

1 **A RESOLUTION AUTHORIZING A PROGRAM FOR THE REIMBURSEMENT**  
2 **OF CHILD CARE EXPENSES FOR 2026; AND FOR OTHER PURPOSES.**  
3

4 **WHEREAS**, on April 16, 2025, the Fulton County Board of Commissioners  
5 (“BOC”) approved Resolution 25-0314 which created and established a pilot  
6 program for the reimbursement of child care expenses to certain eligible  
7 employees (“Pilot Program”) from July 1, 2025 through December 31, 2025; and

8 **WHEREAS**, on August 6, 2025 via Resolution 25-0565, the BOC modified  
9 the Pilot Program to waive the 10-mile radius requirement for eligible employees  
10 who have eligible dependents attending child care facilities providing special needs  
11 care if approved by the Chief Human Resources Officer; and

12 **WHEREAS**, on November 5, 2025 via Resolution 25-0826, the BOC further  
13 modified the Pilot Program to specify that eligible employees selected for  
14 participation in the Pilot Program could be reimbursed for payments for child care  
15 expenses made directly by the eligible employee or other individuals living in the  
16 same household as the eligible employee upon satisfactory proof as determined  
17 by the Finance Department; and

18 **WHEREAS**, the Pilot Program was launched and successfully implemented  
19 with over one hundred eligible employees participating and receiving  
20 reimbursement for their eligible child care expenses; and

21 **WHEREAS**, at the conclusion of the Pilot Program, the Department of  
22 Human Resources Management conducted a survey of participants, and the  
23 overwhelming feedback was positive and included multiple requests to continue  
24 the program in 2026; and

1           **WHEREAS**, following the conclusion of the program, the Department of  
2 Human Resources Management reviewed the Pilot Program and developed  
3 recommendations aimed at improving efficiency and maximizing participation of  
4 eligible employees if the Pilot Program is authorized to continue in 2026; and

5           **WHEREAS**, the Department of Human Resources Management presented  
6 its recommendations and the results of the Pilot Program to the BOC during its  
7 January 21, 2026 regular meeting as Item 26-0043; and

8           **WHEREAS**, the BOC reviewed the recommendations presented by the  
9 Department of Human Resources Management in Item 26-0043 and approves  
10 those recommendations; and

11           **WHEREAS**, the BOC recognizes that the child care costs remain a  
12 significant burden for Fulton County employees; and

13           **WHEREAS**, Fulton County's approved budget for fiscal year 2026, as  
14 adopted by the BOC via Resolution 26-0032 on January 21, 2026, includes  
15 \$500,000.00 in funding for a child care expenses reimbursement program; and

16           **WHEREAS**, since conclusion of the Pilot Program on December 31, 2025  
17 pursuant to Resolution 25-0314, the BOC has only approved funding for a child  
18 care expenses reimbursement program in 2026 but has not specifically  
19 reauthorized a child care expenses reimbursement program to continue beyond  
20 December 31, 2025; and

21           **WHEREAS**, the BOC wishes to resume providing a program for the  
22 reimbursement of child care expenses to certain eligible Fulton County employees

1 in 2026, incorporating the recommendations from the Department of Human  
2 Resources Management; and

3 **WHEREAS**, the BOC has authority, pursuant to the Constitution of the State  
4 of Georgia, Article 9, Sec. 2 ¶ 1(a), to adopt and amend reasonable ordinances,  
5 resolutions, or regulations relating to its affairs for which no provision has been  
6 made by general law and which is not inconsistent with the Georgia Constitution  
7 or any local law applicable thereto.

8 **NOW, THEREFORE, BE IT RESOLVED**, the Board of Commissioners of  
9 Fulton County hereby authorizes the County Manager, in consultation with the  
10 Chief Human Resources Officer and the Chief Financial Officer, to establish a  
11 program for the reimbursement of child care expenses for the period of February  
12 1, 2026 through November 30, 2026 (“Program”) and to establish the forms,  
13 protocols, and/or policies necessary for implementing the Program.

14 **BE IT FURTHER RESOLVED**, that the Program shall be available to  
15 benefits-eligible employees in Fulton County funded positions, and State  
16 employees in State funded positions are excluded from participation in the  
17 Program.

18 **BE IT FURTHER RESOLVED**, that the Program may permit reimbursement  
19 of up to \$500 per month per employee from February 1, 2026 through November  
20 30, 2026 upon satisfactory proof of the expense and payment as determined by  
21 the Finance Department. Satisfactory proof of payment includes proof of check,  
22 debit card or credit card transaction, or similar payment transaction.

1           **BE IT FURTHER RESOLVED**, that the Program for the reimbursement of  
2 child care expenses is available for child care expenses originating from childcare  
3 facilities within a 10-mile radius of the Fulton County Government Center.

4           **BE IT FURTHER RESOLVED**, that the Program for the reimbursement of  
5 child care expenses is available for child care expenses originating from child care  
6 facilities within a 10-mile radius of an eligible employee's home if approved by the  
7 Chief Human Resources Officer.

8           **BE IT FURTHER RESOLVED**, that the Program for the reimbursement of  
9 child care expenses is available for child care expenses originating from child care  
10 facilities providing special needs care if approved by the Chief Human Resources  
11 Officer.

12           **BE IT FURTHER RESOLVED**, that the total funding for the Program shall  
13 be at least \$500,000.

14           **BE IT FURTHER RESOLVED**, that the Chief Human Resources Officer  
15 shall have authority to determine the number of eligible employees selected to  
16 participate in the Program so long as the Program budgetary amount is not  
17 exceeded.

18           **BE IT FURTHER RESOLVED**, that an employee may apply for eligibility to  
19 participate in the Program during the application period(s) designated by the Chief  
20 Human Resources Officer.

21           **BE IT FURTHER RESOLVED**, that the County Manager, in consultation  
22 with the Chief Human Resources Officer and Chief Financial Officer, may  
23 outsource administration of the Program to a third party.

