

**FULTON COUNTY BOARD OF COMMISSIONERS
RECESS MEETING**

November 17, 2021
10:00 AM



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



MINUTES-RATIFIED

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

Ratification Date: January 5, 2022

CALL TO ORDER: Chairman Robert L. Pitts

10:01 a.m.

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

Robert L. Pitts, Chairman (At-Large)

PRESENT

Liz Hausmann, Commissioner (District 1)

PRESENT

Bob Ellis, Commissioner (District 2)

PRESENT

Lee Morris, Commissioner (District 3)

PRESENT

Natalie Hall, Vice Chair (District 4)

PRESENT

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

PRESENT

Khadijah Abdur-Rahman, Commissioner (District 6)

PRESENT

INVOCATION: Reverend Clifton Dawkins, Jr., County Chaplain

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**21-0882 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 AS AMENDED)**

A motion was made by Vice Chair Hall and seconded by Commissioner Morris, to adopt the Consent Agenda as amended by removing item #21-0888 for separate consideration as requested by Vice Chair Hall. The motion passed by the following vote:

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

21-0883 Board of Commissioners

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

Proclamation recognizing "Eagle Scout Bhargav Dattaji Koshti Appreciation Day."
(Hausmann)
November 13, 2021

Proclamation recognizing "Eagle Scout Jacob Wu Chien Appreciation Day."
(Hausmann)
November 13, 2021

Proclamation recognizing "Eagle Scout Jacob Siu Sung Appreciation Day."
(Hausmann)
November 13, 2021

Proclamation recognizing "Dwight Robinson Appreciation Day." **(Pitts/BOC)**
November 23, 2021.

Proclamation recognizing "Student Leadership Johns Creek Government Day."
(Hausmann)
November 23, 2021.

Proclamation recognizing "The Wall That Heals Appreciation Day." **(Hausmann)**
November 13, 2021.

Proclamation recognizing "Andre Rison Appreciation Day." **(Arrington/Hall)**
November 18, 2021.

Commissioners' District Board Appointments

21-0884 Board of Commissioners
BELTLINE TAX ALLOCATION DISTRICT (TAD) ADVISORY COMMITTEE
(APPROVED UPON ADOPTION OF THE CONSENT AGENDA)

Term below expires: 12/31/2021
Katherine Hausmann (**Hausmann**)

Commissioner Hausmann nominated Natalie Horne for a District appointment to replace Katherine Hausmann to a two-year term, commencing upon approval of the Atlanta City Council.

21-0885 Board of Commissioners
COMMISSION ON DISABILITY AFFAIRS (APPROVED UPON ADOPTION OF
THE CONSENT AGENDA)

Term = 2 Years

Term below expires: 12/31/2022
Vacant (**Hausmann**)

Commissioner Hausmann nominated Mary Ulich for a District appointment to an unexpired term ending December 31, 2022.

21-0886 Board of Commissioners
COMMISSION ON ELDER AFFAIRS (APPROVED UPON ADOPTION OF THE
CONSENT AGENDA)

Term = Shall end at the end of the term of the appointing District Commissioner.

Term below expires: 12/31/2022
Vacant (**Hausmann**)

Commissioner Hausmann nominated Stephanie Fiber-Sutton for a District appointment to an unexpired term ending December 31, 2022.

21-0887 Board of Commissioners
FULTON COUNTY CITIZENS COMMISSION ON THE ENVIRONMENT
(APPROVED UPON ADOPTION OF THE CONSENT AGENDA)

Term = 4 Years

Term below expired: 12/31/2018
George E. Harris (**Eaves/Pitts**)

Chairman Pitts nominated Belinda A. Morrow for a District appointment to an unexpired term ending December 31, 2022.

Open & Responsible Government**21-0888 Finance**

Ratification of October 2021 Grants Activity Report. **(APPROVED)**

**ITEM REMOVED FROM THE CONSENT AGENDA FOR SEPARATE
CONSIDERATION AS REQUESTED BY VICE CHAIR HALL**

A motion was made by Vice Chair Hall and seconded by Chairman Pitts, to approve ratification. The motion passed by the following vote:

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

Did Not Vote: Hausmann

21-0889 Real Estate and Asset Management

Request approval of a Sewer Easement Dedication of 9,199 square feet to Fulton County, a political subdivision of the State of Georgia, from Development Authority of Fulton County, as Owner, and Majestic Airport Center Phase Two, LLC, as Lessee, for the purpose of constructing the MAC III Building 8 Project at 6281 Buffington Road, Union City, Georgia 30291. **(APPROVED UPON ADOPTION OF THE CONSENT AGENDA)**

21-0890 Real Estate and Asset Management

Request approval of a Sewer Easement Dedication of 6,527 square feet to Fulton County, a political subdivision of the State of Georgia, from Majestic Airport Center III Phase Two, LLC for the purpose of constructing the MAC III Building 8 Project at 0 Oakley Industrial Blvd, Union City, Georgia 30291. **(APPROVED UPON ADOPTION OF THE CONSENT AGENDA)**

21-0891 Real Estate and Asset Management

Request approval of Second Amendment to Master Lease between David L. Kuniansky, Douglas Kuniansky and Amy Kuniansky (Lessor) and Fulton County, Georgia (Lessee), to extend the Lease term for 109,226 square feet of warehouse space at 1365 English Street, Atlanta, Georgia, for the continued operations of the Fulton County Sheriff's Office, Office of the District Attorney, Department of Registration & Elections, and the Clerk of Superior Court; to authorize the Chairman to execute the Lease Amendment; to authorize the County Attorney to approve the Lease Agreement as to form and make necessary modifications as necessary prior to execution; and for other purposes. The initial Lease extension term shall commence January 1, 2022 and end December 31, 2022 with automatic renewal options for two (2) one (1) year terms from January 1, 2023 through December 31, 2024, unless terminated sooner as permitted within the Master Lease Agreement. **(APPROVED UPON ADOPTION OF THE CONSENT AGENDA)**

21-0892 External Affairs

Request approval of a contract renewal - Department of External Affairs, RFP# 20RFP1212B-EC, External Grant Writing Services in the amount of \$100,000.00 with Strategic Funding Group, Inc. (Atlanta, GA) to provide External Grant Writing Services. Effective January 1, 2022 to December 31, 2022 with 1 one-year renewal option remaining. **(APPROVED UPON ADOPTION OF THE CONSENT AGENDA)**

Arts and Libraries**21-0893 Arts and Culture**

Request approval of a recommended proposal - Department of Arts and Culture, 21RFP091521B-EC, Artist Selection Innovation Lab in an amount not to exceed \$13,000.00 with With a Why, LLC (dba) Opportunity Arts (Atlanta, GA) to examine and recommend novel approaches to how Fulton County commissions artists for public art projects. Effective for a period of 12 months upon issuance of the Notice to Proceed. This item is 100% grant funded. **(APPROVED UPON ADOPTION OF THE CONSENT AGENDA)**

Health and Human Services**21-0894 Public Works**

Request approval to renew existing contracts - Department of Public Works, 20ITBC125292A-FB, Ductile Iron Pipe Restraining Gaskets and Tapping Saddles in the amount of \$92,779.16 (Groups A & B) with Ferguson Waterworks (Braselton, GA), to provide ductile iron pipe restraining gaskets and tapping saddles. This action exercises the second of two renewal options. No renewal options remain. Effective dates: January 1, 2022 through December 31, 2022. **(APPROVED UPON ADOPTION OF THE CONSENT AGENDA)**

21-0895 Public Works

Request approval to renew existing contracts - Department of Public Works, 20RFP101320K-CRB, MS4 NPDES Permit Management Oversight and Administration in an amount not to exceed \$93,769.00 with River To Tap, Inc. (R2T) (Roswell, GA), to provide management, oversight and administration services for the MS4 NPDES required Storm water Management Program within the unincorporated area of Fulton County on a time and materials basis. This action exercises the first of two renewal options. One renewal option remains. Effective dates: January 1, 2022 through December 31, 2022. **(APPROVED UPON ADOPTION OF THE CONSENT AGENDA)**

21-0896 Public Works

Request approval to renew existing contracts - Department of Public Works, 19ITBC122716-FB, Uniforms and Accessories in the amount of \$125,000.00 with Cintas Corporation (Decatur, GA), to provide uniforms and accessories. This action exercises the second of two renewal options. No renewal options remain. Effective dates: January 1, 2022 through December 31, 2022. **(APPROVED UPON ADOPTION OF THE CONSENT AGENDA)**

Justice and Safety**21-0897 Marshal**

Request approval of a statewide contract - Marshal's Department, 99999-SPD-SPD0000161-0009, End User Computing in the amount of \$64,932.50 with Mooring Tech (Atlanta, GA) for the purchase of 20 Toughbook units and accompanying peripherals, service and warranty. Effective upon BOC approval. **(APPROVED UPON ADOPTION OF THE CONSENT AGENDA)**

21-0898 Medical Examiner

Request approval to renew an existing contract - Medical Examiner, 19ITB867972C-BKJ, Pick-up, Removal and Delivery of Deceased Remains, in the amount of \$120,000.00 with Middleton Mortuary Transport (Fairburn, GA) to provide transportation of deceased remains. This is the second of two renewal options. No renewal options remain. Effective dates: January 1, 2022 through December 31, 2022. **(APPROVED UPON ADOPTION OF THE CONSENT AGENDA)**

21-0899 Probate Court

Request approval of a contract with Georgia Heir Property Law Center ("GHPLC") in an amount not to exceed \$10,000.00 to provide joint educational materials, create printed and digital community outreach content and develop programming in target areas to prevent and combat property tax foreclosures for heir property in Fulton County. The agreement is for one year with no renewals. **(APPROVED UPON ADOPTION OF THE CONSENT AGENDA)**

RECESS MEETING AGENDA**21-0900 Board of Commissioners**

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

A motion was made by Commissioner Ellis and seconded by Commissioner Abdur-Rahman, to adopt the Recess Meeting Agenda as amended by revising item #21-0902 to remove a Proclamation recognizing "Native American Heritage Month," as requested by Vice Chair Hall, adding a Proclamation recognizing "Pancreatic Cancer Awareness Month," as requested by Commissioner Morris; and removing item #21-0916 as requested by Commissioner Abdur-Rahman. The motion passed by the following vote:

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

21-0901 Clerk to the CommissionRatification of Minutes. **(RATIFIED)**

Recess Meeting Minutes, October 20, 2021

Regular Meeting Post Minutes, November 3, 2021

A motion was made by Vice Chair Hall and seconded by Commissioner Abdur-Rahman, 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

21-0902 Board of CommissionersPresentation of Proclamations and Certificates. **(PRESENTED)**Proclamation recognizing "RotoCorp Appreciation Day." **(Hall)**Proclamation recognizing "National Adoption Day." **(Hall)**Proclamation recognizing "Keith Strickland Appreciation Day." **(Hall)**~~*Proclamation recognizing "Native American Heritage Month." **(Hall)**~~****Proclamation recognizing "Pancreatic Cancer Awareness Month." (Morris)****removed during the meeting****added during the meeting*

PUBLIC HEARINGS**21-0903 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. **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)**

12 Speakers: Dr. Arthur Ferdinand (Item #21-0912); Councilmember Roderick Gay (Item #21-0916); Beverly Rice (Elections); Dr. Janice Johnston (Elections); Julie Adams (Elections); Sandra Burchardt (Elections); Bridget Thorne (Elections); Nia Corsten (Elections); Maggie Goldman (Legislative Priorities); Louis Bridges (Item #21-0916); Cynthia Qualtire (Municipal Elections) and Dale Davis (Item #21-0916)

4 Zoom Speakers:

Matt Rowenczak (Elections); Ben Howard (Seniors Services); Phillip Hill (Education Programs) and Shelia Hamilton

Comments Read Into Record:

Angeline Payne (Fulton County Funding) and Martin Nathan (Voting Issues/ Elections)

COUNTY MANAGER'S RENEWAL ACTION ITEMS**Open & Responsible Government****21-0904 Information Technology**

Request approval to renew existing contracts - Fulton County Information Technology Department RFP#19RFP114474B-BR, Digital Multi-functional Devices and Support Services in the amount of \$1,224,193.08 with Standard Office Systems of Atlanta, Inc. (Duluth, GA) to provide maintenance, supplies, support services, and software and associated hardware for all multi-function devices county wide. This is the third of four renewal options. One renewal option remains. Effective dates: January 1, 2022 through December 31, 2022. **(APPROVED)**

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

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

21-0905 Information Technology

Request approval to renew existing contracts - Fulton County Information Technology (FCIT), 21ITB0101B-EC, Countywide Audio-Visual Services and Systems in the total amount of \$440,000.00 with (A) Audiovisual Innovations, Inc. (Duluth, GA) in the amount of \$220,000.00 and (B) Basesix (Marietta, GA) in the amount of \$220,000.00, to provide Countywide audio visual systems equipment, support and services. This action exercises the first of two renewal options. One renewal option remains. Effective dates: January 1, 2022 through December 31, 2022. **(APPROVED)**

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

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

21-0906 Information Technology

Request approval to renew an existing contract - Department of Information Technology (FCIT), Bid# 20ITB042220B-FB, Countywide Structured Cabling and Physical Security in the amount of \$3,520,000.00 with GC&E Systems Group, Inc. (Norcross, GA) to provide countywide structured cabling services. This action exercises the second of three renewal options. One renewal option remains. Effective dates: January 1, 2022 through December 31, 2022. **(APPROVED)**

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

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

Health and Human Services**21-0907 Senior Services**

Request approval to renew existing contracts - Department of Senior Services, 18RFP11228A-FB, Aging Services Contracts in the total amount of \$3,918,509.32 with (A) Senior Services North Fulton (Alpharetta, GA) in the amount of \$1,465,431.66; (B) South Fulton Senior Services (College Park, GA) in the amount of \$1,286,641.68; (C) Visiting Nurses Health Systems (Atlanta, GA) in the amount of \$1,166,436.00, to provide Aging Services for Fulton County seniors aged 60 and above. This action exercises the fourth of four renewal options. No renewal options remain. Effective date January 1, 2022 thru December 31, 2022. **(APPROVED)**

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

Yea: Pitts, Hausmann, Ellis, Morris, Hall, and Arrington

Did Not Vote: Abdur-Rahman

COUNTY MANAGER'S ITEMS**Open & Responsible Government****21-0908 County Manager**

Presentation of COVID-19 Operational Response Update. **(PRESENTED)**

A motion was made by Commissioner Hausmann and seconded by Commissioner Morris, to accept the reopening recommendations. The motion passed by the following vote:

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

Did Not Vote: Arrington

21-0909 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 Ellis and seconded by Commissioner Morris, to approve. The motion passed by the following vote:

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

Did Not Vote: Hausmann

21-0910 Purchasing and Contract Compliance

Request ratification of an emergency procurement - County Manager, Countywide Emergency Procurements. **(APPROVED)**

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

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

21-0911 Finance

Request approval of a Resolution authorizing an amendment of the project list relating to the Urban Redevelopment projects expected to be financed with the proceeds of the Fulton County Urban Redevelopment Agency's Facilities Improvement Revenue Bonds, Series 2021 (The "Series 2021 Bonds"), and for other purposes. **(APPROVED)**

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

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

21-0912 Finance

Presentation of FY2022 Proposed Operating Budget. **(PRESENTED)**

A motion was made by Commissioner Arrington and seconded by Vice Chair Hall, to approve five positions for the Greenbriar Tax Office. The motion failed by the following vote:

Motion failed for a lack of four affirmative votes.

Yea: Hall, and Arrington

Nay: Ellis

Did Not Vote: Pitts, Hausmann, Morris, and Abdur-Rahman

21-0913 Human Resources Management

Request approval to implement recommendations for Phase I of the compensation study involving elected officials and key classifications, conducted by The Segal Company (Eastern States) Inc., d/b/a Segal, effective with the adoption of the 2022 fiscal year budget. The recommendations include, a new compensation model for elected officials comprised of one shared salary range (presented to the Board as Option #1 on October 6, 2021) and a new separate pay plan for key classifications, both of which are based on market data. **(APPROVED AS AMENDED)**

A motion was made by Vice Chair Hall and seconded by Chairman Pitts, to approve option #1 with a friendly amendment by Commissioner Ellis to remove the Tax Commissioner from the recommended new compensation model for elected officials. The motion passed by the following vote:

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

Nay: Morris

Abstain: Arrington

21-0914 Information Technology

Request approval to utilize cooperative purchasing - Information Technology, Sourcewell Contract #010720-AXN, Public Safety Video Surveillance Solutions with Related Equipment, Software and Accessories in an amount not to exceed \$2,994,480.00 (broken down in four year increments of \$748,620.00) with Axon Enterprises, Inc., (Scottsdale, AZ) for the purchase of Attorney Advanced Evidence Management Software for the Fulton County Justice Partners (District Attorney, Solicitor General and Public Defender). Effective upon BOC approval. **(APPROVED)**

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

Yea: Pitts, Hausmann, Ellis, Morris, Hall, and Arrington

Did Not Vote: Abdur-Rahman

21-0915 Real Estate and Asset Management

~~Request approval of a Resolution of a Lease Agreement between Fulton County, Georgia (tenant) and PDA Atlanta LPIV, LLC, a Delaware limited liability company (Landlord) for the purpose of leasing warehouse space to consolidate all Fulton County warehouse operations into a single warehouse facility that is under construction on state route 92 (Campbellton Fairburn Road), Union City, Fulton County, Georgia; authorizing the Chairman to execute a Lease Agreement and related documents; authorizing the County Attorney to approve a Lease Agreement and related documents as to form and to make any modifications thereto prior to execution; and for other purposes. Subject to the provisions of O.C.G.A. § 36-60-13(a), this Lease shall be for a term of approximately fourteen (15) years and ten (4) months inclusive of annual permitted renewal options Rent is \$325,000.00 per month with annual increases as specified in the Lease Agreement.~~

REQUEST APPROVAL OF A RESOLUTION APPROVING A LEASE AGREEMENT BETWEEN FULTON COUNTY, GEORGIA ("TENANT") AND SOUTHPOINT FARMS LPIV, LLC, A GEORGIA LIMITED LIABILITY COMPANY ("Prime Lessee"), SOUTHPOINT FARMS VERTICAL PIV1, LLC, A DELAWARE LIMITED LIABILITY COMPANY ("PIV SUBLESSEE"), and SOUTHPOINT FARMS VERTICAL DP, LLC, A DELAWARE LIMITED LIABILITY COMPANY ("DP SUBLESSEE") (PRIME LESSEE, PIV SUBLESSEE and DP SUBLESSEE COLLECTIVELY "LANDLORD") FOR THE PURPOSE OF LEASING WAREHOUSE SPACE TO CONSOLIDATE ALL FULTON COUNTY WAREHOUSE OPERATIONS INTO A SINGLE WAREHOUSE FACILITY THAT IS UNDER CONSTRUCTION ON STATE ROUTE 92 (CAMPBELLTON FAIRBURN ROAD), UNION CITY, FULTON COUNTY, GEORGIA; AUTHORIZING THE CHAIRMAN TO EXECUTE A LEASE AGREEMENT AND RELATED DOCUMENTS; AUTHORIZING THE COUNTY ATTORNEY TO APPROVE A LEASE AGREEMENT AND RELATED DOCUMENTS AS TO FORM AND TO MAKE ANY MODIFICATIONS THERETO PRIOR TO EXECUTION; AND FOR OTHER PURPOSES.

(APPROVED AS AMENDED)

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

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

21-0916 Real Estate and Asset Management

Request approval of a Resolution approving a Ground Lease Agreement between Fulton County, Georgia (Landlord) and Pro Player Holdings, LLC (Tenant) for the purpose of leasing approximately 19 acres of real property at Camp Truitt for the purpose of developing athletic facilities onsite with rental proceeds to be used in the furtherance of 4H activities; authorizing the Chairman to execute a Ground Lease Agreement and related documents; authorizing the County Attorney to approve a Ground Lease Agreement and related documents as to form and to make any modifications thereto prior to execution; and for other purposes. **(REMOVED)**

ITEM REMOVED FROM THE RECESS MEETING AGENDA AS REQUESTED BY COMMISSIONER ABDUR-RAHMAN**21-0917 Real Estate and Asset Management**

Request approval to increase spending authority - Department of Real Estate and Asset Management, 20ITB125615C-GS, Standby Fencing Installation and Repair in the amount of \$150,000.00 with Allied Fence Company, Inc. (Mableton, GA) to provide and install a new perimeter chain link fence at the South End Runway 32 located at Fulton County Charlie Brown Airport on behalf of the Public Works Department. Effective upon BOC approval. **(APPROVED)**

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

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

Health and Human Services**21-0918 Senior Services**

Request approval of a Memorandum of Understanding between Quality Living Services (QLS) and Fulton County Department of Senior Services in the amount of \$50,000.00, to provide twelve (12) weekly fitness classes and serve 280 or more residents of Fulton County age 60 and above. Effective from January 1, 2022 through December 31, 2022, and will automatically renew on January 1st of each successive calendar year for up to five (5) consecutive years, subject to appropriation of funding or unless terminated by either party. **(APPROVED)**

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

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

21-0919 Public Works

Request approval to increase spending authority - Department of Public Works, 18ITB112052K-DB, Standby Miscellaneous Construction - Wastewater System Services in the amount of \$4,290,220.00 with (A) Kemi Construction Company, Inc. (Atlanta, GA) in the amount of \$1,304,955.00; (B) Sol Construction Company, LLC (Atlanta, GA) in the amount of \$1,386,000.00; and (C) Site Engineering, Inc. (Atlanta, GA) in the amount of \$1,599,265.00, to provide standby miscellaneous construction - wastewater system services. Effective upon BOC approval. **(APPROVED)**

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

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

COUNTY MANAGER'S PRESENTATION AND DISCUSSION ITEMS**Open & Responsible Government****21-0920 External Affairs**

Presentation and request approval of the 2022 Legislative Agenda. **(APPROVED AS AMENDED)**

a. A motion was made by Commissioner Hausmann and seconded by Vice Chair Hall, to approve as amended by supporting the following Legislative Agenda items:

Ensure Local Home Rule: Redistricting
Strengthen Behavioral Health Model & Funding For Substance Abuse Treatment & Prevention
Create A More Efficient & Effective Justice System - Compensation for Officials
Create A More Efficient & Effective Justice System - Diversion & Reentry Programs
Create A More Efficient & Effective Justice System - Codify Judicial Practices
Support Certain Evictions Record Sealing
Support Homeowner Protections With Greater HOA Transparency

The motion passed by the following vote:

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

Did Not Vote: Ellis

b. A motion was made by Commissioner Abdur-Rahman and seconded by Chairman Pitts, to hold the Legislative Agenda item: Authorize County-Level Nonpartisan Elections. The motion passed by the following vote:

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

Nay: Hausmann

Did Not Vote: Ellis, and Morris

COMMISSIONERS' PRESENTATION AND DISCUSSION ITEMS**21-0921 Board of Commissioners**

Discussion: Invest Atlanta Board of Directors October 21, 2021 Meeting Summary
(Morris) (DISCUSSED)

21-0922 Board of Commissioners

Discussion: Atlanta BeltLine, Inc. November 10, 2021 CEO Report **(Morris)**
(DISCUSSED)

EXECUTIVE SESSION**21-0923 Board of Commissioners**

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

a. A motion was made by Commissioner Ellis and seconded by Commissioner Abdur-Rahman, to enter into Executive Session. The motion passed by the following vote:

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

Did Not Vote: Hall, and Arrington

b. A motion was made by Vice Chair Hall and seconded by Chairman Pitts, to approve settlement authority in item #1 as discussed in Executive Session. The motion passed by the following vote:

Yea: Pitts, Hausmann, Ellis, Morris, and Hall

Did Not Vote: Arrington, and Abdur-Rahman

ADJOURNMENT

There being no further business, the meeting adjourned at 4:18 p.m.

FULTON COUNTY BOARD OF COMMISSIONER'S
RECESS MEETING
NOVEMBER 17, 2021
10:00 A.M.

Alexander Solutions, LLC

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

CHAIRMAN PITTS: "All right. Good morning, everyone and welcome to the Recess Meeting of the Fulton County Board of Commissioners. This is Wednesday November 17th, 2021; it is 10:01 a.m. Madam Clerk, please call the role."

CLERK GRIER: "Chairman Robb Pitts."

CHAIRMAN PITTS: "Present."

CLERK GRIER: "Commissioner Liz Hausmann."

COMMISSIONER HAUSMANN: "Present."

CLERK GRIER: "Commissioner Bob Ellis."

COMMISSIONER ELLIS: "Present."

CLERK GRIER: "Commissioner Lee Morris."

COMMISSIONER MORRIS: "Present."

CLERK GRIER: "Vice Chair Natalie Hall."

VICE CHAIR HALL: "Present."

CLERK GRIER: "Commissioner Marvin Arrington, Jr."

COMMISSIONER ARRINGTON, JR.: "Present."

CLERK GRIER: "Commissioner Khadijah Abdur-Rahman."

COMMISSIONER ABDUR-RAHMAN: "Present."

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

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

(Whereupon, the invocation was given by Reverend Dawkins followed by the Pledge of Allegiance.)

CHAIRMAN PITTS: "Thank you. Madam Clerk."

CLERK GRIER: "On page 2, Consent Agenda, **21-0882**, 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. Mr. Chairman and members of the Board, we have one item to be removed for separate consideration by Vice Chair Hall on page 4, 21-0888: Finance. Ratification of the October 2021 Grants Activity Report."

CHAIRMAN PITTS: "Any other items, Commissioners? If not, a motion to approve the Consent Agenda as amended. The motion to approve by Vice Chair Hall, seconded by Commissioner Morris. Please vote."

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

CLERK GRIER: "On page 6, Recess Meeting Agenda, **21-0900**, Adoption of the Recess Meeting Agenda. Mr. Chairman and Members of the Board, we have some amendments to today's recess meeting agenda. Item to be revised on page 6, Presentation of Proclamations and Certificates. Vice Chair Hall has requested to remove the proclamation recognizing Native American Heritage Month. Commissioner Morris has requested to include a proclamation recognizing Pancreatic Cancer Awareness Month. Also on page 9, I was just informed that on your add-on memo, item to remove is 21-0915, that is incorrect. It should be the last item on page 9, 21-0916, Real Estate and Asset Management. Request approval of a resolution approving a ground lease agreement for the purpose of leasing approximately 19 acres of real property at Camp Truitt for the purpose of developing athletic facilities. Commissioner Abdur-Rahman requested that the County Manager and staff remove this item for further review."

CHAIRMAN PITTS: "Any other items? All right. On the agenda as amended, is there a motion? To approve by Commissioner Ellis and seconded by Commissioner Abdur-Rahman. Please vote."

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

CLERK GRIER: "**21-0901**, Ratification of Minutes, Recess Meeting Minutes, October 20th. Regular Meeting Post-Agenda Minutes, November 3rd, 2021."

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

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

CLERK GRIER: "**21-0902**, Presentation of Proclamations and Certificates. The First Proclamation is recognizing RotoCorp Appreciation Day, sponsored by Vice Chair Hall."

CHAIRMAN PITTS: "Okay."

VICE CHAIR HALL: "Hi. Just waiting for my colleagues to come down. You guys need a new wall though. Right. Exactly. Well, this will help drive the point home that you need more walls. All right. It is definitely an honor to present you with this proclamation. Visiting your business at the Fulton County Airport was absolutely a treat and great information. So, it's an honor. I couldn't believe that you hadn't received a proclamation for the work that you've done, but I'm glad to read this. WHEREAS, RotoCorp, LLC is an authorized Robinson Helicopter Company and Service Center based in District 4 of Fulton County that maintains the largest in-stock inventory of Robinson Helicopter parts in the world, servicing more than 1000 customers in over 45 countries. And WHEREAS, RotoCorp was founded in 2011 as an authorized Robinson Helicopter Company Service Center by two brothers, Dan Casey, a helicopter pilot and mechanic who owned his own helicopter tour company, and Sean Casey, a sales and marketing specialist and real estate broker. And WHEREAS, RotoCorp is the first and only Robinson Service Center to offer online parts ordering that gives customers the peace of mind that they are getting the right parts for the best price because of their world-class logistics and shipping capabilities. And WHEREAS, RotoCorp is located at the Fulton County Airport at Charlie Brown Field. And as they celebrate their tenth anniversary of operations, they have earned the reputation of being the premier parts supplier to the most popular civilian helicopter in the world. Now THEREFORE, be it resolved that the Fulton County Board of Commissioners commends RotoCorp for their success and celebrates with them on the occasion of their tenth anniversary of operation. And does hereby proclaim, Wednesday November 17th, 2021 as RotoCorp Appreciation Day in Fulton County, Georgia. Congratulations."

TRACY JENSEN, DIRECTOR OF OPERATIONS, ROTOCORP: "Well, I just wanted to say, thank you to the Fulton County Commission for and by the way my name is Tracy. I'm the Director of Operations at RotoCorp. I've been with the company for nine years. One of the first of many local hires that Sean has made in Fulton County, providing jobs for his business. And I just want to thank you guys for the recognition of the work that

we do. It's been a real pleasure to participate in the growth and opportunities that we've been able to bring to the County and provide to our employees and customers."

SEAN CASEY, ROTOCORP, LLC: "Thanks, Tracy. Thank you, Vice Chair Hall and Commissioner Pitts and the remaining Commissioners. This is really exciting. We've won lots of awards over the years, but never one this close to home. And we're really excited and grateful for the assistance from the Commission and being able to call Fulton County Airport home for hopefully, a long time into the future. We've got a strong strategic growth plan in place, new headquarters facility in the works. And we're happy to be here long into the future. So, thank you for the wonderful recognition and assistance."

CLERK GRIER: "The next proclamation is recognizing National Adoption Day, sponsored by Vice Chair Hall."

VICE CHAIR HALL: "Chief Judge Scales. Tim Ezell. It is so good to see you. That's all right. All right. I remember doing National Adoption Day for the very first time as the Chief of Staff to Commissioner Garner. And every year, Congressman John Lewis would attend and speak because he was so proud to be a parent of a child he adopted. And this has been near and dear to my heart ever since. So, it's an honor to present you with this proclamation. And it reads: WHEREAS, children are critical to Fulton County's future success, prosperity, and quality of life and our most valuable and vulnerable resource. And they have a right to be safe and an opportunity to thrive, learn, and grow in an environment that fosters healthy development. And WHEREAS, Fulton County Juvenile Court, along with our many partners is dedicated to coordinating and providing services and raising awareness about the many children who are in foster care and waiting to be adopted throughout Fulton County and the United States. And WHEREAS, children are resilient even when they've experienced adverse childhood experiences, such as abuse or neglect. And they can overcome and reach their full potential with help and support from the community and a loving parent. And WHEREAS, all children and youth deserve a safe, loving, family, yet, there are many in Fulton County who are waiting to be adopted. And WHEREAS, affirming, supportive parents can help a child or youth overcome past traumatic experiences and reach their full potential. Now therefore, be it resolved that the Fulton County Board of Commissioners supports the efforts of the Juvenile Court System to raise awareness of the importance of adoption and does hereby proclaim, Saturday, November 20th, 2021, as National Adoption Day in Fulton County, Georgia. Congratulations, Judge Scales."

JUDGE JULIETTE SCALES, JUVENILE COURT CHIEF JUDGE: "Thank you. Good morning, everyone. Good morning, Commissioners. It is my privilege and pleasure to serve as the Chief Judge of Fulton County Juvenile Court, and in that capacity to be

able to have special designation through the Superior Court of Fulton County to conduct our National Adoption Day. We have done that for 20 years now, so this is so timely. And that this is our 20th, 20th National Adoption Day Celebration that we'll be hosting on Saturday, this Saturday. Unfortunately, it will be Zoom or virtual. But we welcome all to attend, as that is at least one of the positive aspects of having a virtual celebration. We can have a number of people attend. We thank you for this opportunity. We thank you, Commissioners, for your recognition. And I'd like to recognize also, my Court Administrator, Chief Administrative Officer, Mr. Timothy Ezell, as well. Mr. Ezell."

TIMOTHY EZELL, CHIEF ADMIN OFFICER, JUVENILE COURT: "Thank you, everyone. We are dedicated to making sure that we do our part in the community and being that, we thank the Board for their support. And thank everyone for the time and I invite, like Judge Scales, everyone to join our celebration on November 20th at 10:00 o'clock. You can find that information on our website, fultonjuvenilecourt.org. Thank you."

CLERK GRIER: "The next proclamation is recognizing Keith Strickland Appreciation Day, sponsored by Vice Chair Hall."

VICE CHAIR HALL: "Keith, I know this was a surprise to you. I know this was a surprise to you. You were probably in the midst of working. And I told you to come over and speak on behalf of the youth. But this was really to honor you and the work that you've been doing. You know, ever since I met you through Mary Parker and so many other awesome people in Atlanta, and heard about the work that you're doing, I just feel like, we want to make sure we honor that work. And let you know that you have support to continue that work. So, the proclamation reads: WHEREAS, Keith Strickland is a native Atlantan, raised in and by the streets of Bankhead and Campbellton. And was selling drugs by the age of 13, was convicted -- a convicted felon by the age of 16. And before the age of 25, was arrested nearly 50 times and served a total of five years behind bars. And WHEREAS, in 2007 Keith faced 35 years in prison and was released early because the judge in his case saw something special in him. He went on to attend college and earned his degree and started a business called, Making the Transition, Incorporated. And WHEREAS, Making the Transition, Incorporated is a behavioral modification and life-enrichment agency that works with inner-city youth and youth adults and specializes in cognitive awareness, life skills training, and vision building. And provides local government, schools, and nonprofit partners with a supplemental support necessary for the populations they serve. And WHEREAS, Keith has worked as a consultant during the Obama Administration and worked with the US Attorney's Office creating initiatives to help youth with criminal backgrounds find a path to success. Now therefore, be it resolved that the Fulton County Board of Commissioners applauds

Keith Strickland for his life transformation and his positive impact in our community and supports his continued efforts in improving the lives of our youth. And does hereby proclaim, Wednesday, November 17th, 2021 as Keith Strickland Appreciation Day in Fulton County, Georgia. Congratulations, Keith."

KEITH STRICKLAND: "Now, I got to say something. First, I just want to say, thank you to Fulton County. When she was talking about my arrest and my background and my history, all of that happened at Fulton County. I have a deeper history in Fulton County also, but all of this happened here. This is significant to me for so many reasons. It's times when God speaks to you. I'm having a house built in Fulton County right now so that I can adopt children and bring children into the house. And it just happens that y'all acknowledge me today on—"

VICE CHAIR HALL: "—you can take your mask off if you want to—"

KEITH STRICKLAND: "-- y'all acknowledge me today on National Adoption Day. And I have a child that passed, which actually was the motivation for my life change. And as God has done so many things in my life, I felt the way that nobody else benefits from that change. Even though I sow seeds into children's lives, I feel like each one of us, if we were able to find a child that need a home, and was able to open up our doors then that would change so many of our conditions. My whole path started because I was signed over to the state when I was arrested in juvenile court. And when I was taken from my family, that's when I went into the streets. So just to be able to see that this is being acknowledged on the same day when we're thinking about children who are starting off the same path that got me where I was. That, that's God. So, thank you, guys so much. We have so much work to do in Fulton County, it's the greatest county I know. But, we have a lot of youth and a lot of families that need our service. So, I really appreciate the opportunity to work alongside you. And I just look forward to a long time and doing a lot of great work. Thank you."

CLERK GRIER: "The last proclamation is recognizing Pancreatic Cancer Awareness Month, sponsored by Commissioner Morris."

COMMISSIONER MORRIS: "Welcome. Let me read this proclamation. You know, you all know, I don't do many. But this one is special. WHEREAS, pancreatic cancer is the third leading cause of cancer-related death in the United States after lung and colon cancers. And WHEREAS, in 2021, an estimated 60,430 Americans will be diagnosed with pancreatic cancer in the US. And over 48,220 will die from pancreatic cancer. And WHEREAS, pancreatic cancer is one of the few cancers for which the survival rate has not improved substantially over nearly 40 years. And WHEREAS, pancreatic cancer has the highest mortality rate of all major cancers with 74 percent of all patients dying

within the first year of diagnosis. And WHEREAS, pancreatic cancer is the leading cause of cancer death, largely because there are no detection tools to diagnose the disease in its early stages when surgical removal of the tumor is still possible. And WHEREAS, the Joseph C. Monastra Foundation for Pancreatic Cancer Research funds research at Emory University's Winship Cancer Institute and the John Hopkins Medical Institution Sol Goldman Pancreatic Cancer Research Center towards finding tools that will lead to early detection of pancreatic cancer. Now therefore, be it resolved that the Board of Commissioners of Fulton County expresses their support of the Joseph C. Monastra Foundation for Pancreatic Cancer Research and request businesses, buildings, monuments, and structures show support by lighting up in purple. And does hereby proclaim, Thursday, November 18, 2021, as World Pancreatic Cancer Awareness Day and the month of November 2021, as Pancreatic Cancer Awareness Month in Fulton County, Georgia. And we have with us today, Pamela Monastra, of the Foundation. Will you say a few words?"

PAMELA MONASTRA: "Thank you, Commissioner. Congressman and Civil Rights Activist, John Lewis; Supreme Court Justice, Ruth Bader Ginsburg; Alex Trebek; Aretha Franklin; Luciano Pavarotti; Astronaut Sally Ride; Fashion Icon, Karl Lagerfeld; Entrepreneur, Steve Jobs; Educator, Ronnie Pouch; CEO of Marriott, Arne Sorenson; Comedian, Bill Hicks; Actors: Alan Rickman, Joan Crawford, Michael Landon, Patrick Swayze, John Hurt, Efron Khan; Musicians: Jazz trumpeter and bandleader, Dizzy Gillespie; Jazz pianist, Count Basie; Bassist, Benjamin Orr of the Cars; Composer, Henry Mancini; Sports Icons: The Oakland Raiders, Gene Upshaw; Basketball Coach, Chuck Daly; Dallas Cowboys, Harvey Martin. My family: My father, Joseph C. Monastra; my aunt, Rosemary Monastra; my aunt, Vincenza Monastra; and just this year, my cousin, Debra Cicero. What do all of these incredible souls have in common? They all fought the same battle against pancreatic cancer and lost. In nearly 40 years since Count Basie died in 1984, and then this past June with my cousin, Debra and four of my other family members all died of pancreatic cancer, little to nothing has changed. The survival rate has not improved as the County Commissioner said, in the last 40 years. There's no early detection, there's no cure. There are few early warning signs, none that even set off any alarms to change the inevitable. It's the third leading cause of cancer death in men and women. Without an early detection, it will soon be the second leading cause of cancer death, second only to lung cancer. Pancreatic cancer has the highest mortality rate of all cancers. 74 to 80 percent of all patients will die within the first year. My father died after four weeks of diagnosis. Thank you, Commissioner Lee Morris, for sponsoring this and to the rest of the Fulton County Commissioners for supporting this proclamation, declaring November as Pancreatic Cancer Awareness Month and tomorrow, November 18th, as World Pancreatic Cancer Day. Together, we've asked the buildings, monuments, and statues around the county

to be lit the night in purple to help boost awareness and amplify our voice to demand better. It's time we found critical research for early detection and a cure for pancreatic cancer. Thank you for the opportunity to be here today. And thank you so much for your support."

CHAIRMAN PITTS: "Madam Clerk."

CLERK GRIER: "On page 7, Public Hearings 21-0903 --"

CHAIRMAN PITTS: "Speak up, Madam Clerk."

CLERK GRIER: "Public Hearings on page 7, **21-0903**, Public Comment. Citizens wishing to participate in public comment will be allowed to appear in person or may choose to participate virtually via Zoom Videoconferencing or by submitting their comments in writing online by registering on the County website: www.fultoncountygga.gov. 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 12 speaker cards. Will the first six speakers please come down: Dr. Arthur Ferdinand, Councilman Roderick Gay, Beverly Rice, Dr. Janice Johnston, Julie Adams, and Sandra Burkhardt."

CHAIRMAN PITTS: "All right. I failed to mention our speakers, with the exception of public -- elected officials, rather, when you have 30 seconds -- is that right, no, 15 seconds remaining, I'll simply say, 15 seconds. And that's your cue to terminate or conclude your remarks. Exception to that, would be public officials. Commissioner --"

DR. ARTHUR FERDINAND, TAX COMMISSIONER: "Arthur Ferdinand."

CHAIRMAN PITTS: "Which one is he?"

VICE CHAIR HALL: "Ex Commissioner Ferdinand --"

COMMISSIONER HAUSMANN: "-- Ferdinand --"

COMMISSIONER ELLIS: "-- Ferdinand --"

COMMISSIONER HAUSMANN: "You do look different."

CHAIRMAN PITTS: "Dr. Ferdinand."

DR. ARTHUR FERDINAND, TAX COMMISSIONER: "Good morning, Commissioner Pitts, Board Chairman, Members of the Board, County Manager, Dick Anderson. I'm Arthur Ferdinand, Fulton County Tax Commissioner—"

VICE CHAIR HALL: "--his mic--"

COMMISSIONER MORRIS: "Is that mic on?"

DR. ARTHUR FERDINAND, TAX COMMISSIONER: "This is the second time in 20 years that I've addressed the Board in public comment. The first time was about four months ago, when I came to advocate for bonuses for employees. This time, I'm here out of frustration with the current budget process and my inability to staff my office appropriately to perform the duties I was elected to perform. As for how the budget process has failed my employees; what I need is Board action. Over the last ten years or so, my number 1 budget item has been to provide my employees a competitive and decent living wage. That has not happened. Somewhere along in the budget process, I don't think the Board knew what I was asking for. It was buried some place based on the past budget process. Smaller counties in the metro area and beyond, are paying their lowest level employees far more than Fulton County is paying its employees, in my office in particular. For example, Gwinnett County \$37,134; Walton County, very little county, \$37,523; Hall County \$37,523; Fulton County \$32,660. That's about \$5,000 less in an area where the cost of living and the cost of labor is far higher in Fulton County than those other counties. McDonald's Corporation pays its employees up to \$17 an hour depending on location. Let me put Fulton County salary in perspective. That amount of 32,660 translate into \$15.70. At least in McDonald's you get free coffee and tea all day long, not in Fulton County. The education and computer proficiency requirements for the job in my office is far greater than what is required in McDonald's. Employees are now reassessing their value and they are looking for better paying jobs. Over the last 11 months, I've lost 23 percent of my lower-level employees, 23 percent. That is an unsustainable number. This morning before I came here, I welcomed six new recruits. They're going to go through three months of training before they are allowed to face one employee. They have to be competent and confident before they can face one new customer in my office. So, after three months of training and now they are effective, they just leave. Of those six, I don't expect to have four of them by the middle of next year. They'll be gone someplace else, using the training to a place with a lower cost of living, where the job is probably the same. In my 2021 budget, I've requested raises for my entry-level employees to \$40,825. That is the middle of the salary range for pay grade 8, so it's on the books. You don't have to do very much; it's on the books already. There's a range, and this is the middle of that range. Over the

past 20 years, as the population and the demands on my office grew, the Tax Commissioner's office remains stagnant on purpose because we use technology to offset the increase in population and the complexities of the job. The time has now come to invest in staff by providing a competitive, entry-level salary, and living wage for the employees. In my 2021 budget, I've asked for five new staff positions for the Greenbriar office, which is new, and should be open soon. Let's staff the office correctly from the onset and provide the Greenbriar residents a better experience going forward. Thank you, Commissioners. Thank you."

RODERICK GAY, COUNCILMEMBER, CITY OF COLLEGE PARK: "Good morning, Commissioners, my name is Roderick Gay. I'm one of the elected officials from the City of College Park. I come this morning to bring you greetings. I'm here to speak publicly about a project that was just taken off the agenda. It's a ground lease for Camp Truitt, which is actually in my Ward 4 of College Park. Also, you will hear from Dale Davis, a former NBA great and Attorney Louis Bridges, who is also a business owner in our city. So real quick, my family and I moved to College Park in 1998. We saw -- I live across the street from Camp Truitt. And at the time, it was a 4-H, active 4-H Group. They moved, and since they moved, the property has been somewhat unimproved. There is a Fulton County Economic -- Fulton County Cooperative Extension portion that is still being used. For the most part, we have a UGA County Extension Officer that works there. And we also rent the facility out, Fulton County does. In fact, my dad's repast was held there. Well actually, I've been trying to get the property brought back to a standard that can be used by the citizens of Fulton County and the citizens of College Park for approximately 19 years. I told my wife I wasn't going to come this morning because I didn't want to evoke any political actions that would get the matter taken off the agenda, and it's off the agenda. But why I'm saying this is that, when I came here this morning, I'm a fourth-generation Atlanta native. I've been here four generations. When I came here this morning, I got off Mitchell Street. I saw they had been cleaning up the median, from trash. I said to myself, damn, what has happened to Atlanta. And I said to myself, it ain't no way nobody will be against you trying to improve a camp that will empower and bring a better quality of life to our community. There's just no way. So, I felt kind of confident. But it was taken off the agenda, but it's not dead. And these other two gentlemen will tell you a little bit more about it. But College Park is, per capita, one of the fifth richest cities in the state. Per capita, College Park is one of the fifth richest cities in the state. And because of that, is because of all of the airport revenue that we get. Contrast to that, our population is about, Commissioner Ellis, our population is about 15,000. When I moved there in 1998, it was probably about 40,000 because of airport expansion park -- parking lots. But it's also about 75 or 80 percent African-American, female head of households at or below poverty. About 15 years ago, I met with then Emma Darnell, then Michael Hightower, then Bill Edwards. And always,

even during when I -- even then Joe Carn, even before the Commissioner was the Commissioner, about Camp Truitt. I even brought my entire staff to the project. But for some reason, we always run into these political riffs on why the little 17, 18 acres can't be brought back. So what I decided to do was to go out and I was actually just in a meeting, where we had the pleasure to meet an NBA great. He just was in a meeting. And he was telling me about some amazing things that he wanted to do. And I said, don't come to College Park because our politics are too ugly. I don't need that right now. Fulton County is a more professional organization. You could get stuff done in Fulton County, is what I told him, come on to Fulton County. So, for one year, Commissioner Arrington, for one year, this gentleman has been working with this executive staff to get this project forward. And I believe it can get forward. The Chairman's office, the executive leadership have been phenomenal in making staff available to hear his due diligence out. So, this won't be presented today, but I did want to just to kind of bring that you all's attention while here and what it's about. I also want to tell you that I met the Commissioner Liz Hausmann about 15 years ago. She allowed me in her office and we were talking about a similar project at Wolf Creek. You were just as nice. And I mean, even I remember how nice you was even to this day. And then I met Tom Lowe. And he was on his way out, but his Chief of Staff, he was just as nice. He listened to the whole thing and he says, I'll support it. She says, I'll support it. And then the, Commissioner, the lady who, Ms. Hall, your person, she was just as nice. And the project never happened. And I never gave up. I've since put my oldest son through Morehouse, Columbia, my daughter, Ole Miss, my other young boy at Fulton County. And we're still fighting for some little simple project, Commissioner Raheem."

COMMISSIONER ABDUR-RAHMAN: "Rahman."

RODERICK GAY, COUNCILMEMBER: "Ma'am, we fighting for a simple project. We would love to have you on board. And so, please reach out to us at any time. I've seen your signs as you were campaigning in my Ward. I've never had the pleasure of meeting you. At the splash pad that we just got from Fulton County Economic Development Block Grant, thank y'all for that. We spoke for maybe a second. I see you're having something at Camp Truitt with our Mayor that I'm not invited to. I would love to come and support you on that. Thank y'all for what y'all do for this great County and continue to enjoy your day."

BEVERLY RICE, PUBLIC SPEAKER: "First, in honor of all of our Commissioners, the Commissioner Chair, Chairman Robb Pitts, my own Commissioner of the Mighty 6, Commissioner Khadijah. My name is Beverly Rice. It has been said that the family, the home is the foundation of the family. If the home is the foundation of the family, then you, our leaders, our elected officials, are the foundations for this county, for the state,

and for the nation. It has been said that somewhere in each of us is the power to change the world. I stand here today on behalf of Fair Fight Action, beseeching each of you as you consider the next Fulton County Chair Director of Elections that you look for someone who is fair, someone who is -- or believes in equity, someone who believes in equality, someone who can educate our community on the importance of voting and to assure them that their vote counts. Our last municipal election was really a sad, sad commentary on what voting and elections are all about. We need our Elections Director to come together in our communities so that we can know and be assured --"

CHAIRMAN PITTS: "Fifteen seconds."

BEVERLY RICE, PUBLIC SPEAKER: "-- that our votes will count and that we do matter. Thank you."

DR. JANICE JOHNSTON, PUBLIC SPEAKER: "Chairman and Commissioners, my name is Dr. Janice Johnston. I'm a Fulton County resident. I'm glad to be here today to share with you my opinion of the November elections. What a mess. There were problems before, during, and after the elections. I don't know how in the world you're going to get things right for a large election. Even with Chairman Pitts constant attention and involvement with Fulton Elections and the Election Board, there were so many problems. Hiring was a disappointment and disaster. Many interested community residents tried to get hired. But alas, they were not able to get Happy Face's Temp Agency to answer the phone, call back, or follow-up request. Hiring policies and procedures were partisan, chaotic, last minute, poorly implemented, and compromised. Training programs were disorganized, inconsistent, and frightfully incomplete. And then as Election Day approached, Happy Faces and the subcontractor, TDC panicked and hired people with no vetting, no background checks, and you guessed it, no experience or training. Polling places were left to deal with workers that had a couple of hours of training the day before. Provided no worker manuals and no possibility of help or replacements. Poll officers were put in charge with no experience. Additionally, there's a verbal requirement --"

CHAIRMAN PITTS: "Fifteen seconds."

DR. JANICE JOHNSTON, PUBLIC SPEAKER: "-- contracting Fulton County to wear unauthorized, unprofessional, oversized, sloppy T-shirts that looked like a protest T-shirt or a junior high pep rally outfit. Who decided this was a good idea? Who approved and over wrote the policy and guidelines for Fulton County, Happy Faces, and TDC that specifically prohibits wearing T-shirts. The elected official that required this --"

CHAIRMAN PITTS: "Thank you, ma'am. Miss?"

DR. JANICE JOHNSTON, PUBLIC SPEAKER: "—threatened poll workers with dismissal and financial penalty --"

CHAIRMAN PITTS: "Miss, thank you."

DR. JANICE JOHNSTON, PUBLIC SPEAKER: "Okay. I have a gift for all of you. There are six T-shirts for each of you. Enjoy."

CHAIRMAN PITTS: "Okay. Next speaker."

JULIE ADAMS, PUBLIC SPEAKER: "Hi, my name is Julie Adams. And I have handouts that are coming out to you guys. It was great to hear that our municipal elections for Fulton County were the best elections run in 25 years. The highlights of the Constitution Party poll watchers are, no drop box was labeled with the instruction of who could drop off ballots for others. A poll manager said they would not prevent any number of ballots a single person was dropping off. Not even if it was ballot harvesting because they error in the favor of voters. There was no real county or state voter complaint hotline. We witnessed ballot drop box chain of custody forms being backdated. Chain of custody of these ballots were to be delivered from the polls in the evening directly to a manager at the warehouse. This didn't happen until the next day. These are the violations of SB202 that our small group witnessed. Other observations, on three occasions, ballot marketing devices printed less ballots than were scanned. Two poll managers were hired the day before Election Day with little or no poll experience. They had three hours of total training. A poll was asking voters if they were Republican or Democrat. One precinct had a scanner that was inoperable, their only scanner from 9:47 a.m. until a few minutes before 3:00, when there was an unused and unneeded scanner in a precinct less than a mile and a half away. A voter was allowed to use a digital picture of a driver's license."

CHAIRMAN PITTS: "Fifteen seconds."

JULIE ADAMS, PUBLIC SPEAKER: "A voter was not asked for ID. Eight precincts in Atlanta turned away at least 50 percent of their voters, one location 90 percent. The North Annex had 205 ballots cast. After noticing that many people were being turned away, our poll watchers counted 214 people turned away."

CHAIRMAN PITTS: "Thank you."

JULIE ADAMS, PUBLIC SPEAKER: "Thank you."

SANDRA BURKHARDT, PUBLIC SPEAKER: "My name is Sandra Burkhardt. I am a concerned Fulton County resident. I'm concerned about our elections. I hope you are too. Rick Barron is gone. He had a blatant disregard for our laws, standard operating

procedures, and standard accounting procedures. Will that continue? I hope not. As an example of what occurred while he was there, the Georgia Office of the County Auditor and Registrations produced this report on August 2nd of 2021. There was a verbal agreement between Fulton County and a vendor for professional services for election that was 450K. However, Fulton County was billed and paid four times that amount. Departments did not maintain records for professional services, including over time. The total was \$1,965,260. I personally believe that voter integrity could be paramount when it comes to elections. And if the last election revealed a chain of custody issues that were, to say the least, disturbing. I want to close with this, truth matters, and does not change. Facts are not flexible. And we are all accountable. And we can each make a positive difference. I hope you will. Thank you."

CLERK GRIER: "Next six speakers, please come down. Bridget Thorne, Nia Corsten, Maggie Goldman, Louis Bridges, Cynthia Qualtire, and Dale Davis."

BRIDGET THORNE, PUBLIC SPEAKER: "Hello. Transparency is based on revealing truth, which then engenders trust. And I don't trust Fulton County elections. It seems time and time again, Election Communication refuses to reveal truth, instead they morph truth to fit a narrative. They refuse to answer questions, yet your Communication's Department motto is to empower people with information. What information? Like this flyer, Fulton Votes: Integrity, security, efficiency. Fulton Elections has proven to be just the opposite. What does truth require? It requires you to face the facts as they are. How many election offices have a full-time PR person like, Ms. Woolard to distort the truth? Was it a water main break or a urinal leak? Was it poll watchers told to go home or not? Tell the truth. Is there or is there not an investigation into my accusations of the elections group Mike Prendergast and Dominique Olumo printing ballots before the November election in the warehouse. Tell the truth. Did Fulton County fail to give public notice, as required by law that LNA testing was going on by Dominion completely unsupervised? Tell the truth. Did Ralph Jones retire because he was embattled? And now, Richard Barron, he simply retired because he's embattled by deplorables? Ms. Woolard arranged to have Mr. Webb, the Atlanta Municipal Clerk, at the warehouse for election night at 6:30 p.m. And then comes out with a quote: 'Smoothest elections in 25 years.' If it was so great, why was Johnny Harris just fired? BRE members tell us, the two people that were fired for --"

CHAIRMAN PITTS: "Fifteen seconds."

BRIDGET THORNE, PUBLIC SPEAKER: "-- shredding voter registrations, were former Happy Faces employees. Will we ever find the result of that investigation? You know, Happy Faces is being linked to Stacey Abrams NOW Account Company. What about the investigation of the warehouse? Everything is scripted to fit your Fulton

County A-plus Elections narrative. And it's so far from the truth. Please empower people with true information. We don't want to pay for propaganda. Thank you."

CHAIRMAN PITTS: "Thank you."

NIA CORSTEN, PUBLIC SPEAKER: "Good morning, my name is Nia Corsten. I will quote myself for the 11/1 AJC article. Corsten is hopeful that we won't have the same problems that were experienced in the 2020 Election, unquote. Apparently, I spoke too soon and gave Richard Barron too much credit. After volunteering as a poll watcher and being trained an employee as poll worker, I was able to gain significant insight. The days and hours spent makes me more convinced the state needs to take over Fulton County elections. These are some of the irregularities that I witnessed. As you all are aware, Fulton County mandated all election workers wear the required, Fulton Votes T-shirt. Despite ordering my shirt three weeks prior to Election Day, only two of the six poll workers were provided a shirt, myself not included in the two. At Monday's set up, the ballot marking devices and poll pads were not delivered as required. I was assigned to the Alpharetta Government Building. We are given 18 BMDs. This reflects a larger number than those provided in the Presidential Election. The following forms were not provided until 1:00 p.m. on Election Day: booth security verification form, poll pad recap sheet, scanning ballot box recap form, ballot recap sheet, and touchscreen recap sheet. All these forms were to be delivered and reconciled by 6:00 a.m. on Election Day. We were provided five poll pads, of which, only three that worked. Our poll tech did not show up, nor did two other election workers. Our internet router was to be turned off by the poll tech by 6:00 a.m. As previously mentioned, we did not have a poll tech. This became a moot point because the router never worked. And finally, we kept receiving and having to turn away voters due to wrong precinct polling locations. Our poll manager called those locations where these voters were originally trying to vote, and would discover that the poll pads were providing wrong location information."

CHAIRMAN PITTS: "Fifteen seconds."

NIA CORSTEN, PUBLIC SPEAKER: "Some voters had to travel up to four different polling locations before they were able to vote. Talk about, voter suppression. The Board of Elections was to provide a list of the proper precinct information. This never happened. None of the above issues was a reflection of the poll workers. This was a direct reflection of the Department of Elections within Fulton County, spearheaded by Richard Barron. Thankfully, that was his last election. Thank you."

MAGGIE GOLDMAN, PUBLIC SPEAKER: "Maggie Goldman, Johns Creek District 1. I'd like you to reconsider your legislative priority to allow county residents to determine, by referendum, if their Board of Commissioners are elected through partisan or

nonpartisan elections, with your intention to change to nonpartisan elections. Before I heard about this in the last meeting, I had already began thinking about the nonpartisan nature of our municipal and School Board elections, and they really don't work. The nonpartisan elections you're proposing, I assume, would occur during the May primaries in even numbered years. Primaries are poorly attended elections to begin with. And by definition, are partisan elections by voters selecting a partisan ballot and essentially choosing the party nominee for a partisan race. These are the most partisan voters you can possibly find. It doesn't make any sense to ask the most partisan voters to vote in a nonpartisan election? If anything, you should be changing the School Board elections to partisan just like Cobb and Gwinnett. The only voters who would potentially be interested in a nonpartisan election are the occasional general election voters that might be turned off by party affiliation. But ironically, they are also not going to show up for a nonpartisan election in a May primary. Nonpartisan election is a farce anyway. In Johns Creek this cycle, Republican candidates ran as a slate and at the same time, berated Democratic candidates for also running on a slate. The hypocrisy was blatant and disgraceful. If it had just been a partisan election, wouldn't have been issue. Both Fulton Republican and Democratic parties formally endorsed, spent money on and worked on behalf of these so-called nonpartisan races."

CHAIRMAN PITTS: "Fifteen seconds."

MAGGIE GOLDMAN, PUBLIC SPEAKER: "So tell me, what was nonpartisan about the election? There's a history uncontested races at the commission level. But I can tell you that that is changing. District 1 is going to be competitive in 2022. And by 2024, I imagine District 2 will be competitive. And who knows, maybe even District 3 will get competitive."

LOUIS BRIDGES, PUBLIC SPEAKER: "Good morning ladies and gentlemen, I'm Louis Bridges. I'm here to speak about item 21-0916, which was taken off the agenda this morning. I'm an attorney here in Atlanta and I'm pleased here today to speak on behalf of Pro Player Holdings and its Principal, Dale Davis, who are the proposed lessee of the rear of the Camp Truitt property. By way of background, Mr. Davis was born up the road in Toccoa, played college basketball at Clemson, was later a first-round draft pick to the NBA for the Indiana Pacers, played center and power forward for most of his career for the Pacers, but also played for the Trail Blazers, Warriors, Pistons, and Hornets. Since retiring from the NBA, Mr. Davis has involved himself in several businesses including Pro Player Holdings. And he also created the Dale Davis Foundation for at-risk youth and grants scholarships across the country. Today, we're asking you to approve a ground lease of the rear undeveloped 20 acre portion of the 40 acre Camp Truitt property down on Lakeshore Drive. The Camp Truitt property was

gifted to Fulton County in 1995 from an estate. And the portion that we're talking about has never been used. It's heavily wooded. There's no improvements, buildings, roads, nothing on it at all. We won't be disturbing any of the infrastructure for the existing 4-H Camp that's on the front of the property off of Lakeshore Drive. The proposed ground lease use is as a multiuse full-service activity and activity center, which will include indoor basketball, indoor soccer, indoor volleyball, a 200 or 300-meter indoor track, Olympic-sized swimming pool, training and workout rooms, locker rooms, an arcade, a play area, a food service --"

CHAIRMAN PITTS: "Fifteen seconds."

LOUIS BRIDGES, PUBLIC SPEAKER: "-- and amenities. The estimated cost of the project is going to be 20 to \$30 million. That includes 100 million -- pardon me -- \$1 million that we're going to give to Fulton County to renovate the Camp Truitt property. I appreciate your time today. And I'll be turning things, after Ms. Qualtire speaks, to Dale Davis. And so, thank you."

CYNTHIA QUALTIRE, PUBLIC SPEAKER: "Good morning. My name is Cynthia Qualtire and I am a concerned resident of Fulton County. I'm here to voice my grave concerns with Fulton County renewing any contracts with subcontractors to run our municipal elections, particularly, Happy Faces and TDC. And back in the 2020 election, I was so upset with the fraud and corruption that I saw, that I decided I would get involved. And I became a precinct poll manager for the municipal elections. So, what I am speaking from is truth and facts that I saw with my own eyes. I didn't know everything that I needed to know because I took a crash course in how to be a poll manager. The day I went to pick up my materials on Sunday, they told me not all my materials were available and they would be delivered to me on Tuesday morning. I did not know that part of those materials were critical components of my precinct. I got to my church on Sunday to help set up. I was told the setup people would be calling me, they never called. I waited three hours. I went home. The church called me and said, oh, by the way, they showed up, they dropped everything off and left. I was not there to watch that drop off. Tuesday morning, I arrived and I found out that all our forms were missing, our chain of custody forms were missing. I had my manual. I brought pieces of paper with me. We created our own forms. We witnessed them. The night before, my two assistant managers reached out to me, not by a phone call, but an email, we won't make it, we won't be there. You're on your own. I called Fulton County and they had no backup plan for any resources. This is a disaster. It's a disgrace to the citizens of Fulton County and the taxes that we pay for these elections."

CHAIRMAN PITTS: "Fifteen seconds."

CYNTHIA QUALTIRE, PUBLIC SPEAKER: "I urge you, do not renew any new contracts. Thank you."

DALE DAVIS, PUBLIC SPEAKER: "Good morning, Chairman, Board of Commissioners. I'm Dale Davis and as Councilman Gay and Attorney Bridges spoke a little bit about the project in College Park. For me, the reason why it is, I'm from -- a native of Georgia. And as a kid, you know, we didn't have the opportunities that we have today. And so, our whole goal is to come and make a social impact in the community. And we do that by a public and private partnership. The concept is team. I had an opportunity to play professional basketball for many years and been through the struggle in all aspects. And so, team for us is, technology. We're bringing some of the most innovative technologies created. One is giving banking, and mobile banking; second, education, we have tools there; third, athletics; then the last is, medical. And so, with a brick-and-mortar facility, we're able to bring a lot of social impactful, meaningful programs to College Park and to the world. And so, we open the opportunity. We appreciate the opportunity to give us the opportunity to partner with you guys."

CHAIRMAN PITTS: "Fifteen seconds."

DALE DAVIS, PUBLIC SPEAKER: "And make this a reality. Thank you."

CLERK GRIER: "Mr. Chairman and members of the Board we have, I think, three Zoom speakers."

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

MATT ROWENCZAK, PUBLIC SPEAKER: "Good morning, Commissioners, can you hear me?"

CHAIRMAN PITTS: "Yes."

MATT ROWENCZAK, PUBLIC SPEAKER: "Thank you. My name is Matt Rowenczak. I'm a Fulton County resident. And I wanted to share just an example of what I experienced with the municipal elections this past month. I was pretty excited going into it as a poll watcher. You know, wanted help separate fact from fiction. And I can tell you, after having poll watched; I did not leave with a very warm and fuzzy feeling. I'll give you a specific example. I was told at one location that I was not allowed to observe and to write down observations. It wasn't until I challenged the poll manager three times with the law that she then decided to call one of the trainers, who then clarified for her that I could, indeed, poll watch, essentially. And it wasn't but a day later that I

discovered that the scanner count total was higher than the BMD count. And then two days later, it matched. But then by the end of early voting, the scanner count was again higher than the BMDs. So please explain to me how that is possible. Because I still do not know the answer to that question. This is just one example of many that I wanted to share with you today. But overall, the training, you could tell was insufficient. The knowledge of the law was insufficient. A poll worker was even quoted as saying, I don't care what the law says, I will do what Fulton County tells me to do. So --"

CHAIRMAN PITTS: "Fifteen seconds. Fifteen seconds."

MATT ROWENCZAK, PUBLIC SPEAKER: "-- to say the least, I did not walk away with a warm and fuzzy feeling. Thank you."

RICO DOLLAR, EXTERNAL AFFAIRS: "The next speaker is Ben Howard. The next speaker, Ben Howard. Okay. So, we'll go to the next one while he's getting ready. The next speaker is Phillip Hill. Phillip Hill? Okay. The next speaker is Shelia Hamilton."

CHAIRMAN PITTS: "He said he had three—"

PHILLIP HILL, PUBLIC SPEAKER: "Hello—"

SHELIA HAMILTON, PUBLIC SPEAKER: "Good morning."

RICO DOLLAR, EXTERNAL AFFAIRD: "I'm sorry, Phillip Hill, you can go right after Shelia."

PHILLIP HILL, PUBLIC SPEAKER: "Okay, thank you."

SHELIA HAMILTON, PUBLIC SPEAKER: "Good morning. Would someone read my submission?"

RICO DOLLAR, EXTERNAL AFFAIRS: "Okay. Hers, she wished for hers to be read. Okay. The next speaker is Phillip Hill."

PHILLIP HILL, PUBLIC SPEAKER: "Thank you. Hi, my name is Phil Hill, I'm Executive Director of a nonprofit working in Fulton County called Soccer in the Streets. I'd like to speak to you today to advocate and request support for an innovative new project that we launched in 2016 called Station Soccer. We're partnering with MARTA, Atlanta United, city of Atlanta, other major foundations in town, along with the Dekalb County to alleviate the issue faced by underserved youth with regards to accessing sport and leadership programs. We're building a series of soccer fields and leadership centers at ten MARTA stations through the city. We're requesting support to build a learning center at the West End location for \$200,000. We have half of that already

committed. These are much-needed services that will bring, not just access to sport, but also access to educational programs such as, financial literacy, and just create pathways forward for the youth in these underserved areas, as their lives grow. The project is already up and running in five MARTA stations and five more will follow over the next couple of years. So, any support the County could give this project, would be much appreciated by the residents in those areas. Many thanks."

RICO DOLLAR, EXTERNAL AFFAIRS: "Okay. The next is Ben Howard."

BEN HOWARD, PUBLIC SPEAKER: "Thank you, can you hear me?"

CHAIRMAN PITTS: "Yes."

DARREN SMITH, IT: "Yes, we can."

BEN HOWARD, PUBLIC SPEAKER: "Oh, good, thank you. Greetings County Commissioners and staff, a special greetings -- wait I got to turn off the TV, oh my goodness. Greetings County Commissioners and staff. And special greetings to you citizens and voters of Fulton County watching or listening to your government at work. Ben Howard, Senior Advocate, Public Policy Analyst. To the Office of Aging and Youth, please fill those vacated Council on Aging North and Council on Aging East positions so the Commission on Elder Affairs will not have problems obtaining a quorum. To the Commissioner on Elder Affairs, Item 1: On behalf of senior citizens in this county, you do have the right to suggest what goes into the County budget, rather than simply commenting on the budget once it has been drafted. Item 2: Your bylaws do allow you to vote for someone to serve temporarily as a parliamentarian for your next meeting on Friday, December 10th. To the Fulton County Board of Health, please contact the members of Ben Hill Chapter 5272 and let them know, you will be helping the city of Atlanta to take a second look at the life-threatening overgrowth at 3898 King Arthur Drive. Lastly, to the Board and members of the Council on Aging, congratulations to your new Director and to your new Assistant Director, if you have one. Thank you."

RICO DOLLAR, EXTERNAL AFFAIRS: "And this concludes our virtual comments."

CHAIRMAN PITTS: "Is that it?"

CLERK GRIER: "No. Mr. Chairman and members of the Board, we have two emailed comments to be read."

REGINA WALLER, EXTERNAL AFFAIRS: "The first is from Angeline Payne."

ANGELINE PAYNE, PUBLIC SPEAKER: (Via Email) "As a citizen of South Fulton, I would like the Board to know that they are not alone in their endeavors to get work done

for the citizens and Fulton County. Tabling issues when people have dire needs is not an actionable item. If you cannot give renters and mortgagees a guaranteed letter that their bills are going to be paid, one should not hold or delay funding that was sent by the federal government to pay those bills. Please utilize your constituents and allow them to assist you on all levels local, state, and federal to get processes completed. Respond back to your constituents about their concerns so that we can be mobilized to do what is necessary to get the funding that we need for our concerns. Taxation without representation is tyranny. Utilize your constituents. We are bound for homelessness."

REGINA WALLER, EXTERNAL AFFAIRS: "The next comment is by Martin Nathan."

MARTIN NATHAN, PUBLIC SPEAKER: (Via Email) "I ask that you take every step possible to ensure that our right to vote is protected. There many at the Capitol who clearly want to intimidate not only Fulton County voters, but indeed, the Fulton County Board of Election Commissions as well. At least they don't try to hide their intentions. As part of their anti-Democratic agenda throughout the county, these neo-fascists are making the jobs of election officials unbearable. And the loss of Rick Barron shows that this is occurring right here too. Our Election Board willingly faced the problems of the June 2020 primary and did an outstanding job of correcting the deficiencies in that election. November 2020 and January 2021 demonstrated that very clearly. The Board must be protected from end roads by the state. At a minimum, you must hire a strong, independent Chair for our Elections Board, one who will protect our voters and our elections against those in our state who have made clear, they will try to intimidate our voters and our officials. Resist any effort by the state to take over elections, the obvious intent of legislation passed earlier this year. I can think of no better use of my tax dollars than protecting the vote of Fulton County residents."

REGINA WALLER, EXTERNAL AFFAIRS: "This concludes the emailed comments."

CHAIRMAN PITTS: "Any others?"

CLERK GRIER: "I thought we had one from Shelia Hamilton, did we have one for her?"

CHAIRMAN PITTS: "All right. Thirty minutes has expired, so let's continue. Where are we now?"

CLERK GRIER: "We are continuing on page 7, County Managers Renewal Items."

CHAIRMAN PITTS: "All right. Before we get to that, Commissioners, please join me in welcoming our new County Attorney, this is her first day. Ms. Soo Jo. So, take it easy on her today. Brother Arrington."

COMMISSIONER ARRINGTON, JR.: SPEAKING AWAY FROM MIC/INAUDIBLE

CLERK GRIER: "Page 7, under Open and Responsible Government, **21-0904**, Information Technology. Request approval to renew existing contracts to provide maintenance, supplies, support services, and software for all multifunction devices, countywide."

CHAIRMAN PITTS: "All right. A motion to approve by Vice Chair Hall. Is there a second? Seconded by Commissioner Liz Hausmann. Any questions or comments? Hearing none, cast your vote, please."

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

CLERK GRIER: "**21-0905**, Information Technology. Request approval to renew existing contracts to provide countywide audiovisual systems, equipment support and services."

CHAIRMAN PITTS: "All right. Motion to approve by Vice Chair Hall, seconded by Commissioner Ellis. Any questions or comments? Please vote."

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

CLERK GRIER: "On page 8, **21-0906**, Information Technology. Request approval to renew existing contracts to provide countywide structured cabling services."

CHAIRMAN PITTS: "All right. Motion is to approve by Commissioner Hausmann, seconded by Vice Chair Natalie Hall. Any questions or comments? Let's vote, please."

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

CLERK GRIER: "Under Health and Human Services, **21-0907**, Senior Services. Request approval to renew existing contracts to provide aging services for Fulton County Seniors, age 60 and above."

CHAIRMAN PITTS: "All right. Motion to approve by Commissioner Ellis and seconded by Vice Chair Hall. Any questions?"

VICE CHAIR HALL: "It was originally Commissioner Hausmann and I seconded it. And when the screen cleared, it started all over."

COMMISSIONER ABDUR-RAHMAN: "It did that one other time, so, I don't know."

CHAIRMAN PITTS: "All right. Motion is to approve. Cast your votes, please."

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

CLERK GRIER: "**21-0908**, Presentation of COVID-19 Operational Response update."

CHAIRMAN PITTS: "Mr. Manager."

DICK ANDERSON, COUNTY MANAGER: "Yes, sir, Mr. Chairman. Good morning, Commissioners, and Chairman. I'll -- the update can be fairly brief today. But there are a couple of things that you may want to dive into a little bit deeper in addition to answering questions, ERAP and ORCA. First of all, the trends are positive and show signs of plateauing. We right on the line of moderate transmission. So that will allow us to recommend dropping the mask requirements internal to our buildings and carefully further reopening senior centers and libraries. As you know, they are open but we have limited some of the activities there. Anna Roach, our Chief Operating Officer can discuss the further opening of those centers. Our daily cases now are below 178. The most recent positivity rate at 2.9 percent. Of course, that's a low recently and the death rate back to one per day. So still serious, but a 300 percent improvement from the last report. So, we all should feel very good about where we are. We want to continue the vaccine push with a hundred-dollar incentive for first and second. We had our highest day of vaccines yesterday. So, 400 or so. Matt and his team can report on that, so that that's good news. We're at about 61 percent of our citizens having a first shot or second. So that still leaves, again, plenty of runway. But nonetheless, puts us ahead of the state in terms of folks being vaccinated in Fulton County. Among our employees, we're even better than that. Almost 80 percent now vaccinated, 79 percent. Only one new case in the last reporting period. So clearly, our Vax, our Test Program has worked well. I also want you to know, through a lot of efforts from Ken Hermon and Stacey Jones, we have narrowed the number of folks that would be subject to termination down to four temporary employees, who simply do not want to do either. So, I feel good about that and continue to work to ensure that folks are not unduly penalized. But rather, understand the decision that they're making. One of the concerns that we'll raise today, which I do think is part of this COVID response, is something known as the Great Resignation. You've seen that in the press across the country. We're experiencing it here in Fulton County with a spike in attrition from a normalized attrition rate of about 10 percent to something closer to 18 percent. So said another way, it's an 80 percent increase in resignations. I find that concerning, as I

know you do. We'll ask today, after reviewing all of the options for really pre-approval on employee compensation matters that are included in the 2022 budget. Fully accounted for there, but I think we need to move quicker rather than later. So, we'd like to begin to communicate actions that we will be taking next year that would include a cost-of-living increase, the further implementation of the incremental compensation strategy; salary treatment for some key classifications that are about 10 percent or so, the classifications where we have significant attrition. That would include the positions that Dr. Ferdinand spoke about this morning. We have them in many other areas such as Purchasing, Legal, Public Defender's Office. Many of which you obviously know about and we've spoken about before. So, we will be asking for, again, pre-approval to begin to communicate along those lines. And Ken Hermon will overview what that strategy looks like. ERAP, or the Emergency Rental Assistance, continues to perform well, again, leading Georgia and probably, based on feedback that we've gotten for Treasury, one of the leading programs in the country. We are asking the state to consider granting us additional monies from the monies that they have received. I think it makes a lot of logical sense if we keep our machine moving. Even though now, our citizens can also take advantage of the state's ERAP funds as well. But because we've performed so well, we have through a lot of good work that Anna Roach has done, we have been talking with Commissioner Nunn about that, met with him personally yesterday. And he has committed to look at that option and discuss with Treasury whether that would be acceptable. ORCA is ramping up. You will see the numbers today. You may want to spend a little bit of time and let Alton Adams describe where we are because we are now, prepared to go live with that program. And in December, we would reporting results from that program at the System Court and Judge level. Which is not necessarily new, in the sense that we've had this on our Open Government website. But I think it would be much more visible to you and to the public in that we intend to bring that back at each Recess Meeting for reporting and discussion, due to the importance of this overall backlog reduction project. As we look beyond COVID to the economic recovery aspects of this, we are developing plans to move forward with broadband expansion, adoption, and digital literacy support. We had a very good meeting with both AT&T and Comcast yesterday. The principle focus for expansion of broadband coverage is in Chattahoochee Hills. And we have talked to the mayor, their Commissioner, on several occasions. As well as, we are also talking to the Mayor, and developers there in Chattahoochee Hills about wastewater expansion. So, if there is a true infrastructure build, and then economic development linkage, I think we're all going to see it there. So, I'm very pleased to hear that both AT&T and Comcast were interested. I do also think, I want develop the plan a little bit further, that we will be able to do this without waiting on the state to grant any money. So that could cause us to have it much, much quicker than we had anticipated. And then last, we of course, have

delivered the 2022 budget recommendations to you this week. Just reminding you again, as well as all of our colleagues, which at this time of the year get a little bit frustrated with us and forget it's the holiday season. But these are just recommendations. You, obviously, have the purview and the responsibility to consider all the recommendations as well as ones not recommended, and change that recommendation to suit what you think are our highest and best needs. But we've submitted to you now officially for consideration. And will have it on the Board's agenda, each agenda, now through January until formal adoption. So, we look forward to that feedback. And then I think we're prepared, Madam Vice Chair, for any questions that you might have about the report that was submitted."

VICE CHAIR HALL: "Thank you, Mr. County Manager. I see Commissioner Lee Morris."

COMMISSIONER MORRIS: "Yeah. If we're going to get into ORCA, I can save my questions. I had noticed -- and I'd mentioned this to the County Manager before the meeting, I had noticed that we seem to have had lower numbers on the ORCA hires in some categories and -- are we going to get into that later? Because we can save that --"

DICK ANDERSON, COUNTY MANAGER: "Yes, sir, we will."

COMMISSIONER MORRIS: "-- explanations of why that is. So, I'll wait on that."

VICE CHAIR HALL: "Thank you, Commissioner Morris. Does anyone else have any questions at this point? Okay, Commissioner Ellis."

COMMISSIONER ELLIS: "Yeah, just one question. I just want to make sure I heard you right on the number of employees. I know in our packet, it's -- about the noncompliance, it's 40. But you said it's down to four?"

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

COMMISSIONER ELLIS: "Okay."

DICK ANDERSON, COUNTY MANAGER: "It's four that are in danger of termination."

COMMISSIONER ELLIS: "Okay."

DICK ANDERSON, COUNTY MANAGER: "So we have others that are progressing, if you recall, through that kind of three-strike process."

COMMISSIONER ELLIS: "Okay."

DICK ANDERSON, COUNTY MANAGER: "But what we're trying to do is, ensure that before anyone faces the ultimate compliance issue is that we've talked to them personally. And many times, there is some level of confusion or there just needs to be a little bit more encouragement. And so that's happening as we go -- as we go through."

COMMISSIONER ELLIS: "So the 40 is right in here, but it's just four --"

DICK ANDERSON, COUNTY MANAGER: "Yes."

COMMISSIONER ELLIS: "Only four that are potentially subject to termination?"

DICK ANDERSON, COUNTY MANAGER: "Yes."

COMMISSIONER ELLIS: "Gotcha."

DICK ANDERSON, COUNTY MANAGER: "And they were part-time employees in the Department of Arts --"

COMMISSIONER ELLIS: "All right. Thanks."

DICK ANDERSON, COUNTY MANAGER: "-- and Culture."

VICE CHAIR HALL: "Thank you, Commissioner Ellis. Matt Kallmyer."

MATTHEW KALLMYER, DIRECTOR, AFCEMA/ANIMAL CTRL: "Thank you, Madam Vice Chair. I just want to draw your attention to three things in our packet. You heard the County Manager speak today that yesterday was our highest day since June 16th for vaccinations. So, there is a new total of over 530,000 individuals have been vaccinated in Fulton County. And about 4500 boosters is what we've administered. But on page 9, the bottom left-hand corner, we'll actually be running incentives, a hundred dollars for first and second doses, from June -- excuse me -- June, excuse me -- November 16th until December 4th. So, any of our locations, you can come anytime that we are operational. It's not -- before we were only doing it two days a week. Now it's every day that we're operational. Those facilities are fixed sites. Fulton County residents can come to get a hundred dollars for first and second doses. I want to also draw your attention to page 11. We have been doing pediatric doses for age five to 11. We've actually done about 159, 160 individuals that we've -- doses have been administered to that age group. And that number is actually increasing as more individuals are actually signing up for that. And those individuals are also eligible for the incentive program as well. And the final thing to draw your attention to is on page 14. We're going to be actually adding a five-hour shift from 3:30 p.m. to 8:30 p.m. at our different locations. You'll see there, the dates listed to try to see if we have more

opportunities for folks that are working during the day and just cannot get there for one reason or another. So, you'll be able to see that. We're actually pushing out through our External Affairs Office as well as the Board of Health. But if your teams can go ahead and amplify that message, we appreciate that as well. That's all I have, Madam Vice Chair."

VICE CHAIR HALL: "Thank you. Any questions? All right."

DICK ANDERSON, COUNTY MANAGER: "Madam Vice Chair."

VICE CHAIR HALL: "Yes."

DICK ANDERSON, COUNTY MANAGER: "We'd like to have with Ms. Roach talk about the libraries and senior centers for a moment as well as ERAP if that's acceptable."

VICE CHAIR HALL: "Commissioner Hausmann, did you have a question?"

COMMISSIONER HAUSMANN: "Yes. You mentioned in your remarks, Mr. Manager that we're at the point now where we could relax the mask mandate. And I didn't hear him speak on that specifically. But if the data reflects that we are at that point, do you need us to formally approve that? Or tell me what we need to do."

ANNA ROACH, CHIEF OPERATING OFFICER: "Good afternoon, Commissioner. If you can go to slide 20. We do have some recommendations on adjustments that we think are appropriate to make given the progress on our infection rate in Fulton County. And not just in the county, but also among our employees as well, Commissioner Hausmann, so thank you for that question. Slide 20, please. And so, our adjustments are recommended in two categories. One, what we should do in terms of adjustments to our protocols in Fulton County facilities. And the second category --"

VICE CHAIR HALL: "Slide 20, please. Sorry. Slide 20."

ANNA ROACH, CHIEF OPERATING OFFICER: "Yes, thank you. And the second would be in our services. And so, with respect to our facilities, the recommendation is that we should suspend our mask requirement and move to install signage that communicates a recommendation for masks instead. The other thing that we would continue to encourage through our messaging is social distancing. But we wouldn't have any sort of hard mandates around either masks or social distancing for access to our facilities. The other thing we feel is important to maintain in our facility is access to hand sanitizer stations. So those would continue to be present and available for our employees and visitors of our Fulton County facilities. With respect to services, the two services that remain modified to some degree are senior services and our libraries. And

again, given the progress that we see in our infection rates, the recommendations is that we move to greater access to those services by removing requirements for reservations in the swimming for senior centers. We do have inspections scheduled early December for our pools. And so, we're hoping to, shortly thereafter, open those swimming services at our senior centers for full access without reservations required as they were during the height of COVID. The other thing that we think is appropriate to allow at this point is congregate dining. We still don't want to do buffets that present a higher risk. So, we'd still do box lunches. But having an opportunity for seniors to congregate, even in smaller groups at our senior centers, is important to them. And allowing that, I think, is a good step toward a greater sense of normalcy in our senior center. On libraries, one of the things that we restricted was access to our meeting rooms. And on December 1, we believe that we can reopen access to our meeting rooms at the libraries, as well as resume in-person story time. Gayle has asked for a December 1 implementation that will give her some time to socialize that with our – with her staff and put things in place to make those things happen, communicate to the public as well. So, we're looking at a December 1 effective date for the library changes. And also, it includes adding two or more people in our study rooms. So, I'll ask the County Attorney to help answer the question of whether or not we need a formal Board action to implement these changes. But these are certainly our recommendations, given the progress with the infection rate."

KAYE BURWELL, INTERIM COUNTY ATTORNEY: "We can certainly provide a memo for the Board. But to the extent that there are changes that this Body is comfortable with, we can do it via a resolution as we did in the past."

COMMISSIONER HAUSMANN: "Thank you for that. We don't have a resolution before us, but we do have a list of recommendations here that I'm happy to support and make a motion that we adopt these resolutions on the slide before us for the facilities and the services. And I just want to say that many of our neighbors are in the same path. Thank goodness we're at a point where we can, with confidence, move forward as we hopefully are really entering the final stages of the pandemic. And I hear some very promising news with treatment options that are now before the FDA for approval as well. So, I'll be happy to make the motion so that we accept your reopening measures as outlined on slide 20, which is before us."

COMMISSIONER MORRIS: "I'll second that, Mr. Chair."

CHAIRMAN PITTS: "All right. A motion to accept the recommendations as outlined and presented by the Chief Operating Officer. Motion to approve by Commissioner Hausmann, second by Commissioner Morris. Commissioner Abdur-Rahman, you want to be heard on that or --"

COMMISSIONER ABDUR-RAHMAN: "Yes, yes, well I wanted to be – I want to ask a question --"

CHAIRMAN PITTS: "--go ahead, you have the floor."

COMMISSIONER ABDUR-RAHMAN: "Thank you, Chairman. I've received quite a bit of calls from the senior centers in my District. And some of the seniors are beginning to display signs of frustration, depression, and because the only place they can go is the senior center. And so, I thank you for this, and just want you to keep in mind that whatever we have to do that's structured to allow a -- an incline of them going, even if it's, you know, two or three more daily or weekly or whatever. I'm going to let you all know what's best to do. Let me first say that. But I just want to say, three different Directors reached out to me and said that the seniors or really suffering in my District. And so, whatever we can do to make sure that they can start having more time, whether it's an outside event or whatever, or the lunches, box lunches, I really would employ you all that our seniors are suffering. That's all I wanted to say. Thank you."

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

VICE CHAIR HALL: "Thank you for that, Commissioner Abdur-Rahman. My seniors are concerned about COVID still, though. And especially with the passing of Colin Powell and he was fully vaccinated. And he passed away due to COVID. And many of our seniors have pre-existing conditions. And so, keeping them safe is still a very important aspect of this process. I was told that Senior Services is offering the seniors to come back to the facilities based on appointment to ensure their safety by only allowing a certain number of seniors in the facilities at one time. And I think that it is an outstanding plan to keep them safe. Because they are the most vulnerable population, next to our children. And so, I think the way that we institute this is very important in keeping the residents of Fulton County in a safe environment. Thank you."

CHAIRMAN PITTS: "Any other questions or comments? All right. Mr. Manager let me clarify. Did you say that the numbers are decreasing? Because I've -- everything I hear, is they are -- things are --"

DICK ANDERSON, COUNTY MANAGER: "Now, in Fulton County, they are definitely decreasing. What I did say was --"

CHAIRMAN PITTS: "Sir?"

DICK ANDERSON, COUNTY MANAGER: "Yes, sir, they are decreasing, now, beginning to plateau. But they are not increasing. If you're talking about new case rates or positivity or anything and the like."

CHAIRMAN PITTS: "Maybe I didn't hear what I thought I heard then."

DICK ANDERSON, COUNTY MANAGER: "The caveat, I do, you know -- if you look -- we discussed this in our meeting on Monday. Austria, for example, is gone to a lockdown of all unvaccinated personnel. Germany is seeing a spike. So, I -- the one thing we caution ourselves not to do is the George Bushisms of 'mission accomplished' if everybody remembers that. So, I do think we still got to -- Vice Chair Hall's admonition, we still got to be careful, keep an eye on this. We're still on a, you know, a footing of meeting constantly with the Board of Health, again, emphasizing vaccines. Commissioner Arrington just sent me an interesting idea, where Clayton is discounting, it sounds like fines, \$500 if you've been vaccinated. I think it's anything like that, that we can continue to think about, we should employ and do. Because it is, while declining, plateauing and could, you know, at any point, spike."

CHAIRMAN PITTS: "Okay. Commissioner Hausmann."

COMMISSIONER HAUSMANN: "Yes. I just wanted say that I think our community is well educated in this matter and very cognizant of their activities. I think that even in areas where you see people not wearing masks, you still see a lot of people wearing masks. And it's -- people are still free to protect themselves in any way that they see fit. There's no judgment anymore. If you're wearing a mask or you're not, people accept whatever you feel comfortable with. So, I just think this is, you know, Atlanta has dropped their mandate. I saw Cobb County has. So, I think our community is experiencing a decline, thank goodness. And I, you know, I personally will probably still wear, occasionally, wear a mask myself. But I think that people are smart enough now to understand how to protect themselves and their families, whether it's wearing a mask or some sort of medication or vitamins or whatever their taking. So, I think as long as we still put it out there that it's recommended, but not required, I think we're serving our community well."

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

VICE CHAIR HALL: "Mr. Chair, I just want to inform you that you are correct. There are plenty of articles out there, NPR and others, who are letting it be known that US COVID cases have started to rise again as the holidays approach. And so, you are correct in that report."

CHAIRMAN PITTS: "All right. The motion before us is to accept the adjustment as presented by the Chief Operating Officer. Let's vote, please."

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

CHAIRMAN PITTS: "Continue."

DICK ANDERSON, COUNTY MANAGER: "Yes, sir. I think I'd like to ask Ms. Roach just to overview the progress on ERAP due to the importance of that. And then Mr. Adams to overview the ERAP -- or excuse me, the ORCA Program."

ANNA ROACH, CHIEF OPERATING OFFICER: "So just briefly, Commissioners, with your indulgence, on slide 27, it's no longer up on our screen. But you should have it in your packet. We do talk about what our progress is on rental assistance. Thank you for pulling that up. We continue to see a number of applications come across our application management system. They are being perfected. You'll see the difference between the applications initiated and the applications actually completed that we can actually take a look at. And we're quickly moving those that are fully submitted through adjudication. What that has resulted in, as the Manager stated, is a good deal of success in terms of us being able to expend the funds that Treasury has provided to us for this purpose. And so, when we begin Phase 2, we were looking to expend the remainder of ERA1 and all of ERA2. And I'm pleased, but also very cautious to announce that we're down to our last \$3 million in emergency rental assistance available from the federal government. We suspect, based on our rate of execution that this will not last beyond the first weekend of December. And so, as the Manager stated, with the Chairman's leadership, we have met with the Commissioner for DCA and began conversations with him about this notion of voluntary reallocation of state emergency rental assistance funds to the county. He has not made a commitment to enter into a voluntary reallocation with the county. But he did make a commitment to review the Treasury guidelines around voluntary reallocation and seriously consider our request to do so. So again, this is both good news and bad, in the since that we will be out of funds by 12/1. But good news that Fulton County continues to proudly tout its program, which has resulted in a level of execution that's been recognized at the national level. That's what I wanted to highlight in terms of emergency rental assistance. We've also been talking internally about what we can do to bridge the gap between when we expend these funds, and when we can achieve either voluntary reallocation working with the state or we have also requested formally to Treasury, the possibility of a Treasury reallocation. They are in the process of recapturing ERA1 funds from low performing jurisdictions. And they will make decisions about how to reallocate those funds across the country. So, we've got two paths for additional funding. But neither of those paths will probably come to fruition in the next two weeks, which is what we're facing. So, we have been talking internally, how to identify funds to continue the program until we have access to additional dollars. Mr. Chairman, that's all

I have. If there are questions, we can answer. I can answer with the help of Dr. Roshell, who is running the program day to day."

CHAIRMAN PITTS: "All right. Any questions for the Chief Operating Officer? Continue."

ALTON ADAMS, DEPUTY COO PUBLIC SAFETY: "Excuse me. Good morning, Chairman Pitts, Commissioners. I want to take a few minutes, if we can. Can we go to the ORCA slides, please? Next slide, please. Thank you, one more. So, I want to give you a quick update, and then answer any questions. As the County Manager indicated, we continue to make progress across the board in terms of ramping up the project ORCA resources. One of the things that he did mention, I think it's important, demarcation line for us is that on December 6th, we will move from, what I would describe as a ramp-up to full operations associated with ORCA. Now at that point in time, we won't necessarily have all 320 people hired. But we will, in fact, be focused on increasing the number of court calendars, increasing the number of individuals transported to the court, and very much full-scale operational executional mode beginning on December 6th. We will also move into a different mode in terms of tracking and reporting. At that point in time, we'll actually have defined the quote/unquote, definitive number of ORCA cases. And at that point in time, we'll be tracking how we move with those cases moving into the future. Next slide, please. This represents the hiring to date as of earlier this week. Commissioner Morris sent me a note, and actually had a question concerning why some of these areas seem to have taken a step back. And what I will say is that, and we knew this was not going to be a linear process. We suffer from the same hiring and retention issues that lots of the other industries and parts of the economy suffer from. So, Commissioner, to answer your question specifically, in a couple of agencies, we've actually hired people, who signed on and either didn't show up or showed up, and then left. We had some other individuals, who we hired, and it turns out, it didn't work out. And so, this is not going to be a linear process. We are going to take some steps forward, and then take some steps backward as we bring people on board. The biggest areas of concern for us continues to be in the area of the Sheriff and the Marshal. The challenges in hiring sworn deputies and sworn officers, I think, is well known. We continue to have that as part of our challenge as well. We are doing some things in terms of advertising, using signing bonuses in those particular areas. And we are raising the compensation targets for, particularly for deputies. So, we hope to alleviate some of that. But that truly is a supply-and-demand issue that premieres the entire -- entire state, actually, the entire country, when it comes to sworn officers. Next slide, please. The -- in terms of tracking and reporting, as the County Manager mentioned, we are going to be tracking and reporting on three -- on three levels. And you'll see this when we have our session in

December. First and foremost, we're going to want to answer the question, in terms of how are we doing in terms of reducing the overall case count? So, what you will see from us on a monthly basis is -- actually the data will be available on our website. But what we'll be reporting to you is, how are we tracking in terms of reducing the overall case count that we started with that's part of this particular project. The second area that we're going -- the second level that we're going to be reporting on is at the court levels. So, as you know, we have a certain number of cases for State Court, for Superior Court, for Magistrate Court that are part of this overall backlog. We will, in fact, be giving you a sense of how each one of those are tracking. And then finally, at a more, what I call micro level, we will be able to report and we'll be reporting to you how the case loads on a judicial officer or judge basis are tracking on a monthly basis. So, the goal is to give you a comprehensive view of how we're moving. It also from an operational perspective, allows us to then step back and see if there are any midcourse corrections we need to make as part of our rollout plan for the overall project. And then finally, in terms of -- the next slide, please. One more. In terms of overall progress, what I would say is that we continue to focus on hiring. That is going to continue to go on because we will continue to have challenges and certain issues in certain areas. We will continue to have some attrition, not unlike what we're seeing across the overall county and across the overall economy. But we'll continue to focus on the hiring as one of our key priorities. Our courtroom renovations, the seven courtrooms that we were renovating across the street, are expected to be done by the end of this month. One's already been completed. And so, we expect that to really help in terms of ramping up our ability to have more jury trials. And that's key, obviously, to reducing the criminal count in our caseload. The -- we have a space resource management software that's designed to allow us to optimize, not only the new courtrooms that we're being onboard, but the existing courtrooms. So that any given day, may in fact, may or may not be utilized. So, a sense of approaching basically utilizing what we have while we increase the capacity overall. From a technology standpoint, everyone who is onboarded has their technology available when they're onboard. And we are in fact, in addition to adding capacity, we're engaging in a number of things to help triage the cases that, in fact, come before the court. So, our focus on cases where we have someone in jail, for example. A focus on individuals where -- that we might -- where we might be able to resolve a case rather quickly in terms of one defendant and one charge and the like. So, a number of things going on in terms of triage as well to make sure that, not only that we have capacity that we're using data, analytics, intelligence to, in fact, line up those cases in a way that allows us to move them through a system as efficiently and effectively as possible. So let me stop there. I'm happy to take any questions."

CHAIRMAN PITTS: "Commissioner Hausmann."

COMMISSIONER HAUSMANN: "Yes, thank you for that update, and thank you for all the work that's gone into this. We know that this is definitely been your priority and greatly appreciate it. I'd like to look at slide 34 though. I have a question or two -- the hiring slide. You still have a number of major areas that are listed as being in progress, and I mean the reality is, if you just look at the numbers, they're all still in progress because they haven't fulfilled their entire allotment, so I don't really know the details of why these are in progress. I've heard some media reports of hiring bonuses and things that have been out there. But I hope that in the next time we have a report we have real data here because I don't know where if there's just lack of communication between those departments, or what; but surely, they have done something in the last two months in the way of hiring. So, if you could just try and make sure that we get a real picture of what's happening. I'd like to have it before the end of the year in cases of anything we need to do in the upcoming budget cycle."

ALTON ADAMS, DEPUTY COO, FC PSS: "I'll make sure that we update that, and have it ready for our December update."

COMMISSIONER HAUSMANN: "Someone just gave me some more information which it's not reflected in this report. But I mean, this is what the public sees, so I just would like to make sure that we're communicating what we're doing to the public."

ALTON ADAMS, DEPUTY COO, FC PSS: "Okay. Will do."

COMMISSIONER HAUSMANN: "Thank you."

CHAIRMAN PITTS: "Other questions, any other questions? No? Thank you, Mr. Adams. Mr. Manager."

DICK ANDERSON, COUNTY MANAGER: "That's all, Mr. Chairman."

CHAIRMAN PITTS: "That's it?"

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

CHAIRMAN PITTS: "Madam Clerk."

CLERK GRIER: "Continuing on page 8, **21-0909**, 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."

CHAIRMAN PITTS: "All right. Motion to approve by Commissioner Ellis, seconded by Commissioner Morris. Any questions on this one? None? Please vote."

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

CLERK GRIER: "**21-0910**, Purchasing and Contract Compliance. Request ratification of countywide emergency procurements."

CHAIRMAN PITTS: "All right. Motion to approve by Commissioner Morris, seconded by Vice Chair Hall. Vice Chair Hall has a question."

VICE CHAIR HALL: "Thank you, Mr. Chair. These don't have any page numbers. But there is a page that has a title of American Rescue Plan at the top; and I count three columns down, there is an item -- the vendor is National Black Arts Festival, and I just wanted to know what type of job training does the National Black Arts Festival provide? I see the Urban League on here. I see Fulton Education Foundation, and I already know the type of job training they provide, but I'd like to know what the National Black Arts Festival actually does in that area?"

DR. PAMELA ROSHELL, DEPUTY COO, FC HHS: "Good morning, Vice Chair Hall. The National Black Arts Festival has a program called 'Next Gen' which is a program focused on apprenticeship and training in the arts and entertainment industry. And this is the program that is funded under job training."

VICE CHAIR HALL: "Thank you very much."

DR. PAMELA ROSHELL, DEPUTY COO, FC HHS: "You're welcome."

CHAIRMAN PITTS: "All right. Motion before us is to approve, please vote."

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

CLERK GRIER: "**21-0911**, Finance. Request approval of a Resolution authorizing an amendment of the project list relating to the Urban Redevelopment Project "

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

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

CLERK GRIER: "**21-0912**, Finance. Presentation of the Fiscal Year 2022 Proposed Operating Budget."

CHAIRMAN PITTS: "Madam CFO."

SHARON WHITEMORE, CHIEF FINANCIAL OFFICER: "Thank you, Mr. Chairman. We do have a brief presentation for the Board. It is an update from the presentation that was made on November the 1st. Thank you. We can move to the next slide, please. Members of the Board, we have provided to you the 2022 proposed budget, and are here today to summarize what is included in that document, and provide you with an opportunity again to share your feedback, comments, or questions with us regarding the proposed budget. And at the highest level, it is a \$1.2 billion budget of which the largest component is the county's general fund, which is 846.7 million of that followed by -- in the order of dollars followed by then the water and sewer system with the water revenue fund at 159.3 million, and the renewal extension fund for the water and sewer system at 100.1 million. The next highest item is the county's risk management fund. That is our self-insured risk management pool at 66.3 million, followed by the Fulton Industrial fund at 31.4 million. Then the county's bond fund for our general obligation bond issue supporting the library expansion program at 15.6 million. Then the special appropriation fund, which is a conglomeration of many different special revenue funds, and that totals 14.7 million, followed by the emergency - 911 emergency fund at 8.6 million; and lastly the county's airport fund at 7.6 million. Next slide, please. Earlier this year the Board did take formal action, and adopt the county's long-term strategic plan. So we wanted to share with you how the proposed budget lines up in to each of those major -- six major priority areas. So, identified on this slide, you'll see in our Health and Human Services priority area a total allocation of 212.7 million that's about 17 percent of the total. In the Justice and Safety priority area, we have a \$350.1 million recommendation, which is about 28 percent of the total. Open and Responsible Government, 308.8 million which is about 25 percent of the total. Infrastructure and Economic Development, 327.9 that's about 26 percent of the total. And then lastly, Arts and Libraries, which is 50.6 million or 4 percent of the total. The priority area that is not listed is the Regional Leadership priority area, which really doesn't have a specific funding allocation to it. It's more aspirational in nature than specifically tied to our funding decisions. Next slide, please. The remainder of the presentation is going to provide you, again a glimpse at what's in the general fund budget, and then some brief discussion on our other funds. To sort of remind you of where we're at in the general fund for 2021, we're looking this year at a projected ending fund balance of \$243 million. That is about 109.6 million better than what we had originally included in the 2020 budget where we were budgeting an ending fund balance of 133.4 million. Next slide, please. As we shared with you last meeting, as we worked on the development of the 2022 budget, and as the Manager mentioned in his remarks earlier, and as you heard from Dr. Ferdinand, in his public comments, we saw four sort of major themes present themselves to us in the budget asks that came from

our departments. Those themes being elections, our employees particularly around compensation for employees, the continued support of elected officials; primarily, the Justice system, and then lastly, the category of the continued emergency response to the COVID-19 pandemic. Next slide, please. As a reminder of how the 2022 budget was developed: We started with that projected ending fund balance for 2021 of 243 million. We're looking at a total revenue budget of around 746 million. That breaks down into roughly 641 million in all of our property tax categories. About 15 million in sales tax, and 80 million in other revenue sources. On the property tax portion of it, that's based on a couple of underlying assumptions: One is that we would have at least 3 percent in billable growth in the county's tax digest that the millage rate will remain consistent at 9.33 percent, and that we would have experienced a 96 percent collection rate in 2022. On the expenditure side, we are recommending an \$847 million expenditure budget, which is broken down into a couple of different categories: 730 million is what we consider to be the base budget that allows us to continue to operate at a status quo level based on our 2021 operations. Added to that are these four primary themes that we have identified along with an 'other' category. So, we've added to that about \$33 million to support the 2022 midterm elections, \$24 million to support various pay incentive opportunities for employees, \$23 million in continued support of our elected officials the majority of that in the Justice system. And then 16 million for the continued response unit to the emergency. \$20 million in the other category. And that would leave us at the end of the year with a projected fund balance of 142 million, which does meet the 16.67 percent fund balance reserve requirement that we currently have in place. Next slide, please. This slide just shows you in a waterfall stair-step presentation how we go from the 730 base budget to the 847 with each of those categories. Next slide, please. Again, running through each of these areas: 730 million for the base budget that allows us to fund all full-time positions that's roughly 4200 positions – it's a little over 4200. We're able to fund all of our recurring operational expenses in the operational portion of the budget is about 46 percent of the total. We're able to meet our required -- minimum required pension contribution for the defined benefit plan, which is about 65 million. We're able to ensure that we fund all of our continuing debt service needs, as well as the new debt service for the third tranche of the FCURA's bond that we're in the process of issuing currently. We've provided funding for the inmate medical contract, which is you know, is now housed in the Sheriff's budget that's about \$25.6 million. And then we've continued our pay-as-you-go capitol allocation at 7.5. Next slide. For 2022, for the midterm elections, we have appropriated about \$33 million. This is less than what was requested by the Elections Department. We have chosen to fund outright three of the four election cycles, and should we have a need for a runoff next November, then we would need to accumulate the resources to support that through under runs in the budget during the course of the

year. So we're already sort of making a call on the under runs that we know we will generate in 2022. We do believe that the recommendation will allow us to meet the requirements of SB202. And we will increase the number of voting precincts from 257 in 2021 to 271 in 2022. Next slide, please."

COMMISSIONER HAUSMANN: "Not to interrupt, but since y'all heard me make a comment. Why do we have to increase to that level, when we have three weeks of early voting?"

SHARON WHITEMORE, CHIEF FINANCIAL OFFICER: "Commissioner Hausmann, my understanding is that is the number of precincts that was calculated based off of the number of voters per location, and the machines to voter ratio. So that was a calculated number that was generated."

COMMISSIONER HAUSMANN: "I would like for us to look at the data of early voters versus actual Election Day voters as we make those calculations. I think the law was set up to not have anyone wait over an hour in line—

SHARON WHITEMORE, CHIEF FINANCIAL OFFICER: "—yes, Ma'am--

COMMISSIONER HAUSMANN: "—okay; and so, I think that it's a reasonable request to make sure that what we're funding on Election Day actually complies with the law, based on the numbers that we know historically on early voting are offset on Election Day. In 2020, I went around to a lot of precincts on Election Day. There was far more workers than there were voters, and that was during a presidential year. So, I think that we need to use our resources wisely in complying with the law. But we need to really examine that data."

SHARON WHITEMORE, CHIEF FINANCIAL OFFICER: "Thank you, Commissioner. I'm sorry. I had my page on the wrong slide. I'm sorry. For the employees, we have set aside approximately 24 million in an attempt to really address everything that we're seeing happening in playing out now with regard to our employees as part of what's happening nationally with what is being, you know, called the great resignation. We are seeing pressures in a number of different departments across the organization at all levels of employees. And so, we have tried to present a plan that would work to address that within this 24 million. We can fund the last portion of the ICS program -- and make that next step for the employees who are waiting on that. We can also provide for a cost-of-living adjustment for employees of approximately 3 percent. And then we would have some resources available to us then to really continue to address what we see happening with our employee base by implementing the recommendations that are coming out of the salary survey. We do have an agenda item later specifically

addressing the first phase of that, which is the key classifications and elected officials; and the manager did address this in his remarks as well related to the -- his opening remarks on the COVID response report that we'll be looking for the Board to sort of give us pre-approval, if you will, to go ahead and start communicating these upcoming changes to the employee base in an effort to perhaps mitigate some of what we're seeing happening now with employees making choices to leave Fulton County, and go elsewhere. Next slide, please. In the Elected Officials and Justice System category, we have \$23 million allocation. And this is primarily in a couple of areas: One is we did put some funding in the budget for an inmate outsourcing program. It was based on the action that the Board took earlier this year to approve an outsourcing contract with Cobb County. We made the assumption that an arrangement like that would continue throughout 2022. And as such, have set aside about 14.6 million to that regard. We also funded -- fully funded the request from the District Attorney for the 55 positions, and that was at about a \$5.5 million cost. And then there were a number of other items through our justice system partners that were included. Next slide, please. And in this emergency category, we are really looking at this as a reserve to address any expenses that we're currently seeking FEMA reimbursement for should they be determined to be ineligible, and then alternatively, we were recommending that these resources were what we would draw on to fund the out-of-pocket costs that would be associated with the consolidated warehouse initiative. Next slide please. And then in this last category, we have just a number of different programs and these were all included on the detail worksheet that James and then Hakeem sent out earlier this week on the enhancement request. But we have the Behavioral Health reentry programs, the additional resources that are necessary to support the ongoing costs associated with the IT roadmap, some operational incremental operational resources that are needed for the department of real estate and asset management to continue to maintain County facilities. Some basic administrative needs in a number of departments, meeting our commitments to our partners like the Board of Health, I mean Grady Hospital that is relative to debt service support as well as the benefits offset that we committed to fund for the Board of Health as part of their transition. And then the annual lease costs associated with the consolidated warehouse and then also we did receive a little over \$8 million in requests for vehicle purchases, and we have set aside in our projections for 2021 some funding to address a portion, not all but about \$2 million worth of the requests that were received. Next slide please. As I stated, at the last meeting, we are presenting this simply to show you that if we were to take the \$195 million that we received in enhancement requests and fund them all entirely that that would generate a need for about a 14 percent millage rate increase of 1.3 mills. Next slide, please. This slide is provided just to kind of highlight and recap what is provided for in our three other primary operating funds. In the water fund, we have developed the budget around the

revenue picture that includes the incremental rate increase that's been approved by the Board that 5 percent increase, as well as some additional capital investment for a new inflow and infiltration team to continue to address the I&I problems that our system has experienced and ensure that we are good stewards of our water resources that are available to us. In the Fulton Industrial District, the budget there does take into consideration the reduction in the geography of the Fulton Industrial District now to that portion that is just as Anna likes to call it 'the cheese slice' that's north of I-20 and the area that surrounds the airport there. And so, the budget has been adjusted to reflect that, and we have as we have done in the past several years, we have essentially appropriated all of the resources that are available so we can continue to address any economic development activity out on the district in that area. And also ensure that we are able to secure all of the facilities that we currently have in that area. And then lastly, for the airport fund, that budget was developed to maintain our current level of operations and again, we have appropriated the majority of the resources there so that we can continue with the expansion efforts that are underway out at the airport. Next slide, please. With regard to next steps as the County Manager indicated in his remarks; the point that we are at in the process this year is the budget has been proposed and presented to you. And at each of the next Board meetings, you will have the opportunity to discuss, review, change, and/or amend that proposed budget as we roll into January and then we will be prepared at either the first or the second meeting in January to be able to adopt the budget in its final form. We have planned for the one legally required public hearing to be held at the next Board meeting on December 1st. That advertisement will be made this week. And by holding -- holding that hearing in December, that does pave the way for the Board to take action at either of its meetings in the month of January. And, so with that, unless the County Manager has anything that he wants to add, Mr. Chairman, we're ready to take any questions, comments, or feedback."

CHAIRMAN PITTS: "All right. Vice Chair Hall followed by Commissioner Hausmann."

VICE CHAIR HALL: "Thank you, Mr. Chair. Okay. This is an awesome job that Mr. County Manager you and your executives have done in this proposed budget. I have to go back to the Tax Commissioner's statements about his employees although I see on page 10 that you have the fiscal year 2022 employees at approximately \$24 million including some of the most important things, which are the last portion of the ICS program, the cost-of-living adjustment which we absolutely need for our employees; and the plan to address the market pressures affecting retention. I have talked to so many Commissioners from across the state of Georgia and across the United States about their counties and retention is an issue that everyone is addressing. And I'm glad to see that in here. But I do want to just make sure that based on the Tax Commissioner's

statements, that we do have something in there for his employees because \$32,000 is a travesty. I thought we were doing better than that. And is it somewhere – are they tucked away in here somewhere?”

DICK ANDERSON, COUNTY MANAGER: “Yes, ma'am. You're going to see, in more detail when Ken Hermon does the next presentation what we're proposing in terms of employee treatment; but the simple answer is, yes.”

VICE CHAIR HALL: “Thank you so much for that. And a couple of other things: I see that we have the roadmap for IT is cyber security included in that because we've seen some incidents lately even from my own office where one of my team members clicked on an e-mail and an e-mail went viral across the County. Are we addressing cyber security?”

ANNA ROACH, CHIEF OPERATING OFFICER: “So, Commissioner Hall, thank you for that question. If you recall in 2019, the CIO, Glen Melendez did meet with the Board in executive session to paint the picture of cyber security for the County. And as a consequence of that meeting, the Board did appropriate over \$18 million to help address the roadmap which principally had cyber security as a priority. So, while cyber security is not specifically addressed as a part of next year's budget, we do have a roadmap that the Board funded that we're currently executing that addresses cyber security. These were more of the specific individual requests from departments that we're hoping to address as well as I think three other requests that do somewhat address security that are enhancements: one for the library in particular that are on here, but cyber security was comprehensively addressed by the Board at that time.”

VICE CHAIR HALL: “And I'm glad you spoke about the library because I was talking to some individuals -- one in particular Nancy Flake, from the Urban League. And a few other people from nonprofits that work with the least-of-these and they are addressing homelessness and so many other needs in the community, and they were saying that one of the number 1 issues for these people are that they don't have access to technology. They don't have a computer. They don't have the internet, but they need to get on-line and fill out their application to receive the programs and services that they need for housing and other resources. And so, one of the things that I had on my list and I also want you to let us know as a Body how you want to handle the budget enhancements from the Commissioners. I know in past years, we have provided a list to the County Manager, and his team, so I would like to know that -- but to go back. One of the things that I wanted to address was the tablet PCs and the hot spots that we offer our residents from the library that they can actually check out. And I saw where there is a grant and that's why I pulled that one item from the agenda because I wanted to talk about that. I see where you're applying for a grant to enhance the number of

iPads and hotspots in the libraries, but it's pending which means that you just put in an application; so, the money's not there yet. But there is an outstanding need for this - these resources in our libraries to help our residents and especially those who may be even doing the emergency rental assistance program who may -- when we get mortgage assistance going, they'll need to access computers and the internet to apply for those things, and I want to make sure we address that in the budget, that need completely. If you know how soon you're going to get those resources through the grants that will be good to know. But if we're not going to get them anytime soon, we need to go ahead and ramp-up and address communication out to the community because they don't know. A lot of them don't know that they can check these laptops, these iPads out with the hotspot. Let's see. And then another issue that came up was for those residents who do check out the iPads and hotspots, they need a help desk, so I don't know if that would be the customer service area that Bridget Bailey actually is manager of. But they need a help desk to help them once they get those iPads and hotspots. So I know we have a helpdesk for our employees, but there needs to be some kind of line-in for the residents to help them. Let's see. Okay. And then, are we going to -- I'm going to let you go through the rest of it because we also have this funded and unfunded list of items that I'd like to go through, but I do want you to finish whatever presentation you have first. Commissioner Hausmann, I actually asked for this list. I don't know if it was shared with the rest of the Board of Commissioners. I specifically asked for this list, and from the finance department it is sorted by department and it is the items that have been funded and items that have not been funded."

HAKEEM OSHIKOYA, DIRECTOR, FINANCE: "Yes, Commissioners, we did -- yeah -- we did send that out to all Commissioners yesterday. Actually it was sent twice. The first one that was sent, wasn't grouped by department--"

VICE CHAIR HALL: "--today--"

HAKEEM OSHIKOYA, DIRECTOR, FINANCE: "-- and then we received the request from the Vice Chair's office for us to group the reports by department which we did late yesterday; and it's sent to all the Commissioners."

VICE CHAIR HALL: "Okay, and I was just informed that you did another one today; is that correct?"

HAKEEM OSHIKOYA, DIRECTOR, FINANCE: "No --"

VICE CHAIR HALL: "-- no, okay --"

HAKEEM OSHIKOYA, DIRECTOR, FINANCE: "--we did one late yesterday around six -- between six and seven o'clock."

VICE CHAIR HALL: "Right. Sorted by department, right--"

HAKEEM OSHIKOYA, DIRECTOR, FINANCE: "—sorted by department, yes."

VICE CHAIR HALL: "Right. Okay. Well, I'm sorry, so, I'm sorry, Commissioner Hausmann—"

COMMISSIONER HAUSMANN: "—I have it, I just was making sure it was the right one—"

VICE CHAIR HALL: "-- great. Okay, so, I did want to address some things on here because I see things like the -- we need our IT -- our own IT person who is knowledgeable about supporting the Board of Commissioners; who is trusted by the Board of Commissioners; and that person is Chad Carlisle. And I see where the Clerk requested a position in here for the IT person and it's not funded. So, I think we need to address that and put that in. Because we need an IT person that is always available to us and especially because they don't really have a backup person and things are not being done. I can vouch for that. My whole Team can vouch for that. I mean we got the wrong, they ordered some computers for us recently and they turned out to be the wrong computers. So I mean there's just too much critical IT help that we need to be playing around with this. And the Clerk needs that position. And then in Arts and Culture, we had an entire discussion about increasing the contract for services. Commissioner Arrington raised that during one of the BOC meetings, but I see it on this list as being not funded. Also, and there is so many other areas like senior services needs and we - you know - we always take care of our seniors. They have lived their lives and worked so hard in our communities and they deserve for us to take care of them. I see things on the not funded list that are questionable and there's so much more. Solicitor general has items on here. I want to make sure that we take care of our justice partners and especially our constitutional officers. I see things on here for the Sheriff because you know a few of us attended the Association of County Commissioners of Georgia conference and training this past weekend, and it just so happened one of my classes happened to be constitutional officers and I was reminded that, you know, they have a responsibility and a duty by law to do certain things, and that if they come to us and ask us for those necessary resources to carry out their job, and we do not fund them, that they can sue us and they will win. And that was repeated in my class from the time we started class until the time we ended. So, I just want to make sure that we are looking very closely at the things that our constitutional officers and our justice partners because if we fund the constitutional officers and we don't fund

the justice partners, it's still going to – it's going to impact them anyway because they're all part of the same process. So, I want to make sure that we look at that. There's much more, but I want to yield the floor to my colleagues and I don't want to take up a lot of time."

CHAIRMAN PITTS: "Commissioner Hausmann."

COMMISSIONER HAUSMANN: "Yeah, so I just have a couple of general questions at this point. But I do want to sit down with Hakeem with you and go over some of this in detail. The FEMA reimbursement we keep mentioning -- do we have any idea of when we will have answers on our reimbursement request? Have they given us any sort of projected timeline on that?"

SHARON WHITEMORE, CHIEF FINANCIAL OFFICER: "I don't believe that we've been given a timeline. We have had some correspondence with them for the items that we have submitted where they've asked for some follow-up information and things like that so at this point – sorry my mic died. At this point, I don't think we've been given any indication yet to cause great concern. They are engaged -- it's a long process. Hakeem, I don't know if you want to add anything to that or not."

HAKEEM OSHIKOYA, DIRECTOR, FINANCE: "I mean, the only thing we can say is that we're hoping that maybe in the first quarter of 2022, we'll see where things are, you know; but we're doing our part and we'll continue to do our part to make sure that we respond to all of the requests for additional information so that you know the payment can be sent to us timely."

COMMISSIONER HAUSMANN: "So that's what happening, they're going back and forth with us? They're not giving it to us--"

HAKEEM OSHIKOYA, DIRECTOR, FINANCE: "—yes—"

COMMISSIONER HAUSMANN: "—all at once, or anything like that—"

SHARON WHITEMORE, CHIEF FINANCIAL OFFICER: "—yeah, okay, it is a process."

COMMISSIONER HAUSMANN: "All right. Thank you for that. You've also mentioned under runs a lot. You know I think it would be helpful to us as we make decisions on you know what enhancements really need to be funded and what sort of things Commissioners might want and just various things we have to decide. Can we get a list by department of the underrun amounts so that we have you know some concept here as we move forward?"

SHARON WHITEMORE, CHIEF FINANCIAL OFFICER: “Yes, ma'am, we can provide you with some historical perspective on underruns.”

COMMISSIONER HAUSMANN: “I know a lot of it is salary savings perhaps that has been reallocated. I just think we'd like to see the underruns if any of it's been utilized for other things over the last year. Just really get a good idea of how we're doing on that.”

SHARON WHITEMORE, CHIEF FINANCIAL OFFICER: “We can provide that.”

COMMISSIONER HAUSMANN: “All right, thank you. And then, I see the cost-of-living proposed is 3 percent. You hear a lot about inflation right now being over 6 percent and things like that. I just think it would help our employees to understand how we calculated that number so they're not thinking that it's going to match the inflation rate or anything that they may hear in the media.”

SHARON WHITEMORE, CHIEF FINANCIAL OFFICER: “Thank you for the question. The recommendation really came from -- this would have been the year in our current plan that we would have made our pay for performance bonus permanent and made that an increase to employees pay. And that has historically been budgeted at a 3 percent level. So that's the genesis of the percentage. With the implementation – the trailing implementation of ICS, and the recommendation to begin implementation of the market salary survey, we felt like we would be covering a greater percentage for a majority of the employees through those three things rather than putting everything into like one cost of living adjustment. But the 3 percent is specifically tied to what would have been the permanent adjustment from the pay-for-performance plan.”

COMMISSIONER HAUSMANN: “All right. And you may have outlined it in the big book that I've got here, but I just think it's fair to the employees for them to understand where that figure came from.”

SHARON WHITEMORE, CHIEF FINANCIAL OFFICER: “Yes, ma'am.”

COMMISSIONER HAUSMANN: “Thank you.”

CHAIRMAN PITTS: “Commissioner Arrington.”

COMMISSIONER ARRINGTON, JR.: “Thank you all for I guess taking the draft of this. I must be reading this wrong. It says, contract for services was not funded. Is that, is that accurate?”

HAKEEM OSHIKOYA, DIRECTOR, FINANCE: “It is funded for the current amount that we have in 2021 budget which is 1.3 million dollars.”

COMMISSIONER ARRINGTON, JR.: “So these are enhancement requests, not operation—”

SHARON WHITEMORE, CHIEF FINANCIAL OFFICER: “--yes, Commissioner.”

HAKEEM OSHIKOYA, DIRECTOR, FINANCE: “Yes, Commissioner.”

COMMISSIONER ARRINGTON, JR.: “Okay. Now, Muni code not funded. Somebody tell me why that’s not funded? Don’t we have to have Muni code? Don’t we have to post our ordinances on Muni code? Why would we not fund Muni code?”

SHARON WHITEMORE, CHIEF FINANCIAL OFFICER: “Commissioner Arrington, as I recall, we made a request of the Clerk’s office for some specifics around what that dollar amount was based on, and that information was not provided. So, at this point, it’s not included in the recommendation.”

COMMISSIONER ARRINGTON, JR.: “Alright. I’m going to go through this, but I think is helpful that number one, to know that these are general fund operational and enhancement requests not funded for the title of the document, and I understand like LEXIS-NEXIS cost 85,000 a year, but Finance is only approving 60,000 for the County attorney’s office?”

SHARON WHITEMORE, CHIEF FINANCIAL OFFICER: “That was an incremental -- that was the incremental request. So, she already has money for LEXIS-NEXIS and this was the incremental cost that she indicated would be passed on to her office so that’s what was funded was the incremental the base is still in there; so, this was just the extra of that she needed to meet the obligation for the year.”

HAKEEM OSHIKOYA, DIRECTOR, FINANCE: “That was funded.”

COMMISSIONER ARRINGTON, JR.: “All right, because I don’t see County attorney on this list at all, either on funded or unfunded—”

HAKEEM OSHIKOYA, DIRECTOR, FINANCE: [Inaudible.]

COMMISSIONER ARRINGTON, JR.: “-- so maybe we’re missing a department. I don’t know if there are any others that might be missing.”

SHARON WHITEMORE, CHIEF FINANCIAL OFFICER: “Commissioner Arrington, if you look at page 11, it’s under the other funds request – on page it’s about midway down, it’s the increase online legal research fee \$20,000; it was funded.”

COMMISSIONER ARRINGTON, JR.: “Okay. Okay. I guess I was looking for it to be in alphabetical order like all the other departments throughout the document.”

HAKEEM OSHIKOYA, DIRECTOR, FINANCE: “It’s by funds. Commissioner Arrington, it’s by fund. So, the first one you’re looking at there is -- all of those items are general fund items, and then to the back of the report on page 11 is where we have enhancement requests for other funds.”

COMMISSIONER ARRINGTON, JR.: “Okay, so County attorney’s office did not request any enhancements, and so none were funded. County attorney’s office is not listed on any of the requests that were not funded so I guess that just mean they didn’t make any enhancements.”

SHARON WHITEMORE, CHIEF FINANCIAL OFFICER: “So, the County attorney’s office had three items that were submitted. The first one was requests for two additional personnel that was not funded. The request for an increase of online legal research fee for \$20,000 that was funded; and also, she had a request to paint offices which was not funded because we provided – it was not directly funded because we provided funds as part of the capitol allocation to real estate and asset management for them to begin a County wide interior refresh program that would include things like repainting and recarpeting based on their review and analysis of the most critical areas in the County.”

COMMISSIONER ARRINGTON, JR.: “All right. I don’t understand. The county – the money for the County attorney doesn’t come from the general fund?”

SHARON WHITEMORE, CHIEF FINANCIAL OFFICER: “A few years back, Commissioner Arrington, at the previous County attorney’s request, we moved her operating budget over to the risk management fund; so that all of her resources would be in one place. So that is how it is -- ”

COMMISSIONER ARRINGTON, JR.: “—Why it’s separate”

SHARON WHITEMORE, CHIEF FINANCIAL OFFICER: “—that’s where she’s actually operated from. We make a contribution to the risk management fund on behalf of the County attorney an amount equal to what was in the general fund budget previously for the County attorney, but they are budgeted out of the risk management fund now.”

HAKEEM OSHIKOYA, DIRECTOR, FINANCE: “She gets her funds from three different sources: from general fund and water and sewer, and then risk management funds, so we housed the budget in the risk management fund.”

COMMISSIONER ARRINGTON, JR.: “All right, now we heard from our Tax Commissioner today. It looks like his additional five positions were not funded for next year; and what I heard him say was he needs them for this year.”

SHARON WHITEMORE, CHIEF FINANCIAL OFFICER: “Commissioner Arrington that's another one where we asked for some additional information. We do actually have those resources residing currently in the non-agency budget pending receipt of the information. We asked the Tax Commissioner to provide us with some statistics around the number of in-person transactions that his office has experienced since the Board of Commissioners waived the fee for online payment. We're interested in understanding how that fee waiver has impacted the foot traffic through the Tax Commissioner's office; and so, we had asked for that information and we did not receive it prior to publishing the budget, but we did try to set aside some resources to be able to address that should we get it and it bear out that the foot traffic is -- has not in fact been reduced by that fee waiver.”

COMMISSIONER ARRINGTON, JR.: “I don't know if it's fortunate or unfortunate, but I just had a birthday so I just had to renew my tag at the Greenbrier office. So, I'm going to make a motion to approve his five people right now today and hopefully we'll get a second and get it approved. The budget for his additional five people for 22 that he says he needs today to complete throughout the end of the year.”

CHAIRMAN PITTS: “Anyone can make a motion at any time, but I think that this will send us in the wrong direction. I can just imagine what's gonna, what would happen if that --”

COMMISSIONER ARRINGTON, JR.: “--hey, all I can tell you is that the Tax Commissioner, constitutional officer came down here today, told us he is - needs five people immediately. So, y'all can do what y'all want to with that information. I'm doing what I want to with it. How about that.”

CHAIRMAN PITTS: “There's a motion by Commissioner Arrington; is there a second?”

VICE CHAIR HALL: “I'm going to have to second that, because he is absolutely right, but I do agree with you Mr. Chair that this does open up a can of worms because there's a lot more that we need to address in this draft budget and that is why it is called a draft because it's a working document. And we're going to be working it through the next month so we have a lot to cover and I think that we need to just -- we need to do that in a holistic way -- in a holistic manner, so—”

COMMISSIONER ARRINGTON, JR.: “—so, my motion is to cover for 2021 -- out of 2020 -- like he says he needs people today. So regardless of whether 22, I guess if they approve for 22—”

COMMISSIONER ARRINGTON, JR.: “but he says he needs people now, and I guess if he needs them now” —

VICE CHAIR HALL: “—so the question—”

COMMISSIONER ARRINGTON, JR.: “—[Inaudible.] continuing into 2022—”

VICE CHAIR HALL: “--so the question is could he hire them fast enough to get them in place now because we’re in — we’re currently in November basically mid-November; we only have December left, and having been a manager in the IT department here and having gone through that entire process of creating a position and funding it, and getting it approved through the County manager I know that process takes some time. And so, I don't even know if he can get them in place that quickly, Commissioner Arrington. Can somebody verify that, please.”

DICK ANDERSON, COUNTY MANAGER: “Couple thoughts to just consider, thank you for the question. This is really to do with the renovation at Greenbrier. So, we, in doing that renovation, we created five new cashier slots. So, when that opens, which is more toward the I guess, the next month or so it’s when he would like to have those positions authorized. He still has a number of vacancies now as he reported. That’s the attrition problem. So, I think it’s there’s no problem to act on this now if he chose to do so again, we’ve set the money to the side based on his request just waiting for that information he has provided some information relative to the foot traffic, but not as specific as Sharon, I think asked for. So, there’s no problem to approve it. We have it set to the side. Don’t have to delete it from anything else. He really doesn’t need it until we get into 2022 and that office is fully up and going. Cause that’s what’s stimulating the need is the additional spaces there at Greenbrier.”

CHAIRMAN PITTS: “Okay. Let’s dispose of the motion one way or the other, and I think that —”

VICE CHAIR HALL: “--okay. All right. He said yes--”

CHAIRMAN PITTS: “—what--”

VICE CHAIR HALL: “--he said okay—”

CHAIRMAN PITTS: “--he said okay to what--”

VICE CHAIR HALL: “—dispose of it—”

CHAIRMAN PITTS: “—yeah, one way or the other. The motion before us is to approve the five positions requested by the Tax Commissioner. Motion to approve by Commissioner Arrington, seconded by Vice Chair Hall. Let’s vote please.”

COMMISSIONER ARRINGTON, JR.: “—this is the man who collects our money—”

CLERK GRIER: “And the vote is open.”

COMMISSIONER ARRINGTON, JR.: “—so y’all can have a budget to discuss—”

CHAIRMAN PITTS: “Madam Clerk.”

CLERK GRIER: “And the motion fails; two yeas, one nay.”

CHAIRMAN PITTS: “All right, the next speaker. Where’s my list? Commissioner Hausmann.”

COMMISSIONER HAUSMANN: “Is Commissioner Arrington done?”

COMMISSIONER ARRINGTON, JR.: “I’m done.”

COMMISSIONER HAUSMANN: “Just a couple of quick questions. The CSP program, did that number stay the same as last year?”

SHARON WHITEMORE, CHIEF FINANCIAL OFFICER: “It’s 5.3 million.”

COMMISSIONER HAUSMANN: “Okay. And we enhanced that by 3 million and something with CARES money, correct?”

SHARON WHITEMORE, CHIEF FINANCIAL OFFICER: “You enhanced it by 8 million.”

COMMISSIONER HAUSMANN: “Okay. So, and that fully funded the requests?”

SHARON WHITEMORE, CHIEF FINANCIAL OFFICER: “Based on last year’s submissions, yes, ma’am.”

COMMISSIONER HAUSMANN: “All right. Commissioners, I submit to you we have for years said that area was underfunded, and so I’m not sure why we’re sticking with what we have all said is underfunded amount. So, I think we should take a second look at that. And then I also am looking at -- the budget book that you gave us and it says that in 2020 in registrations and elections our actual budget was \$18,438,000. I know for a fact we spent over \$40 million in elections in 2020.”

SHARON WHITEMORE, CHIEF FINANCIAL OFFICER: “Yes, ma'am, some of that was from grants that were received from outside third parties as well as funding from the CARES act. That was the portion of the 44 million that was funded by the general fund.”

COMMISSIONER HAUSMANN: “Okay. Well, that’s misleading, and then if you look at what you're proposing is 37 million which I also think is probably not an accurate estimate based on what we said earlier. So, I just -- you know if we spent a certain amount, and when it says actual, I think people think that that's what we spent. So, if there’s not an asterisk or an explanation or something in this document, how can the public understand what we're doing?”

VICE CHAIR HALL: “I don’t know.”

CHAIRMAN PITTS: “Vice Chair Hall.”

VICE CHAIR HALL: “Thank you, Commissioner Hausmann. I totally agree. You took the words out of my mouth. So, was that a question? I was waiting for a response actually.”

COMMISSIONER HAUSMANN: “I didn’t hear an answer.”

VICE CHAIR HALL: “An action -- is the action going to be taken to edit the document to include what Commissioner Hausmann has just stated?”

DICK ANDERSON, COUNTY MANAGER: “I guess. Let me think out loud for a minute, and if you thought of all the CARES fund dollars, it went across many of these departments. You would be in an apples and oranges basis. It wouldn’t just be registration and elections in other words what we would have to do is overlay CARES in 2020, then we’d start overlaying ARPA funds in 2021.”

COMMISSIONER HAUSMANN: “Well, I mean for transparency, maybe it doesn't need to be in the general fund document here, but it needs to be somewhere noted so that people understand what we did with the money. We talked about it a lot—”

DICK ANDERSON, COUNTY MANAGER: “—so we probably need – right, so we do publish it obviously each week as we did this week use of those federal funds, I guess we could create another schedule and try to overlay those at a departmental level to the degree that they are departmental so we can do that.”

COMMISSIONER HAUSMANN: “All right. Thank you. I just think the public needs to know we've used the money wisely or how we've used it—”

DICK ANDERSON, COUNTY MANAGER: “—well we report that every week--”

COMMISSIONER HAUSMANN: “--right. But they, you know again they're not watching us every week. As entertaining as we are, they're not watching us every week—”

DICK ANDERSON, COUNTY MANAGER: “—okay, we'll put in another schedule—”

VICE CHAIR HALL: “—absolutely, yes, thank you--”

HAKEEM OSHIKOYA, DIRECTOR, FINANCE: “--Mr. Manager—”

VICE CHAIR HALL: “—all right—”

HAKEEM OSHIKOYA, DIRECTOR, FINANCE: “-- the other thing that I want to note—“

VICE CHAIR HALL: “—thank you Commissioner Hausmann—”

HAKEEM OSHIKOYA, DIRECTOR, FINANCE: “—the other thing I want to note is you know in the writeup you know and I have to go back and take a look at this. You know, we might have included the funding from CARES and other sources for elections in the writeup. So, I'll have to go back and take a look at that.”

VICE CHAIR HALL: “Thank you—”

CHAIRMAN PITTS: “Vice Chair—”

VICE CHAIR HALL: “—all righty. So, I want to go back to the Muni code discussion because I want to hear from the clerk about the need for the Muni code and if you can address -- do you know what is needed by the CFO to help you get your request approved?”

CLERK GRIER: “I thought we had provided all the information. We gave an amount – “

VICE CHAIR HALL: “—your mic—”

CLERK GRIER: “--we gave an amount during our budget hearing and this was - we were also in concert with the county attorney's office because they also want to do a recap to go back a few years to make sure that we are current on all of our Muni code updates. And I'm not sure what else they're waiting on from me.”

SHARON WHITEMORE, CHIEF FINANCIAL OFFICER: “Madam Clerk, I will pull up the request that was sent and resend it to you on the specifics that were requested—”

CLERK GRIER: “—well, I was looking at [Inaudible.]”

SHARON WHITEMORE, CHIEF FINANCIAL OFFICER: "I don't have it in front of me. I just, I know that there was a request that was made that when we had our discussion about what we were putting into the enhancements or not that came up that we still had not received that information, so we did not include it; but I will go back and find that and forward it to you—"

CLERK GRIER: [Inaudible.]"

SHARON WHITEMORE, CHIEF FINANCIAL OFFICER: "-- I don't recall what all the specifics were off the top of my head--"

CLERK GRIER: "--I just forwarded you one as well."

SHARON WHITEMORE, CHIEF FINANCIAL OFFICER: "Okay--"

CLERK GRIER: "—and the county attorney—"

CHAIRMAN PITTS: "—all right."

VICE CHAIR HALL: "Great, thank you so much. We cleared that up. And I want to go back to the what is it three percent -- let me find that page, yes, the cost-of-living adjustment stating that it's approximately 3 percent and I just feel like, you know, this is the highest inflation rate that we have seen in history and it's currently at 5.9 percent -- 3 percent doesn't even, you know, it's just so low why can't we match what the inflation rate that everyone else is addressing. Why can't we address it as well? It is 5.9 percent inflation rate and can you imagine how that impacts a family that only makes 32,000 like the tax commissioners' employees. So can we get a document -- can you show us what that would look like for us to at least get close to that 5.9 percent our match it, the same as what everyone else is doing in the United States?"

SHARON WHITEMORE, CHIEF FINANCIAL OFFICER: "We can."

VICE CHAIR HALL: "Thank you. I appreciate that. And then -- hold on one sec. And then, we had the Joan Garner Walk and Health Fair again, and it's normally funded at \$50,000. This event has grown so much -- people really loved Joan Garner and the work that she did in the community. And so, Mr. County manager, everyone was so honored to see you at that event and meet you and get to know who you actually are; and that you helped us make that event such a great success. And so, I want to look at our funding because we did have to kind of say no to some things, and just kind of rework and see what we can do in that area. And then some other things that were removed because of COVID-19 like the youth conferences that I continue to hold after Commissioner Garner passed, and things like that. I'd like to talk to you about that."

CHAIRMAN PITTS: “All right. Commissioner Ellis.”

COMMISSIONER ELLIS: “Yeah, just a couple brief remarks. I guess I'll start by saying I think you all did a very nice job in terms of evaluating sort of the puts and takes on different asks, and different headwinds and challenges we're facing. Some of which would you know really are hard to predict where they going to go. Particularly stuff that we're talking about with employees' stuff. I do think you know we'll get the presentation later from Ken on the HR stuff and that's going to detail some of the stuff. And I think probably once you present that, and that maybe in terms of some supplemental conversations you can show kind of what that ultimately means in terms of increases for our employees, and that will be much more than 3 percent sounds like, correct? For the significant portion of our employee base particularly you know those and maybe some of the lower third of the compensation bands, is that a fair statement?”

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

COMMISSIONER ELLIS: “Okay. So, I think that you know that's good to see as opposed to just focusing on the 3 percent which is a little bit of a misnomer. The other thing I just you know on the operational enhancement requests and this -- I'm reminded of as we go through these discussions every year, I'm sort of reminded of going through in my own work one year and we were dealing with a probably a budget about the size about 800 million or so; the manager kept coming back in and grinding on like \$32,000, like it's a rounding there, right? You know, it's going to get figured out throughout the course of the year, the context of this budget. And you know, I don't know in some of these when we have enhancements come in and somebody's got you know an individual \$20 million budget or you know higher than they're \$5,000 enhancement requests, almost like it shouldn't be made, right? I expect you all to figure those types of things out as a management team as opposed to us really getting into a discussion at this level on the Board level. You know so, and I know that takes place, right; and that's probably why a significant number of these were not necessarily addressed is because they are going to be able to be addressed sort of in normal course. Is that a fair statement?”

DICK ANDERSON, COUNTY MANAGER: “Yes.”

COMMISSIONER ELLIS: “Okay. So, just highlighting that. And you know look this is a – it's a significant lift in terms of the expenditures associated with this budget. I believe that just on a – I read it right, on a budgeted argument, this is about 6 percent higher than prior year, and then on an actual expenditure argument it played out about 17 percent higher.”

DICK ANDERSON, COUNTY MANAGER: “I mean, if you again on an actual basis, it’s \$125 million.”

COMMISSIONER ELLIS: “One hundred and twenty-five million to put it in context so this is significant amount of dollars that we’re talking about--”

DICK ANDERSON, COUNTY MANAGER: “--all right--”

COMMISSIONER ELLIS: “--and there are going to be some -- there's definitely you know some kind of reserves a play in these numbers that will allow other things to occur throughout the course of 2023. So, I think, you know, by in large you all have done you know a really good job of evaluating all that and hearing the different needs I mean, certainly they’re going to be some things in here where people need to give more information, they don’t like maybe what finance asked for but they’ll get it to me. Y’all will get it all worked out. I have no doubt about that. And just on a, you know, commentary – I mean certain you read budgetary documents and funds and all that sort of stuff and clearly, they are not necessarily the most clear documents because people don’t spend a lot of time reading these things, thankfully, you know, for lay people. But I do think in terms of just a couple of places where we’ve certainly had a lot of commentary you know selection’s area, not necessarily in the numerical argument, but in the narrative argument, I think it would be helpful to show kind of here’s what took place, these funds came from different areas; but this is what we actually spent on elections and in 2020, and here's what we're looking to do in 2022. And certainly, some of that stuff in 2020 I think there was probably a decent amount of nonrecurring stuff, because there’s a lot of equipment in there, right? All right. So, maybe somebody gets an offset with the grants, something like that. Anyway, so those are my remarks. Thanks for the, thanks for the presentation.”

CHAIRMAN PITTS: “Commissioner Abdur-Rahman, you have the floor.”

COMMISSIONER ABDUR-RAHMAN: “Chairman, this is not related to this and I meant to say this to you earlier. I just want to go on record giving condolences to the family of Michael Lankford. He gave so much to this County and did a lot for the citizens. Not only for the city of Atlanta and Fulton County and he passed away yesterday morning. And so, I just wanted to go on record saying, you know, he is a citizen of our County and he's going to be greatly missed. And I meant to say that to you earlier and I just remembered. Thank you, Chairman.”

CHAIRMAN PITTS: “Thank you for that. I just heard about that and I had the pleasure and privilege of working with him for many, many years. So, I still don’t believe it. Thank you. Entertain a motion to recess for lunch and executive session. Items of real

estate, personnel, and litigation. Properly moved and seconded. We have a video presentation from the lawyers today, so they're on standby. Madam Clerk, come on now let's go."

(Executive Session begins at 1:05 p.m.)

CHAIRMAN PITTS: "Where is she? Does she have it? Yeah, all right. All right without objection, we will resume the regular order of business. Madam County attorney, you ready?"

KAYE BURWELL, INTERIM COUNTY ATTORNEY: "Yes, sir. Is there a motion to approve the request for settlement authority set forth in item one on the executive session agenda?"

CHAIRMAN PITTS: "The motion to accept by Vice Chair Hall and I'll second. Let's vote, please."

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

CHAIRMAN PITTS: "All right. Continue. That's it, Madam County attorney?"

KAYE BURWELL, INTERIM COUNTY ATTORNEY: "Yes, nothing further."

CLERK GRIER: "On page 9, **21-0913**, Human Resource Management. Request approval to implement recommendations for phase one of the compensation study involving elected officials and key classifications."

KENNETH HERMON, CHIEF HUMAN RESOURCES OFFICER: "Good afternoon, Commissioners. Kenneth L. Hermon, Jr., Chief, HR Officer. Could I have the presentation, please? While they're bringing up the presentation, I'd just like to take a point of personal privilege and acknowledge my Dad, Kenneth Hermon, Sr., who's in the audience today – oh sorry. I just wanted to acknowledge my Dad who's in the audience. He doesn't believe I work for a living, so, this is my one opportunity to show him--"

CHAIRMAN PITTS: "--oh yes--"

KENNETH HERMON, CHIEF HUMAN RESOURCES OFFICER: "-- what I do--"

COMMISSIONER HAUSMANN: "--we should really make him work--"

KENNETH HERMON, CHIEF HUMAN RESOURCES OFFICER: “—oh, yes. As we wait for the presentation, I'd like to say that Sharon and her presentation about the budget kind of set up where I was going to go. So, I'm not going to spend too much time going back over some of the same themes that Sharon has identified. But I wanted to spend some time at least to lay out a case as to why it's very important for us to start to look at not only the compensation for the elected officials and key classifications, but to prevent present a comprehensive approach to addressing the County's compensation needs. Do you guys have the presentation that I sent to you last evening? Yes, okay, great. So, on page 1, we've all talked about the labor market trends, and how unemployment within the state of Georgia is at 3.2 percent which is historically low, but at the same time, we have a high demand for workers -- skilled workers that is - and we're in heavy competition not only with other government agencies, but also the private sector. And as we continue to navigate the COVID recovery, employees and workers are also making decisions not to go back into the workforce as yet. So that's all a impact to the labor market trends that we are seeing. As it relates to the great resignation, you've heard about it in the news, but one tidbit that may never been hit home to you based on some research that I saw in some recent articles, Georgia is the number 2 state that is impacted by the great resignation which is equally making it more difficult for us to attract and bring in individuals into the workforce. You heard Dr. Ferdinand this morning talk about his level of attrition that he is experiencing within his respective department and the Tax Commissioner's office. Typically, within the county you have roughly about a ten percent attrition rate. Right now, we're averaging 17 percent which is a 70 percent increase. So, that tells you again even there's high turnover within the County. And we're seeing conversation - having conversations with those individuals that are leaving. And some are talking about whether it's leaving for new opportunities because there's so much opportunities that's available, but then there's also some other conversations about how we could modify our systems and service delivery that are also leading towards some of the rationale so for their separating from the County. We have current challenges within our structure to attract individuals in the various legal entities, our IT department. We know historically that our sworn officers have been historically – a historic group of employees that we've had a problem recruiting. We've heard about purchasing and how now purchasing itself is being impacted by those individuals going on to different opportunities within government sectors around the county. And then number 5, you know, we've leveraged a number of – could we go to page number 1, please. We've leveraged a number of solutions that the Board have adopted through our HR policies and procedures. Notedly, we recently approved the sign on bonus which is going to be well utilized, I'm sure, by the Sheriff and those elected officials on the other side of the street. We've done retention bonuses to try to retain those key personnel in key positions within the County. We're getting ready to, from a historical

perspective, we've done the living wage, moved the salary to 32 percent that was for the five years ago. We've done the COVID premium payment, the hazardous pay, and we're getting ready to do ICS. But even as we do these small solutions here and there, the fire is starting to spread throughout the County and other different jurisdictions – sorry, other different departments and niche areas within the county that we are now seeing challenges in retaining individuals namely the HR department is one where we're now seeing an uptick with department employees starting to leave more frequently than they did historically. Page 2, please. So, what I want to spend some time on Commissioners is what we've outlined and what Sharon kind of gave you high-level overview as to what our plan of attack is for 2022 relative to compensation and how we will be impacting the workforce. In January 2022, we're slated and is budgeted that we will do the cost-of-living adjustment that Sharon indicated this was the year that our performance bonus was supposed to be made part of the base pay. We've converted it to a cost-of-living; it's at 3 percent right now. We're estimating that will cost about \$10 million, and Commissioner Hall, you made a great observation that while it does not completely negate the roughly 6 percent inflation rate, our approach was to try to offset that inflation rate by the three percent. So, that was also part of the logic. We acknowledge it, but we didn't have enough funding within the budget as to it's current structure to address the full 6 percent inflation, but at least we could offset it from the County employee perspective."

COMMISSIONER HAUSMANN: "That was this Commissioner that made that comment."

KENNETH HERMON, CHIEF HUMAN RESOURCES OFFICER: "—oh, sorry."

VICE CHAIR HALL: "No, I did ask for the 5.9 percent."

KENNETH HERMON, CHIEF HUMAN RESOURCES OFFICER: "Congratulations, Commissioner Hausmann. In March, we then go into the second item -- big item in 2022, which is the incremental compensation strategy. This will be phase two. The last phase of the implementation, you know, and we acknowledging longevity which is something that the Board decided on back on 2019 which was the right thing to do to try to separate those individuals who are newly been employed with the County by separating those individuals who've been here for a period of time. And we believe this also would further slowed their attrition rate because again it takes the employees potentially off of the market because they acknowledge and we've built a trust with those employees that we're moving toward being the employer of choice, and we're going to compensate you in that manner. The last item – well sorry -- the second item in March that we will be talking a little bit more today on is the elected official in the key classifications. You know that we've talked about that on two separate Board Meetings,

and how we've approached it, and we'll go through that in the presentation. But the key classification is where we would like to spend a lot of time and make sure that the Board is fully aware of what our intent on those key classifications are; and we have that estimated at \$5.7 million. In July of 2022, that's where we plan to bring back the final recommendation for the entire compensation structure to address all other employees that are not part of the key classifications. As you may recall, we were – you granted us approval to enter into an engagement with Siegel Group and they are right now collecting all the data for the other classifications that are not a part of the key classifications approach and we're hoping that once we make that presentation that we shift into a more modernized compensation philosophy that too would also have an impact on not only their take-home pay of the workforce, but our ability to attract new talent into the organization. We have a rough estimate there of roughly about \$20 million, in that respect. But, it also, there's some other items that we want to brainstorm about in 2022 and beyond as to how could we really put a strategic approach to solving the challenges from a public-sector employer perspective. We will never be able to compete with the private sector dollar-for-dollar, but from a public-sector perspective, how could we solve and make sure that we're the best opportunity in town for the individuals who want to work with in the public service. I know, Commissioner Ellis, you led the charge a few meetings ago about us having to redefine and redesign how we bring individuals into the organization. Not only looking at middle-level individuals with a lot of experience, but how could we grow our own "farm team" of individuals and what we're thinking about from the HR perspective is you know leveraging the internships policy that we have and funding those into 2022 and beyond to foster the growth and the hiring of new individuals into the organization. Better systems. What is IT systems? Making the job that is being performed by our workers a lot easier, more efficient, more effective, which ultimately helps the citizens that they're serving or potentially even looking at how we set different thresholds for purchasing and the like and figuring out is there a way to reduce the number of purchasing transactions that our purchasing department sees, which is - it may be a little bit more than any other jurisdiction within the state of Georgia. New benefits: I think COVID-19 has opened up and exposed that, you know we have not really looked at childcare as a benefit, but we have 500 plus employees that have kids underneath the age of six. That, and what does that mean for those individuals when you know their child is impacted by some illness and they have to stay home? Well, when they stay home, that's not service being provided to the citizens of Fulton County. So, we might need to look at childcare as a permanent benefit versus what we have right now, or potentially reimagining what we do with the building. You know we have roughly about 40 to 30 percent of the workforce that were historically in this, in the government center no longer here because they're working remote. Is there opportunity for us to offer on-site daycare at a significant reduction for the

workforce? Is that a possibility, and could that be built into our building structure where again it's limited costs, limited resources, but again that sets us apart from a benefit standpoint to a young mother or young couple looking as to where would be the employer of choice. If we have on-site daycare and they can go up the elevator and be in five minutes be down by my son or daughter, and have lunch with them; that's a win-win for us as having to navigate an hour and a half in traffic to pick them up from daycare that might be closer to their home. And then also you know we can look at staffing analysis from the standpoint of you know making sure we have the right mix of employees doing the right things within the County. And Commissioners, what we believe that will lead to an impact – next page, please, would set us up to be the public employer of choice. We believe that all of these actions, while taken over a period of time, will increase morale and engagement between our employees and supervisors. We would become more competitive from a salary perspective to attract individuals in. This will give us opportunity to be more strategic and proactive versus reacting to situations and most importantly it will minimize any impact to service; because services are what we provide. That's our bread and butter within the County and that's what I tell the new hirers every other Wednesday when they come in that all we want to you to provide is the highest level of service; and these are the things there to keep that moving forward. Now, as it relates to the recommendations that we have directly in front of you today about approval for the elected officials – could I have the next slide, please? Just to give you a quick recap, we've talked about this on-- next slide -- on two occasions but the HR guiding principles that got us to make our recommendation, where we stand by it. You know, we're relying on data that has been collected both by ourselves and by Siegel. We're applying basic HR principles to make sure that it is a defensible approach to setting the compensation for the elected officials and the key classifications. We want to ensure parity which I think it's something you'll see in option number 1. We want to respect the time-tested hierarchy within the courts and the elected official structure that exists right now. We want to maintain compliance because as you could imagine, compliance is king when it comes to HR and compensation. And working with Legal, we believe what we propose is in compliance with our local ordinances, and again we want to establish County as the employer of choice. Next slide. So just to refresh your memory, Commissioners, option one was a one shared salary range approach based on market data that we collected where we linked linked positions into one grouping, a one percentile; and then we sent the percentile hierarchy structure, and then commonly established compensation models was utilized to distribute those individuals throughout the structure and we have that as a estimated cost of \$2.2 million. Option 2 is what we've called the model base on what the solicitor had recommended in his presentation that was distributed to the Board in September where you looked at the top market salary that was identified for that position, and then

apply a 3 percent salary – a \$3,000 per city served on top of that which is roughly about \$45,000 on top of the top market salary. This as we indicated on several occasions, that this is not typically what you would find in a compensation model but nonetheless we've done that exercise, and we know what the cost would be and that's \$4.4 million. Next slide. So just to show you again where option number one has the elected officials pegged. Again this is a move away from the waterfall. This is not – this is a distribution model not a waterfall model where each salary is a standalone and no one salary is dependent on any one salary being adjusted. We believe that by tying the Superior Court judges, the DA, the public defender, and the solicitor; it ties all the top legal folks at the 90th percentile. At the 80th percentile, you have your state court judges, probate court judges, and your chief magistrates. At the 60th percentile, you have your other elected officials, your Sheriff, your clerk, and the Tax Commissioner. And then at that 50th percentile, of the mid-appointed range that we adopted would be your marshalls, your magistrate judges, your juvenile court judges, and the like. And at the 35th percentile, you have your associate judges. Now we know that there are some unique instances here where - as we've told you before, the salaries for the Superior Court judges and the DAs cannot be adjusted. They are tied to the supplements for those individuals are tied to a resolution that was adopted by the general assembly that caps their supplement at \$50,000. But every other individual that does not have a red asterisk next to it is something that can proceed based on the action of the Board. As it relates to the Commissioners, you have the authority to address your salary, but there are several steps that you also have to take in order to make that happen. One of course is the publication requirement several Board Meetings before the actual vote on the Commissioner salary, and then also that the salaries for those - the salary adjustment for the Commissioners, the new salary does not take effect until if I remember correctly until the new term that that Commissioner is elected into. So, it wouldn't happen right now. And as you remember, you guys are on staggered terms. So, when those individuals – those terms take effect; that's when the new salaries would take effect. But again, these salaries were adopted and recommended based on salary market data that we captured from within the state of Georgia and other neighboring jurisdictions that are typically part of our salary survey process. Next slide. Option two, just as a reminder and again option one is what we're recommending for approval today; not option two. But again, just to remind you about what option two was. This is where we take the model of finding the highest-level compensated individual and the data collected and applying a \$45,000 premium on top of that to give them the new total comparable based salary. And you can see that on how that impacts the respected elected officials there. Next slide. Now as it relates to the key classifications, you know you've heard me talk, you know we've talked about these before about these 76 key classifications that are scattered throughout the County in many different job

categories. Ranging from department heads, professional, technical, and skilled trades that the County as and my team, we're doing our best to try and attract those individuals in. But as we write an offer, they have another offer that exceeds the offer that we have. And, working within the confines of our current salary range table which again, just as a reminder, is almost six years old. Right now, since we implemented it, it's becoming challenging to do so. So, what we've done in working with the vendor is come up to a new methodology as to how we could address those key classifications that are hard to fill, challenging to maintain, but still provide a significant level of service to the citizens and – next slide - and through that new methodology, is what we're suggesting that those 76 individuals would be going to, several classifications would be going to. Where we would look at the top three salaries collected for those jobs; establish a new range or new mid-point and go 20 percent below 20 percent above to establish a new range. And once the new range is established, then distribute those individuals based on percentiles, where department heads and deputies will be at a minimum at the 75th percentile; where managers, supervisors, and technical folks would be at minimum at the market which is the 50th percentile and everybody else we aspire to move closer to the 25th percentile over some period of time. And if we follow this model and it is adopted over a two-year phased approach, you know we could manage that within the budget. It would be a \$5.2 million impact for the key classifications. And if that same model is applied to the entire workforce, and that's what we'll be bringing back to you in June of next year once we get all the information back from Siegel would be roughly about a 10-to-20 million-dollar ask for the entire workforce to be treated the same exact way. Next slide. On the next page, we wanted to provide you a sense of what those classifications are that we're talking about that give us challenges. As you can see the fourth from the bottom is the tax tag clerk which are the ones the tax Commissioners has articulated to you this morning. But again, this is just a sampling of the positions where it's extremely difficult to get individuals in and to keep them. And as soon as we get them, more than likely, we're losing them to other organizations throughout the metro area. Next slide. So as a recap Commissioners, what we're requesting -- what is the requested action is we want to be -- we want to get your approval to begin the communication to the workforce. We know that if we can start communicating with those employees that are dedicated to Fulton County and are providing the services now before we get into 2022, and we might be able to slow the rate of attrition that we're experiencing so we want to begin to communicate that you know in January there's a COLA, and at minimum it's going to be at 3 percent. We want to begin communicating that the incremental compensation strategy will happen in March for those 2200 employees that that will be impacted by that amount. Elected officials in key classification we want to communicate to them that that would also happen in March. And then for everyone else, communicate that June 2022 is when the

solutions would come for them as we get more data from our vendors. And then also just a show of support to the leadership that leveraging all the HR tools in our tool chest, is the best way to go to ensure that we're not losing any kind of talent to the market and allows us to attract individuals into the workforce. I'll stop here and take any questions you may have, Commissioners. Thank you very much."

VICE CHAIR HALL: "Thank you Mr. Hermon. Commissioner Abdur-Rahman."

COMMISSIONER ABDUR-RAHMAN: "Thank you, Vice Chair Hall. Couple of questions. I see here on option two, you have a 4,407,463 and why I'm kind of confused because if it requires legislation, why is this – is this the true amount? If it requires legislation because if it requires legislation, I would think the amount would be the one before you required legislation."

KENNETH HERMON, CHIEF HUMAN RESOURCES OFFICER: "Whenever we sit down and work with the department of finance and budget, we have to budget for the anticipated impact. So, while it's - your correct - that the Superior Court judges and the DA, their impact may not be immediate; we need it to account for it in the event that they do go to the General assembly and do get the General assembly to adopt what we've identified as their salary. So, we have to take that into consideration. But if from an implementation standpoint, if we vote to implement that today, you're right that will not include a cost immediately for the Superior Court judges and the district attorney."

COMMISSIONER ABDUR-RAHMAN: "So my only concern here is that when I'm looking at this amount, can I be given the -- I don't want to say true amount, because I understand the reasoning, I do not have a problem with it, but if I'm making a decision based on information - correct information, I can make that decision better if I know the amount other than the anticipated amount. Do you understand the point I'm trying to make? Would you happen to have that amount?"

KENNETH HERMON, CHIEF HUMAN RESOURCES OFFICER: "Yes. I think we were talking with your Staff. So, the 4.4 if we back out the 19 judges that are currently Superior Court judges and the DA, it would reduce that by roughly \$1.6 million."

COMMISSIONER ABDUR-RAHMAN: "Okay. Thank you. I needed that. Also, I did have a concern because I actually talked with some of our justice partners, and the current rate for our part-time magistrate judges is \$50 an hour. If we're really talking about being fair and equitable, I mean you've got some Starbucks that are paying 25 and 26 in some McDonald's that are paying 31. And so, I was wondering is that \$50 – is it truly \$50 per hour that our part-time magistrate judges are making and have we

looked at possibly increasing that to a hundred dollars per hour? Have we even had that conversation?"

KENNETH HERMON, CHIEF HUMAN RESOURCES OFFICER: "So, yes, so \$55 an hour is their hourly rate for the part-time magistrate judges. I'll have to go back and look at -- I know Judge Kirk chief judge of the magistrate court did send a proposal and I don't believe in her proposal it referenced a 55 an increase to the hundred dollars per hour; but I can go back and look at what her proposal is and include that as well."

COMMISSIONER ABDUR-RAHMAN: "So that would - so I guess my question to you is so I can make a informed decision. The \$50 per hour; this doesn't include that amount, what we're looking at, right."

KENNETH HERMON, CHIEF HUMAN RESOURCES OFFICER: "No this is for full-time staff, not the part-time staff."

COMMISSIONER ABDUR-RAHMAN: "Okay. And finally, would, since, you know, I know that you are asking us to go with option one, and I see here at the top where it says 200,902. I'm trying to find out versus option one and option two is that total compensation under the 200,902 -- is that take-home? I'm a little confused with trying to look at option one and option two because it doesn't clearly state if that's total compensation under option one."

KENNETH HERMON, CHIEF HUMAN RESOURCES OFFICER: "It is, Commissioner. We apologize for that. We attempted to try to have the two slides model each other and that one slide because of those four individuals right there all make different salaries it pushed it on to another page, but that is their take-home pay cash-in-hand to that elected official will be the 200,902."

COMMISSIONER ABDUR-RAHMAN: "Pretax."

KENNETH HERMON, CHIEF HUMAN RESOURCES OFFICER: "Yes, that's their gross."

COMMISSIONER ABDUR-RAHMAN: "Okay, that's the gross. Okay. Chair, if you don't mind since we are looking for to be fair and I see that solicitor Gammage is here, if we just get a few words from him. I want to make sure -- because if we're talking about being fair and equitable, I would like just if you don't mind maybe we can indulge him for a few moments just to give him an opportunity for the public."

KEITH GAMMAGE, SOLICITOR GENERAL: "Thank you Members of the Board, Mr. Chair, and Madam Commissioner. I love to answer any questions. I'm thankful and appreciative of that; and I know all of the elected officials are who've been working very

diligently especially over these last couple of most challenging years. So, thank you for the opportunity to be heard. I'd like to answer any questions and I will add that Chief Judge Brasher from the Superior Court is here as well and he's seated just to my left. I know Chief probate Judge Kenya Johnson was here earlier and had to leave for another event. I'd love to be helpful with any questions."

COMMISSIONER ABDUR-RAHMAN: "Well, what I want to know basically and here again I know that Mr. Hermon is asking for us to go with option one, and when we're looking at your contemporaries, I just want to be personally for myself, I can't speak for any of the other Commissioners. I want us to be equitable and fair. And so, when you look at option one versus option two, which one do you think is fair and why."

KEITH GAMMAGE, SOLICITOR GENERAL: "Thank you for that question. Candidly, I think both options are a great improvement. I presented before the Commission back in September and I presented that my colleague in the city of Atlanta, who has one municipality under his sphere of control and influence makes about \$50,000 more than what the County Solicitor makes. I presented that colleagues in other less active, smaller counties neighboring us makes \$55-to-\$60,000 more than I do. That presentation was valid. It was based on information that I received by way of public record inquiry from those other entities, and and I think if we're in the biggest, most active, most involved, quite frankly most demanding leading County in our state that we should not only be competitive, Madam Commissioner and Commissioners, but that we should lead. I say that also being a person who's fiscally conservative in understanding the competing interests. Well, this – what I submitted, on behalf of improved compensation for the solicitor general, I didn't anticipate that it would quite honestly become an option that had some impact on my colleagues because I'm not one to determine, nor is it appropriate for me to determine what my colleagues, other hard-working folks doing a different job should earn. To go right to your point and be completely honest this second approach for me is preferred for long-term advancement where you wouldn't hear from the solicitor again for a number of years, but I also must admit when we look at the salaries of our employees, okay, within our offices I must also admit that option one is a very positive move forward and it would be foolish for me to say otherwise; but I'm also looking back at how long quite honestly many of us are judges, the sheriff, others have been based on other similarly situated individuals. We've been under compensated. So, I hope that answers your question. Option two is best--"

COMMISSIONER ABDUR-RAHMAN: "—okay--"

KEITH GAMMAGE, SOLICITOR GENERAL: "—okay, but option one is also reasonable."

COMMISSIONER ABDUR-RAHMAN: “Well, the - this is the reason I asked if we're talking about attrition, if we're talking about keeping people here, and I know you are an elected official. I know that you are one of my constituents and I appreciate your hard work; however, I just want to make sure we're being fair; because on one hand and here again Mr. Hermon and I have had conversations about this so, I'm asking the questions because I want to know. I want to be in a position to make an informed decision that's best across the board, and that's why I'm asking you and I don't know if Chief Judge Brasher if you want to make some comments; I'm open to that as well because I think if we're talking about making sure that we have the best, the brightest, and then we have elected officials that we have underfunded for quite a while. Personally, for me when I make this decision, I want everyone just like I'm going to listen to the County manager tell me what's best, the CFO, and Mr. Hermon I also want you all as well. So, if you don't mind you know coming forward, Sir, I really would appreciate it.”

KEITH GAMMAGE, SOLICITOR GENERAL: “May I just stand back and remain?”

COMMISSIONER ABDUR-RAHMAN: “Yes, can you – I think Vice Chair has some questions.”

HONORABLE CHRISTOPHER BRASHER: “Thank you, Madam Commissioner. I appreciate it. Mr. Chairman, Vice Chair, and Members of the Commission, I don't get to speak to you all very often, and so, I want to start with a sense of gratitude because our effectiveness that we've been able to demonstrate in the judicial system here in Fulton County is directly due to the leadership and investment that you all have been willing to make in us. So, thank you very much for that. Not only with the project ORCA, the ARPA funds, but also helping us with chamber staff compensation funding ICS as well. These for the first time in the 16 years I've been on the bench, we're able to tell our employees that they've got a career path ahead of them which is great; because we rely very heavily on them. So, I want to say thank you to that. I like most lawyers am sort of a student of history, and I'll contrast our present relationship with what things were like when I was at the Attorney General's office and it required litigation so that Commissioner Arrington's father would get compensated the same as the other sitting Superior Court judges. And so, 19 years later, here we are in this situation where you all are willing to entertain this and proactively leading the effort to do that. So, I just want to express to you my sincere gratitude for that. This is a situation that we've longed for and it's paying dividends. We've got good folks on both sides of the street, trying to do the right things and for the right reasons. And I've got two things I want to say about that. The first is, if it were up to me, the salaries of the other elected officials in Fulton County would not be tethered to our salaries. Whether it's the district attorney

or the state court judges or whoever or indirectly the solicitor general. And that's because they deserve to make a business case -- to be able to make a business case for what their compensation should be. So, I'll just say that -- I'll say that unequivocally. I've said that to Mr. County Manager before. He knows my position on that because it's the right thing to do. It's the right thing for those folks to be able to make their own case on that. That being said, presently those other elected officials are tethered to us and so that brings me to a difference of opinion that I have with Mr. Hermon and he knows about this. We've talked about it. I disagree with his assertion that it requires legislation for us to have an increase in our supplement. The legislation that he refers to is in OCGA 15629.1, and just for very brief history, this is legislation that was passed in 2016, when the state last increased the state pay of Superior Court judges. And in so doing, they added a supplement of \$6,000 if you have a treatment court, mental health court, which we do. But that \$6,000 doesn't go toward raising the salaries of anybody else; it's a standalone. But the other thing they did was to say as follows: no county or counties comprising the circuit shall increase an aggregate County supplement paid to a Superior Court Judge if such supplement is \$50,000 or more. So, there is a cap, and that cap is for circuits that are paying their judges \$50,000 or more. Fulton County is not. Fulton County is paying its Superior Court judges a supplement of \$242 less than 50,000. So, I tell you there are ten other judicial circuits in Georgia that paid their judges more than we do. Two of them, the Augusta and the Columbia circuit pay their judges salary -- their judges supplements of over \$80,000 a year. Now, all of the core Metro counties that touch Fulton County: Cobb, Dekalb, Gwinnett, and Clayton all paid their judges more than ours, more than we do. Now, so you talked about fairness, and so I want to bring up those points. The other thing I want to say is that I'm not here to propose a third track. I'm not here to propose option three. But I am going to give you some basis upon which to think about how to calculate a salary supplement if the other elected officials remain tethered to our salaries. Because what I don't want is for that to be an impediment to those folks getting the raise they deserve. To be compensated the way they should be compensated. And so, my suggestion is that the Augusta and Richmond County circuits; those are the highest-paid. My suggestion is that we be paid 10 percent more than them. Now, that might seem unfair. Well, why would we be paid more than them? Well, because they as well as other judicial circuits around the state, not only fund that supplement, but they also fund a separate county pension for their judges. And that County pension is a defined benefit plan, not a defined contribution, not a 401a, 401K, a defined benefit plan that is calculated upon their entire salary, state and county. So even if we were 10 percent above the highest-paid, we would still be under compensated compared to the others, but that's, okay, that's where we are. So, my suggestion is and you'll forgive me if I've taken a little liberty with the amounts. I want to lay this out to you. I propose a supplement of \$80,200 and that is an increase

of – and I wrote it down -- an increase of -- sorry. This is what happens when you get things spread out too much – it's an increase of 38,472, okay? So, again, this is just -- please look at this as a way to calculate to get where we are an alternate method to get to where we want to be that is based on data. That's based on real-world conditions that are in counties right around us. Counties that have similar makeup. Counties that have all the same challenges we do except they're not the seat of the government of the state. They don't receive all the cases that we receive. They don't have the same kinds of complexity of cases that we do. So, what I'm asking for is that if option two and the way at which it is arrived is puzzling to you, that this is another way to get to that same area. So, that will lead us with a -- leave us with a salary with the supplement of 214,737 all in including the state and the County -- state pay and the County supplement. So, again, that's between the two as far as the ultimate number; but again, I'm not trying to compete with either of these. I'm just giving you a way to get there that uses data points that we can all see. And also recognizing that in order to untether the other elected officials from our salary is going to require legislation. And that's uncertain. It's uncertain that we can get statewide legislation through because if what I read to you is viewed as a real cap, then the only way to undo that is by state legislation – no local legislation could cure that. So, what I'm asking for is that you consider taking that action -- taking the action of increasing the supplement because I submit to you, you're not bound by that statute because we do not make more than \$50,000 as a supplement. And so, that solution would cure -- would address all the other things and we wouldn't have to unwind years of local legislation, layer upon layer, to try to get to the result that we're talking about. I'm happy to answer any questions about that. I know I kind of laid it on a little bit—"

COMMISSIONER ABDUR-RAHMAN: "--no. I appreciate it because I think -- I commend us for doing what we need to do, but I also know that we need to have the correct information. And that's not to say that we haven't been given correct information, but I think clearly someone that sits on the bench and has the historical context that you had, you brought information that I wasn't aware of and it looks like what is that a \$14,000 difference. And so, I would submit to you – I mean, I'm sorry, \$24,000 difference, thank you my colleague. But I would submit to you that and you say something about 19 years. When you said 19 years, has it been that long since there's been a salary increase?"

HONORABLE CHRISTOPHER BRASHER: "Nineteen years ago was when the event that I described where Commissioner Arrington's father, the state of Georgia, the law department had to sue to get his compensation to be the same as every other superior court judge—"

COMMISSIONER ABDUR-RAHMAN: “—okay, I got you, I got you--”

HONORABLE CHRISTOPHER BRASHER: “--and I use that as a benchmark against which to judge our much more cordial relationship today, and I appreciate that.”

COMMISSIONER ABDUR-RAHMAN: “One other question, and I'm going to yield to the Vice Chair. Where do we fall – and it's just for my own understanding -- as far as the caseload to our contemporaries that are making more -- the judges are making more. Where do we fall as far as how busy, case load, more complexities; I don't want you to get too involved; but if you can just put it in layman's terms for me—”

HONORABLE CHRISTOPHER BRASHER: “—sure. I would say that we are the busiest trial court in the state. We have been for years. It's only gotten worse. The pandemic of course has layered on additional, I'll call them, opportunities for us, but in addition to that because of the nature of a large metropolitan court like we have, a large urban court like we have; we have much more complex criminal cases because we have gang cases, we have organized crime cases, many of which used to be handled in the federal courts, but aren't anymore—“

COMMISSIONER ABDUR-RAHMAN: “—okay—”

HONORABLE CHRISTOPHER BRASHER: “— 95 percent of all criminal prosecutions are in the states now. And so, we handle those complex criminal cases, but we also handle all the business litigation from companies and organizations that exist here. And we handle all of the state litigation. Because every time a state official or state entity is sued, venue is required to be in the superior court of Fulton County. And all MARTA cases, all lawsuits against MARTA - the venue is in Fulton County. So, in addition to the fact that our population and the kinds of criminal cases we have drive a higher case load; we also have some special venue requirements that require additional cases to be here. And so, that would be my best answer.”

COMMISSIONER ABDUR-RAHMAN: “So, my question to you, if you wouldn't mind doing it for the listening public; for your contemporaries, would you say your caseloads or what the driven workload maybe three to five per - five times more than them?”

HONORABLE CHRISTOPHER BRASHER: “I don't know that it's going to be on a per judge basis - what it breaks down to - I know that when I talk to my contemporaries, I tell them that I've tried a hundred murder cases in the 16 years I've been on the bench, and you know, I've had, I've tried two death penalty cases. I've tried, you know, I've handled 15,000 cases as a judge. You know when I talk about those numbers, it's an order of magnitude higher than what some of my contemporaries handle from around the state.”

COMMISSIONER ABDUR-RAHMAN: “Okay, thank you, Judge—”

HONORABLE CHRISTOPHER BRASHER: “—I mean, that’s a fair comparison—”

COMMISSIONER ABDUR-RAHMAN: “-- I appreciate your candidness.”

HONORABLE CHRISTOPHER BRASHER: “I’m happy to answer any other questions.”

CHAIRMAN PITTS: “All right. Vice Chair Hall.”

VICE CHAIR HALL: “Thank you, Judge Brasher. Thank you, Solicitor General Keith Gammage, but my questions are geared toward Kenneth Hermon because what is before us is what we asked him to bring before us and we don't have the additional data and reports that you just spoke of unfortunately. And for me being a former IT executive for over 30 years, I'm big on data. And I need to see it. So, we don't have that unfortunately in front of us, but we do have in front of us today is significant because everybody needs a salary increase. It's long overdue. Very, very long overdue. I've been hearing this since back when I came to work for Commissioner Garner in 2011. So, I'm happy that we're at this point, but I do want to just clarify some things. And Mr. Hermon knows this because we had a very good, long discussion about option two, and he started to go over it with me in a private meeting and I said hold on just stop right there. You don't have to go any further because this makes no sense whatsoever. When I asked for this to be looked at, I asked for it only for the solicitor general, and the reason why was because Solicitor General Gammage was the only person that provided research and data and a report on his specific salary -- his specific position. He did the work and he brought it forward. And so, that's why I asked for it to be looked at but not in relation to everyone else because as you know Mr. Hermon, we talked about this. It is not fair because if you include years of service, education, skills, work experience, and those things that are normally looked at when you are trying to decide on a persons' salary, then it becomes an unfair situation. Is that not what we discussed, Mr. Hermon?”

KENNETH HERMON, CHIEF HUMAN RESOURCES OFFICER: “Yes. That's what we discussed Commissioner.”

VICE CHAIR HALL: “And so, can you just give everyone a brief overview of that discussion so it can really clearly understand why when you look at option two for everyone, it becomes unfair. It's only fair for Solicitor General Gammage because he related it based on comparable positions to his job and his skills, education, years of service. He did that, that data on him, but not on everybody else.”

KENNETH HERMON, CHIEF HUMAN RESOURCES OFFICER: “Well, I just want to make sure we use the right terminology. So both approaches are fair. In my opinion.”

VICE CHAIR HALL: “You have to say that.”

KENNETH HERMON, CHIEF HUMAN RESOURCES OFFICER: “No, that's what it is. Now, when we had the conversation about how Commissioner - Solicitor Gammage made his presentation, and where he selected if I recall correctly, it was, you know, he had identified I think it was the city of Atlanta, the city of Atlanta solicitor as the highest paid solicitor with one city that he has responsibility for. And what I was trying to articulate to you about experience and education was well, the city of Atlanta solicitor has been in that role for 35 plus years. So, he had garnered that salary over a period of time. I think he was awarded the longest-serving solicitor within the United States and we have his salary history from the city of Atlanta that shows COLA after COLA, how he got there over a period of time. So, we what, what we attempted to do again to have a model that's fair for all elected officials was to apply, find a highest-paid individual, whether it's the solicitor, a clerk, a sheriff from our data pool that we typically select from. And whoever that is, we will benchmark our sheriff against the Sheriff of Miami-Dade, and that's why the sheriff in Miami-Dade, when you look at option two, is at 208. That's the Miami-Dade sheriff salary and then add on the \$45,000 based on the city served on top of that to get us what our base pay is. So that follows a fair and consistent model taking just utilizing the solicitor's approach and applying it to all elected officials. So, I just want to make sure that was clearly communicated to the Board Members that it was our desire to be fair and consistent versus having one individual salary set this way and another individual salary set that way. So, that's what we were trying to attempt our model to.”

COMMISSIONER ARRINGTON, JR.: “Right, that makes sense. If you're going to apply it to one, you're going to have to apply it to all; and that's what makes it fair. But what does not make it fair is when you start to look at in relation to years of service, skills, work experience, education and you start to equate those things across the board and they don't match--”

KENNETH HERMON, CHIEF HUMAN RESOURCES OFFICER: “--and we did not take that into consideration--”

VICE CHAIR HALL: “--right, right, exactly. So, thank you for that. And I agree that you know we have to start somewhere, and everybody needs an increase most definitely, but we have to be absolute in how we do this. Because making -- just setting a high salary based on nothing other than this is a comparable position and we're going to start at the top salary, add another amount to that and that's going to determine the salary is

just -- that doesn't really equate to how it's done in reality. So, you know, option one is completely on track with what we need to be doing, and thank you for the explanation on the Commissioners side because there's been a lot of questions about how does that take place, when would it be applied, and those certain things. Let's see. And if you go to page 11, you have a sampling of key classifications with current recruitment and retention challenges – those - I understand the challenges, it says that is a sampling, but I want to make sure that we're addressing all of the needs. And so I want to request a report of the vacant positions by department funded and unfunded because I know that for years even before I became Commissioner, that we have had a problem with filling positions, positions have been funded, and if you take a look at the budget book, you will see that there are positions that are being unfunded and I will question some of that, too, because if we are having a problem and we need to fill positions, then the question would be why are we un-funding positions in certain areas? And I'm not going to go back through the book, but I offer that as something that Mr. County manager and the County executive should look at. I've been told about IT losing so many people and they continue to lose people because once you start getting short staffed, and you start throwing the task over to the other employees, they become overwhelmed and then they want to quit. And that's what I've been hearing has been happening and it's been happening just too often, and those positions are not being filled. So, I think that we need to look at that across the board and again I ask that a report be provided on the vacant positions funded and unfunded by department. So, I don't know who that would – who would do that, Mr. Hermon or Madam CFO--"

KENNETH HERMON, CHIEF HUMAN RESOURCES OFFICER: "--I can start the conversation, then work with the Team and--"

SHARON WHITEMORE, CHIEF FINANCIAL OFFICER: "-- yes, we'll take care of that."

VICE CHAIR HALL: "All right, thank you so much. And thank you did an awesome job on this and thank you for using of the solicitor general's model for his job. Thank you."

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

COMMISSIONER ELLIS: "So, as I understand it, the reason this is before – having this discussion today – I just want to come back to what we're trying to do up here, you're looking for approval from us to communicate now the actions which you just described. Number 1 being the COLA which will start January 22; implementation of the ICS, and then addressing elected officials and key classifications, and then the all other classifications. That's what you're looking for approval from us today on, correct?"

KENNETH HERMON, CHIEF HUMAN RESOURCES OFFICER: "That's correct Commissioner."

COMMISSIONER ELLIS: "Okay. Now, I'm going to say this real briefly and I got all kinds of respect for all our elected officials but the elected officials' compensation is not my primary concern. If you, if you looked at elected officials across the country and tried to give some equity study and say it made any sense, good luck with it, right? Because we all signed up for this stuff, probably with a lot different salaries that, you know, we could have made elsewhere and all that sort of stuff, and you know there's plenty of inequities when it comes to elected officials' compensation, right. The Governor makes this, and the guy that runs the Ports Authority makes probably twelve times that, right. So, there's all kinds of stuff to that, right? It's all messed up. So, just acknowledge that. I'm not discounting that we need to do something and I am for doing something, but my principal concern is for the people who didn't sign up for a set term to do a job, right? It's for those employees, right. So, yeah, I want to make sure we walk for - walk out of here with direction to you that we're looking to move ahead on those items with specificity. So, I just want to say that."

CHAIRMAN PITTS: "Thank you, Commissioner. Commissioner – what--"

VICE CHAIR HALL: "--he's not through yet--"

CHAIRMAN PITTS: "—oh--"

COMMISSIONER ELLIS: "--I mean if you want to say amen, that's fine. I was going to keep on going."

CHAIRMAN PITTS: "I agree with everything you said. It's not about us. Every one of us, we know exactly what the salary was when [Inaudible.]—"

VICE CHAIR HALL: "—yes—"

CHAIRMAN PITTS: "-- and I'm probably, I'm not the only one who would do it for free"

COMMISSIONER ELLIS: "--right—"

CHAIRMAN PITTS: "--and I've said it before. That's how much I enjoy it. [Inaudible.] the clock--"

COMMISSIONER ELLIS: "--right. I mean, we do need - I do want to come back to that just briefly on the elected officials comp, which I do think it's a topic none of us particularly enjoy addressing, but it needs to be addressed. I do think you know that we've gotten some good feedback and we've gotten some good data, you know, from

both our elected officials and from you, Mr. Hermon. I appreciate that. I thought when we made – when we went through this before, I was a little bit confused why we had this back to us – two looks at us again, ‘cause, I thought we had made the decision. We heard from you and you know on the elected official’s approach, it was to utilize option one as sort of a go forward basis. Did we not give you that direction?”

KENNETH HERMON, CHIEF HUMAN RESOURCES OFFICER: “Commissioner, remember the two previous times it was just discussion items and while the majority of the discussion did gravitate to option one, there was no clear indication from the Board in a form of a vote, and option one was the way to go. But, based on the conversation after having a conversation with the three Commissioners that reached out to us, that’s when we also submitted our option one approach, and that’s what we’re recommending now.”

COMMISSIONER ELLIS: “Okay. So, option one is part of these recommendations, okay, I was just confused why the other - I thought we’d already voted and decided on that or giving you that direction, but you said we hadn’t then fair point. And then I appreciate Chief Judge Brashers’ comments around interpretation of the law. There sounds to be that we’ve got a difference of opinion upon that. I’m not looking to litigate that as we’re having this conversation today. Probably counterproductive. But, I do think that we do need to get some clarity around it and if we – if this tethering, so to speak, it does seem to need to be unwound, right? So, I do think that it’s fair for us to have that as sort of a strong point within our package to get somebody to carry it untethered. I mean, so it sounds like we have some general consensus on that element. So, all right, with that I’m prepared to support the recommendations and also certainly prepared of option one and the other items. I mean, if we couldn’t agree on the elected officials at the minimum, I wanted to move forward with the direction here but hopefully we can agree on that and also can agree on moving forward with legislation to sort of change this tethering that we do have, so—”

CHAIRMAN PITTS: “-all right—”

COMMISSIONER ELLIS: “—I’m done now.”

CHAIRMAN PITTS: “Thank you, sir. Commissioner Arrington.”

COMMISSIONER ARRINGTON, JR.: “Amen, again. I think Commissioner Ellis is right. You know less worried about the elected officials than I am about the second portion of ICS, the COLA, and other classifications; however, I am an elected official; so I am and I do have some concerns for the elected officials as well. My bigger concern is around our authority. I think - and I was speaking with the County attorney about it, generally --

I think the general law is that we do not have the authority to set the salary for other elected officials. I believe there are specific exceptions and specific local laws which give us some authority to set the salary and/or to provide a supplement. One of the things that I have a challenge with even one and two as they're listed here -- I'm unsure whether we're doing a base salary increase or a supplement increase. So, what would be helpful to me is to have a, you know, a couple more columns that talk about whether you know what is existing salary? What is the proposed increase in base salary? Is there an increase in base salary or is it just a increase in supplement? I think Judge Brasher's point about the law is very good and I certainly -- Madam County attorney old, new, present, former, all of y'all, I would like to hear some more on judge Brasher's point because I think he makes a good point. You know, I can support either of these. My personal preference now would be to for today would be the COLA, the ICS, and the other classifications -- I would rather see more information on our authority, on whether we're providing a supplement or increase in base salary before making a move on elected officials. That would be my preference, but I mean, I could support one or two, but I'm a little worried that a lot of these positions we only have the authority to provide a supplement for, and I'm concerned -- I'm concerned that what we're proposing doesn't -- may not necessarily comply with the law."

KENNETH HERMON, CHIEF HUMAN RESOURCES OFFICER: "And Commissioner, if I may clarify: Our first pass at creating this chart did exactly what you suggested of having a -- this is the base pay that is set by the state following the ACCG guide. And what the County existing supplement was following the waterfall philosophy that you currently have. And then when we added in our new approach, the chart got extremely busy and we said, let's just simplify it and show what the total take-home pay would be for the elected officials. So, what we're talking about is not adjusting their base pay, but as we're always adjusting we're talking about the County supplement that you have the authority to adjust. So, I think the Superior Court judges if I remember their base pay, is set by ACCG regardless of outside of tenure is like \$129,000. So, it would be a supplement of eighty thousand, \$60,000 is what we suggest will be their new supplement from the county if once we - once the legal minds get together and agree as to whether or not the County has the authority to go now or they have to wait until the general assembly acts and untethers us, that's what we're suggesting. So, but we just try to simplify it as much as possible, but we can definitely provide you and the other Board Members a very detailed chart to show it. Hopefully, it's not too busy."

COMMISSIONER ARRINGTON, JR.: "Yeah, but see one of the other problems I have, and Judge Brasher, I'd love to hear from you on that - the other problem I have is your looking at option one, and option two. They aren't even the same. You know option one doesn't have the column which shows the increase. So, I mean, it's not -- the

charts don't mirror each other; so, I can't really evaluate them because they don't look the same. They don't provide the same information. Judge, but certainly, please, go right ahead. I'd love to hear from you."

HONORABLE CHRISTOPHER BRASHER: "So, two things. First of all, to address your question, Commissioner Arrington, there are only two positions that are that receive supplements from the County on this list and that's superior court judges and the district attorney. The others are paid based on percentages of other officials. And so, for instance as I understand it, the solicitor receives 90 percent of the Superior Court judges' salaries as do the state court judges. But again, they are based on our total compensation between both the state pay and the County supplement. So, only two of those receive County supplements. You are authorized by local legislation in 2013 to pay us a supplement of not less than \$49,748, I think is what it is. And so that's the authority that I am looking to you to increase the supplement on because of that. There is a general law that says what I described before and that is if there's a supplement of \$50,000 or more, it can't be raised. My suggestion to you is because ours is not \$50,000, it can be raised. It's probably only raised one time. I understand that. The other thing I want to point out and I hope that I can address a little bit of Commissioner Hall's concern in this comment and that is this is not a new thing that I'm talking about. We sat down with the County attorney's office, excuse me, with the County manager's office and folks from the county attorney's office five weeks ago when we talked about this. And I gave them the report that I had prepared about this and frankly things stopped then and I understand why. I'm not throwing anybody under the bus. I'm describing what happened. Things stopped then because there was an opinion that what I described to you was a cap. And therefore, it couldn't be right; and that's when the conversation stopped. Now, I'm here to tell you that I believe you can and that's my job as an elected official who has to come before you and request resources just like I want resources for our employees to be paid appropriately I want to inform you on what I believe your authority is and that's what I'm doing here. I'm not trying to go around anybody. Everybody who I talked to knew I was going to come and say this. I'm not throwing anybody under the bus. I'm being straightforward about it. So, there is a report. There is a chart. I'm happy to share it with you, all the Commissioners. I'll do that today."

VICE CHAIR HALL: "Okay, thank you."

COMMISSIONER ARRINGTON, JR.: "And I guess I'm still a little and maybe I don't know if we really need to have a meeting or not. I'm looking at something I got from the County attorney that says a state court judge that we're authorized to provide a

supplement for state court judge, for probate court judge, for magistrate court judge, in addition to superior and DA. And so.”

HONORABLE CHRISTOPHER BRASHER: “I’m here to tell you that those judges salaries are not set by general law. They’re set as a percentage and is funded completely by the County.”

COMMISSIONER ARRINGTON, JR.: “So, is that their base salary or is that their supplement?”

HONORABLE CHRISTOPHER BRASHER: “They don’t receive a supplement, per se, because they just receive a salary that is based upon our total compensation.”

COMMISSIONER ARRINGTON, JR.: “And what I’m saying to you is this letter I have from the County attorney intimates that we do have the authority to provide supplements to these other offices.”

HONORABLE CHRISTOPHER BRASHER: “So, I’m not going to speak for Solicitor General Gammage. He’s paid under that, under that fashion, so I’ll allow him to describe it.”

COMMISSIONER ARRINGTON, JR.: “Well, either we have the authority, or we don’t—

SPEAKER RESPONDED/INAUDIBLE

COMMISSIONER ARRINGTON, JR.: “Okay, if we have the authority, that’s what this says, we have the authority to provide a County supplement for state court judge, probate court judge, magistrate court judge, juvenile court judge, Superior Court Judge, district attorney, solicitor general, sheriff, Superior Court clerk, and the circuit public defender. According to this which says that we have the authority to provide a supplement regardless of what the base salary may be according to the waterfall. And so, I’m just trying to get clear on what salary and what supplement; so, that we -- you know once we do this, it doesn’t get undone because somebody said we didn’t do it right or we didn’t follow some law that we were supposed to.”

CHAIRMAN PITTS: “Now, what is happening right now is what I was afraid of when we have department heads and elected officials coming before us; we’re going to screw-up the whole process. I think we have a process that serves this County well. We have a County attorney and I have a tremendous, and he knows, this I have tremendous respect for Commissioner Arrington’s legal, brilliant, legal mind; so, I’m taking into consideration what he’s saying. But what’s before us now, there was a motion to approve which is in essence option one made by Vice Chair and I seconded it. So, we

need to dispose of that at some point. I don't want to sit here and try to litigate this and bring in the judge to issue --"

COMMISSIONER ARRINGTON, JR.: "--that's fine Mr. Chair. I would just like to hear from Mr. Gammage --"

CHAIRMAN PITTS: "--yeah--"

COMMISSIONER ARRINGTON, JR.: "-- I mean I've said all that I need to say. I can support one or two. Again, my concern is I don't know what part is supplement and what part is salary; so that's what provides some concern for me."

KEITH GAMMAGE, SOLICITOR GENERAL: "Thank you Mr. Commissioner. What I would say, sir, and folks/fellows is although I don't know specifically that law; I do know specifically that there is a local ordinance that establishes the compensation of the solicitor general and that tethers it or links it to the Superior Court Judge at 90 percent but that was part of it, that's a local ordinance and so I say that to suggest that it can be changed. And in that ordinance, it also lays out what you just stated that that the County can offer that supplement. I can only say to you, to you all that there is no supplement for the solicitor general's role and that if you act today, it would at least have the effect of improving the compensation for some hardworking folks."

COMMISSIONER ARRINGTON, JR.: "And I guess though again, hey, you guys can vote how you want to. I think it's important for us to know whether we're providing base salary increase or whether we're providing a supplement. Mr. Hermon are you saying that everything up here is all base or all supplement?"

KENNETH HERMON, CHIEF HUMAN RESOURCES OFFICER: "That's total compensation, so, for the superior court judge for example that takes into consideration his state base plus the County's new proposed supplement if, in fact, it's adopted by either this Body or the general assembly."

COMMISSIONER ARRINGTON, JR.: "Without identifying what those numbers are—"

KENNETH HERMON, CHIEF HUMAN RESOURCES OFFICER: "—right—"

COMMISSIONER ARRINGTON, JR.: "—so, how can I make a decision if you do that without identifying the details?"

KENNETH HERMON, CHIEF HUMAN RESOURCES OFFICER: "-- Like I said, we can, excuse me, Commissioner. We can go back and provide you a very detailed report like I said when we attempted to do so to have it for this presentation, several presentations ago, it got extremely busy, but we can definitely provide this Body -- we have the data

we have it ready to go. So, it's nothing too hard for us to provide it to you, so you can see the detail as to their state base and also take into consideration, Commissioner, and I'll stop here. When you also incorporate longevity that's also is going to really require us to get down to the individual superior court judge to get there."

COMMISSIONER ARRINGTON, JR.: "I think ICS takes care of longevity."

KENNETH HERMON, CHIEF HUMAN RESOURCES OFFICER: "I'm talking for the judges—"

COMMISSIONER ELLIS: "--nobody's talking about the judges--"

KENNETH HERMON, CHIEF HUMAN RESOURCES OFFICER: "--well, part of the calculation for elected officials is you have to take longevity into consideration. So just like how we have to take when the Commissioners earn their – I forgot that certification that you guys get when you go to –"

VICE CHAIR HALL: "—the county Commissioners certification —"

KENNETH HERMON, CHIEF HUMAN RESOURCES OFFICER: "--the County Commissioners certification —"

VICE CHAIR HALL: "—yes—"

KENNETH HERMON, CHIEF HUMAN RESOURCES OFFICER: "-- that goes into now your quote unquote base pay supplement. So, we can break it down by individuals to show you what their individual superior court judge base pay is and what their supplement will be based on this and provide that to you. But like I said, it just became a little tedious to try and show it in one chart when you take all of those different anomalies into question and then the cause – then the question would have been well why is this one superior court judge making this and then this other one making \$2,000 more is because of those different anomalies that are part of the state requirement for us when we're calculating those elected officials' compensation. But we can break it down for you—"

COMMISSIONER ARRINGTON, JR.: "—yeah, I understand that. I'm just worried - the reason I want to know the difference between base salary and supplement is because if we increase Solicitor Gammage's base salary, and we still provide no supplement, then that means we still have the authority to supplement. But, if we're giving him a supplement and we're not increasing his base salary, I just think we need to know who's on first. I, you know, maybe nobody cares about that, but me."

HONORABLE CHRISTOPHER BRASHER: "I care. We all do. Please, may I approach?"

COMMISSIONER ARRINGTON, JR.: "Please."

HONORABLE CHRISTOPHER BRASHER: "So, presently the base salary of a superior court judge is \$126,265 that's what's paid by the state of Georgia. In addition to that in local legislation that was enacted in 2013, you were authorized to pay a supplement to the superior court judges of not less than \$49,748. So presently, our salary is \$176,013."

COMMISSIONER ARRINGTON, JR.: "So, of not less than —"

HONORABLE CHRISTOPHER BRASHER: "—49,748—"

COMMISSIONER ARRINGTON, JR.: "—okay—"

HONORABLE CHRISTOPHER BRASHER: "--so again, that's - right now, we get paid 126,000 and change from the state and we get paid from you, 49,748. And based upon that total compensation, that is the formula by which the other officials are compensated; and so that's the state law that I'm aware of and that I've - state law, general law, and local legislation that affects how much we're compensated, so."

COMMISSIONER ARRINGTON, JR.: "—okay. Thank you."

CHAIRMAN PITTS: "Vice Chair Hall."

VICE CHAIR HALL: "First, let me thank Judge Brasher for just clarifying that about the information. I am looking forward to receiving that information. Thank you for that. I think it's a little frustrating when people come up here and they say that you know they had a conversation with our County executives and there was information provided and we don't even know what that information is. But, as a Body, we have the, we have a responsibility to know what we're voting on and especially when it involves taxpayers' dollars. So, we need to know all the information related to making a conscious and well-informed decision about our votes. I do -- I do want to address this -- Commissioner Arrington brought up a good point. And I have to address that. And when you said about the certification and you know there's a certain percentage of an increase in salary that a Commissioner receives when they receive the certification and there's also longevity pay that a Commissioner receives for so many years of service. And so, when you look at the salaries of each Commissioner sitting right here before you on this Board, the salaries are not all the same. And so, if based on what Commissioner Arrington is saying, then that even if you look at that across-the-board with these other elected officials, their salaries are not going to be the same. So, if

you're starting at a base, are you saying that you're starting at the base starting salary for that particular position and then you're adding the supplement on top of it? You're not starting with the actual current salary of that individual who's in that position and has been there and earned whatever their salary is and then adding it to that. You're just applying the same to everyone in that specific job title?"

KENNETH HERMON, CHIEF HUMAN RESOURCES OFFICER: "It's definitely not looking at the individual. We're looking at the base salary for the job and then in the Commissioner's example, the base salary for the job would move to 74; but because of your certification, you'll get another thousand dollars, it would be 75. But every other Commissioner who may not have the certification would be at 74 for example."

VICE CHAIR HALL: "So, you're saying that you would adjust after using this model you would then look at each individual and adjust their pay based on whatever longevity, whatever certification brought additional salary increases, you would put it on the back end?"

KENNETH HERMON, CHIEF HUMAN RESOURCES OFFICER: "That's correct, Commissioner."

VICE CHAIR HALL: "Then that should be reflected in this document then; because as Commissioner Arrington – he wouldn't be raising his questions if that information was clearly stated in this document. It would make sense then, and he wouldn't be saying well, we can't apply the exact same salary to everybody. And I see you shaking your head—"

COMMISSIONER ARRINGTON, JR.: "—yes—"

VICE CHAIR HALL: "—yes, so, this is problematic and it doesn't – we'll need it in writing as well as -- if you started this process from a certain point, then you would have to have some documentation that reflects how you got to this point. Do you have that document available for all of us?"

KENNETH HERMON, CHIEF HUMAN RESOURCES OFFICER: "We have the detail, and like I said, it became extremely busy to try and fit seven individual Commissioners into that one grid to get it on one slide because each person potentially was at a different salary range —"

VICE CHAIR HALL: "—right—"

KENNETH HERMON, CHIEF HUMAN RESOURCES OFFICER: "—so, to that I say yes, Commissioner, we have it and we can definitely share it."

VICE CHAIR HALL: “Well, I don't know about everybody else, but I read everything so I don't care if it's ten pages or a hundred pages, it's going to get read by me; because I - that's what the people voted me here for to make sure that I'm, I know what I'm voting on. And so, I want to see it. Commissioner Arrington's point is very, very good and clear. I think that we can't - you're saying this on record that's good but seeing it is believe it you know. Thank you. So let me make a clear -- let me just – Mr. Chair, if you will just allow me to clarify the motion—”

CHAIRMAN PITTS: “—sure—”

VICE CHAIR HALL: “-- because since -- since Mr. Hermon has stated that this is based on base salary plus supplement, but it then goes back to each individual and adds-in whatever additional increases they should have, then I can accept that; but I want to make sure that's in the motion of option one that that is what is taking place so that we know that we are addressing what Commissioner Arrington has raised before us. And also, to ensure that we are also including those additional requested actions that have been discussed by Commissioner Ellis and others for the COLA, the incremental – you got to do the cost of living – the incremental compensation strategy, et cetera. So, I just want to clarify that motion. All right.”

CHAIRMAN PITTS: “Commissioner Abdur-Rahman.”

COMMISSIONER ABDUR-RAHMAN: “Thank you, Chairman. Just to not belabor the point, County attorney, I guess this question would be for you. If option one passes today, does that tie our hands as far as any supplemental if we get any additional information as in respective to our judge and solicitor?”

KAYE BURWELL, INTERIM COUNTY ATTORNEY: “Is the question whether you can amend if you make a decision today, can you in the future amend that? Yes, you all can always amend any action you take.”

COMMISSIONER ABDUR-RAHMAN: “Okay. That's what I needed to know. Oh, one other question I did have. I noticed under option one, Mr. Hermon, it says requires additional steps. What are the additional steps that it requires under option one at the bottom?”

KENNETH HERMON, CHIEF HUMAN RESOURCES OFFICER: “Well, I have the document here. It's Georgia code 36-5-24 that articulates what the extra steps for the Board of Commissioners. Let me not read it verbatim, but it says the county governing authority shall take no action to increase salaries, compensation, expenses or expenditures or any nature of compensation until notice of intent is taken such action and physical impact of such action has been published in the newspaper designated as

a legal organ of the County at least one week for three consecutive weeks immediately preceding the meeting in which the action is taken. So, there's a publication requirement for the Board of Commissioners of three consecutive weeks that you have to publish this action to address your respective compensation before you can actually take the vote. That's why we were suggesting that this is a communication approval and as part of the budget, you will have the authority because we're going to bring back some - a resolution of some sort to also document it so it's clear for everyone. But that's the, that's the additional steps that we're talking about Commissioner. And then the last, after that has taken affect, then you have to wait until you are reelected to actually benefit from the action that you have just taken whenever that occurs when it's your turn to run for reelection."

COMMISSIONER ABDUR-RAHMAN: "Thank you."

CHAIRMAN PITTS: "Commissioner Ellis."

COMMISSIONER ELLIS: "At the expense of belaboring things, I'll belabor it. So, just to understand; so if we vote to approve option one today, and I think we've got implementation, I think it is March, right—"

KENNETH HERMON, CHIEF HUMAN RESOURCES OFFICER: "—right—"

COMMISSIONER ELLIS: "-- it will mean that with the exception of the commissioner salaries, the superior court judges, and the DA those would be the new salaries; so, I picked to many sort of incremental you know raises on top of that somebody would be entitled to--"

KENNETH HERMON, CHIEF HUMAN RESOURCES OFFICER: "--in March —"

COMMISSIONER ELLIS: "--in March."

KENNETH HERMON, CHIEF HUMAN RESOURCES OFFICER: "Correct."

COMMISSIONER ELLIS: "So, but superior court judges, DA, commissioners, those are recommendations; those would not go into effect?"

KENNETH HERMON, CHIEF HUMAN RESOURCES OFFICER: "Well, for the commissioners, if the commissioners want to move into [Inaudible.]—"

COMMISSIONER ELLIS: "—Commissioners haven't voted on that. That may never happen at all. That's a recommendation."

KENNETH HERMON, CHIEF HUMAN RESOURCES OFFICER: "It will, it will not go into effect unless you follow the procedures of the application."

COMMISSIONER ELLIS: “—right, right. That’s a recommendation—”

KENNETH HERMON, CHIEF HUMAN RESOURCES OFFICER: “—right—”

COMMISSIONER ELLIS: “—and for superior court judges and the DA, our interpretation in what your recommendation is here, is it goes – it’ll go to this but it’ll be subject to legislation approval by somebody else.”

KENNETH HERMON, CHIEF HUMAN RESOURCES OFFICER: “Correct.”

COMMISSIONER ELLIS: “Okay. So, you know, so there’s could change in that process, right? Could go, could go up and we could address some of these other issues that were raised. But the other ones would go to those amounts and effectively we would be – we’d be putting those in place regardless of prior waterfalls.”

KENNETH HERMON, CHIEF HUMAN RESOURCES OFFICER: “Correct.”

COMMISSIONER ELLIS: “All right, so we’re doing away with that problem? All right. I’m good on that. I raised this the last time; thought about not raising it now, but; my conscience says I have to raise it because gotta be equitable. At least on some level. What is the current Tax Commissioner’s salary? I mean, the reason I’m asking you this – I mean the, the Tax Commissioner receives a supplement, significant supplement and I can’t vote to give him a raise in light of what his total compensation is. It’s not comparable.”

KENNETH HERMON, CHIEF HUMAN RESOURCES OFFICER: SPEAKING AWAY FROM MIC/INAUDIBLE “he has a salary of two—”

COMMISSIONER ELLIS: “-- I’m talking about his base. I’m talking about is base—”

VICE CHAIR HALL: “—oh his base—”

CHAIRMAN PITTS: “—his base is two, two—”

COMMISSIONER ELLIS: “—no, his base is lower than 183 or it’s the same. If it’s the same, I’m fine.”

KENNETH HERMON, CHIEF HUMAN RESOURCES OFFICER: “The Tax Commissioner’s base – oh no, this is wrong. I don’t have that information.”

COMMISSIONER ELLIS: “Well, I will make a friendly amendment that we move forward with option one, but that the Tax Commissioner’s base remain the same in light of the fact that he receives significant supplement. I don’t know what [Inaudible.] If you will all be acceptable to that friendly amendment or not.”

VICE CHAIR HALL: SPEAKING AWAY FROM MIC/INAUDIBLE

COMMISSIONER ELLIS: “In other words, his base wouldn’t change given that he receives other supplements bringing the salary up to over 300,000 I believe.

VICE CHAIR HALL: SPEAKING AWAY FROM MIC/INAUDIBLE

COMMISSIONER ELLIS: “I’m just asking for a friendly amendment to the motion that essentially the Tax Commissioner be removed from option one.”

COMMISSIONER ARRINGTON, JR.: SPEAKING AWAY FROM MIC/INAUDIBLE “he said his base is 130—”

COMMISSIONER ELLIS: “—yeah, his based 130,000 for this document that you just showed me, but his total compensation is 300,000. We’re not - nobody else is receiving a structure like that. No other elected official on that, on this page is receiving a extracontractual compensation—”

CHAIRMAN PITTS: SPEAKING AWAY FROM MIC/INAUDIBLE “—what was his compensation level?”

COMMISSIONER ELLIS: “I can’t approve something that’s going to give him a 50,000-dollar raise on top of his current total compensation. If that’s what this is—”

COMMISSIONER HAUSMANN: “—I second that—”

COMMISSIONER ELLIS: “--that’s my friendly amendment that his, that the Tax Commissioner’s be removed from this and his base would remain the same in light of his other supplements.”

VICE CHAIR HALL: “Yeah, that’s not going to change his salary at all. It’s going to stay the same. That’s basically--”

COMMISSIONER ELLIS: “--his base would stay the same.”

VICE CHAIR HALL: “—that’s basically what you’re saying.

COMMISSIONER ELLIS: “—yeah, I’m, I’m, yeah, friendly amendment, that his base would stay the same and not be raised to \$183,000”

COMMISSIONER HAUSMANN: “—and I second that.”

VICE CHAIR HALL: “—yeah, I get that.”

CHAIRMAN PITTS: “Well, she’s accepting that as a—”

COMMISSIONER ELLIS: “—okay—”

CHAIRMAN PITTS: “-- as a friendly amendment--”

VICE CHAIR HALL: “—yes—”

COMMISSIONER ELLIS: “—okay.”

CHAIRMAN PITTS: “Now, this again, this is what I anticipated was going to happen.”

COMMISSIONER ARRINGTON, JR.: “Well, I’m sorry, so again I’m a little confused still because I don’t know if there would be if we would be required to do anything for superior court judges and/or the DA if we’re just – if all we’re doing is increasing their supplement, I don’t think there’s any other action that has to be taken. So, hey, I’m done.”

VICE CHAIR HALL: “Me too.”

CHAIRMAN PITTS: “All right. Anybody else? All right. The motion before us is to approve. That motion was made by Vice Chair Hall and I seconded the motion. Let’s vote, please, let’s.”

CLERK GRIER: “And the vote is open. I don’t see it. Yeah. And the motion passes; five yeas, one nay, one abstention.”

CHAIRMAN PITTS: “Next item.”

KENNETH HERMON, CHIEF HUMAN RESOURCES OFFICER: “Thank you, Commissioners.”

CLERK GRIER: “Continuing on page 9 --”

CHAIRMAN PITTS: “--speak up, Madam Clerk.”

CLERK GRIER: “**21-0914**, Information Technology. Request approval to utilize corporate purchasing for the purchase of attorney advanced evidence management software.”

CHAIRMAN PITTS: “All right. I’ll entertain a motion to approve. Motion to approve by Commissioner Hausmann, seconded by Vice Chair Hall. Let’s vote, please.”

CLERK GRIER: “And the vote is open.”

COMMISSIONER ELLIS: “Mr. Chair?”

CHAIRMAN PITTS: “Yes, I’m sorry?”

COMMISSIONER ELLIS: “It’s not going to change my vote on this, but I did have a question on the - if we consider whether the funding source for this could – it, would it come through ORCA?”

GLENN MELENDEZ, CIO: “Yeah, we did speak about it, Commissioner. The ARPA dollars have been allocated but as the project goes along if there are savings along the way we certainly could consider ARPA dollars to fund this project.”

COMMISSIONER ELLIS: “Okay. Thank you.”

CHAIRMAN PITTS: “Just a minute. Madam Clerk, come on. It’s 3:49—”

CLERK GRIER: “--and the motion passes; six yeas, zero nays.”

CLERK GRIER: “**21-0915**, Real Estate and Asset Management. Request approval of a resolution for the purpose of leasing warehouse space to consolidate all Fulton County warehouse operations into a single warehouse.”

CHAIRMAN PITTS: “All right. Is there a motion to approve by Commissioner Ellis, seconded by Vice Chair Hall. Let’s vote, please.”

COMMISSIONER MORRIS: “Question.”

CHAIRMAN PITTS: “I’m sorry, question by Commissioner Morris. I’m sorry.”

VICE CHAIR HALL: “What’s the question?”

COMMISSIONER MORRIS: Not on the mic “We didn’t get the revision on this—”

VICE CHAIR HALL: “—that’s what I was saying—”

COMMISSIONER MORRIS: “-- but the caption says it’s for a term of approximately 14 spelled out paren, 15 in paren years and ten paren 4 in 14 months. I’m not -- I tried to read the lease that was attached and it’s with a different entity was listed that actually spelled – whoops - my mic wasn’t on. Did you hear all of that?”

JOSEPH DAVIS, DREAM: “Yes, I did, Commissioner.”

COMMISSIONER MORRIS: “-- so, I’m confused. When I tried to read the lease, it didn’t look like PDA Atlanta LPIV.”

JOSEPH DAVIS, DREAM: “Unfortunately, we completed the negotiation with the Landlord, the 11th hour after the original Legistar draft of the Board agenda had been created. So, unfortunately, we didn't have an opportunity to update the items already in the system that you have before you. So, the answer to your first question is that's a 15-year term.”

COMMISSIONER MORRIS: “Fifteen-years, 15 years and no months—”

JOSEPH DAVIS, DREAM: “--I'm sorry, 15 years and 4 months. It's four, correct?”

TIM DIAMOND, DREAM: “Yeah, it's 15 because there's free rent on the front side, there's 15 years and 4 months, and then there are two- 5-one-year exemptions - extensions for a total of 10 years.”

COMMISSIONER MORRIS: “Right, so, what was presented to us in the package is the lease we're looking to approve; not this one described in this caption.”

TIM DIAMOND, DREAM: “That's correct.”

JOSEPH DAVIS, DREAM: “That's correct.”

COMMISSIONER MORRIS: “Okay. Do we need a different caption or a different motion? Madam attorney?”

KAYE BURWELL, INTERIM COUNTY ATTORNEY: “Yes, the caption would, if this caption is incorrect, then it does need to be corrected.”

COMMISSIONER MORRIS: “Okay. You want to take a stab at that or Ms. Roach, or somebody?”

COMMISSIONER ELLIS: “Well, the caption in the Resolution for this must be voided.”

COMMISSIONER MORRIS: “Well, the caption, for one thing the caption, the caption that's before the public here isn't right--”

COMMISSIONER ARRINGTON, JR.: “—somehow, I think we can just amend it and [Inaudible.] – it says ten in the caption [Inaudible.] has four spelled out. So subject to that change, I think we could –”

COMMISSIONER HAUSMANN: “—there's a PDA Atlanta, is that correct—”

COMMISSIONER MORRIS: “—no—”

TIM DIAMOND, DREAM: “—yes, Ma'am—”

COMMISSIONER HAUSMANN: "--it is correct—"

COMMISSIONER MORRIS: "--that's not what the lease attached to it says. The lease that's been submitted in the package for us is with Southpoint Farms, LPIV, LLC."

CHAIRMAN PITTS: "All right, in the interest of time, can y'all work this out and when we move on, we'll come back to this. Y'all just work out the caption. Okay."

JOSEPH DAVIS, DREAM: "Yes, sir; we can make the appropriate edits."

COMMISSIONER ARRINGTON, JR.: SPEAKING OFF MIC/INAUDIBLE

VICE CHAIR HALL: "—the lease—"

CHAIRMAN PITTS: "—yeah—"

COMMISSIONER ARRINGTON, JR.: SPEAKING OFF MIC/INAUDIBLE "—the landlord is suffering when we do—"

CHAIRMAN PITTS: "All right. What's his name?"

CLERK GRIER: "Curtis."

CHAIRMAN PITTS: "Yeah, y'all work that out."

JOSEPH DAVIS, DREAM: "Yes, sir. Will do."

CHAIRMAN PITTS: "Madam Clerk, sound the next item. We'll hold on this one until they work out the clarify rather."

CLERK GRIER: "Okay, on page 10—"

CHAIRMAN PITTS: "--all right, the next item was removed—"

CLERK GRIER: "—correct—"

CHAIRMAN PITTS: "—now it's page 10—"

CLERK GRIER: "—correct, page 10. **21-0917**, Real Estate and Asset Management. Request approval to increase spending authority to provide and install new perimeter chain-link fence at the South-end runway 32."

CHAIRMAN PITTS: "All right. Motion to approve by Commissioner Morris seconded by Vice Chair Hall. Please vote."

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

CLERK GRIER: "**21-0918**, Senior Services. Request approval of memorandum of understanding to provide 12 weekly fitness classes."

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

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

CLERK GRIER: "**21-0919**, Public Works. Request approval to increase spending authority to provide standby miscellaneous construction waste water system services."

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

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

CLERK GRIER: "21- --"

CHAIRMAN PITTS: "--hold on a second. Madam County attorney, did y'all make the corrections--"

KAYE BURWELL, INTERIM COUNTY ATTORNEY: "—the corrections are being made."

CHAIRMAN PITTS: "—okay, they're being made—"

KAYE BURWELL, INTERIM COUNTY ATTORNEY: "—we're doing the Resolution—"

CHAIRMAN PITTS: "—all right, continue, Madam Clerk."

CLERK GRIER: "**21-0920**, External Affairs. Presentation—"

CHAIRMAN PITTS: "—External Affairs, Ms. Corbitt, let's roll--"

COMMISSIONER ELLIS: SPEAKING OFF MIC "—you want [Inaudible.]"

CLERK GRIER: "I don't know how long [Inaudible.]"

CHAIRMAN PITTS: "—who's that—"

COMMISSIONER ELLIS: SPEAKING OFF MIC/INAUDIBLE

CHAIRMAN PITTS: “—oh yeah, okay—”

JESSICA CORBITT DOMINGUEZ, DIRECTOR, EXTERNAL AFFAIRS: “—Rico, please pull up our presentation.”

CHAIRMAN PITTS: “Ms. Corbitt.”

JESSICA CORBITT DOMINGUEZ, DIRECTOR, EXTERNAL AFFAIRS: “Yes, sir. I was just asking for our slides to be pulled up. Good afternoon. We're delighted to be back with you today to go over the 2022 proposed legislative priorities. We presented these to you at the last meeting and will be going over them with you today, and requesting your approval for these to be formally provided as part of our legislative package. I'd like to ask before we begin, Mr. Chairman, if the Board would like to vote on these as a whole or some year's you have preferred to vote on them individually.”

CHAIRMAN PITTS: “What's the most efficient way? Let me ask it that way.”

JESSICA CORBITT DOMINGUEZ, DIRECTOR, EXTERNAL AFFAIRS: “Well, one vote works for me, but--”

CHAIRMAN PITTS: “—can you summarize if there are any questions, and questions can be raised as we can move quickly through these?”

JESSICA CORBITT DOMINGUEZ, DIRECTOR, EXTERNAL AFFAIRS: “Yes.”

COMMISSIONER HAUSMANN: “Why don't we just ask if anybody has an objection to anything and pull it out.”

JESSICA CORBITT DOMINGUEZ, DIRECTOR, EXTERNAL AFFAIRS: “That will be great. Okay. So, we will – in that case, I don't hear any objections. Next slide, please. So, I'm just going to go over kind of the thumb nail sketch here. The first of those is the redistricting, and I know we're continuing to work on that. But the idea is that this Board will ultimately adopt a map and send that to the delegation as a legislative recommendation. We're requesting that to be one of our priorities. One of those is about pursuing the possibility of County level nonpartisan elections. There are many nonpartisan elections in local government: the Atlanta mayor's race is you know one example that's happening right now. Behavioral health model, strengthening that, pursuing funding, and there are a few other items within that. There are a number of items in the justice system. I wanted to mention and I know that the last thing I'd like to do is talk more about elected official compensation, but the ACCG had a recommendation about a kind of a salary study. They have withdrawn that from their

recommendations. I know many of you were at their conference. So, that is no longer - that is no longer their recommendation, but I believe we still have it as a recommendation; is that correct? I'm going to ask Fran to just explain that one."

FRAN CALHOUN, EXTERNAL AFFAIRS: "Good afternoon, Commissioners. Fran Calhoun from External affairs. ACCG has informed us they are no longer pursuing the unified commission for salaries for justice officials. That was something that they were pursuing on behalf of the supreme and appellate court judges as they were dissatisfied that they were making less than many Superior Court judges. So that will not be pursued this year. ACCG does oppose overriding or removing the cap on salary supplements is what we've been told by them. So, they would like for that cap to remain in place. As far as what this Body decides, we were really looking to kind of merge the issues so that we could look at a study of all elected officials is that's what we've heard from you as we did our one-on-one's; but we are happy to act according to your pleasure on this quite frankly. Whether you'd like to see some study done, or whether or not you would like to just hold on that issue altogether at this time."

JESSICA CORBITT DOMINGUEZ, DIRECTOR, EXTERNAL AFFAIRS: "And obviously there are recent developments in the last couple of hours. So, we'll just move on really quickly into the justice system's conversion and reentry programs. In particular, codifying of judicial practices - this is particularly for the child attorney's office and some of the things they're working on; evictions as a record ceiling which is not currently available to people who've experienced an eviction similar to record restriction and other cases. And then homeowner protections with greater HOA transparency. Mr. Chairman, at this time, I can kind of go through those one-on-one with more detail or again, we've gone over these previously so we can just ask any questions or answer any questions rather, if any the Commissioners have a question ."

CHAIRMAN PITTS: "All right. Are there any questions as presented. Commissioner Abdur-Rahman."

COMMISSIONER ABDUR-RAHMAN: "Yes, I'm concerned about the -- the authorize County level nonpartisan elections--"

JESSICA CORBITT DOMINGUEZ, DIRECTOR, EXTERNAL AFFAIRS: "--okay--"

COMMISSIONER ABDUR-RAHMAN: "--1., why are we doing it, and 2., as somebody who lives in a heavily Democratic area, if, in fact, we do this, other individuals who have a tendency to run as Democrat and vote 96 percent of the time Republican, I think they should be identified as Republican. So, I'm really concerned as to what's the purpose of this and even if it should be in this legislative agenda."

JESSICA CORBITT DOMINGUEZ, DIRECTOR, EXTERNAL AFFAIRS: “Well, I ultimately, Commissioner I think this is the Board’s legislative agenda. That was something that was discussed in some of our one-on-one sessions. Many other local governments as you know all-city and in Fulton County at least our school boards are also, both APS and Fulton schools are nonpartisan elections. And so, I think that was kind of the spirit with which this was approached was looking at that as a local government issue. So, we know I can see both perspectives and I think ultimately that's the decision for the Board as to whether someone earlier today mentioned that we currently -- the Board goes through a partisan primary process and if this were to be implemented, first of all, it would have to be approved by the Fulton County voters, first, so it's not something that would affect next year’s primaries. This is something that has to go before a referendum. And then secondly, that would also change the election model when you have nonpartisan elections, you don't have a partisan primary; you have a runoff on the back end.”

COMMISSIONER ABDUR-RAHMAN: “Exactly.”

JESSICA CORBITT DOMINGUEZ, DIRECTOR, EXTERNAL AFFAIRS: “So, we’d just change that format. Again, ultimately we don't have a preference. This is something that came out of our discussions and we would just defer to the Board as to whether you’d like to vote that up or down as part of this package.”

COMMISSIONER ABDUR-RAHMAN: “And the reason I'm concerned about it even more with the previous municipal elections that are finishing up. It is affecting and I can only speak for the South Fulton. But when you have parents reaching out and saying that they feel as though there’s an inequity because individuals are making decisions on the Board that only affect their area and their perspective as opposed to making decisions that affect all of Fulton County. I mean, I get so many Fulton County school board calls. And so, it would be a great concern and I just want to openly let the constituents that are listening -- I consider myself to be more independent than anything because I try to vote on what I consider to be right. And sometimes what’s right may be totally opposite of what your party’s position is. So, if anybody should be maybe supporting this, people would think I would, but because I have seen the problems that it has caused in my District, then I am against it. So, thank you for explaining that to me.”

JESSICA CORBITT DOMINGUEZ, DIRECTOR, EXTERNAL AFFAIRS: “Yes, ma'am. And I would just add that in the conversations we had about I guess the consideration for nonpartisan is that the local level, many of the decisions made in local government are not necessarily you know part of the national party platform and I think that was kind of the spirit with which this was brought forward but ultimately like I said this is the

Board's decision and is your package. We're just – we developed this based on our conversations with you and with departments and we just brought this forward for your consideration.”

COMMISSIONER ABDUR-RAHMAN: “Thank you.”

JESSICA CORBITT DOMINGUEZ, DIRECTOR, EXTERNAL AFFAIRS: “Yes, ma'am.”

CHAIRMAN PITTS: “Commissioner Ellis.”

COMMISSIONER ELLIS: “Yeah, just one comment on the stuff and I'm just really doing the nonpartisan elections plank within there. I don't necessarily have a strong objection to it or really strong feeling about it one way or the other, but I do probably lean towards or it probably makes more sense to be nonpartisan versus partisan but if I think if we're going to put it in there, probably we should be consistent and have it applied to all Fulton County elected roles, not just the Board of Commissioners. That it – they'd be nonpartisan.”

JESSICA CORBITT DOMINGUEZ, DIRECTOR, EXTERNAL AFFAIRS: “We can certainly make that note, Mr. Commissioner Ellis.”

CHAIRMAN PITTS: “Commissioner Hausmann.”

COMMISSIONER HAUSMANN: “As a follow-up to that, Constitutional officers I think are different than local law races; so that's the difference, the DA and the sheriff, they're all considered constitutional officers. So, I think that's a statewide issue versus a local issue.”

COMMISSIONER ELLIS: “The state, has government state law?”

COMMISSIONER HAUSMANN: “Yeah, yeah--”

COMMISSIONER ELLIS: “--tax commissioner, sheriffs—”

COMMISSIONER HAUSMANN: “--it's been discussed at ACCG policy council for years—”

COMMISSIONER ELLIS: “—okay—”

COMMISSIONER HAUSMANN: “-- and it's just – it's a bigger issue than—”

COMMISSIONER ELLIS: “—well, I withdraw my context until you have a chance to confirm that. There aren't any other roles that we should consider, you know.”

JESSICA CORBITT DOMINGUEZ, DIRECTOR, EXTERNAL AFFAIRS: “We could, we could if the Board chooses to vote as that as part of this package today, we could then work with the County attorney's office, review that again, and work with ACCG and bring that forward as an amendment.”

COMMISSIONER ELLIS: “That's fine.”

CHAIRMAN PITTS: “Commissioner Hausmann, oh, you're done. All right. No. Commissioner Arrington.”

COMMISSIONER ARRINGTON, JR.: “Yeah, I think I would just rather see that part taken out, so I would [Inaudible.] just take that one out.”

COMMISSIONER ABDUR-RAHMAN: “Second.”

CHAIRMAN PITTS: “All right. Let's remove that one, and then we'll vote on what's remaining?”

JESSICA CORBITT DOMINGUEZ, DIRECTOR, EXTERNAL AFFAIRS: “Okay.”

CHAIRMAN PITTS: “Repeat the ones that are remaining so everybody will be clear.”

JESSICA CORBITT DOMINGUEZ, DIRECTOR, EXTERNAL AFFAIRS: “So, the remaining items are and I'm just going to read these—”

CHAIRMAN PITTS: “—sure—”

JESSICA CORBITT DOMINGUEZ, DIRECTOR, EXTERNAL AFFAIRS: “-- kind of thumb nails from the slide in front of you: redistricting, behavioral health model and funding for substance abuse treatment and prevention, justice system compensation, diversion and reentry programs, judicial practices, again that's mostly in the child attorney's office, evictions, record sealing, and HOA transparency.”

CHAIRMAN PITTS: “All right. You still want to be heard Commissioner Arrington? No. All right. Commissioner Morris.”

COMMISSIONER MORRIS: “Yeah, did I understand that we were going to vote on whether to remove this nonpartisan provision--”

CHAIRMAN PITTS: “--I just made a recommendation that we not include it—”

JESSICA CORBITT DOMINGUEZ, DIRECTOR, EXTERNAL AFFAIRS: “--Mr. Chairman, given the discussion today about elected official compensation, should we consider that one separately as well?”

CHAIRMAN PITTS: "All right—"

COMMISSIONER MORRIS: "Well, I wouldn't mind to vote on it. I've been a long proponent of this. I testified before the 2007 study Commission on Fulton County. Sam Massell went down there. I didn't know he was going down there to urge that these races be nonpartisan, but I went down there to urge that they be nonpartisan as well since he's made them. I don't know of virtually anything we do down here that's based on party can based on a lot of other things, but anyway. I think it would be a grand idea and we would possibly eliminate one source of division in conflict here."

CHAIRMAN PITTS: "All right. So, there are eight items; is that, am I reading this correctly?"

JESSICA CORBITT DOMINGUEZ, DIRECTOR, EXTERNAL AFFAIRS: "Yes, sir."

CHAIRMAN PITTS: "Yes?"

COMMISSIONER ABDUR-RAHMAN: "Couldn't we hold it or take it out Chairman?"

CHAIRMAN PITTS: "Pardon me?"

COMMISSIONER HAUSMANN: "We're taking it out."

COMMISSIONER ABDUR-RAHMAN: "Okay. All right."

CHAIRMAN PITTS: "—where are we in the investigation—"

JESSICA CORBITT DOMINGUEZ, DIRECTOR, EXTERNAL AFFAIRS: "So we're - so, |—"

CHAIRMAN PITTS: "All right. Let me, let me preside, please—"

JESSICA CORBITT DOMINGUEZ, DIRECTOR, EXTERNAL AFFAIRS: "Yes, sir."

CHAIRMAN PITTS: "There are eight items, we're going to remove the one dealing with partisan, the second one, right, dealing with nonpartisan elections—"

JESSICA CORBITT DOMINGUEZ, DIRECTOR, EXTERNAL AFFAIRS: "--yes, sir--"

CHAIRMAN PITTS: "—that made seven—"

JESSICA CORBITT DOMINGUEZ, DIRECTOR, EXTERNAL AFFAIRS: "—that's correct--"

CHAIRMAN PITTS: "—all right, then the motion before us is to approve the seven—"

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

CHAIRMAN PITTS: “Any further comment or discussion on those seven? All right. Let's vote. Madam Clerk, let's go.”

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

CHAIRMAN PITTS: “Anything else, Ms. Corbitt—”

COMMISSIONER ELLIS: SPEAKING OFF MIC/INAUDIBLE

CHAIRMAN PITTS: “I thought we were going to hold that for separate discussion, not vote, discussion--”

COMMISSIONER ELLIS: SPEAKING OFF MIC/INAUDIBLE “--no, the vote—”

VICE CHAIR HALL: SPEAKING OFF MIC/INAUDIBLE

COMMISSIONER ELLIS: “We talked about the front end. We were going to pull something out—”

CHAIRMAN PITTS: “—what's your pleasure with the – what's your pleasure with respect to level authorize County level nonpartisan elections. Is there a motion to approve or to deny?”

COMMISSIONER ABDUR-RAHMAN: “With all due respect, Chairman, I think that's such a very, very serious subject, and it is 4:10 p.m.—”

CHAIRMAN PITTS: “--I'm agreeing with you, we need—”

COMMISSIONER ABDUR-RAHMAN: “--I'm agreeing with you too, that's what I'm saying. We need to hold this. I would strongly say, we need to hold this.”

CHAIRMAN PITTS: “So, your motion is to hold—”

COMMISSIONER ABDUR-RAHMAN: “—yes--”

CHAIRMAN PITTS: “--and I'll second the motion to hold. Commissioner Ellis.”

COMMISSIONER ELLIS: “Well, I don't think the purview is the motion to hold. When we set out the discussion, the remark was if we're going to pull one of these out, and vote on it separately because if somebody may disagree with it. That was how we entered into the discussion. And now we're asking to hold the specific one?”

CHAIRMAN PITTS: “Well, it would be a motion. Your comment is correct but still a motion to hold is still in order.”

COMMISSIONER ELLIS: “Well, I’ll defer to Commissioner Morris. I could see if I had a more passionate appeal about it. Certainly, if he wanted to offer a substitute motion to put it in, I would second it; but if we want to hold it for further discussion, I’m okay, with that too.”

COMMISSIONER MORRIS: “Well, I’m not sure it matters. I think if we - maybe we’ll take it back up again to people who want to talk about it further. That may be helpful.”

CHAIRMAN PITTS: “All right. Commissioner Hausmann you still want to be heard?”

COMMISSIONER HAUSMANN: “Well, I was just going to agree – that we – I thought we were going to vote on it separately that’s why it was pulled out. I’m happy to vote on it now, but if it’s not the will of the Body, then so be it--”

CHAIRMAN PITTS: “All right. Commissioner Abdur-Rahman, you want to be heard again—”

COMMISSIONER ABDUR-RAHMAN: “Chairman, I just want to say this given in light of what recently happened in Gwinnett County, I think it’s just fair if we just hold it and have a discussion. I really would appreciate it.”

CHAIRMAN PITTS: “All right. Motion before us is to hold. Let’s vote, please. Motion to hold by Commissioner Abdur-Rahman, and I seconded the motion to hold.”

CLERK GRIER: “And the vote is open on the motion to hold. And the motion passes; four yeas, one nay.”

CHAIRMAN PITTS: “Next item.”

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

CHAIRMAN PITTS: “Madam County Attorney, have y’all corrected the --”

KAYE BURWELL, INTERIM COUNTY ATTORNEY: “--yes.”

CHAIRMAN PITTS: “Do you have it? Who’s going to make the presentation? Are you okay, doing it? I’m going to ask. It’s not a presentation, it’s back to the caption on the lease. Yeah. Come on, on the lease, back to the lease now.”

KAYE BURWELL, INTERIM COUNTY ATTORNEY: "Chairman, I have the information -- "

CHAIRMAN PITTS: "--okay--"

KAYE BURWELL, INTERIM COUNTY ATTORNEY: "--on the correction--"

CHAIRMAN PITTS: "--okay--"

KAYE BURWELL, INTERIM COUNTY ATTORNEY: "--so, there needs to be a correction to agenda item number 21-0915 and that would be to substitute the incorrect name of the landlord which currently reads PDA Atlanta LPIV, LLC, a Delaware limited liability company. And instead, it should be substituted for the correct landlord which is Southpoint Farms LPIV, LLC a Georgia limited liability company as prime lessee Southpoint Farms Vertical PIV1 LLC, a Delaware limited liability company also known as PIV sublessee and Southpoint Farms Vertical DP LLC a Delaware limited liability company also known as DP sublessee. So, the caption of the resolution would make the same change which would be to delete the incorrect name of the name of the landlord to correct name which is PDC Atlanta LPIV LLC, a Delaware liability company and substitute that with Southpoint Farms LPIV LLC, a Georgia limited liability company Southpoint Farms vertical PIV1 LLC, a Delaware limited liability company and Southpoint Farms Vertical DP LLC, a Delaware liability company."

COMMISSIONER MORRIS: "And there was also some confusion in the caption about the term--"

CLERK GRIER: "--it's 15 years and four months--"

COMMISSIONER MORRIS: "--it's 15 years and four months, gentlemen?"

JOSEPH DAVIS, DREAM: "That is correct. And Madam, she does have that information."

COMMISSIONER MORRIS: "Okay. That would also be a correction in the caption, right?"

KAYE BURWELL, INTERIM COUNTY ATTORNEY: "Yes, so the correct term is 15 years and four months inclusive of annual permitted renewal options."

CHAIRMAN PITTS: "All right. Is that right?"

COMMISSIONER ARRINGTON, JR.: "Is this time sensitive?"

TIM DIAMOND, DREAM: "Yes, sir."

CHAIRMAN PITTS: "Yeah. Okay. So, the – you made the motion, you raised the motion to approve? Madam Clerk--"

COMMISSIONER MORRIS: "Everything was moving and now it's not, fine."

VICE CHAIR HALL: "That's strange, comment--"

COMMISSIONER ARRINGTON, JR.: "--as amended."

COMMISSIONER HAUSMANN: "That's correct."

COMMISSIONER MORRIS: "That's correct."

COMMISSIONER ARRINGTON, JR.: "That's correct."

COMMISSIONER ELLIS: "That's correct."

CHAIRMAN PITTS: "All right. Let's vote, please."

CLERK GRIER: "[Inaudible]."

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

CLERK GRIER: "Bottom of page 10, **21-0921**, Discussion. Invest Atlanta Board of Directors October 21st, 2021st meeting summary sponsored by Commissioner Morris."

COMMISSIONER MORRIS: "Again, a summary of the minutes of the actions taken at the last Invest Atlanta board meeting if anybody would like any information about any of those actions, I'd be delighted to for them."

CHAIRMAN PITTS: "Okay, continue."

CLERK GRIER: "**21-0922**, Atlanta Beltline, November 10th, 2021 CEO report sponsored by Commissioner Morris."

COMMISSIONER MORRIS: "Again as usual the CEOs report to the Board or the executive committee. Board only meets quarterly. So, this is probably a meeting of executive committee but the summary of some of the progress made at the beltline -- I was just informed that we received a nice grant from the federal government. Just got that information today to finish a few more miles of the South trail. So, that was good news--"

COMMISSIONER HAUSMANN: "--how much did you get?"

COMMISSIONER MORRIS: "--I'd have to, I'd have to go back and look-- 16- let me look it up."

CHAIRMAN PITTS: "There was an item from the Consent Agenda, **21-0888**, on page 4 sound that one."

CLERK GRIER: "Ratification of the October 2021st grants activity report."

CHAIRMAN PITTS: "Commissioner Hall, Vice Chair Hall."

VICE CHAIR HALL: "My question was answered during the budget presentation; so, we can -- I'll make a motion to approve."

CHAIRMAN PITTS: "All right. I'll second. Let's vote, please."

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

CHAIRMAN PITTS: "Any other items?"

CLERK GRIER: "No further items."

CHAIRMAN PITTS: "All right. No further business before us today. We are adjourned. Thank you very much."

(Whereupon, the meeting concluded at 4:18 p.m.)