECIPIENT: "Thank you, Commissioner Hall, and thank you to all the other Commissioners. When I was eight years old, I went to a science summer camp, and I was the only girl and one of few people who looked like me. And that's why I learned that there is such a big gap between men and women in S.T.E.M., and minorities and non-minorities. And that's when I learned how to advocate, not only for myself, but for others. So, for the last six years, 2016, when I was nine years old, I been advocating for people who look like me for girls for minorities for people who are underrepresented to be represented in S.T.E.M. related fields. Since then, I've

accomplished many things, and I continue along this path to make people more represented and see more people so they know that they are able to do whatever they can do; because if you can't see it, you can't be it. If you do see it, then that makes you want to do it, to be that person, be that inspiration to people; and that's what I'm all about. So, thank you again."

CLERK GRIER: "On page 6, Public Hearings, **22-0770**, Public Comment. Citizens wishing to participate in public comment will be allowed to appear in person or may choose to participate virtually via zoom video conferencing or by submitting their comments in writing online by registering on the County website at www.fultoncountyga.gov. Priority to public comment will be given to Fulton County citizens, and those individuals representing businesses or organizations located within Fulton County. Speakers will be granted up to two minutes each. The public will not be allowed to yield or donate time to other speakers. The public comment portion of the meeting will not exceed 30 minutes. In the event the 30-minute time limit is reached prior to public comments being completed, public comment will be suspended, and the business portion of the BOC meeting will commence. Public comment will resume at the end of the meeting. Mr. Chairman and Members of the Board, we will start with speakers here in Assembly Hall. We have received five speaker cards. Would all five speakers come forward: Derek Blasingame, Devon Franklin, Micah Herskind, Rev. Lydia Meredith, and Prophet Curtis Hairston."

CHAIRMAN PITTS: "All right, speakers when you have 15 seconds remaining of your two minutes, I'll simply say 15 seconds and that will be your clue to terminate or begin to conclude your remarks. It is 10:41, Madam Clerk."

DERRICK D. BLASSINGAME, PUBLIC SPEAKER: "Thank you for the opportunity to address this Body this morning. I – today I am here to encourage this Body to settle the matter of Derrick Blasingame versus Fulton County probate court judge. This currently is a dispute with the background check that was done on July 2nd, 2020, regarding my application for a Georgia weapons carry license. In support of our efforts to have you all settle this matter, here is my evidence: (Recording played in the background) As Bill Gates, the manager of the Fulton County Probate Court indicated there is a background check that came back. GBI and the FBI confirmed through public records that they did conduct a background check regarding my weapons license, and they returned it to the Fulton County Probate Court. So, I am calling today for this Body to settle this matter. I waited 840 days to settle this matter. The Georgia law is clear. The Georgia General Assembly was clear when it passed OCGA1611129. The judge of the Probate Court of each County shall in application under oath, issue – shall issue a weapons license. And in addition to this, I'm calling on the Georgia Attorney General's Office to investigate that

Probate Court judge for tampering with evidence and destruction of evidence as the key issue for this, why this matter has not been resolved --"

CHAIRMAN PITTS: "-- 15 seconds --"

DERRICK D. BLASSINGAME, PUBLIC SPEAKER: "-- [Inaudible.] the lost background check. So, I'm encouraging Georgia, I'm sending a letter this morning to the Georgia Attorney General's Office to investigate the destruction of evidence as it relates to citizens second amendment applications in Fulton County. Thank you."

DEVIN FRANKLIN, PUBLIC SPEAKER: "Good morning, Commissioners. My name is Devin Franklin. I am Movement Policy Council for the Southern Centers for Human Rights, and a former public defender here in Fulton County, for well over a decade. During my tenure with the County, I had occasion to work in a special backlog unit known as the Standard Division when just over two years' time, we successfully worked through a case backlog such that the Division was eventually closed down. I also worked with the County during the onset of the pandemic; and quite literally was the first attorney back in courts when they physically reopened, and I was part of the collective effort and successful effort to decarcerate Fulton County jail facilities through thoughtful and considerate bond releases. I recite these credentials not to pat myself on the back but to let you know that I do not offer my comment as a mere casual, or someone unfamiliar with the capabilities and the power of the Fulton County courts. About a week ago the ACLU, and ACLU of Georgia published a report that among other things made four policy recommendations that will not only reduce the population at the Fulton County jail facilities to a number that would get below such that we can get people off of the floor but ensure that such overcrowding will not be revisited upon the County. I ask that you all adopt these recommendations, which my colleague Micah Herskind will discuss in some detail after me. I ask this not based solely on the ACLU report or my personal opinion, but also on those things I have observed during the \$75 million ORCA project where cases of persons on bond are prioritized over the cases of persons who are in custody where the DA has prioritized the indictment of cases for persons on bond over the indictments of cases of persons who are in custody --"

CHAIRMAN PITTS: "-- 15 seconds --"

DEVIN FRANKLIN, PUBLIC SPEAKER: "-- and for instance, as I observed during the Zoom court hearings before judge Alexandra Manning last night, bonds were set beyond the amounts which would allow persons who have demonstrated indigency to make bond, and more importantly beyond the amount to which would allow third-party such as the Bail project to meaningfully contribute to the depopulation process. I ask that you all consider these recommendations in decarceration. Thank you."

MICAH HERSKIND, PUBLIC SPEAKER: "Good morning, Commissioners. My name is Micah Herskind. I am also with the Southern Center for Human Rights. Also, here to talk about the jail. I know that this has been sort of a contentious question over the last couple of months; and I want to start from the shared premise that all of you on this Board, and all of us advocating want to see people off the floor. That's one thing that I think we all want. The second is that we all want to solve the issues that lead to overcrowding and people on the floor in the first place. We can all agree on that. And so, there are two options on the table right now. The first is the lease. The second are the recommendations that Devin just mentioned from the ACLU to get people off the floor and just to solve some systemic issues. I want to talk about why the lease is not the solution that all of us with this premise of wanting people off the floor should follow. So, as you know, there's a 700 percent lease -- 350 people will come from the Union City jail; and then 350 will come from the Fulton County jail at Rice Street. And Sheriff Labat has said recently, there's at least 450 people on the floor of the jail in Fulton County on Rice Street right now meeting that after those 700 transfers are complete, at least 100 people will still be on the floor of the Fulton County jail, right? And it will be only a hundred people per month that are getting transferred. So even when this lease takes effect, we have months and months of hundreds of people still on the floor at Rice Street and then even once the transfers are done, we still have a hundred people there. So, we haven't solved the systemic issues, and we haven't gotten people off the floor. And I think if we all care about getting people off the floor and solving systemic issues, we would recognize that the lease is not meeting any of our shared goals. Something that can be our shared goals in getting people off the floor is following the ACLU report recommendations. You know the four areas that they looked at are cases that are unindicted beyond 90 days, people who are held because of inability to afford cash bail beyond 90 days, people with divertible offenses, and folks who are held only on misdemeanors, and that's 728 people. So, if you all call on Fulton County actors, that's judges, sheriffs, public defenders, DAs to actually work through those 728 cases, that will be the fastest way to get people off the floor. And so, I urge you to please take these steps. The lease is not a solution. Releasing people is. Thank you."

REV. LYDIA MEREDITH, PUBLIC SPEAKER: "First, thanks, thanks, thanks to this Board and specifically my Commissioner Natalie Hall, is always responsive to community needs brought to her attention via e-mail or this forum. I have three concerns needing the vote of this Commission: hopefully sooner than later. Number 1 presented last week DFACS pay raises; but note, I'm not asking for budget increases just a vote to proceed from this Board to raise the pay rates for DFACS workers that are very paid so low that you had a 25 staff walk-out in the news a month ago. Number 2, the use of 475 Fairburn Road for the Joy of Christmas event used for the past four years, we wait an affirmative vote from this Commissioner and November's meeting,

and we hope that there will be an affirmative vote for the Joy of Christmas event for DFACs kids. We've used this site to gather toys and events for our kids and having to vote the middle of November is really pushing it trying to get things ready for these kids for Christmas. And lastly the use of 475 Fairburn for sheltering foster kids being hoteled and sheltered in DFACs offices and hotels. And so, this was also a TV news story and we're currently working on a business case with Fulton County DA -- with the Fulton County DA office for joint use to serve challenged youth in our County. Thank you so much for your time and consideration."

PROPHET CURTIS HAIRSTON, PUBLIC SPEAKER: "Well, good afternoon. My name is Prophet Tony -- Curtis is my nickname -- Tony Curtis Hairston, like TC Martin, like Harrison Bryant. For one, I'm going to talk a little fast -- what one EBT Board there is taking advantage of people at this Child and Family Service office. Two, I'm walking past mental health homeless people that are freezing to death on your streets and we celebrate -- what are we celebrating? Tell me what we're celebrating? When I'm walking past girls that want to kill themselves because they're homeless. Tell me what we're celebrating? Tell me what we're celebrating when I got fired off a job. Me, the person you're talking to. I got fired off a job two weeks, three weeks ago from the Omni hotel for nothing. Y'all hiring Mexicans and other foreigners. Tell me what are we celebrating? My ancestors died. My great grandfather fought in World War II. My ancestors died for this country. Y'all are throwing people off jobs and hiring foreigners. By the people that were slaves in this country. Now, I come down here, I see a majority of African American faces -- faces at the city Council where people are talking about y'all. I'm trying to tell you. I'm trying to warn you. People are fed up at the fact that we're getting taxation with no representation. So, it's no justice, no peace. See, we ain't saying this for nothing. ever not been. No justice, no peace. So, whose side are you on? So, if you not on our side, then you're on the other side. People are tired of seeing their relative dying on the street freezing to death. There's money -- I'm aware of all meetings. This council sent money back -- y'all sent money back to the government -

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CHAIRMAN PITTS: "-- 15 seconds."

PROPHET CURTIS HAIRSTON, PUBLIC SPEAKER: "-- that could help homeless people. Why did y'all send that money back? I'm asking questions because I want answers. Because I want answers. Our people are dying on these streets, and we need to stop -- let me be more specific African American Black people are dying on your streets, homeless and cracked out. I'm trying to be nice."

CLERK GRIER: "Mr. Chairman and Members of the Board, we have three speakers on Zoom and one e-mail comment."

CHAIRMAN PITTS: "Okay."

RICO DOLLAR, EXTERNAL AFFAIRS: "Good morning, Commissioners. The first person to speak is Matt Rowenczak."

MATT ROWENCZAK, PUBLIC COMMENT: "Good morning, Commissioners. Can you hear me?"

CHAIRMAN PITTS: "Yes."

MATT ROWENCZAK, PUBLIC COMMENT: "Excellent. Couple comments this morning. One, the proclamation recognizing Sudden Cardiac Awareness Month, thank you, Mr. Morris, for putting that on there. I think that's also a very relevant and current times. I don't know if you all have started to look at the data medically or if you have asked for your medical lead to present, but if you look at millennials across the country, we have 61,000 excess deaths in the last year or so. I think I will be having at least every month or every meeting report of that because this effort to push the COVID shot into high schoolers is a mistake; and they argue statistically that has zero chance of dying from COVID. So, I think that needs to be reevaluated. Secondly, police report the two Resolutions by Ms. Hausmann, 22 dash -- let me get to it -- -0748, and 0749. There's clearly not sufficient controls in place to protect PII. There's way too many members in Fulton County whose information was exposed. This should never happen. We've heard from private companies before where information may be exposed due to a hacking incident, but it's not because someone e-mailed someone PII. That should be a red flag and needs to be addressed immediately. And 0749, we've been here -- we've been down this road a million times --"

CHAIRMAN PITTS: "-- 15 seconds."

MATT ROWENCZAK, PUBLIC COMMENT: "-- they have grossly not earned the ability to have a contract with this County or any County in the state for obvious reasons that we've been through. We can just refer to the audit of them. It's sufficient information not to mention the recent breach of PII. Thank you."

RICO DOLLAR, EXTERNAL AFFAIRS: "The next person to speak is Ben Howard."

BEN HOWARD, PUBLIC COMMENT: "Thank you. Greetings, one and all. Ben Howard, Senior Advocate, Public Policy Analyst. Giving credit where credit is due, I give credit today to Fulton County Commission chairperson, Robb Pitts for facilitating communications between me and the County official as to why the defunct Council on Aging is allowed to seat members of the Board of the Commission on Elder affairs. I can now turn my attention to other concerns of senior citizens in Fulton County like

transportation. Ongoing price gouging is a concern of seniors who use private vehicles. Proposed price gouging by extreme physical County conservatives who flunked poverty 101 is a concern of seniors who ride the Fulton County senior transportation program. Fasten your seatbelts everyone. The road to higher fees for senior transportation in Fulton County is going to be a bumpy road. Stay tuned."

RICO DOLLAR, EXTERNAL AFFAIRS: "The last person to speak is Kevin Muldowney."

KEVIN MULDOWNEY, PUBLIC COMMENT: "Good morning, Commissioners. It feels like Groundhog Day. I was one of the many citizens that had their personal information exposed by the incompetence of Happy Faces as they were acting on the behalf of Fulton County. We need to fire Happy Faces. We've been here before. This has to be the last straw. Hello? A lot of noise there. This has to be the last straw. They have put our elections at risk. Now they're putting the citizens identity at risk, including my own personal identity for the world to see. I support Commissioner Hausmann's Agenda, item 22-0749. I also support her Agenda item 0748 but would suggest putting a penalty of immediate termination of the entire contract for a breach as we are proposing with Happy Faces. Fulton needs to stop using any temp agencies that have anything to do with our elections. Hire competent employees to run our elections process. We then need to fill our temporary elections positions directly with capable and motivated stakeholders and let them work reasonable hours. If we take this approach, we would not only save money, but we'll also solve our problem of retaining quality, seasonal election workers going forward. Thank you very much."

RICO DOLLAR, EXTERNAL AFFAIRS: "And this concludes the Zoom public comments."

REGINA WALLER, EXTERNAL AFFAIRS: "We have one e-mailed comment from Sheila Louder. Greetings, Commissioners. First, I would like to thank Don Butler's office for the homeless for the excellent handling of request I sent to address homeless persons. Unfortunately, it appears the office is short-staffed, overwhelmed, and overworked. Second, what is in place for detainees in Fulton County jails who are eligible to vote to exercise their right to vote? Having advocated for detainees during the last presidential election in 2020, I know for a fact, several detainees are eligible to vote and are overlooked in this opportunity. I asked the Fulton County Board of Elections to take actions on my request as well as Sheriff Labat, ASAP. A critical election, November 8th is upon us, and these eligible detainees deserve the right to vote. During the 2020 election, approximately 300 detainees voted who were found eligible to vote. Commissioners, thank you for allowing this public comment and thanks for your service. This concludes the e-mail comments."

CLERK GRIER: "No further speakers."

CHAIRMAN PITTS: "All right, continue, Madam Clerk."

CLERK GRIER: "Continuing on page 6, Presentations to the Board, **22-0771**: Fulton DeKalb Hospital Authority."

JAVON GIBSON, CEO, FULTON/DEKALB HOSP AUTH.: "Good morning, County Commissioners. My name is Javon Gibson. I'm the CEO the Fulton DeKalb Hospital Authority. I am grateful for the opportunity to be here, and I'm here with – (podium yielded to this speaker) I am Kathryn Flowers – I'm sorry – I am Kathryn Flowers, and I am the Chair of the Fulton DeKalb Hospital Authority."

KATHRYN FLOWERS-GLASCO, CHAIR, FULTON/DEKALB HOSP AUTH.: "And Javon and his entire Team are here today. Before he starts, he will make our presentation today, but I want you to know that we have made progress. We are almost full in terms of our Board of Trustees and so we've made tremendous progress and we're very pleased with our staff and the progress they've made. Thank you, Mr. Gibson."

JAVON GIBSON, CEO, FULTON/DEKALB HOSP AUTH.: "All right. Next slide, please. Well, I begin our presentation by introducing you to our Board of Trustees. We have conference background and experiences on our Board. I would like to point out that we have a full complement of trustees, now with the addition of Dr. Patrice Basanta Henry, and Attorney Bernard Taylor. Thank you. Next slide. This is our staff now. The last time I came before you, we were in the midst of transition. We've taken the opportunity to be very intentional about building our capacity. We've brought on in our executive leadership team Roger Reese, who is our VP of Finance. Roger has over 30 years of government accounting experience. Ms. Christine Wiggins comes to us as our VP of Community Health Systems. Ms. Wiggins background stems 15 years in public health at state and federal levels, as well as local healthcare systems. Ms. Wiggins comes to us from the Department of Public Health as a Deputy Director of Chronic Diseases. Our team consists of Beverly Register, Shelby Bennett, and Ashley Yates. Next slide, please. I want to talk to you about our mission. You may see a slight modification of our mission because part of our strategic planning process through collaboration with Grady health systems innovative strategies will improve our health outcomes in Fulton and DeKalb. Our vision is to be a resource for creative solutions that support the delivery of quality healthcare and preventive services to ensure health equity for the residents of Fulton and Dekalb. Next slide. I want to start before I jump in

to what we have done this year with the basic premise and that is the work that we did at the Fulton DeKalb Hospital Authority's based on the premise that health goes way beyond physical health. And we understand that our definition of health is consistent with the World Health Organization's definition. It's a state of complete physical, mental, and social well-being. It goes beyond just the absence of sickness or disease. Next slide. This is the premise by which we did much of the work in the past year. We conducted -- our year in review begins with a entire organization and restructuring realignment. This work was pretty labor-intensive. We took a look at what is the actual function of the hospital authority and how could we be sure that our form followed our function in terms of our staffing structure as well as our strategic initiatives. We replaced and retooled critical roles and functions to ensure that there was no wastage; to ensure alignment with Grady; and to ensure alignment with the County's specific interests and needs. We added two new trustees as I mentioned from Fulton and Dekalb, Dr. Henry and Attorney Bernard Taylor, who brings an extensive amount of knowledge, skills, and abilities to this work. We concluded our strategic planning process that included key informative interviews and community stake holder input. Now, I want to talk to you really quickly about our strategic planning process. It was through multiple phases to this. Not the least of which began with taking a comprehensive look at what we call our governing documents. Our MOU with the counties, our bylaws, and any number of the documents used as guiding principles. We then made a determination as a Board what is the work of this authority. From there, we met with community stake holders, we did public meetings, stake holder interviews with some 70 different organizations and entities throughout Fulton and Dekalb. A part of that process was key informant interviews talking to Grady leadership, talking to constituents to make a determination as to what did they see their authority needed to do and be in response to the needs in the county. We then defined our own priorities and then established a way for it. We supported the planning and the launch of Grady's Office of Health Equity. We recognize that there are disparities that we see in and throughout the counties with respect to healthcare and existing and emerging issues really bring to light the need for more comprehensive work building a healthcare ecosystem. That is our shared work, and we recognize that. So, we partnered with Grady and developed a strategic plan for their Office of Health Equity Diversity and Inclusion. That partnership has began and is continuing to do incredible work with community stakeholders and partners. We defined our own organizational priorities which I will share with you here very shortly and those organizational priorities as you know have been informed by existing and emergent needs. These needs have been elucidated by the changes that we've seen here in our healthcare ecosystem. No need to speak to that. We all know the implications for those changes and that in and of itself is a part -- a core part of why this work is so important. And then we launched a

comprehensive forensic audit to identify opportunities to strengthen our internal management system. This audit came as a recommendation of one of our Trustees to level set the organization and to be certain that the work that we did was the right work in that we were doing it the right way. The purpose of this audit is to ensure that there is transparency, accountability, and best practices in place as a hospital authority. Next slide. I want to share with you very quickly what our new strategic pillars are. Our strategic pillars are organizational capacity and accountability. Recognizing that we have a stewardship responsibility and obligation to the citizens and constituents that you oversee and work with, and a part of that organizational capacity and accountability is building our internal capacity to be responsive, to monitor and evaluate our outcomes to be sure that we are being good stewards of the resources that we hold. Stake holder engagement - again, we recognize that it is important to give agency to the people that we work with. It's important to give voice an agency to people that we serve, and as a part of that process, we will consistently work with our stake holders from various sectors to bring them into the conversation. We recognize and acknowledge a part of this work as well that health outcomes are tied to a conference of other factors and those entities that provide services in those spaces must be actively engaged in doing that work. Innovative strategies and initiatives - this is the work we do in partnership with Grady and our community-based partners throughout the counties. It's important work, and we recognize that necessities are modern renovations. Lastly, another pillar is asset management. Grady facilities are a tremendous asset that belong to you and your constituents. As stewards of those assets, we think it's extremely important that we ensure by working collaboratively with Grady that those resources are being used appropriately as mandated by our governing documents. Lastly, I want to bring your attention to our core values. Stewardship, transparency, accountability, and a high degree of professionalism. Next slide. Our strategic priorities is defined by our strategic planning processes are very consistent with Grady's and ironically consistent with the WellStar AMC and a number of other facilities. I would venture to say that's probably because of the key informative interviews and the feedback that we got from our stake holders. Access to care continues to remain a critical health issue in the healthcare ecosystem in Fulton and DeKalb, ensuring that all constituents regardless of social economic status, level of vulnerability have access to quality care remains a critical element of our work. Social determinants of health understanding that we must work with partners from various stake holders, and various stake holders from various sectors to do this work. Recognizing that health is impacted by so many other inequities; and it's impossible for us to address health in isolation, in a vacuum without working with other agency's housing, food insecurity, addressing other issues. And then lastly, mental health. You've heard a little bit about this before. I know that this is a recurring issue, and the question we often hear is, how do you address mental health? Well, I

think that there's not one answer. There's clearly not one bullet. I do know by advocating for increased awareness, responsiveness and access that we could conceivably put a dent in our mental health issue here in Fulton and DeKalb. More specifically, all of this work really is about making sure that we have measured impacts and have identified a dashboard for our work. Next slide, please. So, our key initiatives - we have internal within the organization and then extra. Our key initiatives are finalizing and retooling all of our internal controls and related operations functions. We want to make sure that standardization, seamlessness, and accountability. We're looking to align our grant making so that it is consistent with Grady's priorities as well as our organizational priorities as well as the needs of our constituents and your constituents. We're looking to develop a dashboard that ensures that we have standard measures across all of the work that's happening and we're able to evaluate what is the impact of our work; and this is in collaboration with Grady looking at things like quality care and access to care. And then lastly, in terms of our internal piece, I want to talk to you about engaging you, the County Commissioners, around the new Grady MOU. In our work, we recognize that our work and our space in this ecosystem is really to be an intermediary; to be an advocate, yes for Grady, but more specifically to be an advocate and a translator for those folks who need agency and a voice. So, a part of this process we will be sitting down with you and talking to you more specifically about what does this new MOU look like for your specific districts and jurisdictions. I think it's important that we recognize that Grady is a facility and entity that's owned by this hospital authority and but more importantly, there's a reciprocity in that relationship that can be established. Grady is very much open to it, and we are open to help you facilitate that. Each of you in your unique districts has very specific needs that we conceivably can support in terms of work specific healthcare concerns. Externally, we're working closely with Grady to launch expanded community health worker initiative. Again, using community health workers to build a bridge to access to care. We're providing funding opportunities to mission aligned community-based organizations in support of what we call cooperative agreements. Once the priorities have been executed, the plan is now to finalize. We will then define how and who we want to work with to support these efforts. We're not talking about just sprinkling resources. What we're talking about is establishing long standing agreements with clear deliverables and clear desired outcomes. We want to engage our partners from any number of sectors, and we may be looking to you to support those efforts. And lastly, I'd like to say that we will be advocating for empathy in the healthcare ecosystem. My colleague Dr. Wimbley at Grady has launched her work around health equity. And in a part of her developed strategic plan, she called me one night, we were having a conversation, and about what that plan would look like. And it was kind of late and I said to her, there can be no equity without empathy. A deeper understanding of the needs of the people that we

serve is critical, and I will end with this: I think the greatest testament to this work and why I'm so grateful and honored for the opportunity to do this. Last week, I got a call my father had a stroke. I'm from another country; it's a third world country. I found myself at the airport. I left my office. I tried to get there as soon as I possibly could. My father, himself, is a surgeon. He was in surgery earlier that day. I was sitting in the airport, and I couldn't help but think, man I wish I could bring him to Grady. That's huge. He can afford any type of health care, but I wish I could bring him to Grady. We have work to do, and I sincerely hope that you see us as a resource and advocate in doing this work. Thank you for the opportunity."

CHAIRMAN PITTS: "All right. Thank you very much for the presentation and the update. Any questions? Colleagues?"

COMMISSIONERS: (No response.)

CHAIRMAN PITTS: "All right. Thank you very much and see you next quarter. Thank you. Keep up the good work. Continue, Madam Clerk."

CLERK GRIER: "Bottom of page 6, Under Open and Responsible Government, **22-0772**. Request approval to renew existing contracts to provide on-site preventive and predictive maintenance services for chillers on an as-needed basis."

CHAIRMAN PITTS: "We have a motion to approve by Commissioner Hall, seconded by Commissioner Abdur-Rahman. Please vote."

CLERK GRIER: "And the vote is open. And the motion passes unanimously."

CLERK GRIER: "On page 7, **22-0773**, Real Estate and Asset Management. Request approval to renew existing contracts to provide landfill solid waste disposal and single stream recycling services."

CHAIRMAN PITTS: "Have a motion to approve by Commissioner Hall, again seconded by Commissioner Abdur-Rahman. Please vote."

CLERK GRIER: "And the vote is open. And the motion passes; six yeas, zero nays."

CLERK GRIER: "Under Health and Human Services, **22-0704**, Senior Services. Request approval to renew an existing contract to provide professional burial services

for any unclaimed County resident declared indigent if the death occurred within Fulton County."

CHAIRMAN PITTS: "All right, the motion on the floor is to approve Commissioner Ellis, seconded by Vice Chair Hausmann. Please vote."

CLERK GRIER: "And the vote is open. And the motion passes unanimously."

CLERK GRIER: "Under Justice and Safety, **22-0775**, Sheriff. Request approval to renew an existing contract to provide national prisoner transportation services."

CHAIRMAN PITTS: "Motion to approve by Vice Chair Hausmann, seconded by Commissioner Hall. Please vote."

CLERK GRIER: "And the vote is open. And the motion passes; six yeas, zero nays."

CLERK GRIER: "**22-0776**, County Manager. Presentation of Fulton County Operational Report."

CHAIRMAN PITTS: "All right. Report Commissioner Abdur-Rahman is voting in the affirmative--"

CLERK GRIER: "-- on 775?"

CHAIRMAN PITTS: "All right, Mr. Manager."

DICK ANDERSON, COUNTY MANAGER: "Good morning, Mr. Chairman and Commissioners. We have made the cut over to the Fulton County operations readiness report 70 pages work. We will -- it is actually three reports and one, so Madam Clerk, if you go ahead and pull up the agenda, and you'll see it's Project ORCA which we'll report on each month. It is reimagining the workplace which is the long-awaited for and I'm quite excited to present the design work and the ultimate benefits of an update to 141 Pryor. And then a very significant library and arts aerial report; and then also a strategic plan that's been developed by the Board of Trustees. So, it is in terms of material a lot; but we will step through it quickly. On Project ORCA, just a couple of highlights that Alton will then go into. We removed another 10,000 cases this month from the back log. The mayors have made some misinformed comments about no progress being made after 75 million invested which clearly is inaccurate. Most of our units are on track to date from a project standpoint. You know however, we do have 3500 folks plus still in the jail which creates a sense of urgency both in terms of case

backlog reduction as well as inmate sourcing to other facilities as crime and arrest levels continue to make significant demands on our system. Would remind our mayors that Project ORCA has been used as a model across the state of Georgia and you know, perhaps, they need to update their talking points for data points. We have included the COVID financials as well as general fund financials for your review. That's a new element to this. You will see as an example the vacancy report prominently displayed which again, we've been providing as part of this report. We are at 60 percent vacancy rate now 665 folk's reminder that is a point in time: report changes daily. But as you consider items for funding -- additional funding, I think a couple of things from these reports that are helpful: 1 is the ARPA reserves is 20 to 35 million. Sharon can explain how those work in tandem. As well as of course the potential of capturing, and then you have an Agenda item today -- some of the financials associated with vacant positions which is about 50 million in round numbers. One has risks in terms of FEMA reimbursement, one has operational risks. However, one of the most significant things again, that we'll talk about today is what we call reimagining the workplace. It's gone under different names before like pandemic proofing, future proofing, and the like, but it's really aimed at again our headquarters location at 141 Pryor which hasn't been modernized since the mid-1990s. The goal is really to engage the Fulton County workforce with a modern technology enabled environment and we're planning for as you remember, 50 percent or so of the workers being here at any one point in time, flexible spaces, customer access on the first couple of floors, improve security which has come up several times of recent. Maximum utilization of Central Library, which is truly a not only a tremendous library, but also office space environment. And then importantly, which I personally have been looking to do for some period of time, is moving the tax assessor's office back here to 141 and giving us more of a one-stop shop with Tax Commissioner and Tax Assessor. This has taken some time to fully develop, and you'll see all the moving parts and why that has been the case to carefully think through; so, I want to thank you for your patience, you know, more or less in the spirit of Abraham Lincoln we may walk slowly, but we never walk backward so this is a truly visionary plan in my view. It makes our primary location an asset in recruitment as well as retention, which we all know the importance of, and it take all of the lessons that we learned during COVID, which I do think has forever changed the way we work, communicate, and collaborate. So again, hopefully you will see this as a great benefit to employees and to citizens. And I think you know from looking at the place that we sit in, the atrium, the entrance Plaza of the court façade that Joe Davis and Tim Diamond and the entire team can certainly deliver a quality product. The second big Agenda item is looking ahead in terms of arts and library and the strategic area report. So, we'll overview that report Mike Rowicki will take us through that. It obviously is a service that gets the most accolades from citizens, so it's of high importance. We have linked with this report and

update on the library spend down plan, and we want to ask for your support for additional TAD dollars out of that plan as we've solidified the construction costs associated with Peach Street, MLK, and East Point. Other areas that we are looking at, I think we'll go through; and I talked to one of our commissioners about this -- go through the process with the Board of Trustees in terms of expansion or modernization and comport with their Master Plan process and we'll bring that back at another -- at another time. We went back to not include in this report but coming up to the drawing board on compensation recommendations. My analogy is we have a series, a bolt on enhancement to the Archer plan. You know the raw fact is that Archer had a number of deficiencies and vagaries; too many pay levels which I fully agree with which was Commissioner Ellis' point with 30 plus. I worked for years to get to be a pay grade 8 at BellSouth, and through that was the end of the journey. So, us having eight, or us having 35 -- BellSouth having 8, is proof of a good comparison. But it also lacked a number of other things. It had no living wage, or no recognition of tenure as remember no performance-based pay element as well as any targeted plan for positions difficult to retain or recruit. In addition to that as we have moved along this latest vote on, we will be asking for this retention tool with a 20 percent increase to the upper ranges. That's one I'm going to personally ask for because the loss of our talent particularly at the leadership level or just on an episodic -- when someone is confronted with an offer is something that a 20 percent increase in these ranges would allow us to do, but without committing us to being outside of our budget constraints. So again, I hope that as we present this, we'll describe the elephant, not a three humped camel, because I've realized it's a -- it is a journey that we've been on; but we've done the research on all of these, I think, and comported with what the Board has previously approved, but obviously we'll be taking your direction today. We've also done the research on the overtime trial questions; so, I think you'll be pleased with that. We definitely agree with you and see the jail as the burning platform, so it's incredibly important to address that. It's also difficult honestly to maintain a different overtime approach for nonexempt employees; so, keep that in mind as you do consider this, and it is our -- it is our job to offer you our best advice. Obviously, we're not the policymakers, and not just answer questions. I'm reminded Jack Nicholson saying, you want us out there on that wall, that didn't end too well (inaudible); but it's our job nonetheless to give you the best advice that we can, and we'll do that today. Last, we've taken very seriously your guidance on the 2023 budget. Thank you for your viewpoints on that. They were expressed at the last meeting. We still believe we'll need to highly limit new initiatives, but based on your guidance, we are now reviewing departmental enhancements and then we'll have a roundtable with both elected officials and Department heads that report directly to me to come to a conclusion on that process and bring forward a recommendation to you. We still believe that it will require some revenue adjustments. It will also most likely require

limiting hiring at some level; so, we appreciate the efforts to bring that forward. We would not be planning for performance pay, risk premiums, or nonessential contracts. I would also ask you to just be very cognizant of any mixed messages of we have plenty of money because elected officials in particular are looking to see how much credence to put into this effort for flat or reduced budgets. So that all being said, Mr. Chairman, again we will again take -- take this effort to go through our presentations -- but go through them swiftly but hopefully answering your questions and providing you plenty of information in this document or around these three primary subjects. Thank you, Sir. I'm going to ask, Mr. Adams to start with Project ORCA."

CHAIRMAN PITTS: "Mr. Alton Adams."

ALTON ADAMS, COO, FC PSS: "Good morning, Mr. Chairman and Commissioners. I'm going to -- as usual touch on the highlights and then open up the -- I would like you to ask any questions as I go through or at the end. In terms of progress as we sit here this week, we have -- as you know, we started with 149,000 cases, a little more than that; we have closed or resolved 88,000 of those cases. And we have 64,000 -- a little less than 64,000 remaining open and active that we are working on as we speak. Page 6, the next slide talks specifically to the breakout of the disposition status by office. The last column is a two-week not a full month; so, it understates a bit of our typical trend. But nevertheless, we continue to make good progress across the system. Please note that as we have cases that move from the prosecutors to state court and to Superior Court, they then move into and assigned to judges' kind of slows down a little bit of the process right because now they have to be scheduled and those cases have to be adjudicated. But here again overall I think we feel good about the consistent progress across all of the agencies. The next page, page 7 talks specifically to here again the last two weeks, but I'll have us to continue to focus on the project to date which tends to kind of smooth out some of the trends from week to week or day-to-day. As I mentioned, we have project to date resolved 88,000 cases and you know our variance versus a straight-line plan continues to be positive with 24,000 cases ahead of where we would have expected to be on a straight-line basis. Page 8 talks specifically to hiring progress. We are making some progress here. Feel really good about the progress that the public defender has made. As you know, when we first started this, we were really concerned about the ability of the public defenders to be able to to help drive some of the cases to Resolution. They've made great progress. We talked to -- in talking to the public defender earlier this week, he indicated that because of the actions from the Board in terms of raising salaries, he's now up to 95 percent of their positions which is something that they haven't seen in decades. So, I feel good about the momentum there. There are a number of offers that have been made from the probate superior state court that are not reflected in those numbers because those individuals

haven't been on-boarded yet. So, here again, feeling a bit better, not only about our ability to attract, but also to retain individuals that we have from a hiring perspective. The next slide talks to the jail population. And as the numbers indicate, we continue to be at what I call I guess historic highs when it comes to certainly in the last decade or so - when it comes to individuals in the jail. It continues to be obviously a focus and a priority. It's a focus and a priority from our - in terms of our calendaring for our Superior Court judges, and it continues to be a priority from the perspective of the DA and focusing on in fact indicting those individuals in the jail. Please note that just because someone has not been indicted doesn't mean they don't have a bond that has been given to them. So, it is not necessarily someone not being indicted doesn't necessarily restrict them from being able to leave the Fulton County jail. I will also say that contrary to press and reports and the ACLU study quote unquote we do not in fact have a number of individuals and misdemeanors sitting in the Fulton County Jail. The numbers that they used were flawed, and the conclusions quite frankly a bit simplistic and not reasonable. That's all I'll say about that, but I do want us to understand that this is a priority for us. We are concerned about the jail, and we continue to do everything we can using every lever across the entire system to get people not only off the floor, but quite frankly out of the dangerous situations that our detainees, our medical workers, and our correction officers face every single day. Next page. We continue to work - and this is really - I won't go into details, but we continued to have working group sessions with the public defender, and the DA, and Superior Court. Most recently, we had a meeting with the public defender, and Judge Edeline, and the team from state court, and the goal really is to find ways to continue to improve the pace which we have individuals move through the system. So, page 10 really just talks about some of those specific things about Bond scheduling, qualifying defendants for representation by the public defender up front, specialty ORCA calendar designed really to focus on final plea pretrial and certain types of motions. The point I'd like to make here is that in addition to funding the system for ORCA, we continue to look at ways to improve the system so that post ORCA, we reduce the possibility or the magnitude of any additional backlog. On page 11, talks specifically to detainees by judge. And here again is just a measure of the progress hopefully that we're making in terms of activity. But this gives you a quick snapshot of the number of individuals by judge in the Fulton County Jail. On page 12, talks specifically to disposed cases. As of October 16th, in Superior Court, page 13 talks specifically to disposed case here again by judge. In state court and in terms of next page 14, we continue to be obviously very diligent when it comes to how do we deal with and make sure that we are aware of the impact of things like violent crime, its impact on the jail population, the impact of increased violent charges, and what that means to the ability to move cases through the system; continue to focus on work very closely to the Sheriff and Marshal to find ways to improve and make Fulton County a

place that deputies and correction officers want to come work and that includes obviously some of the things that we've talked about in terms of overtime and the like. And here again, while COVID appears to have, in fact, slowed down considerably, we continue to read about new variance and it's something that we are particularly focused on because of the environment in the correctional facility. So, in summary what I would say is I feel that we have good momentum in terms of hiring and retention. I feel like when the court rooms are open in jury selection in October, we'll continue to see some accelerated progress. That's been a big thing for us in terms of us being able to move cases through the system. The working groups between the public defender and the prosecutors is very important in terms of dealing with some of the tactical day-to-day things that get in the way of moving our cases. And we in fact are in the process of onboarding, having contracts signed with 30 conflict attorneys that's going to allow us to deal with C-3 or basically some of the issues associated with the arrest of multi-defendants and the ability to move those cases because we have not historically had the number of C-3 attorneys that we needed. So that's something that we're, quite frankly, we're very proud of because we're one of the few counties, I think in the state, that have aggressively moved to see if we can deal with that particular issue. So, I will stop there. Let me say one other thing however, that's the good momentum. The fact of the matter is we continue to be focused on the jail and how do we make a quick as big an impact as we can on reducing the population. It's a combination of things. Obviously, the ability to move individuals to AC/DC gives us a bit of flexibility. Here again the sense that that's the only thing that's going to be done; and as a result, we continue to have people on the floor. It's a little naïve. The fact of the matter is the court system continues to open up, we expect to reduce the number of people that we have to keep in the jail. So that -- but it is a big concern, and it is something that I would say is probably foremost on the thing that arguably keeps us up at night is how do we in fact reduce the population. So, the Sheriff, quite frankly, and his deputies and the correction officers, and the health care workers can feel safer showing up at the Fulton County jail. I'll stop there and happy to answer any questions."

CHAIRMAN PITTS: "Thank you, Mr. Adams. Commissioner Ellis."

COMMISSIONER ELLIS: "Just to - thank you, Mr. Adams. A few brief questions for you. On page 6, the one with the chart with the case disposition progress. Just, I want to clarify certainly a significant progress over the past month and that's certainly greatly to be commended. Just so I understand this and make sure I'm looking at it right, as we see the district attorney's cases go down, some of those will flip over into the Superior Court bucket right. So, while the Superior Court looks like it's flatlined, and they're probably making progress too; it's just it migrates up as one closes; is that a correct read?"

ALTON ADAMS, COO, FC PSS: "That is correct."

COMMISSIONER ELLIS: "Okay."

ALTON ADAMS, COO, FC PSS: "Same thing with state court as the solicitor closes his cases unless he disposes of them. But if he - the same thing will happen with the state court as well."

COMMISSIONER ELLIS: "Okay. So, in terms of efficiency and effectiveness, we should necessarily laser too much in on within the Superior Court and the state court number you know over time yes, but not necessarily kind of you know within a short period of time because it may go up because of this being shifted over to them. Okay. That was one question I had. And then the other -- the other note on this and I think you had shared some information with me separate from this or whatever that we had some pretty good comparative data that showed kind of our how we were doing from a case processing standpoint compared to a lot of other jurisdictions around the County -- I mean around the country. You know, that would might be useful to county Sheriffs, some point in time, well, just so we can kind of, you know, kind of see you know while we're certainly dealing with it, that you know how are we kind of stacking up how others are dealing with it you know and this sort of as the manager alluded to [Inaudible.] recognize there's a pretty good model in terms of you know kind of what we have going on you know. So that was another comment. And then lastly, just I know it's not in here because it's probably focused around Project ORCA but just as we continue to do the reports just a, you know, you noted kind of a continued increase in violent crime and crime in general and this is focused certainly on Project ORCA; we've got - we are still having incurred double-digit, you know percentage increases in bookings, right? And, you know, I think that's something continuously need to be shown you know, kind of what's happening with bookings you know as that sort of continues to be sort of at double-digit levels. And sort of along with that, you know that I took out the slide related to sort of that had the overall not just ORCA but other cases just so we can kind of have that lens about are we unsure or not building another back log kind of thing. But those are just -- those are just a couple of my you know comments and observations, but greatly appreciate the report."

ALTON ADAMS, COO, FC PSS: "And just to make a response Commissioner, a couple things your point about tracking the non or post ORCA cases. We actually are working on revising that slide. I know you and Commissioner Arrington both had some questions and pointed out some things that needed to be updated; so, we're working on trying to kind of lay that out in a way where that's a little clearer to understand and perhaps a better representation of exactly where we are."

CHAIRMAN PITTS: “Vice Chair Hausmann.”

VICE CHAIRMAN HAUSMANN: “Yes, thank you, and thank you again for putting this together. Before I ask my question about this report, I want to echo the concern on the questions I'm getting on non-ORCA cases and making sure that we're monitoring the progress of them like we are these, so, I think that that would be a great addition to this report just so that we're very clear to the public on our efforts to deal with the situation that we find ourselves in. I want to go back to page 7. This week looks like we didn't make as much progress as we've been making. Is there a specific reason for that?”

ALTON ADAMS, COO, FC PSS: “No, and as I mentioned you know that in any two-week period, you're going to have some ups and downs. It could be a combination of the way things are calendared; it could be the nature of the cases themselves, and so that's why we tend to focus really on the monthly information, Commissioner Hausmann. So, here again not overly concerned because there are some weeks where we actually, you know, make great progress and the others where it slows down a bit. And that's kind of the nature of -- like I said the way things are calendared, and the nature of the cases that might be heard in a particular week.”

VICE CHAIRMAN HAUSMANN: “Well, as you know, this is getting a lot of attention right now and it should be. So, I think if the narrative might should include an explanation when we see things like this. Just so when we get questions from the public, we're clear and all on the same page as to the reasons why. On page 8, looks like the state courts having trouble hiring; what's the situation there?”

ALTON ADAMS, COO, FC PSS: “Yeah, we - in our meeting with them earlier this week, we had actually purposely held back on -- they had held back on hiring to the level that they were approved for in part because of the way they were actually dealing with some of the cases and in their approach quite frankly their dealing with the ORCA cases. That has flipped a bit and so we expect to see an increase in the hiring in state court. And part of that is a result of what I alluded to on page 10 which is really kind of changing their pace and their approach, and they're partnering with the Solicitor to see if we could move cases faster.”

VICE CHAIRMAN HAUSMANN: “All right. And then from a financial perspective, when we have these areas where we're not hiring like we thought; that money is being reserved?”

ALTON ADAMS, COO, FC PSS: “Well, reserved – it's actually being redeployed because what we did if you may remember a couple of three sessions ago, was we agree that we would extend the period until September of 2024 for a large number of

these positions to allow us to: 1. hire and retain individuals because individuals are not particularly interested in signing up for short-term rolls. So, for a number of reasons, we extended it. We're taking the budget savings, so to speak, and we've used those and redeployed them to allow us to have these individuals stay with us through September of 2024."

VICE CHAIRMAN HAUSMANN: "All right. Very good. On page 9, in your graph here loan outs I think the public would like to know what that is."

ALTON ADAMS, COO, FC PSS: "A loan out is an individual who is in the custody of the Fulton County Sheriff, but not housed in our facility. So, for example, the individuals who are in the Cobb jail would be the ones that are in the loan outs category."

VICE CHAIRMAN HAUSMANN: "That's not the Marietta Annex is not the Cobb jail."

ALTON ADAMS, COO, FC PSS: "No, that's not -- Marietta annex is a small facility we have on our property at Rice Street. The, but so the loan outs actually refer to individuals who are at Cobb."

VICE CHAIRMAN HAUSMANN: "All right. So that's the number where we have an agreement for up to 500 with Cobb?"

ALTON ADAMS, COO, FC PSS: "That is correct."

VICE CHAIRMAN HAUSMANN: "Okay. But their space doesn't allow for more than what we've got here; correct?"

ALTON ADAMS, COO, FC PSS: "Well, it's space does, but their staffing doesn't."

VICE CHAIRMAN HAUSMANN: "Staffing -- so they're having the same staffing problems we are?"

ALTON ADAMS, COO, FC PSS: "That's correct."

VICE CHAIRMAN HAUSMANN: "All right and then you know on page 14, your assessment here about some of the issues we still have; number 1 being increase in violent crime. Do we keep - we keeping stats on where these folks are coming from? I know at one point the majority were from Atlanta; is that still the case?"

ALTON ADAMS, COO, FC PSS: "It is. Somewhere -- I haven't looked at the numbers in recent days, but historically it's been somewhere between 70 and 80 percent of the individuals in our jail coming from the city of Atlanta."

VICE CHAIRMAN HAUSMANN: “All right. And then I did see a report this week about some street racing that was being cracked down on by the Atlanta police which is a very good thing that they’re doing that. I would assume those folks ended up at Rice Street; correct?”

ALTON ADAMS, COO, FC PSS: “If they’re arrested, they will end up at Rice Street if they’re in Fulton County. That is correct.”

VICE CHAIRMAN HAUSMANN: “All right. And then just another question that I’ve gotten several times, and as we’re processing these cases, and some of these folks are convicted, what’s the typical length of time it takes for them to be transferred to the state prison system?”

ALTON ADAMS, COO, FC PSS: “During COVID as you know that slowed down. It’s a problem – in fact they couldn’t be transferred. But the last time we checked, that was not an issue. In other words, they are being transported in a matter of days after the case had been resolved.”

VICE CHAIRMAN HAUSMANN: “Okay. So, we’re no longer holding them for extended periods of time, like we were?”

ALTON ADAMS, COO, FC PSS: “That is correct.”

VICE CHAIRMAN HAUSMANN: “All right. Thank you very much.”

CHAIRMAN PITTS: “Commissioner Morris.”

COMMISSIONER MORRIS: “Yeah, just a follow-up on that last question. Commissioner Hausmann. That has been improved greatly by Shea Alexander and Alton’s teams assistance in that regard. She was really great at expediting that particular problem, as well as lots of others. My only comment is on page 11, it’s -- we have a lot of unindicted folks as you’ve indicated, Alton. This chart showing detainees by judge doesn’t include any of those unindicted people because they don’t get assigned to a judge until they are indicted; is that correct?”

ALTON ADAMS, COO, FC PSS: “That is correct.”

COMMISSIONER MORRIS: “And when they all get indicted, there are enough of them over there that those numbers more or less going to double.”

ALTON ADAMS, COO, FC PSS: “They will go up; that is correct.”

COMMISSIONER MORRIS: “And they’re assigned randomly by a wheel; so, the judges who are just a few right now won’t get a bunch. They’ll all get about the same number.”

ALTON ADAMS, COO, FC PSS: “Yeah, I think that's fair. Yes, that's correct.”

COMMISSIONER MORRIS: “So, anyway that's just the point. I mean, if the judges dispose of all of these folks, they're still going to have a bunch more coming in the indictments coming down.”

ALTON ADAMS, COO, FC PSS: “Yeah.”

COMMISSIONER MORRIS: “Thank you.”

CHAIRMAN PITTS: “All right. Other comments, questions? Anything else?”

COMMISSIONERS: (No response.)

CHAIRMAN PITTS: “Just quickly, Mr. Adams, is there any plans to refute the numbers that ACLU puts out versus what we have internally?”

ALTON ADAMS, COO, FC PSS: “Good question. At this point in time our approach has been to focus on the job at hand, which is quite frankly working with the court system, working with the Sheriff, working with the DA to make progress and to move the system along similar to what we talked about today. We certainly could spend some time responding to the report and I guess I'll get guidance from you from this Board as to whether you want us to do that. In some ways, responding to it adds credence and perhaps more than its due, but certainly if we think that that will be appropriate, I'm happy to take a look at what it would take.”

CHAIRMAN PITTS: “I think so. Commissioner Hall.”

COMMISSIONER HALL: “Thank you, Mr. Chair. Alton, you know I e-mailed that ACLU report to you, and everyone involved in the ORCA project. And asked for all of you weigh in on that you know including the Sheriff, because those numbers were very skewed, and their opinion was very narrowminded on what they felt we should be doing. And it was evident that they did not even try to see what we're already doing. So, I sent that, and I hope that you are going to weigh in on that as well as the Sheriff and others because we need to respond. We do not need to have that type of wrong information out there. As you can see from the people that showed up, that it does impact the public in a negative way, and they believe those things to be true especially when we don't say anything about them and let people know the truth. So, I hope that we will see you weigh in and others.”

ALTON ADAMS, COO, FC PSS: “Okay, happy to, Commissioner.”

CHAIRMAN PITTS: “All right. Commissioner Abdur-Rahman.”

COMMISSIONER ABDUR-RAHMAN: “Alton, you stated that the information was flawed. I know you can't give a detail right now, but if you could be so kind for the constituents that are watching this Board of Commissioners meeting to speak to that. And also, I think it is a duty, whether we agree or disagree, whether we feel like they are right or wrong, we have a duty to those who have elected us and put us in this seat to respond to that report. So, I would ask that whether we think something adds credence to something or not, we can clearly look at the situation we're lost and see that we cannot take a position of not saying anything. And so, I would hope that my colleagues as well as the Chair would support some type of response or report, or however, the County Manager deems fit in to response of that. I think that that is our duty and I think it is the best interests of the constituents who at the end of the day they are the reason that we are here. So, I would ask if you can speak to what's flawed in your opinion and what is flawed. And I also would encourage a response. Thank you.”

ALTON ADAMS, COO, FC PSS: “Would you like me to -- I can address a couple of those.”

COMMISSIONER ABDUR-RAHMAN: “Yes, please.”

ALTON ADAMS, COO, FC PSS: “First of all, the numbers on misdemeanors were incorrect. What was failed -- in the analysis what they didn't do is include the fact that a number of those people who are there with misdemeanors are also charged with felonies. And so, as a result, yes, they are in a misdemeanor, but they're also in there on other charges. So, a little bit of a false narrative to say that we've got 5 or 700 or whatever the number was. Second thing is on the bond information - here again this assumption that bond information is given out randomly, bonds are set randomly; they are in effect set by judges who make the decision on the number of criteria, right? The number of offenses in the past, the threat to the victim, the threat to witnesses, a whole number of criteria to determine how bonds are set. It's not something that is done lightly. And it is something that the judges are trained to do, and they're hired to do. And the third thing is the ability to then make a decision to release individuals. When someone is booked into the jail and enter into the system, there is a process where they then have hearings and then they get seen by a judge. That's the way our system works. I couldn't make a decision, the County Manager could make a decision, the Board could make a decision to basically say we're going to let people out of jail because we think their bond is too high or too low. That's just not the way this system works. So, my point is the data that basically was put together wasn't analyzed I think as deeply as it should have been. And then secondly, some of the kind of recommendations and conclusions are a bit simplistic and don't reflect the way the criminal justice system works in Fulton County and really the rest of the country. So, I

am happy to your point. At your direction, the Board's direction to put something together that talks specifically to -- if you feel that that would be helpful and appropriate."

COMMISSIONER ABDUR-RAHMAN: "Thank you."

VICE CHAIRMAN HAUSMANN: "Commissioner Arrington."

COMMISSIONER ARRINGTON, JR.: "Thank you, Madam Vice Chair. You know, Alton I think one of the things that would be helpful for to Commissioner Ellis' point, you know, some of the cases may go down for one particular place, it may go up in another place. So, the one thing that will be helpful, at least for me, is to see a total number of cases, right? So, if I see the total number, then I can determine whether the cases have gone down or not --"

ALTON ADAMS, COO, FC PSS: "-- okay."

COMMISSIONER ARRINGTON, JR.: "-- regardless of whether they've shifted from one department, or one division from another. If we have the total number, then we can match that total number and track that total number so that we can actually determine if there is a decrease and see that decrease actually. I mean, I think, I certainly want to be responsive to ACLU. But I think that -- perhaps they and others may need a civics 1-on-1 refresher. There are three branches of government. And each of those branches have checks and balances on the other. We are the legislative branch of government. The Sheriff, who is a constitutional officer -- state constitutional officer and an elected official who has to answer to the citizens, is responsible for the jail. He is the executive in charge of that jail and no matter what I want to do over there, it doesn't matter because he's in charge. Our responsibility, as legislators, are to allocate the resources necessary for him to do the job that he needs to do over there. The judicial branch decides the bonds and the amount of those bonds, and you are correct, they used the [Phonetic.] Iyalla factors to determine whether someone is eligible for bond or not. That's the Iyalla case. But, so again, we as legislators, as the way our government is set up, we don't have -- we can't do anything about their bonds. We could pass a Resolution up here today and it's irrelevant because we're out of our -- it probably would be unconstitutional for us to do so. So, I mean, I don't even -- I mean, I guess, we can be responsive to them, but, I mean, Mr. Franklin is a lawyer -- he came in here he knows that judges make decisions on the amount on bonds. He knows that the DA, he is an elected official; the Sheriff is an elected official, and that we don't have control over those elected officials. They are elected just like we are except they're in a different branch of government. And the legislative branch can't do anything in the judicial side, and the judicial side can't do anything in the legislative side; and the executive side can't do anything in either of those. Three branches of government. The powers have been

separated by law, by federal law and by state law. And so, if they don't like these people, or the decisions that these elected officials are making, then they should run for those positions. If they think that they can make better decisions than the people that are in there. I believe those people are making good decisions and working in good faith. I believe that they are working in good faith to try to get people out of the jail, to reduce the number of cases, and to reduce the backlog. And so, I think it's disingenuous to come in here and ask us to do something about other elected officials. We've allocated the money. We've allocated the money for them to do what they need to do – for them to do their jobs. That is our job. Our job is to allocate the money. Mr. Manager, Mr. Adams, how much money have we allocated towards the ORCA project?"

ALTON ADAMS, COO, FC PSS: "A total of \$75 million."

COMMISSIONER ARRINGTON, JR.: "Good Lord. All right. I'm done. Seventy-five million dollars. We have done our job. We have allocated the money and the resources for these people. They are elected officials. The rest is up to them."

CHAIRMAN PITTS: "Commissioner Ellis."

COMMISSIONER ELLIS: "I just want to say, amen, too."

ALTON ADAMS, COO, FC PSS: "Commissioner Arrington, I do want to point out your comment about the total is the top number on the graph that we show; so that's 63,000 – and then the 64,000 is the total- I don't know if that's what you were referencing. Oh, you wanted a total number above and beyond that, but we tried to capture that in our reports to you."

COMMISSIONER ARRINGTON, JR.: "All right. So, why are there four columns?"

ALTON ADAMS, COO, FC PSS: "Well, the first one is where we started 148,000 and then we typically show a month-by-month. So, it shows you for the last three months of September down below you see the nine for September 4th. We probably need to do a better job of labeling it. So, it shows you--"

COMMISSIONER ARRINGTON, JR.: "--okay, so what is 1212, December 12?"

ALTON ADAMS, COO, FC PSS: "That's where we started. That's when we had the 49,000 cases – that's kind of the starting point for the --"

COMMISSIONER ARRINGTON, JR.: "-- okay, I'm sorry what is 1212, December 12th?"

ALTON ADAMS, COO, FC PSS: "It should be 12, yeah, it should be 12, December 12th of 21. That's when the clock started in terms of reducing the 149,000 cases."

COMMISSIONER ARRINGTON, JR.: “Okay, thank you so much. That - that information is real helpful and makes this more -- make this makes sense more. 1212, nine, like that without that year in there -- “

ALTON ADAMS, COO, FC PSS: “-- got it --”

COMMISSIONER ARRINGTON, JR.: “-- it doesn't provide the information that is necessary in order to know what we're doing.”

ALTON ADAMS, COO, FC PSS: “We'll update it. We live pretty close to the data so sometimes we miss some of the -- being able to make sure the folks who are not living the day-to-day understand it. So, we'll make that adjustment.”

COMMISSIONER ARRINGTON, JR.: “So then there has been a significant reduction virtually, not the third maybe half or more --”

ALTON ADAMS, COO, FC PSS: “-- more than half. We've reduced it by 88 -- 88,000 cases or 80,000 cases; that's correct.”

COMMISSIONER ARRINGTON, JR.: “Thank you.”

CHAIRMAN PITTS: All right. Other questions or comments at this time? (No response.) All right, Mr. Manager.”

DICK ANDERSON, COUNTY MANAGER: “Yes, Sir. I'll ask Sharon Whitmore to make any comments and answer any questions on the COVID financials as well as general fund financials.”

CHAIRMAN PITTS: “Oh, actually, before we leave Mr. Adams, any update, Mr. Adams on the plan to regarding the judge's performance for the public to review?”

ALTON ADAMS, COO, FC PSS: “Well, I think in working with Jessica, we were basically going to continue on the path that we are now which is to make sure we keep the website updated that has the judge-by-judge performance including individuals behind bars and then the case dispositions. We had that out on our website and so I will say that I think at this point in time we continue to focus on that and making sure that that's visible. If we need to be more pointed about it on the FulCo website, we can certainly do that.”

CHAIRMAN PITTS: “Well, I think it was a decision -- not a decision, but the consensus or thought at least that we need to get their performance out to the public because that comes up quite a bit even from other elected officials the performance or lack of performance by certain judges.”

ALTON ADAMS, COO, FC PSS: “Well, okay. We can. What I would say is that the data shows that our system in terms of case Resolution certainly over the last six months is better than most other systems. And as I mentioned before there may be some discrepancy with the difference in terms of the way the judges approach their own court rooms, but we can certainly -- I can certainly talk to Jessica and see what she wants to do in terms of making that more public.”

CHAIRMAN PITTS: “Okay. I would just note that we had this conversation about two months ago and I haven't seen any improvement whatsoever. So, Ms. Corbitt. All right. Continue Madam Clerk. Not Madam Clerk; Mr. Manager.”

DICK ANDERSON, COUNTY MANAGER: “Madam Clerk, if you'll go to page 17, and Sharon will make her comments and answer any questions.”

SHARON WHITMORE, CHIEF FINANCIAL OFFICER: “Thank you, Mr. Anderson. Quickly Commissioners, this is the standard COVID response plan financial report that we provide at each Board meeting. Just wanted to report that for the period since the last report ending October 17th, 2022, we have expended an additional \$4.9 million bringing our total expenses up to 195.7 million that represents roughly 58 percent of the 335 million that we've set aside for this purpose. Our reserve remains \$20.7 million. Next slide, please. This last slide is shows you again the projected use and the sources of the funds that are available to spend that's where the \$355 million spending plan comes from. Those are really the only things I wanted to highlight on the covid report this cycle. So, if you have any questions, I'll be happy to take them, or I can move on and provide the general fund update.”

CHAIRMAN PITTS: “All right, Vice Chair Hausmann.”

VICE CHAIRMAN HAUSMANN: “Yes. Thank you, Ms. Whitmore. One of the other things that I've heard said as lost conversation. I think we need some clarity is the issue of who received ARPA money? I think it's been stated that we did not give any of our ARPA money to the cities. Didn't each city receive their own, direct?”

SHARON WHITMORE, CHIEF FINANCIAL OFFICER: “They did.”

VICE CHAIRMAN HAUSMANN: “So, every city in Fulton County received direct funding from the federal government for ARPA, correct?”

SHARON WHITMORE, CHIEF FINANCIAL OFFICER: “They did.”

VICE CHAIRMAN HAUSMANN: “All right. Have we gotten any requests for money from the cities with our ARPA funds?”

SHARON WHITMORE, CHIEF FINANCIAL OFFICER: "Not that I'm aware of."

VICE CHAIRMAN HAUSMANN: "Okay. So, during the CARES – the beginning of COVID, when we had CARES money, there was an issue with how to distribute that money to the cities. We didn't know when we started that that was our obligation. When it was made clear that it was, we did give them some of our CARES money; is that not, correct?"

SHARON WHITMORE, CHIEF FINANCIAL OFFICER: "That's correct; about 25 percent."

VICE CHAIRMAN HAUSMANN: "All right. I just thought the public needed to understand exactly how that happened in our relationship with regard to ARPA money is separate from what the cities received."

SHARON WHITMORE, CHIEF FINANCIAL OFFICER: "That's correct."

VICE CHAIRMAN HAUSMANN: "All right. Thank you."

CHAIRMAN PITTS: "Thank you, Vice Chair. Commissioner Arrington."

COMMISSIONER ARRINGTON, JR.: "My question really -- Sharon is not really more for you, may be for Dr. Roshell and Adams or the County Manager. People that we have paid ARPA money to like somebody said we gave half a million dollars to Wellsprings or something. Are we getting reports back on how they spend their money and what they have done with their money, and how do we make that information available to the public."

DR. PAMELA ROSHELL, COO, FC HHS: "I thank you for the question, Commissioner Arrington. Yes, we do receive reports for all of the organizations for example under the Community Care Services Programs that also received an additional allocation. So, any organization that we contract with for services, in exchange for ARPA dollars, those are sub-recipients; and we do receive those reports early in the CARES process we were providing data on the number of people served. We certainly can provide information on what the impact is of those investments."

COMMISSIONER ARRINGTON, JR.: "Yeah, I think it would be helpful for us to make that information available to the public, right? If we have those reports, it would be great to publish that information and have, you know, an ARPA page that shows who our money went to Commissioner Hausmann's point and not only who it went to, but what impact has it had and how has -- how have they used those funds for the communities."

DR. PAMELA ROSHELL, COO, FC HHS: “Yes, Sir, we'll work on that with the Strategy Office.”

COMMISSIONER ARRINGTON, JR.: “Thank you.”

CHAIRMAN PITTS: “All right. Continue, Mr. Manager.”

SHARON WHITMORE, CHIEF FINANCIAL OFFICER: “If we could go to the next section, please; slide 21. Commissioners, what we have provided in the operational report is the monthly financial report that we have been completing and providing to the Board but presenting it for public consumption. This is the – this – what’s before you now is an analysis of our general fund expenditures through the month of September comparing 2021 to our September 30th, 2021, to September 30th of 2022. So, you can see how we are spending this year as compared to last year as well as see how we're spending against the current budget. For this reporting cycle, you'll see that we have spent and incurred actual expenses of 517.7 million against our 857-million-dollar budget. Next slide please. This is a graphical presentation of our monthly expenses year-to-date for each month for the last three years. If you'll notice, at the September mark, the gold line is 2022 spending, and you'll see that we are spending ahead of each of the last two years. And you'll also note towards the end of the year that we have a sort of a rapid increase in our expenses as we close out the County's fiscal year. Next slide, please. This next slide is a full-time – a report of full-time permanent positions by department. It provides you with the year-to-date expense as well as each department's salary and fringe benefit budget. And then we share with you the number of permanent positions by department and the number of vacancies that those departments maintained throughout each month. And we update this report each month as the year progresses. What you'll see on this report is that for the year we have roughly a \$445.6 million salary and fringe benefit budget. Through the end of September, we have expensed 308 million, and I believe we have seven or eight payroll cycles remaining this year to post to these expenses. Throughout the year, if you look at the numbers down at the very bottom, you'll see that we have 4,126 permanent full-time positions that we're funded this year; and you'll see the number of vacancies that we've maintained in each month. The average for the year is 16 percent. We've had a low this year of 15 percent which occurred in the month of July when vacancies dropped down to 620 and they have increased back up to 665. Historically, and I'll have to go back and pull some reports to validate this, but historically I believe that our vacancy rate has run closer to the ten to 12 percent mark. So, we are still ahead this year in vacancies than we've been in previous years. And this is the information that we will plan to present each month when we present. It will be based on the previous month. And unless we have an issue being able to complete the reports, we hope to have them each time that we

present the operational report, but they will be for the previous month. And with that, Mr. Chairman I can take any questions."

CHAIRMAN PITTS: "Commissioner Ellis."

COMMISSIONER ELLIS: "Yeah, I just had one thing I just wanted to highlight kind of an observation and also to kind of deal with you know some misinformation and really uninformed statements that I've heard in recent months. About Fulton County being wasteful in its spending approaches, that sort of stuff, and I want to highlight something on page 21. What's the current inflation rate? What was the number we got – 8?"

SHARON WHITMORE, CHIEF FINANCIAL OFFICER: "Yeah, eight and a half percent."

COMMISSIONER ELLIS: "Eight and a half percent. So, our actual expenditures through September 2022, 517,796,000 compared to 495.868 million. If I do my math right, that's a four-point four percent change. So, we're managing our expenses underneath the inflation rate. So, if I have people out there making statements that we are not aggressively approaching spending and seeking to manage that you know as effective as we can in the current environment, it's just a false statement and so that's worth highlighting since it's right there in those numbers are real and they are right there on the page. So that's all."

CHAIRMAN PITTS: "Thank you, Commissioner Ellis. Other comments or questions at this time?"

COMMISSIONERS: (No response.)

CHAIRMAN PITTS: "Ms. Whitmore."

SHARON WHITMORE, CHIEF FINANCIAL OFFICER: "Thank you, Mr. Chairman. Mr. Anderson."

DICK ANDERSON, COUNTY MANAGER: "So, now we'll --"

CHAIRMAN PITTS: "--just a minute, Vice Chair."

VICE CHAIRMAN HAUSMANN: "I just want to thank you for putting this report together by our vacancy rate. I think it's extremely helpful."

SHARON WHITMORE, CHIEF FINANCIAL OFFICER: "Our pleasure."

CHAIRMAN PITTS: "Mr. Manager."

DICK ANDERSON, COUNTY MANAGER: "Yes, now we're ready to move into again the presentation long awaited much work put into Tim Diamond will lead it along with Joe Davis on reimagining our workplace. Again, for the benefit of the engagement of our employees and better service to citizens. Go ahead, Tim."

TIM DIAMOND, DEPUTY DIRECTOR, D.R.E.A.M.: "Thank you, Tim Diamond, Deputy Director of DREAM. It's a pleasure to be with you this morning. As the Manager says, a lot of baseline work has gone into this project. This is a complicated project yet a very transformational project. So, what we are here today, is to present to you where we have coalesced the project and we're ready to move forward with diligence. So, the project will be leveraging technology, helping us reduce our current parking needs, helping us reduce lease costs by moving the Tax Assessor back into the building. It's designed to improve customer access to the agencies that deal most directly with those agencies as well as support a flexible work environment. Next slide. So, where we are headed with the project is to create a flexible and adaptable space. We had certain priorities that were started with that we wanted to maintain which is the movement from 137 bringing the Tax Assessor back into this building and moving the public facing units to Peachtree and Pryor to create greater flexibility and access to those as well as to help improve the security of the public's movement inside the building. We have a target density of looking at approximately 50 percent of the employees on site at any one given time. We're looking to modernize the space, use new finishes and colors, and developing a workspace for the future. Next slide, please. So, this is representative of some of the kinds of workspace for the future. We're looking to have in touchdown stations huddle areas, little getaway meetings, as well as small gathering areas; all very flexible and adaptable. Next slide, please. So, we've talked about -- we're looking through the hybrid meeting to leverage technologies such as Zoom, Microsoft teams, Cisco WebEx providing the greatest flexibility and allowing us to make the most conducive use of our space. Next slide, please. So, this is an example: on the left is a projected lay out of what a floor could look like. The center is where we're looking to do with the offices which is to replace the existing drywalls with a glass wall to allow the light into and create a more conducive environment. And then on the lower right is an example of a meeting and a Zoom room leveraging technology that can be used for conference the calls."

CHAIRMAN PITTS: "Is this for 141 -- this building?"

TIM DIAMOND, DEPUTY DIRECTOR, D.R.E.A.M.: "Yes, Sir. This is all for Government Center, yes, Sir. So, in terms of the priorities, we talked about Phase One are the relocations for 137 to the library which include Senior Services, Department of HIV Elimination as well as the Housing and Community Development Group as well as from

the Government Center to create the Health and Human Services sort of consolidation at that location from the Pryor Street level Behavioral Health as well as the Peachtree level the Arts Group. Next slide, please.”

DICK ANDERSON, COUNTY MANAGER: "And then this building would be vacant, 137.

TIM DIAMOND, DEPUTY DIRECTOR, D.R.E.A.M.: “Yes.”

DICK ANDERSON, COUNTY MANAGER: "If not for demands that the Justice Center has --”

TIM DIAMOND, DEPUTY DIRECTOR, D.R.E.A.M.: “-- right.”

DICK ANDERSON, COUNTY MANAGER: "-- the Justice Center partners have --”

TIM DIAMOND, DEPUTY DIRECTOR, D.R.E.A.M.: “-- right--”

DICK ANDERSON, COUNTY MANAGER: "-- so that so that's one thing to keep in mind if they need space and they're not going to model more remote work or work at home that may be good reasons for that then that space is available eliminating additional lease costs.”

CHAIRMAN PITTS: “These will be the top floors of the library -- which floors? I assume it’s the top.”

TIM DIAMOND, DEPUTY DIRECTOR, D.R.E.A.M.: “It’ll be a blending of floors, Sir. So, it’ll probably be six or seven potentially eight.”

DICK ANDERSON, COUNTY MANAGER: “That are vacant today, Mr. Chairman.”

TIM DIAMOND, DEPUTY DIRECTOR, D.R.E.A.M.: “Yes.”

COMMISSIONER ARRINGTON, JR.: “Those are the ones we were attempting to lease out, I guess, or the floor --”

DICK ANDERSON, COUNTY MANAGER: “-- Dr. Roshell we are still probably shouldn’t discuss this -- probably should discuss this in executive session, but we still are looking for a potential partner that would go into some of that space, but it does not preclude this movement.”

CHAIRMAN PITTS: “Okay.”

TIM DIAMOND, DEPUTY DIRECTOR, D.R.E.A.M.: “Next slide, please. So, to focus on the moving the public to the Peachtree and Pryor, we're going to move the Board of

Assessors from the fifth floor down to this floor. We're looking to move the Police Departments' reporting and fingerprinting down to the Peachtree and Pryor as well as relocating them over to the Election space when Elections moves to the new consolidated warehouse. And then we'll provide potentially an additional bid room hoteling and HRs training space and the old cafeteria space as it currently is. Next slide, please."

DICK ANDERSON, COUNTY MANAGER: "And again, just underscoring not only is this customer service oriented, Commissioner Hall, to some of the concerns that you highlighted in the last meeting. We're trying to get the public on one level, and the employees above whereby from a security perspective, we don't have even the access issues that we have had before. If you can think about folks wondering by the Police Department to the Board of Equalization, it's there really all over the building right now without proper access control."

TIM DIAMOND, DEPUTY DIRECTOR, D.R.E.A.M.: "The other priority was moving the Tax Assessor back. The plan right now is to move them from 235 to the eighth floor and then IT will through hoteling them and teleworking will be consolidated to the ninth floor. Next slide, please."

DICK ANDERSON, COUNTY MANAGER: "Just one editorial comment on that one. I don't know how many of you have been to the Tax Assessor's Office and I'm not sure how this necessarily got done, but it really isn't to me the proper image for the Tax Assessor. It's a very high-end, very nice finishes. I think being back in a government building not only is going to be I think good for them in terms of access of the court personnel and the Tax Commissioner, but better from a public perception standpoint."

TIM DIAMOND, DEPUTY DIRECTOR, D.R.E.A.M.: "So other priority locations that'll occur in a cascading effect is the Audit Department and DREAM will relocate to the sixth floor. We will reallocate for teleworking, DPW. On the fifth floor, the BOE will come out and go down to the Peachtree level; DRC will slide across and then we'll create a hoteling suite for employees that are teleworking. On the fourth floor, as we talked about, the Police Department will move out. We will take the County Attorney and consolidate her to that location putting her operations all on that side. And then in the mid-tower, we will create a hoteling suite for employees that are teleworking as well. Next slide, please. So, to summarize the project, the Project is looking to utilize all the \$25 million set-aside in the ARPA funds. In order to do so all of our commitments are to be in place by December 2024 with the expenditure of the funds by December 2026."

CHAIRMAN PITTS: "Excuse me. Everything that you've talked about can be accomplished with that 25 million ARPA fund?"

TIM DIAMOND, DEPUTY DIRECTOR, D.R.E.A.M.: “We believe, Sir; right now, yes, Sir. We have worked very diligently as you know. We’ve put considerable amount of secure bonds into the project, and we have structured the project in line with those investments in mind to not mitigate or eliminate the amount of money that we've invested in the building and to capture that with the least disruption to the amount of money that we've invested in the facility. So, future milestones include developing the design build RFP, making awards to the contracting and getting further instruction. And as the Manager indicated, this project is really intended to be transformative; it’s meant to engage the employees, allow us to more effectively serve the citizens in a post COVID environment; allow us to provide a better working environment for our employees; retain the employees that we have as well as to be a conducive environment to hire new employees. Next slide. So, our next immediate step is to move things forward. We wanted to show your board room. As you can see, you’re getting ready to go under a renovation, so construction is due to start on December 10th with a move in by January 25th.”

CHAIRMAN PITTS: “Is that the tenth floor?”

DICK ANDERSON, COUNTY MANAGER: “Yes, Sir it is. Did you see this, Commissioner Hall?”

COMMISSIONER HALL: “You know I want to hear about the technology.”

TIM DIAMOND, DEPUTY DIRECTOR, D.R.E.A.M.: “There’ll be all kinds of new technology going in there as well.”

DICK ANDERSON, COUNTY MANAGER: “And this is, again, clearly long overdue in also from an image prospective, it’s just not appropriate to have our elected leaders in the space that we have you in today. So that's why we're moving this to the front -- front of the line.”

TIM DIAMOND, DEPUTY DIRECTOR, D.R.E.A.M.: “Next slide. And with that, I’ll take any other questions that anyone might have.”

CHAIRMAN PITTS: “So, that 25 million includes the construction plus – what do you call it -- furniture and the equipment and all that?”

TIM DIAMOND, DEPUTY DIRECTOR, D.R.E.A.M.: “There are allocations in there; yes, Sir, for furniture and equipment.”

CHAIRMAN PITTS: “All right. Vice Chair Hausmann, Commissioner Abdur-Rahman, Commissioner Arrington, Commissioner Hall. Vice Chair.”

VICE CHAIRMAN HAUSMANN: “So does that include the bathroom renovations all the way up in this building. I know you’ve gotten to maybe the fifth floor or so, at this point?”

TIM DIAMOND, DEPUTY DIRECTOR, D.R.E.A.M.: “The bathroom renovations have been all targeted towards public facing space and most of that project is actually starting to wind down now. So, we’ve hit all the major bathrooms and the public facing – public facing space and floors.”

VICE CHAIRMAN HAUSMANN: “What about on the tenth floor?”

TIM DIAMOND, DEPUTY DIRECTOR, D.R.E.A.M.: “We can certainly -- we can certainly look at that within the amount of funds that we have.”

VICE CHAIRMAN HAUSMANN: “I would think the money wasted on the water leaks in there might pay for it.”

DICK ANDERSON, COUNTY MANAGER: “Let’s commit to do that.”

TIM DIAMOND, DEPUTY DIRECTOR, D.R.E.A.M.: “Yes.”

VICE CHAIRMAN HAUSMANN: “Thank you. And then on the elections – are we going to have any election’s presence in this building after you get your work done?”

TIM DIAMOND, DEPUTY DIRECTOR, D.R.E.A.M.: “No, Ma'am, it’s not intended. That’s the reason for the effort was to consolidate them and to create an election central for the logistics that they have so that everything is working out of one location.”

VICE CHAIRMAN HAUSMANN: “Just for the benefit of the public, I just think it’s necessary to be clear.”

TIM DIAMOND, DEPUTY DIRECTOR, D.R.E.A.M.: “Yes, Ma'am.”

VICE CHAIRMAN HAUSMANN: “Okay. Will this continue to be an early voting location?”

TIM DIAMOND, DEPUTY DIRECTOR, D.R.E.A.M.: “Not to --”

DICK ANDERSON, COUNTY MANAGER: “-- I don’t know the answer to that --”

TIM DIAMOND, DEPUTY DIRECTOR, D.R.E.A.M.: “--we’d have to ask Elections --”

DICK ANDERSON, COUNTY MANAGER: “--we’d have to ask.”

VICE CHAIRMAN HAUSMANN: “Well, I do think that I don’t know what the numbers are, but to have an office downtown where people that work downtown could vote would still be probably an amenity that we should try to continue.”

TIM DIAMOND, DEPUTY DIRECTOR, D.R.E.A.M.: “We’ll certainly engage them in that conversation.”

VICE CHAIRMAN HAUSMANN: “Whether that’s in the Atrium or wherever they would set up on a temporary basis —”

TIM DIAMOND, DEPUTY DIRECTOR, D.R.E.A.M.: “-- sure.”

VICE CHAIRMAN HAUSMANN: “All right. Thank you.”

CHAIRMAN PITTS: “Commissioner Abdur-Rahman.”

COMMISSIONER ABDUR-RAHMAN: “Thank you, Chairman. I would also echo what Vice Chair Hausmann said as far as the ability to have a voting precinct for the people downtown -- downtown if we’re able to do that. I think that will be in the best interest. And I also want to echo the bathrooms as well if we can do it, I would just like to see that. But more importantly this looks good. I want to commend you on this. I want to ask you a question because I don’t want to assume. Did we take any input from particular departments?”

TIM DIAMOND, DEPUTY DIRECTOR, D.R.E.A.M.: “Yes, Ma’am.”

COMMISSIONER ABDUR-RAHMAN: “Oh, we did do that?”

TIM DIAMOND, DEPUTY DIRECTOR, D.R.E.A.M.: “Yes, Ma’am. There have been throughout this process, there have been a series of interviews that started some time ago. They were brought in. They were asked specific questions about how they were going to run their agencies. We’re going to go back and sort of have a follow up as we get ready to do this implementation, but we definitely sought input through questionnaires, meetings with the respective agencies and their directors for their direct input.”

COMMISSIONER ABDUR-RAHMAN: “Okay. I kind of assumed that you did that. But I just wanted to make sure that we got it out publicly that that was done. Thank you. Great job.”

TIM DIAMOND, DEPUTY DIRECTOR, D.R.E.A.M.: “Thank you.”

VICE CHAIRMAN HAUSMANN: "Yeah, I just - while we're talking about the restrooms: I want to ask that you do a check of all, even if they're not public restrooms; because there's a lot of wasted resources there with leaks and whatnot."

TIM DIAMOND, DEPUTY DIRECTOR, D.R.E.A.M.: "Yes, Ma'am. When we went through the ones that were public facing, they were all new fixtures and we'll go through the remaining ones to make sure that everything is functioning properly, but obviously as you know when they're brought to our attention, we take immediate steps to remediate whatever the issues are."

VICE CHAIRMAN HAUSMANN: "Sometimes it takes a while to get to your attention, okay? So, I've been in some that are really, really bad; so, I just want to make sure we're doing a full assessment while we're doing this. Thank you."

TIM DIAMOND, DEPUTY DIRECTOR, D.R.E.A.M.: "Thank you."

CHAIRMAN PITTS: "Let's be sure to replace those sex trafficking signs in the restrooms which is required by state law."

TIM DIAMOND, DEPUTY DIRECTOR, D.R.E.A.M.: "Yes, Sir."

CHAIRMAN PITTS: "Commissioner Arrington."

COMMISSIONER ARRINGTON, JR.: "So, this looks good. Thank you. I guess my question: this is for 141- are we finished with everything that we were going to do at the courthouse?"

TIM DIAMOND, DEPUTY DIRECTOR, D.R.E.A.M.: "Just about, Sir. We're wrapping up the ADA restroom renovations over there; we're currently doing the common hallways over there as you know that we've done the signage over there; we've completed the exterior of the facility. So, we are nearing the end of the major renovations as well as the HVAC renovations that we did at the courthouse."

COMMISSIONER ARRINGTON, JR.: "All right. And did we do anything to the ninth floor over there at the courthouse?"

TIM DIAMOND, DEPUTY DIRECTOR, D.R.E.A.M.: "Yes, Sir, we did some renovations. We put in a new breakroom over there because of the alignment of the ADA and they're going through -- and I believe recarpeting, Joe, right, and painting?"

JOE DAVIS, DIRECTOR, D.R.E.A.M.: "That is correct. Commissioner, are you referring to the ninth-floor common areas or are you referring to the ninth floor that's occupied by the Sheriff's office?"

COMMISSIONER ARRINGTON, JR.: “The Sheriff’s Office.”

JOE DAVIS, DIRECTOR, D.R.E.A.M.: “So, the answer to that would be other than some minor cosmetic things, no. We have not done any renovations to the Sheriff’s Office. It has not yet been funded.”

COMMISSIONER ARRINGTON, JR.: “Okay. What was the total amount of funding that we did for -- a hundred million dollars right between this building and across the street, the courthouse, right?”

TIM DIAMOND, DEPUTY DIRECTOR, D.R.E.A.M.: “Correct, Sir.”

COMMISSIONER ARRINGTON, JR.: “So it wasn’t funded in that hundred million?”

JOE DAVIS, DIRECTOR, D.R.E.A.M.: “No, Sir. And I would make the comment that the funding that was put together was put together before the request as it relates to the renovation of the Sheriff’s ninth floor office space.”

COMMISSIONER ARRINGTON, JR.: “All right. I remember us doing a hundred million to upgrade this building and that building, and I don’t know I guess we relied on you all for the specifics as to how that hundred million would be allocated. But I can’t imagine that with a hundred million dollars that we did not -- did we talk to them and find out about -- we didn’t even -- so that wasn’t the department that we talked to about what they wanted done or needed done in that building.”

JOE DAVIS, DIRECTOR, D.R.E.A.M.: “So, I think what we missed at this point of the conversation, Sir, is that the work that we’re doing here in the Government Center has yet to begin. Tim outlined what we had in place already as it relates to urban redevelopment bond projects. The project as it relates to the realignment or reimagining that we’re doing in this building, is only in the beginning phases with the courts and there are other partners in that facility. So, we have not yet begun to crack open that project as it relates to what all we’re going to wind up doing because we’re still in the fact-finding stage. But as it relates to the ninth floor specifically, that would ultimately come from that project; not what we’ve done thus far.”

TIM DIAMOND, DEPUTY DIRECTOR, D.R.E.A.M.: “Yes, Sir. Over at the courthouse facility in that complex, we are doing what we did to start this project. We’re doing a space and study utilization survey where we’re going through and we’re interviewing all the respective agencies in the facility to create a similar template to what we did for this facility.”

COMMISSIONER ARRINGTON, JR.: “Okay, and that would include the Sheriff’s office.”

TIM DIAMOND, DEPUTY DIRECTOR, D.R.E.A.M.: “And that does include the Sheriff’s office; yes, Sir.”

DICK ANDERSON, COUNTY MANAGER: “And Commissioner Arrington, I don’t know if you’ll recall, I’m drawing a mental blank on the name of the firm -- “

SHARON WHITMORE, CHIEF FINANCIAL OFFICER: “-- Fateful Ghoul.”

DICK ANDERSON, COUNTY MANAGER: “-- Fateful Ghoul -- thank you, Ms. Whitmore that did the facility assessment that’s what formed the basis of the procured bond and the agenda for the renovations. So, it wasn’t down at a that time an individual office level. It was more infrastructure, the façade of the courts, things that fundamentally could not go any longer based on that companies review of our facilities.”

COMMISSIONER ARRINGTON, JR.: “Thank you.”

CHAIRMAN PITTS: “Commissioner Hall.”

COMMISSIONER HALL: “Thank you, Mr. Chair. First, let me say outstanding job on reimagining the workplace, and I’d like to hear more about the technology of the workplace, because you know we’re using more of that now a days. But I want to go back to the bathrooms because I kept hearing you say they are not public facing; they’re not public facing. But I consider our bathrooms public bathrooms because when we get visitors who come to meet with us when we have boards and authorities who use our conference room for their meetings in the evenings after we’re gone, those people use our bathrooms, and they are people from the public. They were residents and people we’ve appointed, people who are visiting us to speak about things that are going on in the community or you know managers, or CEOs of companies. And so, the bathrooms are very important. And one thing that every time I think about the tenth-floor bathroom, I think about this roach that seems to come up out of the drain in the floor and visit us often and literally chases me out of the bathroom. I end up going to the other floor or going across to the County Manager’s side. So, it is very important that we do our tenth- floor bathroom. And, let me see, and the question about the court building: You said you are interviewing the offices that are there like the Sheriff the DA and all of them.”

TIM DIAMOND, DEPUTY DIRECTOR, D.R.E.A.M.: “Yes, Ma’am.”

COMMISSIONER HALL: “I know from the Sheriff; I mean from the District Attorney having asked me to meet with her numerous times over there. I’ve seen that there is work that was taking place in her offices, and but I have not seen any work done in the

Sheriff's office. And, you know, a lot of those offices look like they're still in the 70s and 80s and haven't been upgraded for – you're shaking your head, yes, yeah.”

TIM DIAMOND, DEPUTY DIRECTOR, D.R.E.A.M.: “We’ve been there, and so we're in that first phase that we were, that we did in the Government Center several years ago. It's a space utilization study of how they used the space; what technologies they have, and how they're looking to operate the office of the future. So, we're in that interview process right now over at the courts. So, it's at a different point in time. It's more at the beginning of the process compared to this facility.”

COMMISSIONER HALL: “Great. And I just want to -- I want us to keep in mind that, you know, we want the best for our employees as well and we still do have employees coming into our offices and the environment that employees come into really plays on their morale. And so, we should try to provide them with the best environments no matter where they are. Whether it's over in the courts, the Sheriff's Office, the DAs, the Solicitor General, Judges, or whoever are over here at 141. So, just please keep that in mind because it kind of bothered me to keep hearing well it's not public facing, it's not public facing. Everything is public facing in here. The Commissioners - we don't have private bathrooms that only we use, so please keep that in mind, and thank you for all your hard work.”

TIM DIAMOND, DEPUTY DIRECTOR, D.R.E.A.M.: “Thank you.”

COMMISSIONER ELLIS: “All right, I'm next, so –”

VICE CHAIRMAN HAUSMANN: “Commissioner Ellis.”

COMMISSIONER ELLIS: “I don't have anything to say about the bathrooms. I don't care about bathrooms. I don't have anything to say about bathrooms. But just a couple of clarification points. On the stuff that's going on the library, those are not - that's more of the admin portions of those departments, right? Those aren't public facing pieces of that, right?”

DICK ANDERSON, COUNTY MANAGER: “Yes, Sir.”

COMMISSIONER ELLIS: “Okay. And then on the rough estimate y'all know sort of the, you know, kind of our lease cost that we're having to pay for the 235 Peachtree right now? You got any sort of sense of what that is?”

JOE DAVIS, DIRECTOR, D.R.E.A.M.: “We can provide that information. I don't have it off of the top of my head, Sir.”

DICK ANDERSON, COUNTY MANAGER: "I'll get it to you. I don't want to misquote Diamond."

TIM DIAMOND, DEPUTY DIRECTOR, D.R.E.A.M.: "I have a number in my head, but I don't want to misquote it."

COMMISSIONER ELLIS: "Okay. All right. But there'll be some, you know, terms of payback on this once that, there will be some benefit there."

TIM DIAMOND, DEPUTY DIRECTOR, D.R.E.A.M.: "Yes."

COMMISSIONER ELLIS: "And then, you know, I think the point on the Elections spaces, you know it's worth exploring. I guess more of the question is if we're going to have space for early voting, should it be here in this facility or might should it be in another facility we have downtown i.e., you know, Central Library or something like that. So, I think, you know, it may not necessarily have to be you know in this location, and that just might not be the best location for a downtown location. So, as we exploring that I guess, this offer for that effort, that food for thought. And I think that's it. Thanks."

COMMISSIONER ARRINGTON, JR.: "So, the plan is to move Elections out of the Annex where they are now?"

DICK ANDERSON, COUNTY MANAGER: "Yes, Sir."

COMMISSIONER ARRINGTON, JR.: "And what will be in that Annex?"

TIM DIAMOND, DEPUTY DIRECTOR, D.R.E.A.M.: "The Police Department."

COMMISSIONER ARRINGTON, JR.: "The Police Department?"

TIM DIAMOND, DEPUTY DIRECTOR, D.R.E.A.M.: "Yes, Sir."

COMMISSIONER ARRINGTON, JR.: "All right --"

DICK ANDERSON, COUNTY MANAGER: "-- the fingerprinting and their administration. You remember when -- maybe that's the next update that we should do because we've come a long way with the central warehouse, and it will be finished by the end of the year not disrupting the Election cycle. But then Elections will begin to move in. So, the whole concept with that was they were split across so many different locations from English Street, to here of course. We had them in Hapeville as well for a period of time. Now we have them at Phillip Lee Drive; it's to get them all in one location; both their leadership, the machines themselves, and then the processes that they have to go through for logic and accuracy and the like with the, again, the thought being that we will control that environment better and they will perform effectively, if they're all together."

COMMISSIONER ARRINGTON, JR.: “All right. So, I mean, I understand that in theory, but we've got over 4,000 employees and a lot of them vote here at this Center --”

DICK ANDERSON, COUNTY MANAGER: “-- I agree.”

COMMISSIONER ARRINGTON, JR.: “-- and so we can't, we can't not have voting available here at 141 --”

DICK ANDERSON, COUNTY MANAGER: “-- I totally agree. I think that's probably something that we just haven't thought -- they may have, the BRE may have thought about that. I think it's an easy fix to just either do here or Central Library or some combination thereof. But I think moving their office is what we're talking about.”

COMMISSIONER ARRINGTON, JR.: “All right. Well, yeah, Central Library might be good, but I'm talking about here where people are working.”

DICK ANDERSON, COUNTY MANAGER: “Oh, I agree.”

COMMISSIONER ARRINGTON, JR.: “I'd have to walk down to Central Library to cast my vote.”

DICK ANDERSON, COUTNY MANAGER: “I hear you. So, I think that's an easy fix that we'll go develop where the space should be.”

COMMISSIONER ARRINGTON, JR.: “Thank you.”

CHAIRMAN PITTS: “Vice Chair Hausmann.”

VICE CHAIRMAN HAUSMANN: “I forgot my question. It was something to do with -- oh, I think it's going to be important for us to tell the public where -- how we're handling the Elections this cycle, as far as where are the absentee ballots going to be counted and all those things that we've normally done you know either rented a space or whatever. What are our plans to communicate that information?”

DICK ANDERSON, COUNTY MANAGER: “So I think the best step would be to have a discussion item on perhaps the next Agenda; unless Jessica -- I'm not sure if Jessica is there.”

VICE CHAIRMAN HAUSMANN: “Is that before the election? The next meeting? It is, right. We have one more before the Elections?”

DICK ANDERSON, COUNTY MANAGER: “Yes. So, Jessica could you, if there's another plan other than that.”

JESSICA CORBITT-DOMINGUEZ, DIRECTOR, EXTERNAL AFFAIRS: “I think that's a good idea. We have -- we've already communicated about logic and accuracy testing which of course is open to the public and has already occurred or I think is ongoing for election day equipment. We have shared our media guidelines for reporters who are covering elections. They've already been visiting our early voting sites and from all over the world actually. And then as we get closer, there are some processes that are open for public observation, but not available for cameras so including absentee ballot processing is one of those that have some specific guidelines about cameras under SB 202, but you're correct, Commissioner, those will be published. We'll have additional information both on the website and in our media outreach.”

VICE CHAIRMAN HAUSMANN: “Yeah, I just think it's important whether we have it at our meeting or if it's published.”

JESSICA CORBITT-DOMINGUEZ, DIRECTOR, EXTERNAL AFFAIRS: “Sure.”

VICE CHAIRMAN HAUSMANN: “Published will be better because it's sooner, but you will have poll watchers and those kinds of folks that obviously need to know what we're doing.”

JESSICA CORBITT-DOMINGUEZ, DIRECTOR, EXTERNAL AFFAIRS: “Yes. We do have poll watchers. We also have the observers from the Carter Center actually. They just asked for our media guidelines this morning. So, they are also in the field already.”

VICE CHAIRMAN HAUSMANN: “The more transparency, the better.”

JESSICA CORBITT-DOMINGUEZ, DIRECTOR, EXTERNAL AFFAIRS: “Absolutely. Thank you.”

VICE CHAIRMAN HAUSMANN: “Thank you.”

CHAIRMAN PITTS: “All right. Other comments?”

COMMISSIONERS: (No response.)

CHAIRMAN PITTS: “Is that it?”

TIM DIAMOND, DEPUTY DIRECTOR, D.R.E.A.M.: “Yes, Sir. That's it.”

DICK ANDERSON, COUNTY MANAGER: “Thank you, Mr. Chairman. We'll move out on that and provide regular updates. The next section again is one that I think you're going to enjoy because it's very much centered on the library, but also touches on Arts; so, we'll go through the strategy report and then the strategic plan that has been developed by the Board of Trustees. Mike.”

MICHAEL ROWICKI, STRATEGY AND PERFORMANCE MANAGEMENT: “Mike Rowicki. I am with Strategy and Performance Management under the County Manager's Office. And today, I am here to present to you our priority report for the Arts and libraries. Next slide, please. Next slide. Our priority area liaisons for this area are Commissioner Arrington and Vice Chair Hausmann, and I'd like to offer them the opportunity if they'd like to make any comments about this priority area before we start.”

VICE CHAIRMAN HAUSMANN: “I think it speaks for itself; thank you.”

MICHAEL ROWICKI, STRATEGY AND PERFORMANCE MANAGEMENT: “Okay. So, I'd like to start out today with just highlighting some of the 2021 accomplishments for our arts and library achievements. First of all, I'd like to note the Arts and Culture Department actually completed the “Created Like Me Program’ with the Department of Behavioral Health and Developmental Disabilities. We also had the kickoff of the first of its kind study for accessibility of individuals with disabilities using and engaging them with artists and other materials; the libraries will be one of our focuses today. It actually had a 96.4 percent customer satisfaction rating from our citizens with their surveys that they've done, which is a big accomplishment. Libraries also had ten virtual celebrations for the library re-openings and also one of the big key accomplishments with our libraries and what we did over the whole pandemic was actually keeping the libraries, reopening them, starting the curbside type services, and then also during this point in time, completing the renovations and reopening those 34 libraries that were under construction. Next slide, please. The strategic objectives for this priority area are to increase citizen and visitor engagement in our Arts and Libraries which is a key factor which we'll be hearing about today and what we've been doing; increase awareness of Arts and Culture library services countywide; track out comes with customer satisfaction to ensure that we are meeting residents expectations which I think we've done a great job of; and deliver high-quality Arts and Culture library services to address current community needs and to adapt those as we hear from the public. Next slide, please. So, on the horizon which are the things that you should be looking forward to seeing some updates on as we move forward in this priority area are the public arts of the future lab that Arts and Culture is working on; again, today you will hear about the vision of the library of the future with their strategic plan; you'll also be looking at some of the arts programs enhancements identifying areas where we can provide some more equity and equal opportunity to access and resources; the Resiliency Hub at the Metropolitan Library is one that we will be discussing today; completion of renovations of East Point, MLK, and other libraries to improve accessibility and expand services; and then we'll also be looking at some of the social services programs that we're expanding at the libraries to address some of those targets with homelessness and behavioral health needs to give those wraparound services at those sites. And then we're also will be

looking to create in the future some partnerships as the County Manager mentioned for the collaboration and utilization of some of the office space at the Central Library. Next slide. So, with this, I'm going to turn it over to Dr. Rochelle and she'll walk you through the highlighted projects."

DR. PAMELA ROSHELL, COO, FC HHS: "Thank you, Mike. Pamela Roshell, Chief Operating Officer, Health, Human Services, and Public Works. Mike mentioned that the libraries did an outstanding job with charging through the pandemic. They figured out how to provide curbside services and really continue operations. What you see here are two very important trends. The first is the increase in virtual circulation. So, in 2020, the Board generously supported an increase or in addition to our investment in virtual circulation. We have since that time continue to contribute approximately \$1.8 million for virtual resources. This has been an incredible resource for our public schools and for families, and just for library patrons in general. And so, you can see here on the graph, the consistent increase in the checkout of those circulations. The data here, the close to 1 million checkouts is from the beginning of the year through September at 902,000. You see on the physical checkouts; we have already surpassed 1 million physical checkouts. The dip that you see on the chart does indicate the dip in in-person access during COVID; however, you see the chart quickly begins to spike up again as the libraries are in full open mode. Next slide, please. Mike pointed us to some of the projects that would be highlighted today. In the interest of time, I'll just point to a few. One is the 40,000-dollar grant which is bullet number 2 that we received from the National Endowment for the Arts. It is a very innovative approach to figuring out how we can continue and improve our access to public performing arts services for those experiencing disabilities. The other project that I'd like to point you to, here is the phase project that was recently launched under the leadership of our Arts and Culture Director, David Manual. We are continuing to receive rave reviews about the impact of that program and how Fulton County is really leaning into the fashion industry here in Atlanta. Next slide, please. Next slide, please. The Resiliency Hub is one of the other projects that I want to point to. This project is funded through a \$300,000 grant from the South Faith Sustainability organization which is a nonprofit here in Atlanta. This project has two real key objectives: One is to create an emergency operations hub for that community that is really the second phase of the project. And the first phase of the project will focus on EV charging stations as well as a community garden that will harvest rainwater. Next slide, please. One of the issues that the library continues to face is the homeless population seeking some solace. And so, the library is often that place. And so, under Gayle Holloman's leadership she is in the process of hiring a social services program coordinator to really address the patrons that come into most of the libraries across the County to try to provide services on site and really redirect those participants in the library services to other services that they may need to mitigate their

homeless situation. There are also opportunities here to partner with the department of community development who is – they're funded through HUD for homeless intervention services. Next slide, please. Next slide. Here you see that the investment for 2022 in Arts and Library is \$42 million which is 3.5 percent of our overall budget. Two of the most significant investments -- next slide, please -- are the bond. So, as you all know in 2008 through a bond referendum, there was a 75-million-dollar bond that was approved by the public for the enhancement of the libraries. And as pointed out at the beginning of this presentation, we have completed the majority of those projects. Here you see -- next slide -- the remaining funds in the bond program as of September, \$5.6 million. And we also have funds remaining in the TAD fund a remaining balance there of \$12.3 million. Next slide, please. Here are the upcoming projects for renovation. You will see on the November 2nd Board Agenda, a request for approval for the construction contracts for these three projects totaling \$4.8 million. Next slide, please. We also just wanted to provide you with the summary of open project costs for the different phases of the libraries including the Central Library as well and Phase One and Two projects totaling \$2.6 million. Next slide, please. Specifically, for the spend down of the TAD fund, you see here the construction which I just reviewed, and the open project costs total \$7.4 million. DREAM always include a contingency line which here is illustrated with 300,000 for a total funds needed of 7.7 million for those projects. We are sourcing some of those projects through for the cost of those projects through the available bond funds which I reviewed previously, as well as a previously approved TAD of 1.1 million specifically for construction. And so, we will be requesting an additional \$997,000 from the TAD fund to complete these projects. Next slide, please. Once we complete the requests for the remaining TADs and these projects, we will have an additional or a remaining \$11.3 million and we will use the master plan process to vet additional projects against these resources. Next slide. The priority area report is found on our strategy webpage -- our public facing open government web page, the link is here. And the public can view the reports on previous reports as well as this one that are now live. Now, I would like to turn the mic over to our library foundation. They have commissioned the study of a – or the commission the strategic plan with the help of Greenway Strategy Group. Their presentation is a part of this deck and now I would like to turn it over to Martha Greenway."

DICK ANDERSON, COUNTY MANAGER: "Dr. Rochelle, do you want to see if they have any questions about the spend-down plan in particular or anything else presented before we go into the strategy?"

DR. PAMELA ROSHELL, COO, FC HHS: "Yes, Sir."

VICE CHAIRMAN HAUSMANN: “Any questions, Commissioners before I have a question? Commissioner Hall.”

COMMISSIONER HALL: “Thank you, Madam Vice Chair. And thank you to the library and arts department. Thank you for all your hard work. I just want to make a statement: Congratulations to the Department of Arts and Culture and Mr. David Manual and Dr. Roshell and everyone involved for the creation of the FACE initiative fashion, arts, culture, and education; because I have never in the years that I've been here in the County seen a Department that touch so many media outlets in my - I mean, David, I counted up to 15 different media outlets and I lost count after that where I actually saw FACE being discussed, video clips, news reports, and everything. And so, whatever you're doing, we need to continue doing it across the County, period, for all communications. And I just love how you branched out and it was an honor and a pleasure to attend an event all the way in Alpharetta. That was an outstanding fashion event and your collaboration and partnership with the Commissioner of the Department of Arts and Culture in Alpharetta, and the city of Alpharetta is an amazing and outstanding partnership. Please continue to make those partnerships across the various cities that have an Arts and Culture director that have your counterparts in it because it really reaped a lot of benefits because I saw that you had events in North Fulton, Atlanta, South Fulton -- you just really spread out and that's how we should provide all of our programs and services. So, congratulations on the success of that. And to the library -- when I was reading the first part -- let me see, you know, all this stuff about the library needs and all that, I was reading, and I didn't see a cost. And I know it cost something to do all of this stuff that you need done and that's the only thing that was missing was a price a projection, or something. So, I look forward to seeing that. Okay. Thank you so much.”

VICE CHAIRMAN HAUSMANN: “Thank you, Commissioner Hall. First of all, I want to say that the libraries are fabulous and really are community centers. As you know, they're gathering places for our community, and I just hear nothing but compliments all the time about how grateful they are that we have these wonderful facilities in every area of the county. So, I just want to say that. And on your graph about the digital I know that you know we've had a waitlist and issues going on. Can you just update us on how that looks today?”

DR. PAMELA ROSHELL, COO, FC HHS: “I'll turn that technical question over to the Library Director, Gayle Holloman.”

VICE CHAIRMAN HAUSMANN: “Thank you.”

GAYLE HOLLOMAN, DIRECTOR, FC LIBRARY SYSTEM: “Good afternoon. Gayle Holloman, the Director of the Library System. Right now, we are addressing it by the additional funding that we received to purchase collections and so that you all gave us and we're able to then buy more items. So, what we're doing is we also get credits and we're able to use those credits in order to purchase other digital resources as well as print resources. So, we're looking very much at all of that and making those decisions because we do have still quite a few items that are on hold -- long-hold periods of people waiting two and three months to get items. So, we're really trying to work toward addressing that in a better way.”

VICE CHAIRMAN HAUSMANN: “Yes, I hear that, too. So, are we focused on when we have something that's extremely popular increasing our availability in those areas or how you handling that?”

GAYLE HOLLOMAN, DIRECTOR, FC LIBRARY SYSTEM: “Yes. We're able to go -- sometimes we're able to go to get more of those items as we start to get the trends' we're able to then get some additional funding and just say let's go buy 25 more or whatever. Some of the problems with the print items because you don't want to get stuck when they're no longer popular. But those things that are virtual, we're able to deal with that in a different way. So that they can fall off and we can get other items in place of it. If there's a cost, but it works out a lot better for us in the long run if we're very, very distinct about it and that's the catch people have to be really watching the collection management team has to be really watching how things are trending so that they can then go in and try to get the money to make some offsets.”

VICE CHAIRMAN HAUSMANN: “Well, obviously as technology continues to be a big part of everyone's life, it's going to continue. So, I hope that we will continue to address that and not have to and three months of a wait time. And I know that last year, we were able to do it using TAD funds --”

GAYLE HOLLOMAN, DIRECTOR, FC LIBRARY SYSTEM: “-- yes.”

VICE CHAIRMAN HAUSMANN: “-- some I'm really happy to see TAD money available and I just want to say to the Commission I think that I hope that in the next budget cycle we will utilize the TAD fund to make sure that we have what the community wants us to have which is digital opportunities. So, thank you.”

GAYLE HOLLOMAN, DIRECTOR, FC LIBRARY SYSTEM: “Yes, thank you.”

VICE CHAIRMAN HAUSMANN: “Any other questions?”

COMMISSIONERS: (No response.)

VICE CHAIRMAN HAUSMANN: “Now, we’re going to hear from the Foundation -- All right. Thank you.”

MARTHA GREENWAY, GREENWAY STRATEGY GROUP: “Good afternoon, Commissioners. I’m Martha Greenway with Greenway Strategy Group, and we were contracted by the Fulton Atlanta Public Library Foundation to facilitate the strategic planning process. And I’m joined here today by my colleague Staci Lynch. We’re going to provide a brief overview of the strategic plan, and then we’re happy to take any questions that you have. I want to first just begin by acknowledging that this work was managed by a steering committee which was made up of members of the Fulton County Library Board of Trustees, the Fulton Library Staff, and the Fulton Atlanta Public Library Foundation. I particularly want to thank, Ms. Gayle Holloman and her team for all the work they put into the strategic plan and their active participation in it. As you see here on this slide, this strategic plan is based on a number of things that preceded the work that have really allowed this to be an effective library system. There are already existing high-quality library programs and services in place that can be capitalized upon. As was just referenced, there are 34 library branches across Fulton County that serve the dynamic and diverse interest of our community. Additionally, through the recent referendum, there’s been the opportunity to invest over \$275 million in the library facilities and then we were fortunate that the Foundation also put the money into the process to support the development of the strategic plan. So, now I’m going to turn it over to Staci Lynch. She will tell you a little bit about the process we utilized about the development of the strategic plan.”

STACI LYNCH, GREENWAY STRATEGY GROUP: “Next slide, please. Thank you, Martha. So, we want to point out here -- lots of words on this page, but ultimately, the breadth and depth of our process. And so, we’ve spent a lot of good time with the library leadership over the past year, and as Martha mentioned, really relied on a diverse group of steering committee members to help us get to our priority outcomes. Also want to focus and highlight, very earlier on, our listening process and the community engagement that was done. So, interviews, focus groups, conversation across our libraries, both with those very close proximity to the library, our Friends Groups, and then those groups even further out. Also want to note here that we used a lot of research from other libraries across the country to help guide ultimately to get to our priority outcomes. Next slide, please. And then here, the main thing to take away from the slide is when we began, we had a lot of strengths to work from, so that’s always the one thing -- we highlighted four of them here. You’ve already named several of them, the, you know, the fact that our libraries are community centers. And people really believe in see them as that. They also see them as playing a role in helping us to address our community needs and what is currently underway. Beautiful facilities,

people very impressed with the renovations and very excited to be back in community, in physical spaces. And then lastly, we talked about this, the access to technology, the role that the library plays in providing that to our community is critical and a wonderful thing that we need to continue to support. On the other side we have opportunities we want to highlight, which again, helps -- will help get to how we got to our priority outcomes. The -- very early on, we heard that and understood the library was doing lots of wonderful things. But there was actually a disconnect between awareness. The public was not aware of all the things that the library was doing. So that was something that became apparent to us in this process. We also recognized that across the branches that outreach as well as experiences were varied. And there's a level of not universal across our county. And then the last two really speak to capacity around staffing as well as circulation and investments throughout the different branches. And so, with that, I'm going to pass it back to you."

MARTHA GREENWAY, GREENWAY STRATEGY GROUP: "And I do also want to reference and thank the Commissioners for taking the time to speak with each of us in this process. And your information and insights have been incorporated into our overall findings as well. So, this is the existing mission of the Fulton County Library System, which we are not recommending to change. But we are adding a vision which reflects really directly from what we heard from the community, the many stakeholders that we talked to, the focus groups of community leaders, of school media specialists, the conversations we had at every library branch to envision a thriving community where people learn connect and create. And that is essentially what people are looking for, and what they think that their libraries can provide to them. So, if we can please go to the next slide. We're orientating the Strategic Plan around three, what we are calling priority outcomes. And these are the areas that reflect the benefit to the citizens that this Strategic Plan will seek to enhance. So, the first, as you see here, is to increase access to a robust and broad collection of resources. So, this really supports the notion of individual learning and growth that people feel like they can go to the library, they get can get information or find programs that respond to something that they're personally interested in. It also aligns very well with the County Strategic Plan for Arts and Libraries. And some of the indicators that we would use to measure progress, and this would include the percentage of county residents that actually have a library card, as well as the number of patrons that are actually accessing and utilizing the library, the number of material circulating, so you saw some data about that. We would hope that as a result of the Strategic Plan, those numbers would be driven up and also patron satisfaction with the library services. The second priority outcome is to increase engagement and collaborative learning. So, one of the things we clearly heard is that people are seeking opportunities to learn collectively with other people about topics that interest them. And in some cases, learn from other people in their community about

topics of interest. And so, this opportunity for the library to be a source of community building, really bringing people together and strengthening communities is something that emerged in our process and in our conversations. And some of the things that we would look to seek as indicators here would be participants in library programs. Both programs that are offered in the library, but you'll also hear when we talk about our initiatives, programs that are offered in the community by the library and also then participant satisfaction with those programs. And then the last priority outcome is expanded access to information through technology. So, one of things that we definitely heard is that the library is the source of technology for many family members in our communities. And so, to ensure that not only the hardware and technology is available for people to utilize for the many things that they need to do these days that involve technology, but also that the electronic information resources are available to them when they need them. So those are the three priority outcomes that this plan would address. And we would be assessing that last outcome by looking at the number of library technology users, as well as the library licensed web-based materials that are circulating, as you looked at on the prior slide. So, if we can go to the next slide. In order to achieve these priority outcomes, we have developed three, what we are calling strategic themes, which are the focus areas of the work of the library. So, if the intent is to achieve these outcomes for citizens, then the strategic themes represent what is it that the library really needs to enhance in its work internally over these next three years. And so the first area is to embrace and support our communities. So, I want to emphasize there that ongoing programming that is responsive to each individual branch community, that that would continue that we allow that flexibility, that these 34 libraries serve different communities and need to be able to be responsive. But thinking about our community overall, some key areas that we heard in our research, where the library is uniquely poised to make a critical difference are these three areas of early literacy programming, digitally inclusion and literacy. So, ensuring access across all areas of the county population to digital resources and technologies, but also that everyone has the skills to use them safely and wisely. Economic development, programming, and I want to emphasize with the economic development programming that this is not a one-size-fits-all. This might include things like maker spaces that we know that you're putting in place for entrepreneurs to perhaps, build things or make things that they can then sell for economic self-sufficiency, as well as the GED programs and opportunities for people to do things such as online job searches and online job applications. So, this is a variety of activities that will support the economic development for our community. And that this work intentionally be done, not just in the libraries, but also in partnerships with the schools, the senior centers, and the art centers. The second strategic theme is to promote today's dynamic library. And we heard from many of the constituents that we talked to including many of the Commissioners that the impression many people

have of the library is the one we grew up with, and not the one that can and does exist in the future. And so, we want to make sure that we are communicating and reinvigorating the library brand so that people see it as relevant for today. That we're reaching non patrons and also accelerating awareness of the library programs, and then lastly, to strengthen the library's capacity to innovate and deliver. And you can see here, the specific areas where we believe there needs to be some internal focus in order to successfully implement this Strategic Plan. And then finally I will reference that the Library and Foundation Boards, many of the members are here today, have endorsed formally, this Strategic Plan and are prepared to support it. And at this time, we will pause and see what questions you have."

CHAIRMAN PITTS: "All right, thank you very much. All right, a couple of quick questions. Commissioner Abdur-Rahman, Commissioner Morris, Commissioner Arrington."

COMMISSIONER ABDUR-RAHMAN: "Thank you, Chairman, I'll be brief. I just wanted to publically thank you all. You all were very aggressive in getting input from everyone. And I think the measure of a excellent organization is to not only look at its strengths, but to also look at its weaknesses. And you are correct, the view of the library as what we grew up with versus what it is now and, in the future, I have to say that even in my district, the libraries have become an epicenter of information, whether it's with what's there or what's in the community. Different meetings I have had, there are people that have not stepped foot in the library, they came there for one specific purpose, and then fell in love with the library. So, I want to thank you aggressive -- for what you all aggressively did. You took what was -- may have been the con, so to speak, and turned them into pros. And I want to commend you all for that. Thank you."

MARTHA GREENWAY, GREENWAY STRATEGY GROUP: "Thank you."

CHAIRMAN PITTS: "Thank you, Commissioner. Commissioner Morris."

COMMISSIONER MORRIS: "Just a quick question. On page 62 under opportunities for enhancement, I guess, an alternative to weaknesses, right, and it's next to strengths. The Fulton County Library System has comparatively fewer staff and lower investment in collections per 1000 residents than other leading metropolitan library systems. I'm just wondering if we -- you could get to us, some data on that, with what other library systems you all looked at what the numbers are. I'd be --"

MARTHA GREENWAY, GREENWAY STRATEGY GROUP: "Yes, absolutely."

COMMISSIONER MORRIS: "-- very interested."

MARTHA GREENWAY, GREENWAY STRATEGY GROUP: "We have comparative charts that we can provide to you, showing that information."

COMMISSIONER MORRIS: "That'll be great. Thank you very much."

CHAIRMAN PITTS: "Commissioner Arrington."

COMMISSIONER ARRINGTON, JR.: "Thank you so much, ladies. I'm very excited about this and this Strategic Plan. One of the things I wanted to ask about, a couple of the bullet points here, about the library having fewer staff, and then also vacancies. Can you speak a little bit further on that?"

MARTHA GREENWAY, GREENWAY STRATEGY GROUP: "I could speak to it to what I know, which is that when we looked at the comparison of library staff to other leading libraries, and we did normalize that by looking at per 1000 residents. When you look at the actual licensed librarians, Fulton County is about at the median of the other communities that we looked at. When you look at all library staff, that's where we find that Fulton County is very much near the low end. I think that's driven by two factors. Number one is, you have a lot of library branches compared to some other communities of similar size, which is valued by the community. But as a result, you're going to have libraries that are licensed librarians that are somewhat proportionate to the number of branches you have. But where we are seeing a gap is in the people who make the machine work systemically. And this is reflected in some of our findings. So, things in terms of partnerships, public awareness, outreach. In this case, this library is doubling up people in those positions as opposed to having the number of dedicated staff that support those efforts, which really are essential to making the library a vibrant part of the community. And so that's where, in my interpretation of the data, there is a difference between the staffing of this library and the staffing of other libraries. It is the case that the library staff allocation has been reduced over the past several years. So, the actual number of FTEs that are allocated to the library has been reduced. And at this point in time, there are a number of staff vacancies that have been difficult to fill. Ms. Holloman would need to talk about the reasons for issues with not filling those vacancies. But one of the recommendations that we have made is that one of the first initiatives to unfold is an assessment of the library staffing structure in comparison to other libraries. Because before necessarily filling positions that have been developed based on position descriptions that in many cases are many years old. In many cases are based on comparable county-level positions, as opposed to perhaps, unique positions for the library to make sure that the library's structure is designed in such a way to provide the most efficient and effective service to our community. And then perhaps that will help reveal more about how to better utilize the resources that are available for staffing the library, and maybe design positions that are more relevant to

the work of the library today and have the needed flexibility in them to serve the community. So that was a long answer to your question, but --"

COMMISSIONER ARRINGTON, JR.: "No. Thank you, I -- it was exactly the answer I was looking for. And I have another question about the Foundation, the Library Foundation."

MARTHA GREENWAY, GREENWAY STRATEGY GROUP: "Okay."

COMMISSIONER ARRINGTON, JR.: "How much money annually does the Library Foundation raise?"

MARTHA GREENWAY, GREENWAY STRATEGY GROUP: "I would need to ask one of the representatives from the Library Foundation to answer that, so Ms. Kilberg or Mr. Peterson, wants to address that."

LORI KILBERG, LIBRARY FOUNDATION: "Hello, and thank you. I didn't expect to be addressing you today. I'm Lori Kilberg, and I am very, very pleased to be here. And first, I just want to say how much we appreciate, not only your support, but your championship of the Library System. So, thank you very much for that, it's crucial. As far as the money that we're raising, we are doing a lot of private fundraising through grants, through private donations. You probably all have had a letter from us recently, asking for your donations. It is an ongoing process. We have raised this year to date or expect to raise somewhere between 500 and \$600,000. We're using that as a benchmark to certainly improve each year as we go forward. Once we have the Strategic Plan in place, the fundraising efforts will be targeted, and I think we'll have some great success. Thank you."

COMMISSIONER ARRINGTON, JR.: "So there are no historical numbers? How long has the Library Foundation been in existence?"

LORI KILBERG, LIBRARY FOUNDATION: "The Library Foundation has been in existence since 1988. We were one of the first. After the initial levy, which brought all the money to the capital improvements, however, the Library Foundation became somewhat dormant. We did some things; we funded the Summer Reading Programs, some other things. But over the past two years, we've gone through our own growth plan and growth process to become more professional organization, to have greater impact on what we can raise for the library and Library System. And we are on track now. We have 12 new board members that over the last two years, we are increasing our efforts. Funding the Strategic Plan was our first initiative, and I think, a very successful one. And we're very proud of that. Our next object is probably to fund a

marketing plan to help get the word out. As you heard, it's so important to let everybody know what we have here and how we can help the community."

COMMISSIONER ARRINGTON, JR.: "And we may have talked about this before. I'm trying to -- is there a memorandum of understanding between the Foundation and the County or the Foundation and the Board of Trustees? Is there a percentage? What is the percentage of money that is raised that goes back to the library or back to the programming? How is the relationship defined between the two entities?"

LORI KILBERG, LIBRARY FOUNDATION: "That's a great question. We have addressed it. The Library Foundation is an independent 501(c)(3) organization. We exist, however, to support and to raise funds for the Library System. That is our mission, that is all we do, that and advocacy on behalf of the library. There is no formal memorandum of understanding between the Library System, between the Board of Trustees and the Foundation. That is something that is under consideration. Many Foundations are moving to that, it is not been a formal process before, but certainly something that makes sense going forward. As it stands right now, we raise funds to supply the needs the library has told us they need. For instance, if there's a specific program that Library wants to do, like Summer Reading they tell -- they give us a budget, we put it into our budget and we raise funds to supply those funds."

COMMISSIONER ARRINGTON, JR.: "Okay. Well, thank you for all of the great work that you're doing. I'm just curious, I think it may be more beneficial if people know the direct impact that it's having or that there is certain percentage. That may help in the fundraising --"

LORI KILBERG, LIBRARY FOUNDATION: "Everything we raise goes to support of the library, all the funds we raise. And there is accountability, and we are ensuring that. In fact, we're working with the -- with the Board of Trustees with the Chair, Chip Joyner, who's also here today, to formalize that relationship to make sure that their accountability is in place and that we can report data results."

COMMISSIONER ARRINGTON, JR.: "Awesome. Thank you so much, thank you all for the great work you're doing."

LORI KILBERG, LIBRARY FOUNDATION: "Thank you."

CHAIRMAN PITTS: "All right. Commissioner Ellis."

COMMISSIONER ELLIS: "Okay. Thank you y'all. I'll try to be fairly brief and direct. In terms of an assessment of the -- you've got some stuff about staff and how we compare

to -- what about number of facilities and proximity of facilities comparative to other communities? Are we --"

MARTHA GREENWAY, GREENWAY STRATEGY GROUP: "Yes, sir. That is --"

COMMISSIONER ELLIS: "-- above scale on that?"

MARTHA GREENWAY, GREENWAY STRATEGY GROUP: "That is a good question. We did -- we -- we considered the facility assessment out of scope for this Strategic Plan, largely because of all the work that had been done previously around assessing the facilities. So, questions around the number of facilities per capita, the distribution of facilities based on population, the utilization of facilities compared to each other, those were not topics that we explored as part of the Strategic Plan."

COMMISSIONER ELLIS: "Okay. Well, that's -- okay. I mean, I understand you didn't - that wasn't in the scope. But I do think that's a potential gap, I mean, because it's been a deliberate focus now that we have, in terms of the capital plan and proximity of the libraries and, you know, driving distance. And so, there's a balance to all of that. So, if we're not capturing it in, sort of, how we compare to others, you know, I don't know. We think it's better, then we should call it out as a strength. And we don't have data to support, but I think we probably do. We just got to co- compare other communities. It'll probably be a pretty easy comparison. My other question is, in terms of just looking at the strategic themes to focus on and the opportunities for enhancement, and sort of just the scope of what we're talking about, the library of today versus -- I mean, the library of tomorrow versus the library of yesteryear to a certain extent. The notion that if you deploy your dollars with further investment in collections, is that necessarily going to get you to corresponding yielding results, in terms of the places that you really want to focus on? I mean in other words, I mean, you know, moving towards digital, the movement towards the different types of programming, you know, et cetera. So, I think, I mean -- I -- to me, I mean that is an opportunity for enhancement versus some of the strategic themes, it's potentially at conflict. You follow me?"

MARTHA GREENWAY, GREENWAY STRATEGY GROUP: "I do. And we actually are recommending that there's continued investment in the collection, while investing in specific programming at the same time. And so let me just comment on that. The opportunity to go to a library and get information for individual learning is still extremely valuable to people. I think the transition from physical material to digital material, however, is one that needs to be carefully considered. But digital materials also have a cost. So, they have to be licensed, and as she just experienced or were discussing with the waiting list, you know, we think that they're infinite because it's digital, everybody

can have one at once. But because of the licensing, only so many people can have them at once. And so, there are -- that also is a budget request to extend -- or not a request, but requirement. If you want to expand access to digital materials, you have to have money for the collections. So, the collection is not just books, it's also the digital resources that people check out and utilize. I think that that is important. But you are correct that the balance of that versus the opportunities for more dynamic programs, where people are learning collectively, is something that does need to be considered going forward. And I don't have a magic answer to that. But I don't think the answer is to say, we do not need to continue to invest at the same level in the collection."

COMMISSIONER ELLIS: "Yeah, okay."

MARTHA GREENWAY, GREENWAY STRATEGY GROUP: "Okay."

COMMISSIONER ELLIS: "That -- that, thank you for that. And I guess maybe sort of the clarification around, you know, physical collection versus digital collection, you know, and, you know, kind of how we migrate our spend and our investment in that going forward. I guess that's maybe the distinction."

MARTHA GREENWAY, GREENWAY STRATEGY GROUP: "Yes."

COMMISSIONER ELLIS: "It doesn't necessarily jump off the page. And then the other question, and you -- I think you sort of alluded it somewhat in your response to some of the stuff that you had for -- with Commissioner Arrington's questions. As we sort of think about, you know, kind of the, you know, some of these focuses that have note -- that are noted here, I guess, sort of -- and then we think about, you know, kind of how you staff a library going forward. This may come out the wrong way, but I'll say it anyway. I mean, do we -- are we recruiting the right skill set within through our libraries to do the work that's required that we want to thematically focus on? And, you know, is the staffing of a library for tomorrow less about employing librarians, and more about employing, you know, employing people who are specifically focused in some of these thematic areas that, you know, that we've know it, right? Is it, you know, somebody with a focus on, you know, early education, you know, that can go out and do outreach in the community about, you know, kind of, literacy programming, you know? Is it, you know, folks that are engaged in senior services? I mean, should we be thinking about redeploying people that we've got working in Arts and Culture and putting them in the libraries, or at Senior Services and putting them in the libraries to do that kind of, you know, kind of outreach knowing that we've got a physical asset that does have a proximity to a lot more people than some of our Senior Centers might, or, you know, my some of our other-type facilities might?"

MARTHA GREENWAY, GREENWAY STRATEGY GROUP: "Right."

COMMISSIONER ELLIS: "So, I guess that's something, you know, I just -- not necessarily looking for an answer for it now, but I did think I heard you say some of it. But I guess, as we sort of think about us collectively, you know, at a government level, you know, maybe our staffing and who's there working in those physical libraries, looks different."

MARTHA GREENWAY, GREENWAY STRATEGY GROUP: "Absolutely."

DR. PAMELA ROSHELL, COO, HHS: "Thank you for that question, Commissioner. Yes, we are thinking in that direction. For example, hiring a Social Services Coordinator to address the homelessness population in the libraries is an example of that. So, with the number of vacancies that Ms. Holloman now has, she is thinking about how to creatively restructure those positions in ways that meet the future needs."

COMMISSIONER ELLIS: "Okay, all right. Thanks."

VICE CHAIRMAN HAUSMANN: "All right. Well, great report, great work. You've given us a lot to think about, a lot to consider, a lot of options. But to have the assessment, is really a great tool for us. So, I appreciate all the work that went into this. I'm curious, what are we going to do with this report? Are we going to it available to folks?"

MARTHA GREENWAY, GREENWAY STRATEGY GROUP: "Oh, so, yes. There is a formal Strategic Plan report that has been developed, which summarizes the information that we just shared. So, we would anticipate -- it's been graphically designed, it's ready to be distributed. So, we will work with the Library to determine the best way to get that distributed and also with Dr. Roshell."

VICE CHAIRMAN HAUSMANN: "Historically, we've had these available in the libraries, for example. Are we planning to do that?"

DR. PAMELA ROSHELL, COO, HHS: "Yes, ma'am."

VICE CHAIRMAN HAUSMANN: "All right, great."

DR. PAMELA ROSHELL, COO, HHS: "We'll make that available electronically, as well as --"

VICE CHAIRMAN HAUSMANN: "Okay."

DR. PAMELA ROSHELL, COO, HHS: "-- a printed copy."

VICE CHAIRMAN HAUSMANN: "Very good. Well, beginning of a great conversation. So, I really appreciate it."

DR. PAMELA ROSHELL, COO, HHS: "And just in closing, I want to let the Board know that on -- at the November 16th meeting, we will have the Board of Health provide their update. So that concludes our report. Thank you."

VICE CHAIRMAN HAUSMANN: "Thank you. Commissioners, I'll entertain a motion to break for lunch and Executive Session to discuss land, legal, or personnel."

COMMISSIONER HALL: "Move approval."

VICE CHAIRMAN HAUSMANN: "I'll second that. All in favor? Hearing no objection, we're adjourned."

(Executive Session begins.)

CHAIRMAN PITTS: "All right. I'd like to call the meeting to order, without objection, we will resume the regular order of business. County Attorney, items from Executive Session."

DENVAL STEWART, COUNTY ATTORNEY: "Yes, Chairman Pitts. My mic is not working, so hopefully you can hear me. Is there a motion to approve the settlement recommendation -- thank you. Is there a motion to approve the settlement recommendation contained in item number 2 on the Executive Session Agenda?"

CHAIRMAN PITTS: "All right. Motion to approve by Commission Ellis, seconded by Commissioner Abdur-Rahman. Let's vote, please."

CLERK GRIER: "And the vote is open. And the motion passes; four yeas, zero nays."

CHAIRMAN PITTS: "All right. Continue, Madam Clerk."

CLERK GRIER: "On the bottom of page 7, **22-0777** Purchasing and Contract Compliance request approval of a Resolution to extend emergency purchasing authority of Chairman and County Manager for COVID-19 related purchases."

CHAIRMAN PITTS: "All right. Motion to approve by Commissioner Morris, seconded by Commissioner Hall. Cast your vote."

CLERK GRIER: "And the vote is open. And the motion passes; five yeas, zero nays."

CLERK GRIER: "22-0778: Finance presentation, review, and approval of the October 19th, 2022, budget soundings."

CHAIRMAN PITTS: "All right. Is there a motion? All right. Motion to approve by Commissioner Hall, seconded by Commission Ellis. Please vote."

CLERK GRIER: "And the vote is open. And the motion passes; five yeas, zero nays."

CLERK GRIER: "On page 8, 22-0740: Human Resource Management request approval to modify the classification and compensation plan by extending the salary range maximum by 20 percent."

CHAIRMAN PITTS: "Motion to approve by Commissioner Ellis, seconded by Commissioner Hall. Commissioner Hall, you have the floor."

COMMISSIONER HALL: "I just had one question because of our last discussion and the last BOC meeting. And I had made a note when I asked you about the living wage. And you said, actually the current living wage is -- was not 32,000, it is actually 38,000. But so, I want to make sure that the reason why you moved this to 32 is because we actually voted on it being 32,000?"

KENNETH HERMON, CHIEF HRO, HRM: "That's correct, Commissioner."

COMMISSIONER HALL: "Okay, thank you."

CHAIRMAN PITTS: "All right. Motion is to approve. Let's vote."

CLERK GRIER: "And the vote is open. And the motion passes; five yeas, zero nays, six, with Commissioner Morris."

CLERK GRIER: "22-0779: Real Estate and Asset Management request approval to utilize cooperative purchasing to provide copy paper and related supplies as needed."

CHAIRMAN PITTS: "Motion to approve by Commissioner Ellis, seconded by Commissioner Hall. Please vote."

CLERK GRIER: "And the vote is open. And the motion passes; six yeas, zero nays."

CLERK GRIER: "22-0780: Request approval to utilize cooperative purchasing to purchase building/roofing hardware materials, related items in support of DREAM building construction and facilities maintenance --"

CHAIRMAN PITTS: "All right. Motion to approve by Commissioner Hall, seconded by Commissioner Abdur-Rahman. Please vote."

CLERK GRIER: "And the vote is open. And the motion passes; six yeas, zero nays."

CLERK GRIER: "22-0781: Request approval of a statewide contract to provide preventative and corrective maintenance services for county-owned facilities."

CHAIRMAN PITTS: "All right. Motion to approve by Commissioner Hall, seconded by Commissioner Ellis. Please vote."

CLERK GRIER: "And the motion passes; six yeas, zero nays."

CLERK GRIER: "Under Arts and Libraries, 22-0782: Request approval of a public art contract to commission Ilan Averbuch to create a site-specific original work of art."

CHAIRMAN PITTS: "Okay. Motion to approve a Vice Chair Hausmann, seconded by Commissioner Hall. Please vote."

CLERK GRIER: "And the vote is open. And the motion passes; six yeas, zero nays."

VICE CHAIRMAN HAUSMANN: "Mr. Chairman."

CHAIRMAN PITTS: "Yes."

VICE CHAIRMAN HAUSMANN: "I just want to say that this was a community engagement project to select this artist, out of the steel from the last remaining bridge across the Chattahoochee that we authorized earlier in the year of the budget. I hope you've had a chance to look at the rendering of that -- of that art, public art, it's fabulous. It's an archway that encompasses a gateway to the river and the park. It's really going to be spectacular. And I just want to thank you all for supporting that effort."

CHAIRMAN PITTS: "Thank you, Vice Chair. Madam Clerk."

CLERK GRIER: "On page 9, **22-0783**: Community Development request approval of a statewide contract to continue temporary staffing services."

CHAIRMAN PITTS: "Motion to approve by Commissioner Abdur-Rahman, seconded by Commissioner Hall. Please vote. Strike that. Commissioner Hall, you have the floor."

COMMISSIONER HALL: "Thank you, Mr. Chair. Okay. Is there anyone here to speak to this? Good afternoon."

STAN WILSON, DIRECTOR, DEPT. OF COMMUNITY DEVELOPMENT: "Good afternoon. Stan Wilson, Director of Department of Community Development."

COMMISSIONER HALL: "I feel like I haven't seen you a while. I bombarded you when you first got here. And I had you on every Zoom I had. Now, I feel like, I've given you a break. So that's a good thing. I was just looking at this. And what came to mind is, you know, there was a report done a few years ago on the number of temps that we had countywide. And how long these individuals had worked in their positions with the county. And the reason why was because, you know, we felt like, the temps don't have benefits. We're working people -- we found out we were working people in temporary positions for years and years, they could have retired if they were full-time employees. And they were not getting any benefits. So, you know, especially now with the COVID-19 pandemic, you just want people to be able to be insured and have -- at least have some health insurance with the surges and everything that's going on. So, it made me think about, have we evaluated? Because I've seen this come around a couple of times. Have we evaluated how long we've had these temps, and how much money we've spent for them? And if maybe, it's feasible to just try to get some full-time employees, who would be fully invested in their job, because they would take pride in they are a Fulton County employee, and have benefits and, you know, be more secure in their position."

STAN WILSON, DIRECTOR, DEPT. OF COMMUNITY DEVELOPMENT: "Some of the positions that are part of that temp service, they're funded through the COVID dollars. And so, they're the temporary -- temporary funds."

COMMISSIONER HALL: "So, these are temporary funds? So, you -- so after a while, the funds will go away?"

STAN WILSON, DIRECTOR, DEPT. OF COMMUNITY DEVELOPMENT: "Not all of them, but I'm saying that three of the positions are --"

COMMISSIONER HALL: "Three --"

STAN WILSON, DIRECTOR, DEPT. OF COMMUNITY DEVELOPMENT: "-- funded through COVID."

COMMISSIONER HALL: "Three out of how many?"

STAN WILSON, DIRECTOR, DEPT. OF COMMUNITY DEVELOPMENT: "Three out of five --"

COMMISSIONER HALL: "Three out of five?"

STAN WILSON, DIRECTOR, DEPT. OF COMMUNITY DEVELOPMENT: "-- five positions, yeah."

COMMISSIONER HALL: "So the other two are not funded by the --"

STAN WILSON, DIRECTOR, DEPT. OF COMMUNITY DEVELOPMENT: "They're funded through grants."

COMMISSIONER HALL: "They're funded through grants?"

STAN WILSON, DIRECTOR, DEPT. OF COMMUNITY DEVELOPMENT: "CDBG grants."

COMMISSIONER HALL: "So you have to keep on applying for the grants to get the two. And then the COVID funds will probably run out, and you'll lose three people?"

STAN WILSON, DIRECTOR, DEPT. OF COMMUNITY DEVELOPMENT: "Exactly."

COMMISSIONER HALL: "So what is the plan for when those funds run out?"

STAN WILSON, DIRECTOR, DEPT. OF COMMUNITY DEVELOPMENT: "Well, when the COVID funds run out, those activities will no longer continue. And so, the positions that we're talking about also, our CDBG funds, they're also grant funded."

COMMISSIONER HALL: "So you would no longer need these five positions at all?"

STAN WILSON, DIRECTOR, DEPT. OF COMMUNITY DEVELOPMENT: "Not the five, we have CDBG dollars still."

COMMISSIONER HALL: "You'll need the two?"

STAN WILSON, DIRECTOR, DEPT. OF COMMUNITY DEVELOPMENT: "Correct."

COMMISSIONER HALL: "Not the three?"

STAN WILSON, DIRECTOR, DEPT. OF COMMUNITY DEVELOPMENT: "Correct."

COMMISSIONER HALL: "Thank you, appreciate that."

CHAIRMAN PITTS: "All right. Vice Chair Hausmann."

VICE CHAIRMAN HAUSMANN: "Yes. I just wanted to comment and thank Commissioner Hall for her -- her opinion that we shouldn't rely so much on temporary staffing to do the work that we need to do here in Fulton County. There was much preference to use folks that are invested in their jobs in Fulton County. So, thank you for saying that."

CHAIRMAN PITTS: "Commissioner Arrington."

COMMISSIONER ARRINGTON, JR.: "Okay. What is the actual work that they are doing? It says, continue temporary staffing services for Department of Community -- what are they doing?"

STAN WILSON, DIRECTOR, DEPT. OF COMMUNITY DEVELOPMENT: "One of the positions does financial, financial work, invoicing, things of that nature. Two of the positions that I mentioned were CDBG funded, they actually do intake for minor repair and also an inspector for minor repair. And then we have admin positions for COVID, ESG COVID and CDBG COVID."

COMMISSIONER ARRINGTON, JR.: "Okay. So, I'm -- I'm less interested in their titles, what heard you say, something about was minor home repair."

STAN WILSON, DIRECTOR, DEPT. OF COMMUNITY DEVELOPMENT: "Correct."

COMMISSIONER ARRINGTON, JR.: "Okay. So, minor home repair makes sense to me. Them doing numbers and all of that, that doesn't compute. What do they do? What services are they providing for the county and its residents?"

STAN WILSON, DIRECTOR, DEPT. OF COMMUNITY DEVELOPMENT: "Okay. When I say, COVID CDBG or I say, ESG COVID, those are administrative positions. They help manage the contracts, because we fund more agencies with those dollars."

COMMISSIONER ARRINGTON, JR.: "Okay. Manage what contracts? You got to be specific. You got to tell me what you talking about."

STAN WILSON, DIRECTOR, DEPT. OF COMMUNITY DEVELOPMENT: "Okay. ESG, those funds are used for homeless prevention, rapid rehousing, emergency shelter. We put out an RFP and it was actually approved earlier today. We fund those agencies with those dollars. And they provide the services. What the staff does,

manage the contracts, do the compliance monitoring that's required by HUD, and also make sure payments are processed."

COMMISSIONER ARRINGTON, JR.: "Okay, all right. Thank you."

STAN WILSON, DIRECTOR, DEPT. OF COMMUNITY DEVELOPMENT: "You're welcome."

CHAIRMAN PITTS: "Commissioner Ellis."

COMMISSIONER ELLIS: "Yeah, I just want to say, you know, just a few years back, we were having a really difficult time -- you know, this was before your term -- your time here, you know, with ensuring that we could get that work done in this department and - and do it in a compliant way. And I think that it was a decision that was made to look at the way we were staffing in places where we're really struggling. And, you know, there are places where temporary staffing makes sense. You know, just because it may not have worked in a particular area, doesn't mean that it's not appropriate in others. And I -- I wanted, you know, because I was critical at that particular point in time and juncture, along with some other folks that were up here on this Board. But I think we've really rectified that situation. And I think most recently also, we recognized, I believe, for -- I don't know how -- how it was exactly framed. Maybe Dr. Roshell or the Manager can fill me in on kind of what -- what I'm referring to in terms of our compliance piece and things for this."

DR. PAMELA ROSHELL, COO, HHS: "Thank you, Commissioner Ellis. Your characterization of our previous struggles is definitely accurate. We've previously struggled with spending our CDBG allocation on time and remaining in compliance. And so, since Stan Wilson has come on board, he has brought some new strategies that have allowed us to turn that situation around, so much so that the National Office has recognized Fulton County as having the most spectacular turnaround of any entitlement community in the country."

COMMISSIONER ELLIS: "Yeah, and that, you know, and being a critic, I just want to be also the first one to, you know, to bring praise for, you know, that turnaround. And, you know, look, you know, like I said, temporary staffing in some spaces, it gets out of hand. But it sounds like to me that, what you're using this for, makes sense. Makes sense to continue it, and that we stay on the track that we're at in terms of what we all know is a very challenging compliance area. There may be funds coming in, but the compliance aspects of it, are as tough as they come. So, thank you for that."

CHAIRMAN PITTS: "Thank you, Commissioner Ellis."

STAN WILSON, DIRECTOR, DEPT. OF COMMUNITY DEVELOPMENT: "All right, thank you."

CHAIRMAN PITTS: "Commissioner Hall."

COMMISSIONER HALL: "That is exactly what the Chairman and I were whispering about before you spoke, Commissioner Ellis. I actually have the email that Dick forwarded to all of us in recognition of this CDBG timeliness performance compliance test. But what was -- what stood out even more to me is, one of the HUD employees saying in their -- in their email that they just wanted -- just wanted you to know. And this was directed to Stan. Just wanted you to know that headquarters is very, very pleased with your actions taken for the timelessness standard. Fulton County had the biggest turnaround in the entire country. And I just want to thank you guys so much for your hard work in getting this completed. And I'm here in whatever capacity you need to keep this train on the track. And that is so opposite of what we saw just -- just a little while ago. So, congratulations, Stan."

STAN WILSON, DIRECTOR, DEPT. OF COMMUNITY DEVELOPMENT: "Thank you."

CHAIRMAN PITTS: "Thank you, Commissioners. All right. Motion on the floor is to approve. Please vote."

CLERK GRIER: "And the vote is open. And the motion passes; six yeas, zero nays."

CLERK GRIER: "**22-0788**: Public Works request approval to utilize cooperative purchasing for the purchase of a Rapid View Lateral Camera Truck, Inspection Truck."

CHAIRMAN PITTS: "All right. Is there a motion? Motion to approve by Commissioner Hall, seconded by Commissioner Arrington. Please vote."

CLERK GRIER: "And the vote is open. And the motion passes, unanimously."

CLERK GRIER: "**22-0784**: Request approval of the lowest responsible bidder to provide 54-inch sewer pipe in order to continue the Pine Valley main sewer trunk line project."

CHAIRMAN PITTS: "Motion to approve by Vice Chair Hausmann, seconded by Commissioner Hall. Please vote."

CLERK GRIER: "And the vote is open. And the motion passes; six yeas, zero nays."

CLERK GRIER: "22-0785: Request approval of a public private partnership MOU with the Georgia Department of Transportation for 12 and 18-inch sewer relocations."

CHAIRMAN PITTS: "Motion to approve by Commissioner Vice Chair Hausmann, seconded by Commissioner Abdur-Rahman. Please vote."

CLERK GRIER: "And the vote is open. And the motion passes, unanimously."

CLERK GRIER: "Commissioner's Action Items, 22-0747: Request approval of a Resolution requiring the installation of electric vehicle charging stations in all Fulton County owned facilities where feasible, sponsored by Chairman Pitts."

CHAIRMAN PITTS: "Okay. Mr. -- that's supposed to be -- that's --"

COMMISSIONER HALL: "Co-sponsored."

CHAIRMAN PITTS: "Yeah."

CLERK GRIER: "Co-sponsored by Commissioner Hall."

JOE DAVIS, DIRECTOR, D.R.E.A.M.: "Good afternoon, Commissioners, Joe Davis, Director of DREAM. So, in reviewing Chairman Pitts Resolution, we find it to be in line with County's Energy and Sustainability Plan that was adopted, as well as recently updated. It's an aggressive plan. And one of the things that we found to be a good idea was the encouragement of other municipalities to adopt similar Resolutions and initiatives moving forward with electric vehicle charging stations. To give you a brief bit of understanding of what we're currently doing throughout the county, we have a resilience hub project currently underway at the Metropolitan Library, of which, the first phase will be the installation of two charging stations that we've actually received in our warehouse as of yesterday. We will be -- we were awarded a grant that is being administered by the South face Institute of \$300,000 that you all previously approved that will not only install those charging stations, we were accepted into Georgia Power's Make Ready Program, which will install the infrastructure needed on their side to support that charging effort. And subsequently to that, we currently have a capital proposal, though not yet approved, that for roughly \$1.2 million, where we have selected five sites around the county, starting with the North and South Service Centers the North Fulton Customer Service Center and Maxwell Road, the Executive Airport, as well as our Central Maintenance Facility, where we'll be installing anywhere from two to three charging stations. One of the things to keep in mind is that we're always thinking

about the service delivery to the public. As a part of that proposal as well as the resilience of, we are including the network infrastructure that will allow us to, if necessary, provide charging at a cost to the public. We're going to start out by giving it away for free at the resilience hub of Metropolitan Library. For those that may or may not remember, the Metropolitan Library is one of our solar array locations. And as a part of this resilience hub project, we may not only have the solar array, but we'll be installing a battery storage system. The goal is for the first year to analyze the costs of being able -- associated with providing charging to the public against what we're saving to the county in terms of utility cost, and then repeat that model as we move forward with additional solar installations, as well as charging installations around the county. Once we are able to move forward with the five installations I previously mentioned, our goal is to go back each year and recommend additional facilities, where we've deemed it feasible, not only from an infrastructure perspective, but also in terms of feasibility for customers, as well as county staff to add additional stations. And that's all I have unless you all have some questions."

CHAIRMAN PITTS: "All right. Commissioner Ellis."

COMMISSIONER ELLIS: "Yeah, I mean, the idea of encouraging stations is -- I don't necessarily have problem with, I guess. When you start using words like, require and that sort of stuff, I guess, sort of the first thing I want to understand is, particularly given where we are, what we know in terms of our budget issues and that sort of stuff. What are the financial obligations that this would create for us?"

JOE DAVIS, DIRECTOR, D.R.E.A.M.: "So at this point, the only thing that has been approved is our resilience hub, which is at no cost to the county at this point. The capital infrastructure being installed is all done through a grant that the county has been awarded; the Georgia Power piece is free from Georgia Power. It's a part of their Make Ready Program. The only cost ongoing would be that associated with the provision of charging to the public. However, as this building currently has a solar array that is offsetting our costs to power the building, we believe that there's a good possibility that we'll be able to provide it at no cost to the County."

COMMISSIONER ELLIS: "I mean, should this Resolution be revised to say, where feasible and we have grant fund -- grant money to be able to install them?"

JOE DAVIS, DIRECTOR, D.R.E.A.M.: "I think --"

COMMISSIONER ELLIS: "I mean --"

JOE DAVIS, DIRECTOR, D.R.E.A.M.: "I can't speak to that, sir."

COMMISSIONER ELLIS: "Okay."

JOE DAVIS, DIRECTOR, D.R.E.A.M.: "I can only say that, when we look at feasibility, the use of grant funding in this program will be a critical core component each and every time. So, but as a guarantee, I can't assure that."

COMMISSIONER ELLIS: "Yeah, okay. All right. Well, unless it's sort of clear to me, I can't support that of it. And then I guess also, I'd say that, if we're -- if we're going to put on ourselves, a requirement where feasible, but we're going to require a developer to do something that -- and there's no feasibility language within there and all that, I'm not comfortable with that either, so --"

CHAIRMAN PITTS: "I thought it was changed to encourage developers."

COMMISSIONER ELLIS: "It says, requiring developers to include --"

CHAIRMAN PITTS: "We'll --"

COMMISSIONER ELLIS: "-- EV charging stations in all new developments."

CHAIRMAN PITTS: "The new -- the new language has, encourage. I'm not sure --"

COMMISSIONER ELLIS: "This says revised 10/13."

CHAIRMAN PITTS: "That should be, encouraged."

JOE DAVIS, DIRECTOR, D.R.E.A.M.: "That should be, encouraged."

CHAIRMAN PITTS: "Yeah."

COMMISSIONER ELLIS: "I don't know. I'm just still -- I don't know. I mean, I can't see anything clean on it. That's just my reservations on that. I'm not going to -- unless I'm clear of what the obligations we might be putting on somebody else, I'm not -- I can't support it. You can bring it back if it's clear."

CHAIRMAN PITTS: "All right. Vice Chair Hausmann."

VICE CHAIRMAN HAUSMANN: "Commissioner Ellis raised one of my concerns and I -- you know, we've had cities in the past tell us that we have no business telling them what to do. So, encourage is different than required, but again, it should make sure that it's, encourage, is in every area of this Resolution if it is not. So, you mentioned five locations that your plans are currently?"

JOE DAVIS, DIRECTOR, D.R.E.A.M.: "That is correct, it has been proposed."

VICE CHAIRMAN HAUSMANN: "Okay. And you -- but then when we asked about the cost, you only talked about one. What about the other four?"

JOE DAVIS, DIRECTOR, D.R.E.A.M.: "The other four -- I'm sorry, there's five locations associated with our current capital request. The resilience hub would be the sixth location, although it is moving forward now. The other five is at a cost of \$1.2 million for the complete installation, as well as modification of the actual physical site to accommodate the charging stations as well as for the ability for members of the public to drive up and charge."

VICE CHAIRMAN HAUSMANN: "And where would that funding come from?"

JOE DAVIS, DIRECTOR, D.R.E.A.M.: "That would be a capital allocation, as yet -- as mentioned, yet to be approved."

VICE CHAIRMAN HAUSMANN: "Okay. So, there's no funding requirement to this Resolution at this point; is that correct?"

JOE DAVIS, DIRECTOR, D.R.E.A.M.: "No, ma'am."

VICE CHAIRMAN HAUSMANN: "All right. And then, I don't know anywhere on the planet that you can pull your car up and get gas for free. Are you saying that these charging stations would be free to the public?"

JOE DAVIS, DIRECTOR, D.R.E.A.M.: "Only where we have solar arrays that allow us to offset our utility cost."

VICE CHAIRMAN HAUSMANN: "Well, I mean, I appreciate the sentiment there, but I think that most people expect that they have to pay something for the -- whatever form of energy is used to power their vehicle. So, I -- I can't support giving it away for free, especially if we're going to be making investments in the millions of dollars to put these stations in."

JOE DAVIS, DIRECTOR, D.R.E.A.M.: "So as an FYI, please note that as we have moved into the development of this plan, we included the necessary network infrastructure and our installation proposals to allow for the charging process if someone -- if we decided to pay. But because we're at only the resilience hub piece of this, we haven't made a firm decision."

VICE CHAIRMAN HAUSMANN: "Well, and I appreciate -- look, I know we're in a transitional phase here, moving from gas power to solar power to electric vehicles. And I think that's great. I think that, you know, there's a lot of opportunities out there."

But, you know, when it comes to who has to pay for it, I think we got to be serious about what we can afford. Did we get those solar panels for free?"

JOE DAVIS, DIRECTOR, D.R.E.A.M.: "We did at the Metropolitan Library, yes. The Board approved some time ago, an agreement with Cherry Street Solar. And that proposal included the installation of all associated infrastructure --"

VICE CHAIRMAN HAUSMANN: "Okay."

JOE DAVIS, DIRECTOR, D.R.E.A.M.: "-- at no cost to the county."

VICE CHAIRMAN HAUSMANN: "And I think that was a pilot project, if I recall, back in the day."

JOE DAVIS, DIRECTOR, D.R.E.A.M.: "That is correct."

VICE CHAIRMAN HAUSMANN: "I mean, in the future, we can expect that if we're putting in solar panels, we will have to pay for it, wouldn't you say?"

JOE DAVIS, DIRECTOR, D.R.E.A.M.: "That is not our intention. We are in a process of developing an RFP to go out to the street that will require the exact same infrastructure installation for free. It just simply allows us to put it out on the street for competition versus awarding it to what is currently a city of Atlanta contractor."

VICE CHAIRMAN HAUSMANN: "All right. Well, that's interesting. All right. Well, again, oh, I appreciate the effort to make the transition, and I'm -- I support that. I just don't know where we're going to get the funding."

CHAIRMAN PITTS: "Commissioner Arrington."

COMMISSIONER ARRINGTON, JR.: "So, I am supportive of this in theory. But I kind of agree with Commissioner Ellis. We might need a little more time to flesh out the details. And I understand there may be a little confusing, but to hear no grant, you know, no money. And then to come back and here is 1.2 million. And Mr. Chair, I know you are the king of where is the funding coming from. And so, I still haven't heard anyone identify where this funding would come from. I have some ideas of where it could come from. But I haven't heard anyone identify that. And then it says, charging stations in all Fulton County owned facilities. So, the word, all, I think, is a little troubling for me. I like the word, encourage. As -- I don't know, I -- you know, I would want a little bit more information to know how this is flushed out. I mean, you know, how many -- how many charging stations, Mr. Davis, would a building like this require with the number of employees that it has?"

JOE DAVIS, DIRECTOR, D.R.E.A.M.: "So ultimately, the goal would be to provide ample charging stations for roughly, 40 percent of our administrative or light-duty fleet vehicles. So, it would be depended upon the number of vehicles that are parked over time at this facility. So, you know, ultimately, currently have two spaces in the garage. I would think that if we're going to move forward to reach our goals by 2030, we would probably need at least four more stations in and around the Government Center Complex."

COMMISSIONER ARRINGTON, JR.: "Four more stations?"

JOE DAVIS, DIRECTOR, D.R.E.A.M.: "Yes, sir."

COMMISSIONER ARRINGTON, JR.: "How many do we currently have?"

JOE DAVIS, DIRECTOR, D.R.E.A.M.: "Two."

COMMISSIONER ARRINGTON, JR.: "So that would be six?"

JOE DAVIS, DIRECTOR, D.R.E.A.M.: "Yes, sir."

COMMISSIONER ARRINGTON, JR.: "So six stations is 40 percent of the number of cars we have in the fleet?"

JOE DAVIS, DIRECTOR, D.R.E.A.M.: "No. What I'm saying is, it would accommodate the travel patterns of those that are parked here on a routine basis. One of the things to keep in mind is that there are different levels of chargers. In some cases, we're going with level 2, which would give you a hundred-mile charge within about 45 minutes to an hour, whether you go with a level 3, that'll give you a full 300-mile charge in an hour. Obviously, those are much more expensive. We would have to do the survey to determine what's the best mix of charging around this facility based on the driving patterns of those who are parked here."

COMMISSIONER ARRINGTON, JR.: "All right. And then I heard you talk about 40 percent of the fleet cars. What about the other 3000 employees that drive their own car here?"

JOE DAVIS, DIRECTOR, D.R.E.A.M.: "So, one of the things that we would do is analyze where we can put a publicly accessible charging station, like we've done with the five in our current capital proposal. So, we've put in places, charging stations for county vehicles that are work vehicles that travel around the county, as well as those that can access it via public, public access. We would do the same thing here. We just were not evaluating this facility because we did not foresee at this stage, the need to put

additional charging stations beyond what we already have in the downtown area. We went and looked at our fueling locations first."

COMMISSIONER ARRINGTON, JR.: "All right. Well, I mean, I'm -- I'm supportive this idea in theory. But I -- I just -- it doesn't sound like -- I don't have enough information to -- to support it at this time. But I am -- I'm supportive of this idea in theory. We need to reduce our use of gas. We need to increase. And I saw something the other day that show, US is trailing many other countries in the use of electric vehicles. But, you know, I'm hearing that we're going to do it for fleet vehicles not for employees, 1.2 million for five, like, for me, in a building -- how many people work in this building, Mr. Hermon?"

KENNETH HERMON, CHIEF HRO, HRM: "Excuse me, Commissioner. Good afternoon. Prior to COVID and before we implemented a number of our teleworking items, of course, we had a full complement of roughly about 12 to -- 1200 employees in this building. Probably right about now, it's about six or 700 employees that are in the building."

COMMISSIONER ARRINGTON, JR.: "Okay. And what about with the courthouse across the street?"

KENNETH HERMON, CHIEF HRO, HRM: "Well, the courthouse is primarily still 100 percent in the building. So, I would probably give them another six or 700 people over there as well."

COMMISSIONER ARRINGTON, JR.: "So I'm, you know -- and then I hear -- so I hear, available for fleet vehicles. I hear, available for public access. But now, I still haven't heard anything about how many will be available for employees. And so, you know, I would just want to see a more -- a plan. And it sounds like you need time and y'all need time to put the plan together. So, I would -- I would, me personally, I need see and hear more about the plan. But I'm supportive of this idea. I'm supportive of having charging stations. But, you know, I need -- I need to have -- I just need more information."

CHAIRMAN PITTS: "All right. Commissioner Hall."

COMMISSIONER HALL: "Thank you, Mr. Chair. So, because this was supposed to say encouraging instead of requiring, can we make that friendly amendment, please?"

CHAIRMAN PITTS: "Yes."

COMMISSIONER HALL: "To change --"

CHAIRMAN PITTS: "Yeah, I'll accept that."

COMMISSIONER HALL: "All right. Change the, all -- all requiring word should be changed to encouraging. And I want to make sure I'm clear on the \$1.2 million. The \$1.2 million is for, what, five stations, four stations?"

JOE DAVIS, DIRECTOR, D.R.E.A.M.: "Five locations."

COMMISSIONER HALL: "Five locations?"

JOE DAVIS, DIRECTOR, D.R.E.A.M.: "That is correct. North Fulton Service Center, South Fulton Service Center, Central Maintenance Facility, Executive Airport, and North Fulton Customer Service Center at Maxwell Road. Each of those locations are mapped between two and three chargers installed according to our current proposal."

COMMISSIONER HALL: "All right. And you said, the solar panels offset the charges and make that -- and make it free to charge. And, you know, as it relates to providing our residents something for free, we have plenty of things we provide them for free through our Cooperative Extension Program, Fulton Fresh provides them with fresh fruits and vegetables for free. The Board of Health provides health services for free. I mean, that's not unheard of through Fulton County, that's how we serve our people. This -- that's how we serve our constituents. That's the heart work that we do. So, in -- to use something that, you said the solar panels were provided to us for free?"

JOE DAVIS, DIRECTOR, D.R.E.A.M.: "Yes, ma'am."

COMMISSIONER HALL: "So, we got them free."

JOE DAVIS, DIRECTOR, D.R.E.A.M.: "And they will -- the intent is for them to continually be free as we move from building to facility."

COMMISSIONER HALL: "Okay. Now, if there is a need to institute something to have some kind of revenue-generating opportunity, then so be it. But for something to be offered free through Fulton County, it's not unheard of, never has been unheard of. We offer a lot of stuff for free. So, I don't want to give the impression of any residents who may be new to Fulton County that we don't do that, because we do. Let's see, and so, is there a plan to expand the offerings? Commissioner Arrington made a very good point that you're addressing fleet vehicles and which other vehicles?"

JOE DAVIS, DIRECTOR, D.R.E.A.M.: "So, the intent was to place this first round in locations that could service both the fleet and the public. And that is the five in the capital proposal. The resilience of is primarily intended for the public, although, it would still be available to county employees at that location. And as we move forward after this initial phase, I think it needs to be -- everyone needs to be reminded that we have a national initiative for, by 2030, for all vehicles, 50 percent of all vehicles manufactured in

the United States to be alternatively fueled vehicles. We, in DREAM, have already implemented a program three years ago to begin -- two years ago, excuse me -- to begin making all new administrative vehicle purchases be alternatively fueled vehicles. The charging infrastructure is necessary for us to move forward with that initiative. And if we don't have a charging infrastructure, then we'll have to backtrack on our purchase plan."

COMMISSIONER HALL: "Thank you for bringing that up, because that was going to be part of my questioning. Because I remember us having a presentation before the Board of Commissioners, where you spoke about the initiative. And I thought we voted on something saying that we would follow an initiative. So, thank you for all -- addressing that. Let me see, what was the other thing? Resilience hub. You said the resilience hub is going to be available to our employees as well?"

JOE DAVIS, DIRECTOR, D.R.E.A.M.: "That is correct."

COMMISSIONER HALL: "Okay. So that covers that and the employees then. All right. All right, thank you. You've answered all my questions."

CHAIRMAN PITTS: "Commissioner Arrington."

COMMISSIONER ARRINGTON, JR.: "Mr. Chair, can you -- would you consider a friendly amendment that's striking the word, all Fulton County -- all, striking the word, all before Fulton County owned facilities?"

CHAIRMAN PITTS: "Yes. That was supposed to been in the revised one. I'll accept that. I'm not sure where my --"

COMMISSIONER ARRINGTON, JR.: "Yeah, because I'm -- I really want -- I mean, I want to support this. I know this is where we need to be going. But -- and so --"

CHAIRMAN PITTS: "I'll accept that."

COMMISSIONER ARRINGTON, JR.: "With that -- with other change, you know, I'm sure we can find the money somewhere. I know Madam CFO knows where it is, if no one else does."

CHAIRMAN PITTS: "All right. Thank you, sir. Other comments?"

COMMISSIONERS: (No response.)

CHAIRMAN PITTS: "All right. Let's vote, please. The motion on the floor is to approve as amended."

CLERK GRIER: "And the vote is open to approve as amended. And the motion passes; five yeas, zero nays."

CHAIRMAN PITTS: "Next item."

CLERK GRIER: "**22-0748**: Request approval of a Resolution establishing protocols to enhance protection of personal identifiable information, sponsored by Vice Chair Hausmann."

VICE CHAIRMAN HAUSMANN: "Commissioners, you have the item before you that was posted in a timely manner this time. Basically, we all know that we had a data breach, it's been documented publicly. This is just designed to codify that we need procedures in place to prevent this sort of thing for -- from happening again. And I ask for your favorable consideration of this item."

CHAIRMAN PITTS: "All right. There is a motion to approve, is there a second? Is there a second? All right, fails, lack of a second. Next item."

CLERK GRIER: "On page 10, **22-0749**: Request approval of Resolution terminating a contract for temporary staffing, sponsored by Vice Chair Hausmann."

VICE CHAIRMAN HAUSMANN: "Thank you, Commissioners. You also have this item before you. You know, we've talked a lot today about temporary staffing. We have a certain staffing company that has over and over and over again, had problematic service to the county. I think it's time that we move on from this particular company if we're going to use temporary staffing. And that is the intent of this particular item offered for your consideration."

CHAIRMAN PITTS: "Is there a motion? Motion to approve by Commissioner Hausmann. Is there a second? Is there a second? Motion dies for lack of second. Next --"

COMMISSIONER ELLIS: "I'll second."

CHAIRMAN PITTS: "All right, Commissioner Ellis seconded for discussion. All right, Commissioner Arrington."

COMMISSIONER ARRINGTON, JR.: "Yes. Commissioner Hausmann, when would this be effective?"

VICE CHAIRMAN HAUSMANN: "Thirty days, as their contract, I think, requires according to our attorney."

COMMISSIONER ARRINGTON, JR.: "So, during the current election period?"

VICE CHAIRMAN HAUSMANN: "Today is the 17th? Today's the 19th. Early voting -- I mean, no, it what happen after the election."

COMMISSIONER ARRINGTON, JR.: "Assuming that there's no runoffs? I mean, if there's a runoff, there's going -- there's election --"

VICE CHAIRMAN HAUSMANN: "We have two other temporary staffing agencies that we utilize. And on Election Day, I think that it's not heavily dependent on temporary workers."

COMMISSIONER ARRINGTON, JR.: "All right. I'm not willing to make any changes during the middle of an election."

CHAIRMAN PITTS: "Thank you. Commissioner Morris."

COMMISSIONER MORRIS: "Yeah. My concern, I think -- I think, the text I saw said, effectively immediately. And then if it isn't able to be effective immediately, than that's effective 30 days later. And I had the same concern about runoffs. We got a memo from Nadine Williams about the impact on the Elections of this. So, I'm worried about that. Can you --"

VICE CHAIRMAN HAUSMANN: "It's 30 days. I mean, you know, again, we've had problems over and over and over again. I heard a report this morning about the safety of poll workers being an issue. We know we've had that in Fulton County. I just think it's time for us to put forward a process in our Elections Department with folks that are dedicated to the department, and not rely on temporary services. I understand the timing of the election. It's offered for your consideration, and the will of the Board will prevail."

CHAIRMAN PITTS: "Did you want to address anything, Ms. Williams?"

NADINE WILLIAMS, ELECTIONS DIRECTOR: "Good afternoon, Board. I addressed it in the letter that I sent. It would impact the Election greatly --"

CHAIRMAN PITTS: "Okay, thank you. Commissioner Ellis. Yes."

COMMISSIONER ELLIS: "Yeah, I mean, my -- my comment on this, I mean, I do think we got to be -- we've inserted ourselves in places where -- with Elections and -- or not done things that the Board of Elections asked us to do, and probably should have kind

of thing. I will say this, I mean, I'm going to go on record again to say that, you know, I wasn't in favor of us engaging with the different staffing firms that we did. For this particular election cycle, I thought we were done with it with one particular firm. But they did get engaged and obviously, you've outlined, kind of, where they are right now. And that -- and you feel like there's, you know, undue risks placed upon us if we disrupt it here at the moment. So, I will -- I will -- I'm not going to support it for that particular reason. But I want to go on record to say right now that I'm not going to be supportive of using this firm anymore. And I don't know. I mean, if that was the Resolution that we would never use them again after this election cycle, then I'd certainly be voting for it. But I -- I'm not comfortable potentially, disrupting this and creating a -- creating some sort of unintended consequences that I can't necessarily assess at the moment."

CHAIRMAN PITTS: "Thank you, Commissioner. Any other comments?"

COMMISSIONERS: (No response.)

CHAIRMAN PITTS: "Motion on the floor is to approve. Let's vote."

CLERK GRIER: "And the vote is open. And the motion failed; one yea, four nays."

CHAIRMAN PITTS: "Next item."

CLERK GRIER: "22-0751 -- I'm sorry -- **22-0750** --"

CHAIRMAN PITTS: "Just a minute. Just a minute."

CLERK GRIER: "The vote was, nay?"

CHAIRMAN PITTS: "All right. Record --"

CLERK GRIER: "So it'll be five nays, one yea."

CLERK GRIER: "**22-0750**: Request approval of a Resolution implementing a countywide hiring freeze for non-public safety positions, sponsored by Vice Chair Hausmann."

CHAIRMAN PITTS: "Vice Chair."

VICE CHAIRMAN HAUSMANN: "Thank you, Mr. Chairman. Again, with -- this is before you. Basically, this would freeze hiring with the exception of public safety. And I think from our earlier discussion, we have a long list of agencies included in Public

Safety, the courts, the Sheriff, the Solicitor, et cetera. That was on our report earlier with the ORCA report. This does give the County Manager discretion to make exceptions if it's deemed critical in his opinion to the operations of the county, with a report to us every 30 days on those particular items. I think we also had a report today. He indicated that he appreciated the effort to address the hiring needs and perhaps, put in some sort of hold on future hiring as we go through the budget process. So that is the intent of this Resolution to get some sort of constraint on our open positions as we go into the budget process."

CHAIRMAN PITTS: "All right. Is there a motion? Motion to approve by Commissioner Hausmann, seconded by Commissioner Morris. Commissioner Hall, you have the floor."

COMMISSIONER HALL: "Thank you, Mr. Chair. Just a couple of things. I was looking at the Resolution, page 2, lines one through six. And these, I believe, are the ones that are supposed to be excluded from the hiring freeze. And what I saw that it's missing are to exclude all constitutional officers, I believe that is necessary, and especially those ORCA stakeholders because they really need to hire to make ORCA work properly to address their case overload and the jail overcrowding and things of that nature. And then I believe the front and the back end of the Tax Departments, they need to be exempt from that, the Assessor and the Tax Commissioner. And I got word from Tina Robinson, the Clerk to Superior and Magistrate Court that this would negatively impact their portion of the process. So, she's -- she's also one that needs to be excluded from -- I did ask Kenneth Hermon about the vacancies and found out that the Sheriff's office has the largest share of vacant positions that would -- period. So, him being exempt, is an absolute plus. But I would ask Hakeem if he can provide a report of the general fund vacant positions by department, because that would help take a more clearer look at the positions and the impact. So, I would make a friendly amendment to include language that says, hiring freeze only impacts the general fund, and something to exclude all constitutional officers, and then, of course, those other departments in ORCA that could be impacted negatively. Oh, and potentially, I would like to ask Mr. Hermon if Key Classifications -- seems like that should be exempt as well. What do you think, Mr. Hermon? You're the expert."

KENNETH HERMON, CHIEF HRO, HRM: "Good afternoon, Commissioner. In my professional opinion, with the effort that we put in to developing the strategy and identifying that very small group of classifications and calling them Key Classifications underneath the guise of, it was important to try to win that talent to get them into organization. That would be an excellent conclusion of excluding them from the hiring

freeze, so we could attract those individuals into the organization, since we have opportunities to do so."

COMMISSIONER HALL: "Okay. Thank you for that. And that's all I have, thank you."

CHAIRMAN PITTS: "Commissioner Arrington."

COMMISSIONER ARRINGTON, JR.: "I'm a little worried about this bill. I think it may be a little premature. Thank you, Commissioner Hall, I think a lot of those constitutional officers and others, certainly need to be considered. I don't necessarily know if they need to be included, but they certainly need to be considered. Well, the reason I don't want to do it is because, guess what? None of those people can do anything without IT. So, then you got to put IT in, right?"

COMMISSIONER HALL: "Exactly."

COMMISSIONER ARRINGTON, JR.: "All right. And then it -- we just heard from the library today that they're understaffed. And that they have vacancies, and they're having trouble keeping people. I got a vacancy, you know, I'm not getting ready to put a freeze on me hiring someone in my office. So, I'm -- I don't know what -- maybe our County Manager or Chief Financial Officer may have some opinion on if this is needed and if the timing -- and if it's needed, you know, right now."

DICK ANDERSON, COUNTY MANAGER: "So, my experience would be, when you do this, we probably ought to be doing an entire plan, which can be consistent with the budget. Meaning, no new initiatives or very limited new initiatives. A hiring freeze that applies in these departments and exceptions and others, travel restrictions. There's a whole list of things. So, to directly answer your question, I think the timing would be better consistent with the budget. The -- of course, the advantage of trying to deal with it now is, as I said in my opening remarks, almost inevitably, I think we are going to have the necessity for some level of restrictions unless -- this is a big caveat -- unless the Board changes the revenue assumption to some degree, given all the information when we present it, which was in your purview to do. And if you -- if you were to do that, than this is truly out of sync with that. In other words, you all implement a hiring freeze of some major, which is -- which is not going to be evenly done. And then you may change the revenue assumptions in the budget process and then release the hiring freeze, which is kind of backwards."

COMMISSIONER ARRINGTON, JR.: "Okay."

CHAIRMAN PITTS: "Commissioner Ellis."

COMMISSIONER ELLIS: "Yeah, I'm -- I'm not comfortable with it, I think, for a lot of unintended consequences of stuff that, you know, we're not necessarily fully thinking through. And it's -- this is -- looks like, exist through the end the year. And, you know, I mean, one thing, you know, if it's helpful in terms of operational report today, I don't know that we really have an expense management problem, you know, I mean, if you look at where we are through September. I think we -- the management team has got pretty effective measures for managing expenses throughout the organization and can do so without having to implement something like this that could, you know, potentially create some unintended consequences that don't necessarily benefit us, and aren't necessarily, kind of, what we may need in terms of really a full, you know, budget approach for next year. So, you know, for those reasons, I'm not -- I'm not supportive of moving forward with this type of, you know, kind of direction. You know, I'm more comfortable with moving forward with, you know, the direction of you all from the management team for, you know, seeking to be, you know, aggressive in expense management through the end of the year, you know. And I think that was -- that was -- hopefully, that came across last -- last week when we were having a forward-looking discussion around budget and that sort of stuff. And quite candidly, I mean, y'all generally have been anyway. So, I don't know that you really need direction to do that. So anyway, that's where I'm at on this particular issue. I guess if, you know, kind of, if we continue to see numbers change and all that, I might have different viewpoint on it. But I also would expect you all, from a management team to kind of come forward with some more specific recommendations, if indeed, this is what we exactly needed to do. And I'm not necessarily hearing it -- hearing that from you right now."

CHAIRMAN PITTS: "Vice Chair Hausmann."

VICE CHAIRMAN HAUSMANN: "Yes. And I appreciate the comments. And I appreciate what the County Manager said. I'm willing to withdraw this if, in fact, you are prepared to work on the plan that you just outlined and bring that forward during the budget process. This was intended to do, primarily, what you just stated. It was only intended for general fund, not ORCA. All the constitutional offices are really Public Safety except, what, the Tax Commissioner? Yeah, and that would be the only one. So, you know, IT is included in this as exempt. And it did give the County Manager discretion. I have full faith in the County Manager's ability to manage it. But I do think that, you know, if a position has been vacant for nine or ten months and the department has been managing, then perhaps it needs to be reviewed. We talked a lot about, you know, the compensation levels and the Archer Study and various things we need to look at. We rarely talk about if we have the right number of employees. We talk about what they should be paid, but, you know, is it adequate or is it too heavy, and maybe that we should adjust some of the people in places they're needed more. So, if Mr. Manager,

you were in the process of developing a plan, I'm okay with that. And I think that's really where I was going with this whole thing. So, if, in fact, you're doing that, I'll withdraw this Resolution."

DICK ANDERSON, COUNTY MANAGER: "I think one -- yes, ma'am, one thought that we have had, as I look at these numbers and it's almost unbelievably so, but we had 668 vacancies in January. We have 665 vacancies in September. So, in effect, you have a hiring freeze. It's just a churn of hiring and losses, that's number one. And then number two, with the Board guidance that I think Commissioner Ellis articulated in the last meeting for us to look at, how departments are generally finishing the year below budgets. And we have begun that process. As a practical matter, it's going to effectuate what you're talking about, Commissioner Hausmann. Because once we reduce those expense budgets to where they end rather than, their original budget amount, by definition, we're going to have to eliminate some vacant positions at the end of the year. And again, I would say, we have ample opportunity to do so because we running at 15 percent to 16 percent vacancy rates."

CHAIRMAN PITTS: "Commissioner Abdur-Rahman."

COMMISSIONER ABDUR-RAHMAN: "Thank you, Chairman. I just wanted to echo the sentiments of Commissioner Ellis. It is the unintended consequences that I'm not really clear on. And so, it's not that I don't want to support this, it's that it -- I do have some questions. And the County Manager just made a very good point. And so, I'm not going to be able to support this only because of the unintended consequences that I'm not sure about. But after review of what the County Manager has stated, I think that would be a better option. Thank you."

CHAIRMAN PITTS: "All right. The motion on the floor is to approve."

VICE CHAIRMAN HAUSMANN: "Mr. Manager -- I mean, Mr. Chairman, I said I would withdraw the Resolution."

CHAIRMAN PITTS: "I was going to get to that. Any objections of the second of the motion?"

COMMISSIONER ELLIS: "No objection."

CHAIRMAN PITTS: "All right, no objection. And if Vice Chair wants to withdraw, without any objection in that, this item will be withdrawn from the agenda. Next item."

CLERK GRIER: "22-0751: Human Resources Management discussion, overtime and compensatory time policy and procedure."

CHAIRMAN PITTS: "Where is Mr. Hermon?"

KENNETH HERMON, CHIEF HRO, HRM: "Good afternoon again, Commissioners."

CHAIRMAN PITTS: "Mr. Hermon."

KENNETH HERMON, CHIEF HRO, HRM: "Yes, sir. Oh, yes, this is a five-minute presentation, Mr. Chair. At the last Board meeting, we were directed to hone our focus on the potential for comp time and overtime as a pilot solely to the employees within the Sheriff's jail operations. And this presentation does just that. And I just want to quickly run through that. Next slide, please. So, the Board asked us, you know, what policy would need to be modified to allow for this temporary pilot to occur? And while we still hold the position that the policy allows for some flexibility for the department head to make the decision on its own, the policy would be HR108-16 to add in some temporary language. That document was circulated to the Board of Commissioners. You can see that if you wish to proceed with the pilot, how the language would read within the policy. You asked for HR to work with Finance to come up with an estimated cost of the pilot. We have done so. We project that based on the current -- based on historical trends that we saw 2022 that it would cost for three months for the staff within the -- for the Detention Officers, Deputies, and the Security Specialists within the jail facility and those ancillary facilities where we have prisoners, it would cost an additional \$400,000 to pay those individuals overtime as it's incurred verses comp time. You asked who the pilot would -- I already went over this. I just want to make sure, just say it again for the record. The pilot would encompass Deputies, Detention Officers, and Security Specialists, which is roughly about 400-plus jail staff personnel. Now, while we -- we provided and we believe we've been responsive to what the Board of Commissioners have asked, we cannot negate our professional responsibility to also offer some concerns. Could I have the next slide, please. We're concerned that with the pilot, it creates a false sense of employee expectation. The employees have suggested to you and the Sheriff has suggested that overtime first is what they would prefer to do it for three months, and then potentially take it away, leads to some detriment among the workers. We believe that the pilot doesn't solve the underlying problem related to staffing. The Sheriff has indicated when he was here that, you know, the ability to pay overtime, real-time as it's earned, is a key to him being able to win the staffing challenges that he has. And in my experience and in our experience, you know, once you start a pilot, it becomes a permanent fixture within government operations. So, you also have to take that into consideration, Commissioners. And then I, of course, you know, the exclusions, also in our opinion, send a message. Because we're talking

about the very small cross-section of sworn and POST-certified Officers. And we're excluding other POST-certified and sworn Officers in the Public Defender's office, Solicitor, the DA, the Police, and 911, which is an area of concern. And then additionally, we don't want to treat our nonexempt employees differently across the organization. So now, we would create an environment, even with the pilot that one group of nonexempt employees get overtime in real-time, while the vast majority of other nonexempt employees still have to accrue comp time in accordance with County's policies. I will stop there, Commissioners, because that's the breath of our concerns, and answer any questions that the Board may have about our presentation."

CHAIRMAN PITTS: "Thank you, Mr. Hermon. Commissioner Ellis, followed by Commissioner Hall."

COMMISSIONER ELLIS: "Yeah. Well, I appreciate your opinions on this stuff. And I'll offer my opinions as well, both professional and -- and otherwise. But the -- you know, look, there is no greater area right now within Fulton County Government that's, where we've got an issue in -- and in operation of our jail facilities. We've had a long-term, persistent issue in terms of being able to attract and employ Detention Officers. We've got a significant rise in terms of the number of inmates that we're having to incarcerate. We showed -- we see no signs of either of those two things abating, either more people getting hired or fewer people being incarcerated. We've got to have an exception. And I mean, look, I respect all the people that work in some of these other areas. But we're in a crisis. And a crisis requires that you do certain things different until that crisis is abated and you have some other options. If we figure out a way that we're going to be able to attract and employ more people to work as Detention Officers and staff the jail, then probably makes sense to go back to, you know, this policy that we have. I don't think that, you know, there's anything that's going on within other areas of government that necessitate moving this hard in that direction. But we've got to have -- we've got to have a means to be able to staff the facility. And, you know, the use of overtime, from what I hear from the Sheriff is, it's a must right now, in order to cover. So, two things, I mean, I would -- I would recommend it continue to stay a pilot focused on this group. I'm not -- I don't think, you know, one thing -- I mean, I know we've extended out, you know, kind of some of our ORCA dollars for a year, and we've repositioned some certain things. But, you know, the one thing about, you know, kind of the ORCA positions that we established is that the Sheriff's office, you know, has been able -- been -- not been able to really hire to associate with any of that. So, to me, repositioning, you know, some of the funds that he had, you know, associated with ORCA and using it for this purpose, and then at a minimum, stretch this pilot out. Because I don't think we -- I don't think we're going to see our inmate population materially change between now and the end of the year. Stretch it out until the end of 2023 and deploy ARPA/ORCA

funds in order to do that, and then really began to realistically look at this. What's happening with employment of Detention Offices? Do we really, truly have an actionable plan that's geared specifically at addressing that? And have we made progress? And then, I mean, look, I know you start pilot stuff, they're hard to dial back. But they can be dialed back. And at no point in time that I've ever been down here, are we in this great of a crisis period around something that we have no other real alternative solutions to, other than handing it off to somebody else to do. Or ask existing people that we have to come in and work more hours to be able to staff it. So, I mean, it would be my recommendation that we move forward with the pilot, you know, it be focused on these specific folks, and it'll extend out through 2023. And we figure out a way to reposition, you know, a portion of the ARPA funding to be able to do that. And then we reevaluated it, you know, as we move forward into 2023."

COMMISSIONER HALL: "Yeah."

CHAIRMAN PITTS: "Commissioner Hall."

COMMISSIONER HALL: "I just had one question since we're talking about the Sheriff's employees and overtime. So, it's my understanding that the Sheriff also has civilian employees. Are they also covered under this overtime and compensatory policy?"

KENNETH HERMON, CHIEF HRO, HRM: "No, Commissioner. Our analysis solely focused on Detention Officers, Security Specialist, and Sheriff Deputies that work within the jail facility."

COMMISSIONER HALL: "So -- so, are you saying that the Sheriff's civilian employees do not fall under these job descriptions?"

KENNETH HERMON, CHIEF HRO, HRM: "No, they do not."

COMMISSIONER HALL: "And they do not require overtime?"

KENNETH HERMON, CHIEF HRO, HRM: "No, I'm saying that some civilian staff are nonexempt, and would be eligible for overtime. But the focus of this pilot was strictly on Detention Officers, Sheriff Deputies, Security Specialists that function within the jail operations of the Sheriff's Department, and only those classifications."

COMMISSIONER HALL: "Okay. But it is my understanding that the civilian employees that the Sheriff has on staff actually do critical job work to support those additional sworn officers that work in the jail, and that the civilian employees have to work overtime as well. So, is there a plan to include them at some point since you started this with the sworn officers?"

KENNETH HERMON, CHIEF HRO, HRM: "This is, as I see it, if the Board wants us to now also include the civilian staff within the jail facility, we can go back and do that analysis and provide that number for the Board. But again, we were just trying to be extremely responsive to the request that the Board sent us to solely focus on those three classifications."

COMMISSIONER HALL: "Okay. I think it's probably something that you need to speak with the Sheriff about. And just to really understand how the civilian employees also work overtime in their jobs impact those sworn officers as well. There's a -- oh, I see -- is that the Chief of Staff? Yes, ma'am, okay. So, can you speak to that? Because it was in a meeting that I had with the Sheriff, it was explained to me that there -- the difference between the civilian employees that you have and the sworn officers. But that they are both very critical to the operation of the jail. Can you help with that?"

AMELIA JOINER, CHIEF COUNSEL TO THE STAFF, SHERIFF OFFICE: "Very much so. Good afternoon, commissioners. Our civilian staff who work over in the jail are, in fact, critical. They -- it is, in fact, the civilians that do the booking-in process. There are 90 civilians employed at the jail today. And those civilians, without them, the jail can't run. The jail is staffed for security purposes, by both Detention Officers and Deputies. But all of the work that goes on there, the booking-in process, the release process relating to bonding's of the jail population, the release, that's all handled by civilian staff, for instance."

COMMISSIONER HALL: "Thank you. And that's just one of many examples of your civilian staff?"

AMELIA JOINER, CHIEF COUNSEL TO THE STAFF, SHERIFF OFFICE: "That's correct."

COMMISSIONER HALL: "And the critical nature of their work?"

AMELIA JOINER, CHIEF COUNSEL TO STAFF, SHERIFF OFFICE: "That's correct."

COMMISSIONER HALL: "Okay, all right. I think it -- it definitely -- just a -- the Sheriff shared with me that it is critical that they also to be included in the overtime and compensatory policy. Because they work just the same as your sworn officers."

AMELIA JOINER, CHIEF COUNSEL TO THE STAFF, SHERIFF OFFICE: "That is correct."

COMMISSIONER HALL: "Okay."

AMELIA JOINER, CHIEF COUNSEL TO THE STAFF, SHERIFF OFFICE: "That is correct. They do, they have to be there 24 hours a day, 7 days a week, 365 days per year. Both of the booking and the releasing, GCIC searches, so searching to see if someone has additional warrants or holds before we, you know, either book them in or release them. All of those things must be done at the jail. And that -- it's done, those functions are performed by civilians."

COMMISSIONER HALL: "Okay. Mr. Chair, I think that this is something that's critical that needs to be looked at. It may not be what we have before us, but it needs to be also considered. Since you have not done any work in this area, Mr. Hermon, I know you would need time to work with the Sheriff on it. But the jail operation period, is very critical or we wouldn't have -- be having these issues with the overcrowding and everything else. So, I think it's something that is important to also look at. Is it something you're looking at right now in ORCA, Alton? Or is it, Alton?"

ALTON ADAMS, COO, FC PSS: "Oh, my. It's not something that we've looked at in ORCA specifically, but as we've talked about many times, Detention Officers are really, really hard to attract and retain."

COMMISSIONER HALL: "Yes."

ALTON ADAMS, COO, FC PSS: "And we need to do something."

COMMISSIONER HALL: "Yes."

ALTON ADAMS, COO, FC PSS: "We've tried bonuses. We have tried a number of things. The Sheriff feels that just to -- he didn't make up this overtime thing, he looked at other areas --"

COMMISSIONER HALL: "Yes."

ALTON ADAMS, COO, FC PSS: "-- other municipalities. And so, this is -- this is a step to get us to be on equal terms. And hopefully, it'll have an impact. There's no guarantee, right?"

COMMISSIONER HALL: "Yes."

ALTON ADAMS, COO, FC PSS: "But it's one of those things that at least gets us to even, when we compete with some of the surrounding municipalities. So, I think it's critical. I don't think it's any doubt about it. And I know there are other areas, but I will also say, there's only one set of -- there's two sets of folks that put their lives on every day, right?"

COMMISSIONER HALL: "Yes."

ALTON ADAMS, COO, FC PSS: "At risk. The Fulton County Police Department and Sheriff's Department and Marshal's, right?"

COMMISSIONER HALL: "Yes."

ALTON ADAMS, COO, FC PSS: "Sworn officers, but those are the areas. And so it's a bit different. And I do think merits a carve out in this particular situation."

COMMISSIONER HALL: "Yes, I agree. We absolutely need this. But I also want to make sure we don't miss part of the business process that we're looking at. And it's already been said that it's critical that we also address the civilians. But today, we must do this to relieve that staff that is working OT and comp time right now. Thank you."

CHAIRMAN PITTS: "Commissioner Ellis."

COMMISSIONER ELLIS: "Just, my comments stand. I guess, the -- how many authorized detention officer positions do we have?"

KENNETH HERMON, CHIEF HRO, HRM: "Commissioner, I don't have it broken down by each classification. But between the Detention, Security Specialist, and the Deputies that work jail operation, it was roughly about 400-plus."

COMMISSIONER ELLIS: "How many vacant -- I mean, how many --"

KENNETH HERMON, CHIEF HRO, HRM: "Oh, vacant --"

COMMISSIONER ELLIS: "-- authorized positions do we have?"

KENNETH HERMON, CHIEF HRO, HRM: "I don't have that with me."

COMMISSIONER ELLIS: "Let me put it a different way. Is there any other position or group of positions where we have a higher degree of vacancies within Fulton County?"

KENNETH HERMON, CHIEF HRO, HRM: "Oh, if you could put -- no."

COMMISSIONER ELLIS: "Okay."

KENNETH HERMON, CHIEF HRO, HRM: "No."

COMMISSIONER ELLIS: "Including other law enforcement positions?"

KENNETH HERMON, CHIEF HRO, HRM: "Including other law enforcement --"

COMMISSIONER ELLIS: "Including civilian staff at the -- right?"

KENNETH HERMON, CHIEF HRO, HRM: "Correct."

COMMISSIONER ELLIS: "So, I mean, I think that's really kind of the point here is that we've got a massive area that's understaffed that we can't hire for. You know, I recognize the importance of other roles. I mean, everybody gets that, right? But we got to be able to meet this particular, you know, demand that's placed upon us and the folks that are working there. And this is a -- like, or we potentially got to pull, not only to help the staff, but also, maybe we see it helps move the needle in terms of being able to attract and retain people. So, we heard about the retention aspect as well. So, I mean, that's why I think it needs to be laser, it needs to be focused, it needs to be a pilot, and needs to be extended out, you know, at least through the end of next year."

CHAIRMAN PITTS: "Commissioner Arrington."

COMMISSIONER ARRINGTON, JR.: "Yeah. I really want to -- I want to find a way to, you know, provide some extra compensation for these people. I wonder -- and are you bringing back the other thing, the 20 percent? We already approved that earlier?"

KENNETH HERMON, CHIEF HRO, HRM: "Yes, Commissioner."

COMMISSIONER ARRINGTON, JR.: "Okay. It must have been after I came back from lunch, but all right. I really want to try to find a way to help with this and help fill the gap for these people for this area, where we are not able to hire people. But I am somewhat concerned -- I -- what I'll probably want to do is hold this. So, we can get more information and look at all of the different consequences and unintended consequences. And I figure you -- perhaps, there's a way that we can make it retroactive to help. But I really want to help, but I don't know that I have enough information at this time to."

CHAIRMAN PITTS: "Commissioner, this is just a discussion item before us."

COMMISSIONER ARRINGTON, JR.: "Okay, well, perfect."

CHAIRMAN PITTS: "Correct, yeah."

KENNETH HERMON, CHIEF HRO, HRM: "And if I may, Mr. Chair, Commissioner Arrington, would you want me to go back and now follow in the line of conversation from Commissioner Hall, include the civilians in that analysis? We already know the cost for sworn and POST-certified folks. Do you want to now also include the civilians that are in jail operations and jail operations alone."

COMMISSIONER ARRINGTON, JR.: "Yeah, I think the Sheriff's office indicated that those people are just as essential, if not more essential than the ones, right?"

KENNETH HERMON, CHIEF HRO, HRM: "Got you."

COMMISSIONER ARRINGTON, JR.: "So, I don't know how we could not include those people. And then, you know, you know, I -- and, you know, it becomes a slippery slope, right? Because then there are a lot of other people. There are in Investigators, right, that may or may not be POST-certified that we can't fill positions for. I think Commissioner Ellis was really getting to the point of, maybe -- more -- what may be more helpful for me is, what other positions have this same vacancy rate or having -- I understand that you're saying they're none that don't -- that don't have that. But I'd like to see the vacancy rate on all those different positions. That may be more informing to me, right?"

KENNETH HERMON, CHIEF HRO, HRM: "Sure."

COMMISSIONER ARRINGTON, JR.: "Because then that's going to help us, you know, I -- and I don't know what the number is. But maybe there are four or five categories, where there's 90-percent vacancy rate, right? And maybe we need to target those four or five categories. But I, you know -- or maybe the number is not 90 percent, maybe it's 50 percent or 75 or 80 percent. I don't know, but I think we do need to target those that have the largest vacancy rate, and make sure we get those, civilian or otherwise, right. And -- but -- but I don't want to do that in a vacuum without knowing what the other percentages are of other employees and other grades."

KENNETH HERMON, CHIEF HRO, HRM: "We can get that back to you within two weeks. But I suspect, Commissioner, it's going to be very low. There's none going to be in comparison to the vacancy rate and the number of vacancies that you have within the Sheriff's Department. That's about one-third of the current vacancy that we have on the books right now, of the 600-plus that we --"

COMMISSIONER ARRINGTON, JR.: "And he got the most -- he got the most employees anywhere, right?"

KENNETH HERMON, CHIEF HRO, HRM: "Yeah."

COMMISSIONER ARRINGTON, JR.: "Okay, thank you."

CHAIRMAN PITTS: "Okay. Again, this only -- this is before us for discussion only. Commissioner Abdur-Rahman, followed by Commissioner Morris."

COMMISSIONER ABDUR-RAHMAN: "Chairman, I'll make it quick. When we're talking about the civilians booking, talking about having to run GICC, I think we're -- I support this. But I believe unintended consequences, it's a morale issue. Unintended consequences, we're going to see some flight. We going to see some people leave."

That department may not have as a high vacancy rate. But I know when we brought the subject up, my office was flooded with individuals that, one, said they felt it was unfair that they were not included. And then they did plead their case, because if they're not there, it will affect operations. And so, I think it's imperative -- we're having a discussion about it. But we need to see how we can -- I mean, I'm just thinking about unintended consequences. I'm thinking about, maybe people going to other jurisdictions that need that civilian help right now. And so, I just think that we need to really, really make sure that we make the right decision. I know it's a pilot, it's needed, it's needed. I know, I don't have to be sold on that. What I'm not sure about, if we do not include those other individuals that you just spoke about, I think we're going to have some unintended consequences that are -- it's going to, in the long run, it's going to be a problem. So, I would like, when you come back to speak to what the cost would be, if we include them, please."

KENNETH HERMON, CHIEF HRO, HRM: "And Commissioners, my assumption is, when I bring it back at the next Board meeting, it should come back as an action item. Because that would -- that sounds like the only, quote/unquote, hanging chard that we have to --"

CHAIRMAN PITTS: "You're meddling now. Commissioner Morris."

COMMISSIONER MORRIS: "Yeah, I'm not sure there's unanimity on this issue here about a direction. My concern is the -- is I've been in government, you know, City Council. I broke parity with police and fire because we -- we were losing a hundred police officers a year and training 60 to 90. And I asked our Fire Chief Winston about his turnover rate. And he would puff up and proudly say, we had one firefighter retire this year. And so, when -- if we start talking about who are important positions, what are important positions, this is going to open up -- open up, arguably, the 4216 employees. So, I think we really need to look at the vacancy issue, because that's really, to me, what's driving this particular need. You're going to have the civilian employees, maybe there's not much of a vacancy rate there. You're going to have these other sworn and POST-certified officers you're talking about, the Public Defender's office, Solicitors. Pretty soon, everybody's so important that we need to do this for them, and they are. I mean, everybody is an important employee. But the issue -- if the issue is trying to stem turnover and try to stem and address the vacancy rate, then in my opinion, that's what we ought to be looking at. So, I think somebody asked about you coming back with vacancy rates in these various positions, various departments. That's the important thing to me, not how valuable someone is because in my opinion, everybody that works for the county is terribly valuable."

CHAIRMAN PITTS: "Thank you, Commissioner. Thank you, Mr. Hermon. Next item."

CLERK GRIER: "22-0786: Discussion, Atlanta Beltline October 12th CEO Report, sponsored by Commissioner Morris."

COMMISSIONER MORRIS: "Okay. This is the last item on the agenda, I think, before adjournment. As usual, I put the -- put the CEO's report that was presented to the Beltline Board at its last meeting. A couple of things of importance, I attended the ribbon cutting for the connection of the Westside Trail and the Westside Beltline Connector yesterday morning. It was about 40 degrees and windy. But it was an exciting time. And the other thing is that within 24 months, 80 percent of the trail will either be constructed, under construction, or under design. So, it won't be long before the whole 22 miles of the trail is completed. Again, 24 months, 80 percent of it will completed, under construction, or under design. So that was an exciting day yesterday. Thank you."

CHAIRMAN PITTS: "Thank you, Commissioner. Next. All right, no further items to come before us, we are adjourned. Thank you."

(There being no further business, the meeting adjourned at 5:21 p.m.)