

1 **A RESOLUTION AUTHORIZING THE IMPLEMENTATION OF A PILOT PROGRAM**
2 **FOR THE REIMBURSEMENT OF CHILD CARE EXPENSES.**

3
4 **WHEREAS**, the Fulton County Board of Commissioners (“BOC”) recognizes that
5 employees play a critical role in the services provided by and the operations of Fulton
6 County Government; and

7 **WHEREAS**, the BOC endeavors to offer benefits that attract and retain quality
8 employees and support employees and their families; and

9 **WHEREAS**, intermittently over the years, Fulton County has offered child care
10 benefits to employees, most recently pursuant to Resolution No. 21-0163; and

11 **WHEREAS**, the BOC desires to explore options for the provision of child care
12 benefits; and

13 **WHEREAS**, Fulton County currently has sufficient funds in the 2025 budget to
14 support a pilot program for the reimbursement of child care expenses; and

15 **WHEREAS**, the implementation of a pilot program will provide Fulton County data
16 regarding employees’ use of the reimbursement of child care expenses benefit; and

17 **WHEREAS**, the implementation of a pilot program that encourages employees to
18 use nearby child care facilities will also spur economic activity in and around downtown
19 Atlanta; and

20 **WHEREAS**, a survey conducted by the Department of Human Resources
21 Management revealed that 166 employees would consider participating in a program of
22 this nature as child care related costs are averaging about \$1,600 monthly per child; and

23 **WHEREAS**, the Fulton County Board of Commissioners has authority, pursuant to
24 the Constitution of the State of Georgia, Article 9, Sec. 2 ¶ 1(a), to adopt and amend
25 reasonable ordinances, resolutions, or regulations relating to its affairs for which no

1 provision has been made by general law and which is not inconsistent with the Georgia
2 Constitution or any local law applicable thereto.

3 **NOW THEREFORE BE IT RESOLVED**, the County Manager, in consultation with
4 the Chief Financial Officer and Chief Human Resources Officer, is authorized to
5 implement a pilot program for the reimbursement of child care expenses for the period of
6 July 1, 2025 through December 31, 2025 and to establish forms, protocols and/or policies
7 necessary for the implementation of the pilot program.

8 **BE IT FURTHER RESOLVED**, that the pilot program for the reimbursement of
9 child care expenses is available to benefits-eligible employees in Fulton County funded
10 positions, and State employees in State funded positions are excluded.

11 **BE IT FURTHER RESOLVED**, that the pilot program for the reimbursement of
12 child care expenses may permit reimbursement up to \$500 per month per employee in
13 year 2025 upon satisfactory proof of the expense as determined by the Finance
14 Department.

15 **BE IT FURTHER RESOLVED**, that the pilot program for the reimbursement of
16 child care expenses is encouraged to support use of child care facilities in and around the
17 Fulton County Government Center and therefore is available for child care expenses
18 originating from the following child care facilities within a 10 mile radius of the Fulton
19 County Government Center: Bright Horizons, Capitol Hill Child Enrichment, Carol's
20 Daughter Learning Center, Kidazzle Child Care Inc-Atlanta Federal Center, Primrose
21 School of Grant Park, and any other child care facility within the same distance if approved
22 by the Chief Human Resources Officer.

1 **BE IT FURTHER RESOLVED**, that the pilot program for the reimbursement of
2 child care expenses is also available for child care expenses originating from child care
3 facilities within a 10 mile radius of an eligible employee's home if approved by the Chief
4 Human Resources Officer.

5 **BE IT FURTHER RESOLVED**, that the total funding for this pilot program shall not
6 exceed \$300,000.00.

7 **BE IT FURTHER RESOLVED**, the County Manager, in consultation with the Chief
8 Financial Officer and Chief Human Resources Officer, is authorized to implement a
9 separate child care program in close proximity to the Rice Street Jail with an emphasis
10 on retaining and recruiting officers assigned to the jail.

11 **BE IT FINALLY RESOLVED** that this Resolution shall become effective upon its
12 adoption, and that all resolutions and ordinances and parts of resolutions and ordinances
13 in conflict with this Resolution are hereby repealed to the extent of the conflict.
14

15 **SO PASSED AND ADOPTED**, this 16th day of April, 2025.

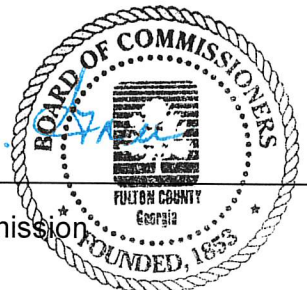
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17 **FULTON COUNTY BOARD OF**
18 **COMMISSIONERS**

19 **Sponsored by:**

20
21 
22 Robert L. Pitts, Chairman (At-Large)

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26 **ATTEST:**

27 
28 Tonya R. Grier
29 Clerk to the Commission
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2 **APPROVED AS TO FORM:**
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6 _____
7 Y. Soe Jo, County Attorney