

**FULTON COUNTY BOARD OF COMMISSIONERS  
REGULAR MEETING**

October 05, 2022

10:00 AM



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



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## **MINUTES-RATIFIED**

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

**Ratification Date: November 2, 2022**

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**CALL TO ORDER:** Chairman Robert L. Pitts

**10:00 a.m.**

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

Robert L. Pitts, Chairman (At-Large)

**PRESENT**

Liz Hausmann, Vice-Chairman (District 1)

**PRESENT**

Bob Ellis, Commissioner (District 2)

**PRESENT**

Lee Morris, Commissioner (District 3)

**PRESENT**

Natalie Hall, Commissioner (District 4)

**PRESENT**

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

**PRESENT**

Khadijah Abdur-Rahman, Commissioner (District 6)

**PRESENT**

**INVOCATION:** Reverend 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****22-0696 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 Regular Meeting Agenda for separate consideration. **(ADOPTED)**

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

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

**Absent:** Hausmann, Hall, and Arrington

**22-0697 Board of Commissioners**

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

Proclamation recognizing "Hello Fresh Appreciation Day." **(Hall)**  
September 18, 2022

Proclamation recognizing "Marshall Rancifer Remembrance Day." **(Hall)**  
September 18, 2022

Proclamation recognizing "National Black College Hall of Fame Appreciation Day." **(Hall)**  
September 23, 2022

Proclamation recognizing "Fairburn Towne Homes Appreciation Day." **(Abdur-Rahman)**  
September 24, 2022

Proclamation recognizing "Kendall Rae's Green Heart Appreciation Day." **(Abdur-Rahman)**  
September 24, 2022

Proclamation recognizing "Holsey Temple C.M.E. 120th Anniversary Appreciation Day." **(Pitts)**  
September 25, 2022

Proclamation recognizing "City of South Fulton Police Department Appreciation Day." **(Abdur-Rahman)**  
September 30, 2022

Proclamation recognizing "Parrish Surry Appreciation Day." **(Abdur-Rahman)**  
September 30, 2022

Proclamation recognizing "Bobby Yaunell Arrington Remembrance Day."  
(Arrington) October 1, 2022

Proclamation recognizing "Hapeville Hemp Festival Appreciation Day." (Arrington)  
October 1, 2022

Proclamation recognizing "National Hispanic Heritage Month." (Abdur-Rahman)  
September 15 - October 15, 2022

### **Commissioners' District Board Appointments**

**22-0698**

#### **Board of Commissioners**

**FULTON COUNTY REPARATIONS TASK FORCE (APPROVED UPON  
ADOPTION OF THE CONSENT AGENDA)**

Each Commissioner shall appoint one (1) member.

Term = 2 Years

Terms below expire: 12/31/2023

Vacant (Ellis)

Vacant (Morris)

Janay Wilborn (Resigned)(Pitts)

**Chairman Pitts nominated Tamika Jackson to replace Janay Wilborn for an  
unexpired term ending December 31, 2023.**

**Commissioner Morris nominated Elon Butts Osby for a District appointment  
to a term ending December 31, 2023.**

### **Development Authority of Fulton County TEFRA (Tax Equity Fiscal Responsibility Act)**

**22-0699**

#### **Board of Commissioners**

Execution by Chairman Robert L. Pitts of a TEFRA (Tax Equity Fiscal  
Responsibility Act) for documentation pertaining to the proposed issuance of its  
Development Authority of Fulton County Multifamily Housing Revenue Notes  
(Abbingdon Point Project) Series 2022 or similarly styled instrument, in an amount  
not to exceed \$18,500,000.00 (the "Notes"). **(APPROVED UPON ADOPTION OF  
THE CONSENT AGENDA)**

**22-0700**

#### **Board of Commissioners**

Execution by Chairman Robert L. Pitts of a TEFRA (Tax Equity Fiscal  
Responsibility Act) for documentation pertaining to the proposed issuance of its  
Development Authority of Fulton County Senior Housing Revenue Notes (Shannon  
Reserve Apartments Project) Series 2022 or similarly styled instrument, in an  
amount not to exceed \$28,000,000.00 (the "Notes"). **(APPROVED UPON  
ADOPTION OF THE CONSENT AGENDA)**

**22-0701 Board of Commissioners**

Execution by Chairman Robert L. Pitts of a TEFRA (Tax Equity Fiscal Responsibility Act) for documentation pertaining to the proposed issuance of its Development Authority of Fulton County Senior Housing Revenue Notes (Sandtown Senior Apartments Project) Series 2022 or similarly styled instrument, in an amount not to exceed \$32,900,000.00 (the "Notes"). **(APPROVED UPON ADOPTION OF THE CONSENT AGENDA)**

**22-0702 Board of Commissioners**

Execution by Chairman Robert L. Pitts of a TEFRA (Tax Equity Fiscal Responsibility Act) for documentation pertaining to the proposed issuance of its Development Authority of Fulton County Senior Housing Revenue Notes (Piedmont Senior Apartments Project) Series 2022 or similarly styled instrument, in an amount not to exceed \$20,300,000.00 (the "Notes"). **(APPROVED UPON ADOPTION OF THE CONSENT AGENDA)**

**Open & Responsible Government****22-0703 Real Estate and Asset Management**

Request approval to renew existing contracts - Department of Real Estate and Asset Management, 20ITB125868C-CG, Glass and Plexiglas Repair and Replacement in the total amount of \$55,000.00 with (A) Brad Construction Company II, LLC (Fayetteville, GA) in the amount of \$40,000.00; and (B) P & E Mirror and Glass, LLC (Atlanta, GA) in the amount of \$15,000.00, to provide glass and plexiglas repair and replacement on an "as needed" basis for Fulton County. This action exercises the second of two renewal options. No renewal options remain. Effective dates: January 1, 2023 through December 31, 2023. **(APPROVED UPON ADOPTION OF THE CONSENT AGENDA)**

**22-0704 Real Estate and Asset Management**

Request approval to renew an existing contract - Department of Real Estate and Asset Management, 20ITB1008C-MH, Boiler Inspection and Preventive Maintenance Services in the amount of \$100,000.00 with Daikin Applied Americas, Inc. (Marietta, GA), to provide standby on-site boiler inspection and preventive maintenance services for 27 boilers on an "as needed" basis located within selected Fulton County facilities. This action exercises the second of two renewal options. No renewal options remain. Effective dates: January 1, 2023 through December 31, 2023. **(APPROVED UPON ADOPTION OF THE CONSENT AGENDA)**

**22-0705 Real Estate and Asset Management**

Request approval to renew an existing contract - Department of Real Estate and Asset Management, 20ITB126371C-CG Towing and Wrecker Services for County Fleet in an amount not to exceed \$30,000.00 with S&W Services of Atlanta Inc. (Atlanta, GA), to provide towing and wrecker services on an "as-needed" basis for the County fleet. This action exercises the second of two renewal options. No renewal options remain. Effective dates: January 1, 2023 through December 31, 2023. **(APPROVED UPON ADOPTION OF THE CONSENT AGENDA)**

**22-0706 Real Estate and Asset Management**

Request approval to renew an existing contract - Department of Real Estate and Asset Management, 20ITB125925C-CG, Septic Tank and Grease Trap Maintenance Services Countywide in the amount of \$25,000.00 with Darling Ingredients, Inc. - Dar Pro Solutions (Atlanta, GA), to provide septic tank and grease trap maintenance services on an "as needed" basis for the County. This action exercises the second of two renewal options. No renewal options remain. Effective dates: January 1, 2023 through December 31, 2023. **(APPROVED UPON ADOPTION OF THE CONSENT AGENDA)**

**22-0707 Real Estate and Asset Management**

Request approval to renew existing contracts - Department of Real Estate and Asset Management, 21ITB130533C-GS, Locks, Doors and Hardware Countywide in an amount not to exceed \$90,000.00 with (A) Overhead Door Company of Atlanta dba DH Pace Company, Inc. (Peachtree Corners, GA) in the amount of \$55,000.00; and (B) Acme Security, Inc. (Smyrna, GA) in the amount of \$35,000.00, to provide on-site locksmith services to include the installation of new locks and door hardware as required and to supply lock and door hardware on an "as needed" basis for County facilities. This action exercises the first of two renewal options. One renewal option remains. Effective dates: January 1, 2023 through December 31, 2023. **(APPROVED UPON ADOPTION OF THE CONSENT AGENDA)**

**22-0708 Real Estate and Asset Management**

Request approval to renew existing contracts - Department of Real Estate and Asset Management, 22ITBC132961C-MH, HVAC Equipment and Parts in the total amount not to exceed \$80,500.00 with (A) F. M. Shelton, Inc. (Atlanta, GA) in the amount of \$50,312.50; and (B) HD Supply Facilities Maintenance, LTD (Jacksonville, FL) in the amount of \$30,187.50, to provide HVAC equipment and parts on an "as needed" basis for County facilities. This action exercises the first of two renewal options. One renewal option remains. Effective dates: January 1, 2023 through December 31, 2023. **(APPROVED UPON ADOPTION OF THE CONSENT AGENDA)**

**Health and Human Services****22-0709 Community Development**

Request approval of a recommended proposal - Department of Community Development, 22RFP0001-KM, Fair Housing Services in the amount of \$124,542.00 with Metro Fair Housing Services, Inc (Atlanta, GA) to provide fair housing services to include landlord/tenant mediation, housing complaint investigations, counseling services, education, and outreach services for citizens effective upon BOC approval through December 31, 2024. **(APPROVED UPON ADOPTION OF THE CONSENT AGENDA)**

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**Infrastructure and Economic Development****22-0710 Real Estate and Asset Management**

Request approval of a Resolution approving (i) two Right of Way deeds, (ii) a Regulations for Driveway and Encroachment Control Manual Agreement and (iii) a GDOT Bonding Requirements for Encroachment Permits Letter between Fulton County, Georgia and the Georgia Department of Transportation for the purpose of connecting driveway access from the proposed Fulton County Animal Shelter to Fulton Industrial Boulevard; to authorize the Chairman to execute each agreement and related documents; to authorize the County Attorney to approve as to form and make modifications as necessary to protect the County's interests prior to execution; and for other purposes. **(APPROVED UPON ADOPTION OF THE CONSENT AGENDA)**

**22-0711 Real Estate and Asset Management**

Request approval of a Sewer Easement Dedication of 323 square feet to Fulton County, a political subdivision of the State of Georgia, from Georgia Transmission Corporation for the purpose of constructing the Millstone Parc Project at 0 Webb Road, Milton, Georgia 30004. **(APPROVED UPON ADOPTION OF THE CONSENT AGENDA)**

**22-0712 Real Estate and Asset Management**

Request approval of a Sewer Easement Dedication of 265 square feet to Fulton County, a political subdivision of the State of Georgia, from PR Land Investments, LLC., for the purpose of constructing the Millstone Parc Project at 3170 Webb Road, Milton, Georgia 30004. **(APPROVED UPON ADOPTION OF THE CONSENT AGENDA)**

**22-0713 Real Estate and Asset Management**

Request approval of a Sewer Easement Dedication of 1,222 square feet to Fulton County, a political subdivision of the State of Georgia, from Piaskey Holding, LLC, for the purpose of constructing the Akunna's Court Project at 10365 Waters Road, Alpharetta, Georgia 30022. **(APPROVED UPON ADOPTION OF THE CONSENT AGENDA)**

**22-0714 Real Estate and Asset Management**

Request approval of a Sewer Relocation Easement Dedication of 1,942 square feet to Fulton County, a political subdivision of the State of Georgia, from Hugo Posh Holdings, LLC for the purpose of constructing the 1076 Project at 1076 Canton Street, Roswell, Georgia 30075. **(APPROVED UPON ADOPTION OF THE CONSENT AGENDA)**

**22-0715 Real Estate and Asset Management**

Request approval of a Sewer Easement Dedication of 11,761 square feet to Fulton County, a political subdivision of the State of Georgia, from Meritage Homes of Georgia, Inc., for the purpose of constructing the Bishop Meadows Subdivision Project at 0 Rivertown Road Rear, South Fulton, Georgia 30213. **(APPROVED UPON ADOPTION OF THE CONSENT AGENDA)**



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**Justice and Safety****22-0716 Emergency Management**

Request approval of a Resolution authorizing the adoption of the 2022 Fulton County Multi-Jurisdictional Hazard Mitigation Plan. State and Federal laws require that this plan must be updated every five years and subsequently adopted by each municipality, as well as the County, to be eligible to apply for federal grant funds that are used to reduce or eliminate the long-term risk to human life and property in the aftermath of a Presidentially declared disaster. **(APPROVED UPON ADOPTION OF THE CONSENT AGENDA)**

**22-0717 Emergency Management**

Request approval of the Atlanta Region Commission's Metro Atlanta Urban Area Security Initiative (UASI) Memorandum of Understanding (MOU) regarding Department of Homeland Security grant funding awarded to Fulton County in the total of \$453,392.98. Additionally, requesting authorization of the Chairman to execute the MOU and authorization for the County Attorney to approve the MOU as to form and to make necessary changes thereto prior to execution. The funding highlighted in the MOU is from the Federal Department of Homeland Security and approval of this item will not require the expenditure of any additional County funds. **(APPROVED UPON ADOPTION OF THE CONSENT AGENDA)**

**22-0718 Medical Examiner**

Request approval to increase spending authority - Medical Examiner, 19ITB867972C-BKJ, Pick-up, Removal and Delivery of Deceased Remains, in the amount of \$15,000.00 with Middleton Mortuary Transport (Fairburn, GA) to provide transportation of deceased remains. Effective upon BOC approval. **(APPROVED UPON ADOPTION OF THE CONSENT AGENDA)**

**22-0719 Medical Examiner**

Request approval to renew an existing contract - Medical Examiner, 21ITB131809C-MH, Forensic Postmortem Toxicology Testing in the amount of \$125,000.00 with Axis Forensic Toxicology, Inc. (Indianapolis, IN) to provide toxicology testing services. This action exercises the first of two renewal options. One renewal option remains. Effective January 1, 2023, through December 31, 2023. **(APPROVED UPON ADOPTION OF THE CONSENT AGENDA)**

**22-0720 Marshal**

Request approval to renew existing contracts - Marshal Department, 22ITBC0412B-EF, Duty Gear & Uniform in the total amount of \$58,648.00 with (A) Lawmen's Shooter's Supply, Inc., (Titusville, FL) in the amount of \$6,648.00, (B) T&T Uniforms, Inc., (Smyrna, GA) in the amount of \$21,000.00 and (C) Smyrna Police Distributors (Smyrna, GA) in the amount of \$31,000.00 to provide duty gear, uniforms and other related items for Fulton County Marshal's Department assigned employees. This action exercises the first of two renewal options. One renewal option remains. Effective dates: January 1, 2023 - December 31, 2023. **(APPROVED UPON ADOPTION OF THE CONSENT AGENDA)**

**22-0721 Superior Court Administration**

Request approval of a Memorandum of Understanding between Fulton County, Grady Memorial Hospital Corporation d/b/a Grady Health System, Atlanta Fulton County Prearrest Diversion Initiative, Inc., and the Georgia Housing Finance and Authority on behalf of the Georgia Department of Community Affairs for information-sharing. This MOU commences upon the full execution by the authorized representatives of each Member and shall automatically renew annually for five (5) additional one (1) year terms on the anniversary of the effective date. The purpose of the MOU is to allow for information-sharing in order to divert persons with substance use and/or behavioral health challenges from the criminal justice system when appropriate and ensure that they receive access to care and needed support and services when they are involved in the criminal justice system. No funding is required. **(APPROVED UPON ADOPTION OF THE CONSENT AGENDA)**

**REGULAR MEETING AGENDA****22-0722 Board of Commissioners**

Adoption of the Regular Meeting Agenda. **(APPROVED AS AMENDED)**

A motion was made by Commissioner Morris and seconded by Commissioner Ellis, to adopt the Regular Meeting Agenda as amended by moving item #22-0750 to be heard after #22-0751 and #22-0752 as requested by the County Manager; and to hold item #22-0747 as requested by Chairman Pitts. The motion passed by the following vote:

*Commissioner Abdur-Rahman offered a friendly amendment to hold items #22-0748, #22-0749, and #22-0750. Commissioner Morris did not accept the friendly amendment.*

**Yea:** Ellis, Morris, Hall, and Arrington

**Nay:** Abdur-Rahman

**Absent:** Hausmann

**Did Not Vote:** Pitts

**22-0723 Clerk to the Commission**

Ratification of Minutes. **(RATIFIED)**

Regular Meeting Minutes, September 7, 2022

Recess Meeting Post Agenda Minutes, September 21, 2022

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

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

**Absent:** Hausmann



**22-0724 Board of Commissioners**

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

Proclamation recognizing "Customer Service Week." **(Ellis)**

Proclamation recognizing "Candace Holyfield Parker Appreciation Day." **(Hall)**

Proclamation recognizing "Dajuan Walker Appreciation Day." **(Hall)**

Proclamation recognizing "Thomas Ricks Appreciation Day." **(Hall)**

Proclamation recognizing "Loran F. Crabtree Appreciation Day." **(Hall)**

Proclamation recognizing "James J.P. Miller Appreciation Day." **(Hall)**

Proclamation recognizing "Health Literacy Month." **(Hall/BOC)**

Proclamation recognizing "Breast Cancer Awareness Month." **(Hausmann)**

**PUBLIC HEARINGS****22-0725 Board of Commissioners**

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

**Priority for public comment will be given to Fulton County citizens and those individuals representing businesses or organizations located within Fulton County, including their employees, whether such persons are commenting in-person, via emails or via Zoom or other electronic media (i.e., phone call).**

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

**4 Speakers: Brother Anthoney Muhammad (Citizens for Human Rights); Ron Shakir (Atlanta Medical Center Closing); Rev. Lydia Meredith (DFCS Compensation) and James Davenport (Atlanta Medical Center Closing)**

**4 Zoom Speakers: Lucia Frazier (Item #22-0748/0749); Matt Rowenczak (Item #22-0724/Elections); Ben Howard (Senior Services) and Kevin Muldowney (Elections)**

**Emailed Comments: NONE**

## **PRESENTATIONS TO THE BOARD**

### **Metropolitan Atlanta Rapid Transit Authority**

**22-0726 Board of Commissioners**  
MARTA Quarterly Briefing (**PRESENTED**)

## **COUNTY MANAGER'S RENEWAL ACTION ITEMS**

### **Open & Responsible Government**

**22-0727 Real Estate and Asset Management**

Request approval to renew existing contracts - Department of Real Estate and Asset Management, 20RFP127348C-CG, Standby Emergency Restoration and Repair Services in the total amount of \$3,000,000.00 with (A) Full Circle Restoration & Construction Services, Inc. (Duluth, GA), in the amount of \$1,500,000.00; and (B) CRM Services, LLC (Austell, GA), in the amount of \$1,500,000.00 to provide standby emergency repair and restoration services for Fulton County facilities on an "as needed" basis. This action exercises the second of two renewal options. No renewal options remain. Effective dates: January 1, 2023 through December 31, 2023. (**APPROVED**)

A motion was made by Commissioner Hall and seconded by Commissioner Ellis, to approve renewal items #22-0727 through #22-0736. The motion passed by the following vote:

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

**22-0728 Real Estate and Asset Management**

Request approval to renew existing contracts - Department of Real Estate and Asset Management, 21ITB130147C-GS, Modular Workstations and Free Standing Furniture Countywide, in the total amount not to exceed \$1,500,000.00 with (A) 5 Star Office Furniture, Inc. (Avondale Estates, GA) in the amount of \$675,000.00; (B) Office Design Concepts Georgia, LLC (Atlanta, GA) in the amount of \$575,000.00 to provide office modular workstation systems and free standalone furniture for Fulton County agencies on an "as needed" basis; and (C) Beltmann Relocation (Stone Mountain, GA) in the amount of \$250,000.00, to provide all labor for breaking down and reconfigurations of existing workstations and office relocation. This action exercises the first of two renewal options. One renewal option remains. Effective dates: January 1, 2023 through December 31, 2023.

**(APPROVED)**

A motion was made by Commissioner Hall and seconded by Commissioner Ellis, to approve renewal items #22-0727 through #22-0736. The motion passed by the following vote:

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

**22-0729 Real Estate and Asset Management**

Request approval to renew existing contracts - Department of Real Estate and Asset Management, 20ITB125598C-GS, HVAC On Call Maintenance Services Countywide in the total amount not to exceed \$1,200,000.00 with (A) Mechanical Services, Inc. (Hapeville, GA) in the amount of \$300,000.00; (B) Trane U.S., Inc. (Atlanta, GA) in the amount of \$300,000.00; (C) Johnson Controls, Inc. (Roswell, GA) in the amount of \$300,000.00; and (D) Daikin Applied Americas, Inc. (Marietta, GA) in the amount of \$300,000.00, to provide standby on-site HVAC on call maintenance services of air conditioning systems on an "as needed" basis for all Fulton County facilities. This action exercises the second of two renewal options. No renewal options remain. Effective dates: January 1, 2023 through December 31, 2023. **(APPROVED)**

A motion was made by Commissioner Hall and seconded by Commissioner Ellis, to approve renewal items #22-0727 through #22-0736. The motion passed by the following vote:

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

**22-0730 Real Estate and Asset Management**

Request approval to renew existing contracts - Department of Real Estate and Asset Management, 20ITB125775C-CG, Electrical On-Call Maintenance Services Countywide in a total amount not to exceed \$220,000.00 with (A) Capital City Electrical Services, Inc. (Norcross, GA) in the amount of \$125,000.00; and (B) ALL-N-Security Services, Inc. (Atlanta, GA) in the amount of \$95,000.00, to provide on-site emergency electrical on-call maintenance services on an "as needed" basis for Countywide facilities. This action exercises the second of two renewal options. No renewal options remain. Effective dates: January 1, 2023 through December 31, 2023. **(APPROVED)**

A motion was made by Commissioner Hall and seconded by Commissioner Ellis, to approve renewal items #22-0727 through #22-0736. The motion passed by the following vote:

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

**22-0731 Real Estate and Asset Management**

Request approval to renew existing contracts - Department of Real Estate and Asset Management, 21ITB131067C-GS, On-Site Door Repair and Overhead Door Preventive and Predictive Maintenance Countywide in an amount not to exceed \$215,000.00 with (A) Overhead Door Company of Atlanta, dba D.H. Pace Company, Inc., (Atlanta, GA) in the amount of \$150,000.00; and (B) Piedmont Door Automation, dba Piedmont Door Solutions (Dawsonville, GA) in the amount of \$65,000.00, to provide on-site door repair and preventive and predictive maintenance services on an "as-needed" basis for County facilities. This action exercises the first of two renewal options. One renewal option remains. Effective dates: January 1, 2023 through December 31, 2023. **(APPROVED)**

A motion was made by Commissioner Hall and seconded by Commissioner Ellis, to approve renewal items #22-0727 through #22-0736. The motion passed by the following vote:

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

**22-0732 Real Estate and Asset Management**

Request approval to renew existing contracts - Department of Real Estate and Asset Management, 21ITB130241C-CG, Standby Plumbing Repair Services in the total amount not to exceed \$350,000.00 with (A) Talon Property Services, LLC (Atlanta, GA) in the amount of \$90,000.00; (B) J2 Connect, Inc. dba J Squared Plumbing Co., Inc. (McDonough, GA) in the amount of \$100,000.00; and (C) B & W Mechanical Contractors, Inc. (Lawrenceville, GA) in the amount of \$160,000.00, to provide on-site standby plumbing repair services on an "as needed" basis for County facilities. This action exercises the first of two renewal options. One renewal option remains. Effective dates: January 1, 2023 through December 31, 2023. **(APPROVED)**

A motion was made by Commissioner Hall and seconded by Commissioner Ellis, to approve renewal items #22-0727 through #22-0736. The motion passed by the following vote:

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

**22-0733 Real Estate and Asset Management**

Request approval to renew and amend existing contracts - Department of Real Estate and Asset Management, 20ITB125835C-GS, Carpet, Carpet Tile Installation and Repair Services Countywide in the total amount not to exceed \$400,500.00 with (A) Bonitz, Inc. (Norcross, GA) in the amount of \$100,000.00; (B) Prime Contractors, Inc. (Powder Springs, GA) in the amount of \$75,000.00; and (C) HPI Floors, LLC (Atlanta, GA) in the amount of \$225,500.00, to provide carpet and carpet tile installation and repair services on an "as-needed" basis for County facilities. This action exercises the second of two renewal options. No renewal options remain. Effective dates: January 1, 2023 through December 31, 2023. **(APPROVED)**

A motion was made by Commissioner Hall and seconded by Commissioner Ellis, to approve renewal items #22-0727 through #22-0736. The motion passed by the following vote:

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

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**Health and Human Services****22-0734 Senior Services**

Request approval to renew existing contracts - Senior Services, 21RFQ000007A-CJC, In Home Services Contracts in the total amount not to exceed \$1,083,014.54 with (A) Southern Homecare dba Always Caring Homecare (Roswell, GA) in the amount of \$583,010.42; (B) Help at Home (Newnan, GA) in the amount of \$91,840.35; (C) Trusted Hands Senior Care, LLC, (Roswell, GA) in the amount of \$125,923.88; (D) At Home Atlanta (Atlanta, GA) in the amount of \$282,239.89. This action exercises the second of four renewal options. Two renewal options remain. Effective date January 1, 2023 thru December 31, 2023.

**(APPROVED)**

A motion was made by Commissioner Hall and seconded by Commissioner Ellis, to approve renewal items #22-0727 through #22-0736. The motion passed by the following vote:

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

**22-0735 Senior Services**

Request approval to renew existing contracts - Senior Services, 21RFP000016A-CJC, Alternative Senior Transportation Services in the amount of \$1,384,177.60 with Common Courtesy (Atlanta, GA) to provide transportation services/ride sharing to eligible Fulton County residents aged 60 and above. This action exercises the first of four renewal options. Three renewal options remain. Effective January 1, 2023, through December 31, 2023. **(APPROVED)**

A motion was made by Commissioner Hall and seconded by Commissioner Ellis, to approve renewal items #22-0727 through #22-0736. The motion passed by the following vote:

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



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**Justice and Safety****22-0736 Police**

Request approval to renew an existing contract - Police Department, 20RFP125037A-CJC, Armed and Unarmed Security Services in the amount of \$5,300,000.00 with Universal Protection Services dba Allied Security Services (Atlanta, GA) to provide armed and unarmed security services for various County departments. This action exercises the second of two renewal options. No renewal options remain. Effective dates: January 1, 2023 through December 31, 2023. **(APPROVED)**

A motion was made by Commissioner Hall and seconded by Commissioner Ellis, to approve renewal items #22-0727 through #22-0736. The motion passed by the following vote:

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

**COUNTY MANAGER'S ITEMS****Open & Responsible Government****22-0737 County Manager**

Presentation of COVID-19 Operational Response Update.

**22-0738 Finance**

Presentation, review and approval of October 5, 2022, Budget Soundings. **(PRESENTED/APPROVED)**

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

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

**22-0739 Finance**

Request approval of a Resolution directing the Fulton County Urban Redevelopment Agency to administratively reprogram certain proceeds of the Facilities Improvement Revenue Bonds, Series 2017 and Series 2019, for the improvement and renovation of the animal shelter project; to authorize the County Attorney to make modifications to the form of documents effectuating this action as necessary to protect the County's interests; and for other related matters and purposes. **(APPROVED)**

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

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

**Did Not Vote:** Pitts

**22-0740 Human Resources Management**

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

a. A motion was made by Commissioner Hall and seconded by Commissioner Abdur-Rahman, to approve. **(NO VOTE TAKEN)**

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

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

**Did Not Vote:** Pitts

**22-0741 Registration & Elections**

Request approval of a statewide contract - Registration & Elections, SWC# 99999-SPD-SPD0000108-0001, Printing Services in the amount of \$105,197.00 with Moore Partners, Inc. dba More Business Solutions (Peachtree Corners, GA) to provide printing services for the preparation and operation of the November 8, 2022 General Election and December 6, 2022 Runoff Election. Effective upon BOC approval. **(APPROVED)**

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

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

**Did Not Vote:** Arrington

**22-0742 Real Estate and Asset Management**

Request approval to increase spending authority - Department of Real Estate and Asset Management, Sourcewell Contract #042821-ORK, Pest Control Services Countywide in the amount of \$65,000.00 with Orkin, LLC (Atlanta, GA) due to increased service costs due to out of scope services at multiple County facilities. Effective upon BOC approval. **(APPROVED)**

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

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

**22-0743 Real Estate and Asset Management**

Request approval to increase spending authority - Department of Real Estate and Asset Management, 21ITB131067C-GS, On-Site Door Repair and Overhead Door Preventive and Predictive Maintenance Countywide in the amount of \$30,000.00 with Overhead Door Company of Atlanta, dba D.H. Pace Company, Inc. (Atlanta, GA) Requesting additional spending authority to cover costs associated with FY 2022 capital projects. Effective upon BOC approval through December 31, 2022. **(APPROVED)**

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

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

**Did Not Vote:** Arrington

**Health and Human Services****22-0744 Community Development**

Request approval of a Memorandum of Understanding ("MOU") between Fulton County, Georgia, as the GA-502 Fulton County Continuum of Care ("CoC") Collaborative Applicant, and 24/7 Gateway, LLC ("Gateway") in the amount of \$401,951.00 for Gateway to serve as the coordinated entry lead agency and manage coordinated entry at the County-wide North and South Homeless Assessment Center offices. The term of the MOU is September 1, 2022, through August 31, 2023. **(APPROVED)**

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

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

**Justice and Safety****22-0745 Medical Examiner**

Request approval of the lowest responsible bidder - Medical Examiner's Office, 22ITB135453C-MH, Pickup and Removal of Deceased Remains in an amount not to exceed \$168,000.00 with Thompson Mortuary Services LLC. (Atlanta, GA) to provide pickup and removal of deceased remains services effective January 1, 2023 through December 31, 2023, with two renewal options. **(APPROVED)**

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

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

**Did Not Vote:** Pitts

**COMMISSIONERS' ACTION ITEMS****22-0746 Board of Commissioners**

Request approval of a Resolution of the Fulton County Board of Commissioners addressing the importance of healthy indoor air quality by encouraging adequate filtration, humidity control, and ventilation in residences within Fulton County, Georgia; urging the Fulton County Board of Health and other Fulton County Agencies with the ability to educate and influence landlords, occupants, homeowners, and tenants to provide information to the public about improving indoor air quality with the goal of reducing suffering and the financial burden of health care treatment associated with poor indoor air quality; and for other purposes. **(Pitts/Morris/Hall) (APPROVED)**

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

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

**Did Not Vote:** Hausmann

**22-0747 Board of Commissioners**

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

**ITEM HELD AS REQUESTED BY CHAIRMAN PITTS****22-0748 Board of Commissioners**

Request approval of a Resolution establishing protocols to enhance protection of personal identifiable information. **(Hausmann) (HELD)**

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

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

**Nay:** Hausmann

**Did Not Vote:** Ellis

**22-0749 Board of Commissioners**

Request approval of a Resolution terminating a contract for temporary staffing.  
(Hausmann) (HELD)

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

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

**Nay:** Hausmann, and Ellis

**22-0750 Board of Commissioners**

Request approval of Resolution implementing a County-wide hiring freeze for non-Public Safety positions. (Hausmann) (HELD)

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

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

**Did Not Vote:** Arrington

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

Discussion: Overtime and Compensatory Time Policy and Procedure (#108-16).  
(HELD)

**22-0752 Finance**

Discussion and direction for the 2023 Budget. (DISCUSSED)

**COMMISSIONERS' PRESENTATION AND DISCUSSION ITEMS****22-0753 Board of Commissioners**

Discussion: Steps that can be taken to reduce the County's participation in Tax Allocation Districts (TAD's) and provide relief to the County General Fund. (Ellis)  
(DISCUSSED)

**EXECUTIVE SESSION****22-0754 Board of Commissioners**

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

**EXECUTIVE SESSION REGARDING LITIGATION, REAL ESTATE AND PERSONNEL: Chairman Pitts, Vice-Chairman Hausmann, Commissioners: Ellis, Morris, Hall, Arrington and Abdur-Rahman; County Manager Dick Anderson; Chief Financial Officer Sharon Whitmore; External Affairs Director Jessica Corbitt; County Attorney Y. Soo Jo; and Clerk to the Commission Tonya R. Grier.**

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

**Yea:** Hausmann, Ellis, Morris, Arrington, and Abdur-Rahman

**Did Not Vote:** Pitts, and Hall

b. A motion was made by Commissioner Ellis and seconded by Commissioner Hall, to approve request for representation in item #1 as discussed in Executive Session. The motion passed by the following vote:

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

**ADJOURNMENT**

There being no further business, the meeting adjourned at 4:59 p.m.



FULTON COUNTY BOARD OF COMMISSIONER'S  
REGULAR MEETING

October 5, 2022

10:00 A.M.

Alexander Solution, LLC

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

**CHAIRMAN PITTS:** "All right. Good morning and welcome to the Regular Meeting of the Fulton County Board of Commissioner's. Today is October 5th, 2022. It is 10:00 a.m. Madam Clerk, please call the roll for purposes of a quorum."

**CLERK GRIER:** "Chairman Robb Pitts."

**CHAIRMAN PITTS:** "Present."

**CLERK GRIER:** "Vice Chairman Liz Hausmann. Commissioner Bob Ellis."

**COMMISSIONER ELLIS:** "Present."

**CLERK GRIER:** "Commissioner Lee Morris."

**COMMISSIONER MORRIS:** "Present."

**CLERK GRIER:** "Commissioner Natalie Hall. Commissioner Marvin Arrington, Jr. Commissioner Khadijah Abdur-Rahman."

**COMMISSIONER ABDUR-RAHMAN:** "Present."

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

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

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

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**CHAIRMAN PITTS:** "Madam Clerk."

**CLERK GRIER:** "On page 2, Consent Agenda, **22-0696**, Adoption of the Consent Agenda - All matters listed on the Consent Agenda are considered routine by the County Commission and be enacted by one motion. No separate discussion will take place on these items. If discussion of any Consent Agenda item is desired, the item will be moved to the Recess Meeting Agenda for separate consideration."

**CHAIRMAN PITTS:** "Any items, Commissioners? Any items on the Consent Agenda? All right. I'll entertain a motion to approve. Motion to approve by Commissioner Morris, seconded by Commissioner Ellis. Please vote."

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

\*\*\*\*\*

**CLERK GRIER:** "Bottom of page 7, Regular Meeting Agenda, **22-0722**, Adoption of the Regular Meeting Agenda. Mr. Chairman and Members of the Board, we have amendments to today's Regular Meeting Agenda. On page 13, Chairman Pitts has requested to hold his item, 22-0747: Request approval of Resolution regarding the installation of electric vehicle charging stations in all Fulton County own facilities. That item will be held. At the bottom of page 13, Vice Chairman Hausmann's item, 22-0750: Request approval of a Resolution implementing a County-wide hiring freeze for non-public safety positions. This item is to be moved down to be heard with other items regarding the 2023 Budget. To be heard after item, 22-0751, and 22-0752 will be heard first of those items regarding the budget."

**CHAIRMAN PITTS:** "That's it?"

**CLERK GRIER:** "Yes."

**CHAIRMAN PITTS:** "All right, Commissioners. Commissioner Abdur-Rahman."

**COMMISSIONER ABDUR-RAHMAN:** "Thank you, Chairman. I have a concern. I received a call late last night and two early this morning from constituents that were not able to see any of the information for items 22-0748, 22-0749, and 22-0750. I'm asking -- I'm asking that we humbly hold those to the next meeting because per our rules, all of that information was supposed to be for that item by 10:00 a.m. on Friday. The information for that item, to my understanding, did not get there till late last night. And so, I feel like it would not only be a problem with our rules not being followed, it may even open us up to litigation. So, I would ask, since the information was not there in a timely manner, can those be held to the next meeting?"

**CHAIRMAN PITTS:** "All right. Commissioner Ellis."

**COMMISSIONER ELLIS:** "Mr. Chair, is that your request to amend the Agenda to remove those items?"

**COMMISSIONER ABDUR-RAHMAN:** "Yes."

**COMMISSIONER ELLIS:** "Okay. So, the motion on the floor is for it to be adopted as amended?"

**COMMISSIONER ABDUR-RAHMAN:** "Yes."

**CHAIRMAN PITTS:** "You want those removed?"

**COMMISSIONER ABDUR-RAHMAN:** "Yes.

**CHAIRMAN PITTS:** "Okay."

**COMMISSIONER ABDUR-RAHMAN:** "Well, to hold them to the next meeting because the supporting documentation was not there in a timely manner per our rules when the Agenda is open to the public."

**CHAIRMAN PITTS:** "All right. Any objections?"

**COMMISSIONERS:** (No response.)

**CHAIRMAN PITTS:** "All right. Commissioner Morris."

**COMMISSIONER MORRIS:** "Yeah. I guess, I would prefer indifference to the Commissioner who put these on the agenda that we leave them on the agenda, and perhaps hold them when they come up; if that's the will of the Body. That will be my preference. Again, it's indifference to Commissioner Hausmann."

**COMMISSIONER ABDUR-RAHMAN:** "Well --"

**CHAIRMAN PITTS:** "-- okay."

**COMMISSIONER ABDUR-RAHMAN:** "Okay. I'm sorry go ahead, Chairman."

**CHAIRMAN PITTS:** "No. No. Go ahead."

**COMMISSIONER ABDUR-RAHMAN:** "Well, according to the rules, the rules state that at 10:00 a.m. that the items information must be posted with the item. I was not aware of this until individuals called me, and I went to look to see for the information. At 9:00 p.m. last night, I looked and I still didn't see it. And so, we've got rules for a reason. And so, it's not that I'm for or against. What I'm saying is that if we follow the rules, it can be held until the next Board of Commissioner's meeting per the rules."

**CHAIRMAN PITTS:** "Commissioner Hall."

**COMMISSIONER HALL:** "Thank you, Mr. Chair. So, let me make sure I'm clear, since I just sat down. We're looking at items --"

**CHAIRMAN PITTS:** "-- 0748 --"

**COMMISSIONER HALL:** "-- 0747 --"

**CHAIRMAN PITTS:** "-- 749 and 750 on page 13."

**COMMISSIONER HALL:** "748, 49, and 50?"

**CHAIRMAN PITTS:** "Correct."

**COMMISSIONER HALL:** "Okay. And so, having been on this Board of Commissioner's for five years now, this is not anything new. There have been plenty of Commissioners sitting right here on this Board who have put things on the Agenda and had no documentation; no nothing with it. And we didn't hold their stuff. And, you know, I'm very much about let's be fair to everyone. If you didn't hold them then, why are you holding them now? So, I've been on this Board for five years now, and have seen it. That's just my input. Thank you."

**COMMISSIONER ABDUR-RAHMAN:** "Mr. Chairman?"

**CHAIRMAN PITTS:** "Go ahead, Commissioner. You have the floor."

**COMMISSIONER ABDUR-RAHMAN:** "Whether I've been on this Board for two minutes or 20 years, the Rule is the items and their germane information regarding them are to be published with the Agenda on Friday per our rules; Rule 6 and Rule 6.1. And so, if we're going to follow the rules, and we're going to ask our constituents to follow the rules when they come into this Hall, then it is incumbent upon us to be the example of following the rule. And the rule is that all information that is germane, is to be published with the Agenda on Friday per our rules. If we do not do that, we subject ourselves, as a County to litigation. And so, as much as I would like for us to look the other way, we have a duty as elected officials, to do what is right and protect the County, and the taxpaying citizens from litigation. So that's why I'm asking, respectfully and humbly for it to be held due to the fact that it was not done according to the rules."

**CHAIRMAN PITTS:** "Commissioner Ellis and Commissioner Hall."

**COMMISSIONER HALL:** "Thank you."

**COMMISSIONER ELLIS:** "I don't necessarily have a whole lot to say on the subject; but, I mean, I do think certainly as a best practice -- I mean, it's just --we should have this information, you know, kind of before so we have a chance to evaluate it. I don't, I haven't seen the language on any of these three things, so I don't know if it exists or doesn't exist. You know, so, I don't think it's an unreasonable request to, you know, ask that, you know, it kind of be held until folks have the opportunity to evaluate it, you know. And I'm certainly willing to have that or you know -- you know, it needs to be converted to a discussion item, or it can be converted to a discussion item. But, you know, probably it shouldn't be taken up necessarily a vote on a Resolution with none of us really having a chance to see or for the public to have a chance to see it. But I'll go

along with kind of what -- you know, I realize we have made exceptions on that, you know. But certainly, as a best practice, we should have the stuff before us, and have a chance to read it beforehand. So, I'll refer to, you know, some directions from you, Mr. Chair and whatever the will of the Board is."

**CHAIRMAN PITTS:** "Commissioner Hall."

**COMMISSIONER HALL:** "Yes. It's interesting that we have new people on the Board who have amnesia about the fact that they have, too, also put things on and had no information with them. But that being said, as everyone knows, I am definitely someone who wants to always follow the rules. Always engaging the County Attorney's office on everything, and Denval shook his head because he knows every little thing. And I definitely want to follow the rules, but this information was received by my team. I don't know why it wasn't received by everybody else's. My Chief of Staff is sitting right over there. So, if everyone else has not received it, then that's fine. But we also -- I think need to wait for the Commissioner. She called me this morning and said that she was running late. And her Chief of Staff has gone around to let the other offices know that she was running late, and she will be here around 10:30. So, I agree with Commissioner Morris in that it would be good to probably just wait a moment for her to arrive. Thank you."

**CHAIRMAN PITTS:** "All right. Madam Clerk, what is your understanding of the process? How do you typically."

**CLERK GRIER:** "The rules do state that any information germane to the item be posted with the item on Friday. However, we have had instances where we didn't have the backup documents by the deadline, so we posted without them."

**DENVAL STEWART:** "Chairman, may I speak on the matter? Excuse me. As previously stated, it has always been best practices to have the items presented on the public published Agenda. However, our rules use words like should and there is no penalty provision that says if the item is not attached or presented in that matter it cannot be considered. So based on that, as indicated by Commissioner Hall, and the Clerk, we have in many instances preceded once the item is presented during the meeting to have the matters considered."

**CHAIRMAN PITTS:** "All right. Commissioner Abdur-Rahman."

**COMMISSIONER ABDUR-RAHMAN:** "Two things, Chairman. First of all, I've been here two years, and I am a certified County Commissioner per ACCG education. So, it doesn't matter whether it's two minutes or 20 years. Rules are rules. We have actually had an issue where this became an issue in front of a Cobb County judge previously;



and the rules are in place for a reason. I humbly ask that we stick to the rules because if the Body – anybody in this Body wants to come up here and speak more than their allotted time, they cannot speak more than their allotted time. That's the rule. So, if the rule is that this has happened before, and as a courtesy, or as a lax, we decided to look the other way, it is incorrect. And so, if we're going to be an example of best practices, I don't have a issue for or against it, because I have not seen it in order to have any kind of a issue with the item. The issue that I have is that constituents reached out to me, wanting to see it very late last night and it was not there. And so, I would ask this Body, in the sense of the fairness of what is best for the County, to hold this until the sufficient documentation can be attached to the Agenda for the taxpaying public to see and view it. Thank you."

**CHAIRMAN PITTS:** All right. The motion on the floor is to adopt the Agenda as amended -- the two amendments. One is a piece of legislation that I have that we're holding. And these three that are in question to be held as well. So that's the motion on the floor. Now, if at some point, if we can further amend the agenda at some point; but I did not receive the documentation either that accompanies this. So, let's vote on the motion to adopt as amended. Yes sir, Commissioner Ellis."

**COMMISSIONER ELLIS:** "Making a motion originally, was Commissioner Morris to adopt the Agenda. And I think he made it with the amendment which was to remove yours. I don't -- and then I seconded it. I think the other amendments were made post - post that motion to be moved and seconded. So, I'd like some sort of clarification as to -- from the maker of the motion whether or not that he was further accepting the further amendments, or whether he wanted to withdraw his motion to adopt."

**COMMISSIONER MORRIS:** "Yeah, I started -- thank you, Mr. Chairman. I started to interject as a point of order that if Commissioner Abdur-Rahman made a motion to amend the Agenda, I didn't hear a second. And if it was intended to be a friendly amendment; no, I don't accept it as a friendly amendment."

**CHAIRMAN PITTS:** "All right. That takes us back then to the original motion by Commissioner Morris. Let's vote on the original motion by Commissioner Morris."

**CLERK GRIER:** "And the vote is open. And the motion passes; four yeas, one nay."

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

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**CLERK GRIER:** "**22-0723**, Ratification of Minutes. Regular Meeting Minutes, September 7th. Recess Meeting Post Agenda Minutes, September 21st, 2022."

**CHAIRMAN PITTS:** "All right. Is there motion? Motion to approve by Commissioner Ellis? Is there a second on the minutes? Seconded by Commissioner Abdur-Rahman. Cast your votes, please."

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

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**CLERK GRIER:** "On page 8, **22-0724**: Presentation of proclamations and certificates. The first proclamation is recognizing 'Customer Service Week' sponsored by Commissioner Ellis."

**CHAIRMAN PITTS:** "Thank you. All right. In the interest of time, we're trying to conserve as much time as possible for Action Items. So, I'd like to respectfully ask that recipients of proclamations limit your acceptance speeches to a couple of minutes. Thank you."

**COMMISSIONER ELLIS:** "Good morning. We got some great representatives from our teams that serve our citizens every day. And we're going to recognize them this morning. So, I'm going to read the proclamation for Customer Service Week. Come on down. Remember these are the folks up here that are entertaining the phone calls when somebody's hot, somebody's angry trying to get something resolved; exercising great temperament and patience in trying to find a solution. Always, not necessarily an easy job, but they do it with great courtesy and care, and meaning; and we appreciate all of you, and the work that you do on behalf of the citizens of Fulton County. With that I want to share the proclamation: WHEREAS Fulton County is committed to enhancing its customer experience in an effort to better the lives of the citizens it serves through consistent, courteous, accurate, fair, and uniform best customer service practices. And, WHEREAS, Fulton County, through implementation of its customer service policy, develops a standard level of service that is convenient, user-friendly, inclusive, accessible, and appropriate. And, WHEREAS, Fulton County has a documented customer service framework, designed to govern the customers experience with Fulton County Government. We seek to provide an environment where members of the public and staff feel valued, and services are tailored to meet the needs of the customers. And, WHEREAS, excellence in customer service is a key principle of building customer loyalty and trust that their government is efficient, effective, and fiscally sound. And, WHEREAS satisfied citizens share their positive experiences with others which aligns with the strategic plan mission statement to deliver efficient, high-impact service to every resident and visitor in Fulton County. NOW, THEREFORE, BE IT RESOLVED that the Board of Commissioners of Fulton County in conjunction with the International Customer Service Association affirms the County's efforts to ensure quality customer

experiences and solutions for internal and external customers who interact and/or conduct business with or for the County. And DOES HEREBY PROCLAIM, October 3 through October 7, 2022, as 'Customer Service Week' in Fulton County, Georgia. Let's give them a great hand. And I think -- Ms. Bridges, can I share, or who's going to share? All right. Our County Manager is going to come up, too. He's been giving you direction to keep it brief, but, hey."

**DICK ANDERSON, COUNTY MANAGER:** "I'm going to yield my time to Bridgette Bailey."

**BRIGITTE BAILEY, DIRECTOR CUSTOMER EXPERIENCE AND SOLUTIONS:** "Well, thank you so much everyone. I am just may be some of the face of this. But really the face of customer service are these people that you see here and all of the employees of Fulton County, our Customer Services legends and every single employee that just gives of their time. They are committed and dedicated to serving you, the public; to serving each other as citizens, and each other as employees to make sure that we provide the best service. I always like to say customer service is the heartbeat of the County, so keep those hearts beating. Make sure that we are delivering the service. And they are the epitome of what you call excellent service. So, it is my honor and privilege to serve you as a public; to serve my fellow employees; to serve the Board of Commissioner's; my executive team, Dick Anderson and his team. And I'm just honored to be here and honored to be of service to everyone in Fulton County. So, thank you."

**CLERK GRIER:** "The next proclamation is recognizing 'Candace Holyfield Parker Appreciation Day' sponsored by Commissioner Hall."

**COMMISSIONER HALL:** "All right. You would think this was about fashion the way you ladies look. Beautiful. But it was an honor to attend your event, and see all of those business owners who own their own spas, and health, and facial stuff -- it was just wonderful to see. And so many of them just paying homage to you for the work that you do in helping them be successful. That is something that everyone should do. We should always support each other and help each other. So, it's an honor to present this proclamation to you. And the language reads: WHEREAS, Candace Holyfield Parker is a business mogul and founder of 'Six-Figure Spa Chick'; a marketing firm for spa and beauty professionals that helps over 500 spa professionals build, grow, and launch their own successful businesses. And, WHEREAS, Candace is a motivational speaker, author of the first black spa magazine creating over 3,000 spa professionals, earning over 250,000 each year including six black spa business owners who earned over \$1 million in sales in 2022 thus far. Oh, it's 16 now -- 16 millionaires. Yes, that is something to clap for. Outstanding. That's what I call heart work when you work to help

people instead of tearing them down. And has secured a clientele base of over 15,000 spa professionals since she began her spa services called, 'I Love Candy Spa Parties'. And, WHEREAS, Candace is the creator of the Black Spa Expo which is a design -- which is designed to motivate other business owners to develop more wealth through education and refresher courses for spa professionals. And provide spa professionals with informative sessions and classes in business management, industry-specific marketing, and participation in 1,000 business pitching contests. And Fulton County will host the 4th annual -- Fulton County did host the 4th annual Black Spa Expo; the largest Black Spa Expo in the world during the weekend of September 16th through 18th, 2022 with the goal of setting a new world record for the largest gathering of people wearing bath robes during the festivities. And, NOW, THEREFORE BE IT RESOLVED that the Fulton County Board of Commissioner's recognizes Candace Holyfield Parker for her business savvy and community service efforts, and supports the 4th Annual Black Spa Expo. And DOES HEREBY PROCLAIM Saturday, September 17th, 2022, as 'Candace Holyfield Parker Appreciation Day' in Fulton County, Georgia. Thank you. Thank you."

**CANDACE HOLYFIELD PARKER, RECIPIENT:** "Thank you. I am so honored to be here. And I just wanted to tell everybody that business owners need a lot of help. A lot of help. I like to call myself a superhero because I do it with not expecting anything back. I do it when I'm tired; I do it when days when I want to quit. And I'm just honored and proud to be here today and to accept this award. And if you need a spa, I got gift cards for everybody in the room, okay. Just come see me after. I'll give you a gift card because I'm a real big advocate for self-care and us just taking care of ourselves and making sure we have a better quality of life. So, thank you guys so, so much. I really appreciate it."

**CLERK GRIER:** "The next four proclamations recognizing Dajuan Walker, Thomas Ricks, Loran F. Crabtree, James J. P. Miller Appreciation Day' sponsored by Commissioner Hall."

**COMMISSIONER HALL:** "Where ever you want to go -- you guys are awesome. Come on down everybody who -- Madam DA said, if you are here with the DAs office, come down and support them. Oh, my goodness. Come on down. They deserve this support. You know, cause -- actually, and Sheriffs' Department as well because we are also honoring -- this is -- right. Now, that's how you support each other. Yes. Come on. Squeeze in like you love each other. All right. I think I see the last ones. All right we Ready? Okay, so if you missed the terrible incident that happened recently in the courts where a young woman went to the restroom in the court building, and there was a man waiting in the stall -- just waiting to assault someone and that is what he did to her. And he literally ran out of the same door that Brian Nichols ran out of that year that

he escaped the jail -- I said the jail. He needs to be in jail. When he escaped from our building. And my team and I were actually headed to a meeting, and I was in front of them because I drive like speed racer. And they saw the man come out of the side door. And it just so happened that our Sheriff had text me and said that this incident just happened. And I said it to my team; and they said, we saw the man. He came out of the door. He had taken off his shirt and he had a tattoo on. And just shortly after that, he was apprehended and this is why these four outstanding Fulton County employees from -- I'm just going to read the proclamations. And the proclamation reads: WHEREAS, on the evening of Thursday, September 22nd, 2022, a woman was assaulted in the restroom at the Fulton County Courthouse; and once reported, the Sheriff's Department immediately sent out a description of the assailant. And WHEREAS, District Attorney Assistant Chief Investigator, Thomas Ricks made the initial arrest of the attacker, who at the time appeared to be stalking another young woman on the Georgia State University campus. And, WHEREAS, when Investigator Ricks colleague, Investigator Dajuan Walker lost sight of the attacker; Investigator Ricks quickly recognized the description and detained the attacker. And, WHEREAS, Investigator Ricks' quick thinking brought the attacker to justice, and quite possibly avoided another attack on an unsuspecting college student. And, WHEREAS, Investigator Ricks is a native of LaPlace, Louisiana; and before his tenure with the Fulton County District Attorney's Office, he spent 20 years in the security field including his service as a Tax Force Officer with the Gulf Coast Fugitive Task-force, the US Marshals Service, and a full-time security agent for an NBA All-Star. He also received a Medal of Valor award for saving a hostage in 2014. NOW, THEREFORE, BE IT RESOLVED that the Fulton County Board of Commissioner's recognizes Assistant Chief Investigator, Thomas Ricks for his heroic actions, quick thinking, and for his commitment to keeping our streets safe. And DOES HEREBY PROCLAIM Wednesday, October 5th, 2022, as 'Thomas Ricks Appreciation Day' in Fulton County, Georgia.

And on the same evening District Attorney Investigator Dajuan Walker was on his way home from work when he recognized a man walking on Pryor Street, who fit the description of the attacker. He pursued on foot until the suspect was out of sight. And Investigator Walker flagged down a Georgia State University maintenance truck, who drove Investigator Walker in the direction of the attacker, but lost sight of him. And WHEREAS, on the street level above, District Attorney Assistant Chief Investigator, Thomas Ricks spotted the attacker who appeared to be following another female Georgia State student and detained him. And WHEREAS, Investigator Walker is a native of Harlem, New York; and worked as a project manager and financial analysts in the healthcare field before joining the Atlanta Police Department as an officer in 2016. He joined the Fulton County District Attorney's Office as a Senior Investigator in the Special Victims Division Domestic Violence Unit in 2022. NOW, THEREFORE, BE IT

RESOLVED that the Fulton County Board of Commissioner's recognizes Investigator Dajuan Walker for his heroic actions, quick thinking, and for his commitment to keeping our streets safe. And DOES HEREBY PROCLAIM Wednesday, October 5th, 2022, as 'Dajuan Walker Appreciation Day' in Fulton County, Georgia.

And on the same evening, District Attorney Senior Investigator, James J.P. Miller responded quickly to the call for assistance in apprehending the attacker. He arrived shortly after the criminal was detained and assured the surrounding citizens, all Georgia state students that they were safe and all officers involved were unharmed. And WHEREAS, Investigator Miller works with the District Attorney's Office Major Crimes Division/Gang Unit; and quickly observed the attacker's gang tattoos and documented it for his records. He is the Metro Atlanta Vice President for Georgia Gang Investigators Association. An instructor for the Georgia Gang Investigators Association, and community outreach events for gang prevention. And WHEREAS, Investigator Miller grew up in Metro Atlanta, in Douglas, Cobb, and Fulton counties. And after high school, joined the United States Marine Corps, and served in combat in Operation Enduring Freedom in 2018. And he was awarded the Purple Heart and Medal of Valor by the Douglas County Sheriff's Office. NOW, THEREFORE, BE IT RESOLVED that the Fulton County Board of Commissioner's recognizes Assistant Chief Investigator, James 'J.P.' Miller for his heroic actions, and for his commitment to keeping our streets safe. And DOES HEREBY PROCLAIM Wednesday, October 5th, 2022, as 'James J.P. Miller Appreciation Day' in Fulton County, Georgia.

This story gets better and better. On the same evening, District Attorney Assistant Chief Investigator, Loran F. Crabtree responded quickly to the call for assistance in apprehending the attacker. He arrived shortly after the criminal was detained and assured the surrounding citizens, all Georgia State students that they were safe and all officers involved were unharmed. Investigator Crabtree works with the District Attorney's Office Technology Unit, and he is a POST certified senior instructor, firearms instructor, SWAT officer, hostage negotiator, intelligence analyst, and special response team member. He has advanced training and experience in behavioral threat assessment, social media investigations, open-source intelligence, cellular and digital existence analysis, interviews and interrogations, and sexual assault investigations. And WHEREAS, Investigator Crabtree is a proud fourth generation Atlantan, and 12-year Public Safety law enforcement veteran with tenure at Georgia Tech Police Department and the Federal Bureau of Investigations Joint Terrorism Task Force. He was awarded the 2013 Georgia Tech Police Department's Officer of the Year, among several other commendations and awards. NOW, THEREFORE, BE IT RESOLVED that the Fulton County Board of Commissioner's recognizes Assistant Chief Investigator Loran F. Crabtree for his heroic actions, and for his commitment to keeping our streets



safe. And DOES HEREBY PROCLAIM Wednesday, October 5th, 2022, as 'Loran F. Crabtree Appreciation Day' in Fulton County, Georgia. Congratulations, all of you."

**FANI WILLIS, FC DISTRICT ATTORNEY:** "First of all, of course, Commissioner Hall for recognizing these men. They would have done it without the recognition, but I thank you for recognizing them. And to the whole Board of Commissioners, I made a pledge that when I became the District Attorney, I would bring the absolute best to this office. All of these men joined during my administration. I think, I've kept my promise. Can we just give them a standing ovation for keeping us safe. So, I tell my staff, we don't work 8:30 to 5; we work from sun up to sun down. And I hope you all notice, this happened after hours; when they weren't on the clock because they're always here to serve. And so, I just thank them for their dedication. And the only other thing I'll say is: Team you know when this is over, we'll go outside and take a group picture. Celebrating them. But thank you so much, Commissioner Hall. Thank you. Thank you. Thank you for always supporting law enforcement. We need your support and we appreciate it. Assistant Chief Ricks."

**ASST. CHIEF RICKS, RECIPIENT:** "Well, thank you first of all. As a law enforcement officer, I was just doing what I was trained to do, was called to do. Assistant Investigator Walker in his efforts, so without his efforts, we all wouldn't be here today. So, thank you, Investigator Walker."

**ASST. CHIEF LORAN F. CRABTREE, RECIPIENT:** "Walker and Ricks get all the credit on this one. You guys are awesome."

**JAMES MILLER, RECIPIENT:** "I'll just reiterate what Assistant Chief Crabtree said, Walker did a great job identifying the suspect. And Assistant Chief Ricks quickly apprehending the subject speak volumes of how we come together as an office and work together."

**DAJUAN WALKER, RECIPIENT:** "Yeah, what everybody else just said. It's just about being vigilant and just aware of your surroundings; which I just tell you know all law enforcement officers as well as the community to be aware of your surroundings. You know we work in the field in which not everybody is going to like us, right? We're the government. So, at this point you know just be aware of your surroundings and you see something say something, right? My training."

**CLERK GRIER:** "The next proclamation is recognizing 'Health Literacy Month' sponsored by Commissioner Hall."

**COMMISSIONER HALL:** "Is this hers? No; this is mines. So, hers' is probably next. How you doing? Good. Come on down. Hey. Oh, my God. Yes. All right. All right."

Just going to wait for it to calm down a little bit. All right. All right. It is a pleasure to see you guys. I haven't seen many of you since before the pandemic and you've always worked with me on all of my great conferences and stuff. And it is an honor to read this proclamation on behalf of the Fulton County Board of Commissioner's with full Board support. WHEREAS, health literacy is defined as the degree to which individuals have the ability to find, understand, and use information and services to informed health-related decisions and actions for themselves and others. And the degree to which organizations equitably enable individuals to find understand and use information and services to inform health-related decisions and actions for themselves and others and the American Medical Association estimates that nine and ten adults lack sufficient health literary skills necessary to prevent and manage disease and chronic conditions and effectively seek and obtain healthcare. And WHEREAS, adults with low health literacy report reduced ability to understand labels and health messages limited ability to follow medication instructions, poor overall health status, worse physical and mental health, experience healthcare costs that are four times greater, have 6 percent more hospital visits, and longer hospital stays. And WHEREAS addressing overwhelming health literacy needs can reduce healthcare costs and improve the accessibility quality safety and patient satisfaction of healthcare and improve the health and quality of life for thousands of Fulton County residents. And whereas, the Fulton County Department of Behavioral Health and Developmental Disabilities in partnership with the health literacy community coalition board, Morehouse school of medicine, and the Fulton County Board of Health addresses personal and organizational health literacy to improve mental and physical health outcomes among socially vulnerable populations through culturally appropriate strategies. NOW, THEREFORE, BE IT RESOLVED that the Fulton County Board of Commissioner's recognizes Fulton County Department of Behavioral Health for their dedication to ensuring that all Fulton County residents have the information they need to live happy and healthy lives. And DOES HEREBY PROCLAIM the month of October as 'Health Literacy Month' in Fulton County, Georgia. Congratulations and thank you for your heart work. That's what I call heart work."

**RECIPIENT:** "On behalf of the Director of the Fulton County Department of Behavioral Health and Developmental Disabilities, LaTrina Foster, I want to thank the Board of Commissioner's for their recognition of 'Health Literacy Month' along with Dr. Lynn Paxton and her team at the Board of Health, Morehouse School of Medicine, Black Cross Incorporated they're all partners on this health literacy grant that we're heading up, and also Jessica Corbitt and the External Affairs team. Through the health literacy grant we've been able to afford – it's afforded us the opportunity to expand our conversations in the community about behavioral health and increase the citizens understanding of behavioral health literacy; and also it's given us an opportunity to talk

more about the behavior health services that Fulton County offers. So, thank you again for this recognition."

**CLERK GRIER:** "The last proclamation is recognizing 'Breast Cancer Awareness Month' sponsored by Vice Chairman Hausmann."

**COMMISSIONER HALL:** "All right. Commissioner Hausmann actually sponsored this Resolution, but she called me this morning and said that if she wasn't here on time that she absolutely wanted me to read this; and especially because we just briefly discussed the fact that my late former boss, Joan P. Garner lost her battle to breast cancer in 2017 and that is how I ended up running for her seat in a special election. So, the proclamation reads: WHEREAS, according to the Centers for Disease Control and Prevention, breast cancer is the second leading cause of -- I don't have anybody up here? I just realized -- who is it being presented to? Oh, okay. There we go. That's alright. All right. On over. All right. My head was down and I looked up, and I didn't see anybody. I'm like, oh gosh. Okay, so I'm going to start over. WHEREAS, according to the Centers for Disease Control and Prevention, breast cancer is the second leading cause of cancer deaths for women in the United States and Georgia. And each year in the United States about 245,000 cases of breast cancer are diagnosed in women. And about 2,200 in men; thus causing about 41,000 deaths amongst women and 460 deaths among man. And WHEREAS, early detection is critical through prevention initiatives such as mammograms that can detect breast cancer up to two years before physical symptoms can be seen or felt. And WHEREAS, the Fulton County Board of Health Breast and Cervical Cancer Prevention Program through funding from the Georgia Department of Public Health provides breast cancer screenings, diagnostic services, and referrals to treatment as medically indicated to help reduce the impact of breast cancer on uninsured women residing in Fulton County. And WHEREAS as part of observances of breast cancer awareness month and as part of its ongoing commitment to encourage early detection and treatment, the Fulton County Board of Health will offer free breast cancer screenings over a two-day period at two of its regional health centers on October 17<sup>th</sup> at College Park Regional Health Center, and October 19<sup>th</sup> at North Fulton Regional Health Center in Alpharetta. And WHEREAS, health and public officials strongly encourage women to remain vigilant about their regular mammograms despite the challenges brought on by the current COVID-19 pandemic. NOW, THEREFORE, BE IT RESOLVED that the Fulton County Board of Commissioner's hereby commends the Fulton County Board of Health Breast and Cervical Cancer Prevention Program, community medical providers and community partners who dedicate their lives to fighting for a world without breast cancer and DOES HEREBY PROCLAIM October 2022 as 'Breast Cancer Awareness Month' in Fulton County, Georgia. Thank you for all your hard work in saving lives."

**RECIPIENT:** "All right. I'd like to thank the Board of Commissioner's for recognizing the Board -- Fulton County Board of Health's role in ensuring that women are provided opportunities to be tested for breast cancer and cervical cancer and also all of the work that we do following up making sure that they get connected with specialists to receive treatment. So, thank you very much for this recognition and bringing awareness to breast cancer."

**VICE CHAIRMAN HAUSMANN:** "Oh I know you all want to hear my voice. I just want to say, this is such an important issue to our community. Having lost my own mother to breast cancer 30 years ago now, it's still painful to see what women go through unnecessarily. Screening is the key to not having a terrible outcome for your family. So, thank you, Commissioner Hall for reading this on my behalf. Thank you."

**CHAIRMAN PITTS:** "All right. Madam Clerk, continue. It's 10:56."

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**CLERK GRIER:** "Continuing on page 8, Public Hearings, **22-0725**, 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](http://www.fultoncountygga.gov). Priority for public comment will be given to Fulton County citizens and those individuals representing businesses or organizations located within Fulton County. Speakers will be granted up to two minutes each. The public will not be allowed to yield or donate time to other speakers. The public comment portion of the meeting will not exceed 30 minutes. In the event the 30-minute time limit is reached prior to public comments being completed, public comment will be suspended and the business portion of the BOC meeting will commence. Public comment will resume at the end of the meeting. Mr. Chairman and Members of the Board, we will start with the speakers here in Assembly Hall. We have received five speaker cards. Will the five speakers, please come down: Brother Anthony Mohammed, Ron Shakur, Eric Terrell, Reverend Lydia Meredith, and James Davenport."

**CHAIRMAN PITTS:** "All right. Speakers, when you have 15 seconds remaining of your two minutes, I'll simply say 15 seconds and that will be your clue to terminate, rather to begin to conclude your remarks."

**BROTHER ANTHONY MOHAMMED, PUBLIC SPEAKER:** "[Inaudible.] Imhotep...I am that I am [Inaudible.] King of Kings, (inaudible), a medic, indigenous antiquity spiritual being. I command the ancestors. I command the ancestors to teach my spiritual energy from my consciousness every day. And I'm not a believer in the Roman Catholic

Church religion. From your bible from Genesis to Revelation it's not one person, not one person that was born from the woman's womb canal. I come here to talk about the problem with the jail. I have in my home up today watched YouTube, city hall arguing about the facility they had and the Sheriff wants to have access to it, and I think it's right that we go ahead and move on that. When Abraham Lincoln decided to involve himself in the war, he said very clearly, he didn't want to have a war for the saving of the slave, but he didn't want to lose the union. But here in the 21st century, why is it that we cannot recognize that citizens regardless of the crime they have if they be under your control, Mr. Dick Anderson. I pay taxes for my home. Ever since the 90's, it done went up a 150 percent; and for us to not have accountability for the money that we allocate for the budget and operation of the jail, that's uncalled for. It should be checks and balances from your office, Mr. Anderson. I'm asking you all, Mr. Chairman and members of the Commission, let's do something. Those people deserve fairness and justice as they're being in jail."

**CHAIRMAN PITTS:** "15 seconds."

**BROTHER ANTHONY MOHAMMED, PUBLIC SPEAKER:** "And I'm asking it because I think it's right because the energy of the mother represent the consciousness of the creator. And when you deny righteousness and the true character of a woman, what do you think about the Father? Assalamu alaikum. Ashe, ashe, ashe. Thank you."

**RON SHAKUR, PUBLIC SPEAKER:** "Mr. Chair, there's a fellow assigned to speak in a wheelchair. His name is Eric Terrell. He has not been able to get down here. There's no sign to tell him how to get down here. He was Hosea soundman. Any kind of rally was his voice was behind that. He has an amputated leg and now you're putting emphasis that we have less than we used to have before you got here. We used to have three minutes - well not before you got here, anyway. I wanted to say that before the clock started. And I would hope that you would give some consideration because he wanted to give his time to me, but the policies that under your leadership, the Council members leadership that's sitting up here now besides Ms. Rahman is taking more and more time away from the citizens voices and I would hope that you give some consideration to that. I wanted to talk about other things. The fact that I just found out its health week and the time when your leadership and other leadership have bypassed the concerns and the priorities of watching over the healthcare of the hospitals that provide services, the one level in this city. The fact that we're talking about doing something different with that hospital speaks to the fact that your leadership, y'all leadership has failed to do the services you're supposed to do. And also mentioned the fact of what we see in the -- that we see with the jailhouse situation. And I would hope that you would be considerate of the time that Mr. Terrell, that you may allow me to

have his time since he can't make it down here. Thank you. The fact is that the hospital closing is my notes here today and the fact that this is the capital city of the world cup. The capital city of the Olympics. The capital city of Maynard Jackson and African Americans rising up in this city to be leaders to the whole country that people look forward to anticipate and look for the leadership of Atlanta. Maynard Jackson's name -- we can't allow hospitals to be closed and if you have any power, I would hope that you take that power and you do something about it and don't let it be no excuse to be able to allow the close of that hospital. And I think that if you can do that we would do something other than having our legacy to a trail to a gambling hall or something like that. Our focus has got to be on what's for the best safety interest for our community. And I want to thank Emma Darnell and my good friend Ms. Rahman. But I would hope that, and we appreciate your good leadership -- we appreciate all your good leadership. Please stand up and don't allow no more hospitals -- do not -- it's no excuse -- we cannot allow that hospital be closed. Thank you."

**REVEREND LYDIA MEREDITH, PUBLIC SPEAKER:** "Good morning, Commissioners and thank you for the great work you do. This petition is presented on behalf of Chairman Pitts, and Vice Chair Hall, who is my district representative. On two separate occasions, Atlanta local news aired stories of our youth and DFACs custody, shelters, and DFACs office buildings and hotels, an immensely unsafe situation where children and DFACs staff that have been happening now for over a decade. Also associated with these stories, is 25 DFACs workers walked off the job; leaving the safety and well-being of our children and youth in DFACs custody in crisis. A crisis exists across the state of Georgia because DFACs workers do not have competitive pay and benefits. And the work demands are emotionally, physically, and professionally challenging. Currently, staff cannot be obtained or retained to such low pay rates. Therefore, we are imploring this Board to immediately authorize an increase in the subject budget from 13 percent to 30 percent so that supplements are available to inspire DFACs staff to remain on the job to protect our children and our youth. Thank you so much for your listening."

**JAMES DAVENPORT, PUBLIC SPEAKER:** "Good morning, everybody. Thank you for allowing me a moment. I am James Davenport, President and founder of the Hit and Run Help Foundation. Some of you know that I did have two nephews to take their own lives. This being Suicide Prevention and Awareness month, we need monies to service these individuals who having these mental issues. That being said -- before I go to the next one -- I did ask of you all to provide free lyft rides for our senior citizens -- excuse me. Our Governor has mentioned there is \$6.9 billion in assets do you all have a problem walking up the hill asking the Governor to not only fund the hospital for WellStar that much money could get them out of the hole. We need this help. We can



ill afford to allow these people who will be in need of services – you all know for a fact that Grady cannot handle it. And it's a shame that you all would actually consider them handling this problem that's going to be facing them. They can't build an emergency unit that quickly. Ask the Governor to provide this money for WellStar. They have it in the coffers. Are you all afraid to walk up the hill? I mean, if you want, I'll come walk with you. Please, please, we need this assistance. If you go near where I live, you see so many homeless people. And as I'm informed, a lot of these people have mental issues --"

**CHAIRMAN PITTS:** "-- 15 seconds."

**JAMES DAVENPORT, PUBLIC SPEAKER:** "-- we can solve this problem. We can solve this problem. Please pay attention. Take note. And take some action. You are saying you don't have money; the money is up the hill. Go ask for it. Please, go ask for it. I will be sending you all e-mails; but please ask for this money. We cannot afford all all these people homeless like we have."

**CHAIRMAN PITTS:** "Thank you."

**JAMES DAVENPORT, PUBLIC SPEAKER:** "Thank you so much."

**CLERK GRIER:** "Mr. Chairman and Members of the Board, there are five speakers on Zoom."

**RICO DOLLAR, EXTERNAL AFFAIRS:** Good morning, Commissioners. The first person to speak is Lucia Frazier."

**LUCIA FRAZIER, PUBLIC SPEAKER:** "Good morning, everyone. Can you hear me?"

**CHAIRMAN PITTS:** Yes, we can hear you."

**LUCIA FRAZIER, PUBLIC SPEAKER:** "Okay. I just wanted to speak on behalf of Agenda items that you were discussing this morning 22-0748, and 0749. I want to say that I am in favor of looking at those and voting for those. The only other item that I wanted to say is that everybody that's coming up and speaking and asking for money today on various things, just look into the elections group. They've got all the money and they're spending it very unwisely. So, thank you. That's all."

**RICO DOLLAR, EXTERNAL AFFAIRS:** "The next person to speak is Matt Rowenczak."

**MATT ROWENCZAK, PUBLIC SPEAKER:** "Good morning, Commissioners. I also want to commend those that were congratulated this morning, the Fulton County

employees and those that perform excellent customer service. The way you handle yourselves does have an impact on people; so, thank you. But what is absolutely embarrassing is the management of this County. And why this County continues to underperform and it's lost all credibility. There's no way to beat around it. It's gone. And the reason exposure of voter's personally identifiable information is what caused this if the County had the appropriate controls in place, it would not be possible for someone to e-mail voters personal identifiable information. Not to mention being handled by a temporary hire. We talked about temporary hires a lot, but it continues to be ignored. So, management and this Board is at fault. I thought we had found the bottoms of lows, but we continue to find new lows. It is so bad that maybe a policy needs to be implemented that every time..."

**RICO DOLLAR, EXTERNAL AFFAIRS:** "Mr. Rowenzcak? Okay, I believe his sound went out. So, we'll go to the next one. The next person to speak is Ben Howard."

**BEN HOWARD, PUBLIC SPEAKER:** "Greetings one and all. Ben Howard, Senior Advocate, Public Policy Analyst. I share a communiqué I'll be sending to Washington DC administrators of the Older Americans Act. The telephone number for the Council on Aging is (404) 624-7560. For decades, scores of senior citizens of Fulton County dialed that number and obtained the help they needed to live the life guaranteed to them by the Older Americans Act. On the website maintained by management of the Fulton County Department of Aging, you will find four Board positions on the Commission on Elder Affairs assigned to the Council on Aging. And yet, (404) 624-7560 has been and remains disconnected. The Council on Aging is inoperative and no longer serves the seniors of Fulton County. I seek your federal intervention to have those four board slots legally filled by viable Fulton County organizations. Time is of the essence. Help! Help!"

**RICO DOLLAR, EXTERNAL AFFAIRS:** "I believe, I have Matt Rowenzcak to finish what he started."

**MATT ROWENCZAK, PUBLIC SPEAKER:** "And thank you. Sorry. I'm having Internet issues. The last thing that I just wanted to add that -- I feel like on these issues we're dealing with kindergartners. I mean, if you look on the Agenda today 22-074 the supporting documentation still doesn't match the pricing on the Agenda. And if there's an appropriate explanation as to why they don't match, it should be somewhere, but it is not. So, I mean, it is the performance is dismal. So, I fully support the resolutions 22-0748 and 49. It will be a great starting point to this Board to approve those because we have severely lacked this area in the past. Thank you."



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

**KEVIN MULDOWNEY, PUBLIC SPEAKER:** "Good morning, Commissioners. I was one of the many citizens that had their personal information exposed by the incompetence of Happy Faces Temp Agency as they were acting on behalf of Fulton County. I was notified of the breach and was told to expect a letter [Inaudible.]. It has been two weeks and I still have not received the promised details via the USP. I have been a victim of identity theft in the past, and it is an ongoing nightmare. I understand Fulton's problem was first dealt with by firing the whistleblower. This is extremely unethical and counterproductive. We need to fire the agency involved. Fire Happy Faces. We've been here before. This has to be the last straw. They have put our elections at risk; now, they're putting our citizens identity at risk including my personal and confidential identity for all the world to see. I support Commissioner Hausmann's Agenda item 22-0748 as written on the Agenda not described in the -- when you click on it. And also 22-0749. Fulton needs to stop using any temp agencies that has anything to do with our elections and hire competent employees to run the BRE. We need to feel our temporary election positions directly with capable and motivated residents of Fulton County. Thank you very much for your time and thank you Commissioner Hausmann for your effort."

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

**CLERK GRIER:** "Mr. Chairman and Members of the Board, we do not have any e-mailed in comments today, so there's no further speakers."

**CHAIRMAN PITTS:** All right. It's 11:13. Continue Madam Clerk."

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**CLERK GRIER:** "On page 9, Presentations to the Board, **22-0726**, MARTA quarterly briefing."

**CHAIRMAN PITTS:** "Mr. Greenwood, come on down, sir."

**COLLIE GREENWOOD, INTERIM CEO, MARTA:** "Thank you, Chairman Pitts."

**CHAIRMAN PITTS:** "Who do you have with you?"

**COLLIE GREENWOOD, INTERIM CEO, MARTA:** "We have our Board members Freda Hartage and Stacey Blakely. We have Shelley Pert from our Planning

Department, Colleen Kurnan from Community and Government Affairs, and Carrie Roacha from Capital Programs."

**CHAIRMAN PITTS:** "Ms. Mullinax is not with you today?"

**COLLIE GREENWOOD, INTERIM CEO, MARTA:** "In spirit. So, as I go through this, I just ask for someone to advance the slides if they would and then we'll just get started. Just want to thank everyone. In addition, our Board member Paund is also paying attention to us remotely, and I just wanted to – next slide, yep, that's fine. Just review our workforce and our ridership and our financial plans, our financial strength in Q3 to let everybody know how we finished up at the end of fiscal year 22 as well as give you some update of our capital work affecting Fulton County. Next slide, please.

Operationally our updates our indicators continue to strengthen as we navigate past the last couple of difficult years. Financially, I can tell you that sales tax revenue is worth fifty million dollars above budget, and that's about \$313 million when we finish with that. Really due to a very active local economy. Our fair box revenue came in above budget for FY22 by \$3.3 million. So, we landed at 63.5 and you may have heard recently that MARTA has received an upgrade on its bond credit rating given out by Fixed Ratings. So, after demonstrating a sustained maintenance of liquidity and financial resilience are IDR or issue a default rating, was upgraded from a AA minus to a AA. That includes consideration of both outstanding sales tax revenues that we spoke about earlier. So that really signifies to the industry that we're unlikely to default on our debt payments. It speaks to the fact that we are strengthening our workforce, building on our post-pandemic ridership and maintaining excellent sales tax revenue resulting in a low long-term liability burden. The result is that MARTA can access interest rates at a lower rate than previously available to us, which is excellent news as we head into a universally higher inflation landscape. Ridership as you can see on the screen as we predicted ridership continues to rise slowly but steadily and that increase since January of this year keeps us optimistic. In fact, this trend has continued. I know a sneak peak in September tells us that on all modes of ridership continues to increase to the extent that in particular our bus ridership has returned to 67 percent of its pre-pandemic levels. In terms of workforce, at our peak this year we were suffering a deficit of 212 bus operators you may recall us talking about that; which doesn't distinguish us from other agencies in other industries over this past couple of years. But what does set us apart is the more than 400 operators that we managed to on board since January and that leaves us now instead of a deficit of 212 -- pardon me -- it leaves us at a deficit of less than 50 by the end of this month. And that is in no small feat due to the outreach efforts that MARTA has undertaken in all 159 counties in Georgia as well as Alabama, social media, and lots of job postings nationwide. We've had biweekly career fairs, recruitment bonuses, retention efforts, all of these continue and we're friendly re-

establish our workforce with an ample and resilient bus operator contingency. What this means for us is more service reliability and a move towards restoring daily schedules instead of Saturday schedules in Fulton County. More on that in a moment. But, first I – pardon me - wanted to talk -- next slide, about the MARTA reach pilot program. So, this pilot program ended on August 31st. As you can see at the top, this is what we had problems with. We said it was going to be a six-month pilot started on March 1<sup>st</sup> and it ended on August 31st. The stated objectives of course were to learn if how and why we would employ this service strategy. We're partnering with Georgia Tech to evaluate the results and access all the lessons learned. And will be reporting to our Board later this month in terms of that. We'll have a post-pilot survey and the end of that pilot and detail results and analysis will be shared with you in Q4. Next slide, please. So, this talks about our local bus summary and I can really use this slide to bring it all together. The schedule adjustments -- thank you so much -- the schedule adjustments that I referenced earlier are available and are in place now for over 15 different routes in Fulton County. And that's a result of our workforce improvement and our being able to bring our services back. So, there are still some crews that are running on Saturday schedule, but as we bring back our workforce, we're very confident that everything will be returned to normal this fall; the end of the year at the absolute latest. We've had several spans of service improvements in that regard. Eight routes we've had frequency improvements. On four routes and covered restoration onto others; so, that's all good news. At the bottom, you'll see a trend line there for the bus network redesign. We are very much involved in the bus network redesign. What we did do was insert more time for public engagement as we gathered feedback and development of the redesign concept. So, this fall the engagement with the MARTA Board will resume and a plan will be developed. In the summer, the Board decision and public outreach will take place about the implementation of the decided network. And then in the winter following, we will launch the new network which will be the first in over 40 years of a redesigned bus network here at MARTA. Next slide, please. When it comes to capital expansion -- next slide. We just want to start off with a reminder of the smart restrooms. You may recall in Q1, we introduced the concept that we would be going to these smart restrooms. It's what I have on the left as a reminder, you know, what those entailed. They're connected, safe, clean, and much easier to maintain. They have a good communication system and all of that and then on the right is just a visual in terms of what restrooms are currently available to MARTA users. And so, the update here is that the MARTA board in August was good enough to approve the purchase of all equipment that we're going to require for these smart restrooms. In other words, we won't be beholden to supply chain issues, escalating costs, as we bring these smart restrooms online. I can tell you that East point station is under construction, College Park will be included in the next wave, North Springs is planned for delivery in 2025,

Sandy Springs in 28 and Medical Center in 2030. So, Phase One includes East Point, Doraville, AG Holmes and they're all being down this autumn with the exception of AG Holmes which will be late November. And Phase Two will be the balance of all those restrooms that you see there, starting in early 2023 with the hardware and design phases already underway. In the final phase, Phase Three will be every other station in the system. I don't have a start date for that work yet, but late next year we will have that design and able to communicate that with you. Next slide, please. In terms of the FY22 bus shelters and amenities update, I just wanted to bring everybody up to speed on that. The delivery of our five-year amenities program is important not only for improving the experience of customers on our system, but also to demonstrate that MARTA is serious about keeping our commitment to delivering what we have promised to Fulton County. So, we're continuing to make progress with that program. The County, through this program, has already received 86 amenities so far only bus shelters and you can see the breakdown in terms of where we are for the 50 per year. We do have 23 already installed; 5 are under construction that will be installed the next two or three weeks, 8 in permitting; so, there are four in permitting in GDOT, two for Hapeville, one for College Park, and one for South Fulton, and 14 in design. So again, Fulton County received 50 more of these for FY23 and those 23 are all in design. Next slide, please. This is just an image to really talk about the fact that you know putting these structures in really increases the convenience and the functionality of our stops. This stop in particular is on Roswell Road southbound at Windsor Parkway served by our route five to Lindberg Center Station. It serves the CVS Pharmacy, the Gateway, Chastain Apartments, AT&T store, Sprouts Farmers Market, several restaurants and other retail businesses; and it currently enjoys as you can see there are 24 weekday boardings per day. Next slide, please. A quick update on the electric bus. We also have a lot of good news to share on that front. Of course, you'll recall that our Senators teamed up in securing an additional \$3.85 to further support the electric buses which is included in the FY22 budget and passed in March. And just last month, FTA Administrator [Inaudible.] Fernandez and Region Four Administrator, Dr. Yvette Taylor joined us at Edgewood to announce that we were awarded an additional \$19.3 million which will support 25 more electric buses and chargers; and they'll run out of Perry's garage and certainly pictured here in the west and southwest of Atlanta. Next slide, please. Also wanted to update on the Five Points program and just say a big thanks to the strong support of our Congressional delegation and partnership with the city of Atlanta. We were awarded \$25 million in raised grants to deconstruct the canopy at the five-point station. We'll also be receiving \$13.8 million from the state primarily from our Georgia transit trust fund, and this is widely considered to be everybody's station. Five points -- this project makes history by being the first modern project to bring together state, local, and federal funding all into one critical project that happens to be at the

heart of our system. So, we're continuing to work to select a final design for the new plaza and bus loop. Next slide, please. In terms of our South Fulton planning updates, I'm pleased to report the preliminary planning work is underway to advance transit enhancements and investments on Roosevelt Highway and South Fulton Parkway. Our planners are finalizing the existing conditions analysis which examines corridors key characteristics, demographics, traffic conditions, and land-use patterns. Additional areas along the corridor identify for analysis and will be included in the complete existing conditions analysis. Planning has concluded its first engagement phase which focused on the existing conditions analysis during the months of May, June, and July. The engagement included briefings with mayors and councils from each city and briefings with technical partners like local CIDs, GDOT, and the ARC. We also had a virtual public meeting with over a hundred people in attendance. In this analysis will be vital to the next phase of the effort and allow planners to develop transit alternatives and the initial concept designs. This next phase will also include multiple opportunities for public input. Next slide, please. In terms of North Fulton with the Georgia 400 that's moving forward with procurement and state funding and MARTA's actively progressing our BRT plans and approaching a 30 percent design state with that. We'll be briefing the city of Roswell in November. In terms of the I-285, the top end mayors committee is completing their review and MARTA's on boarded Inga Kennedy of PEQ who will facilitate working groups, technical working groups, and policy working groups, and lead and participate in meetings between MARTA and Fulton ATL, Cobb, and GDOT. Our RFP for the planning study will hit the streets this fall. And so, we're excited about that. Next slide, please. Finally, I wanted to say that we're very proud to have supported Fulton County's initiative on September 20th, 2022, National Voter Registration Day. 185 voters had their status' verified; over 200 voters. It was a strong Fulton voter registration group. And while we were there, MARTA staffed our own table to engage riders in their suggestions for what they'd like to see at Five Points in terms of design and renovation. Chair Pitts, I thank you for your time and return the floor to you."

**CHAIRMAN PITTS:** "Thank you. Questions or comments, Commissioners. Great. Commissioner Arrington, Vice Chair Hausmann, Commissioner Hall."

**COMMISSIONER ARRINGTON, JR.:** "Thank you, Mr. Greenwood. Can you tell us more about the Reach Pilot Program."

**COLLIE GREENWOOD, INTERIM CEO, MARTA:** "Sure. For those that don't recall, there was something of a joint venture between MARTA and Georgia Tech where we decided that Georgia Tech had a small grant and they asked MARTA if we'd be interested in, you know, sharing our space to see what we could do between some back-office technology and our existing product. MARTA is very interested in making

sure that the first mile last mile is something that's a reality for our customers, and we felt that this was a good opportunity for us. But we really didn't know a lot about the on-demand service, the on-demand field. So, we thought a pilot would be the best way to do it, to figure out - you know - just to kind of keep the tires on the service and tell us if our customers are even going to be interested in it. If there's something that MARTA can support long-term and if it's something that's going to be fiscally feasible for us. So, I would say that in that regard the pilot was a huge success. We did get a lot of feedback that people were very happy with it and I can say usage continued to expand month over month. So, it's not like it started high and started to wane. As more people heard about it, continued to get more and more popular. So, our plan is when the bus network redesign is complete, we will have a sense of just how much of a coverage network we're going to have, or how much of a high productivity ridership network we're going to have. And if we have transit deserts as a result of any of this then we find that having knowledge of an on-demand service will make us -- give us more options to have a stronger network so that we can serve people in all areas."

**COMMISSIONER ARRINGTON, JR.:** "And I saw maps of the pilot program was limited to a certain geographic area."

**COLLIE GREENWOOD, INTERIM CEO, MARTA:** "Yes, we have three or four zones all total. We balanced our service network to make sure we were able to take advantage of different geographies and communities to make sure that everyone was served."

**COMMISSIONER ARRINGTON, JR.:** "And help me understand exactly how it works. I mean."

**COLLIE GREENWOOD, INTERIM CEO, MARTA:** "Oh, yeah. So, you're at home, right? And you're on the couch and you want to go somewhere but it's 2 miles to the nearest station. You go online, pick up your phone and just like you would order an Uber or Lyft, but it's a reach vehicle. So, what we've done with MARTA is we have what we call virtual stops. So, it's not going to come necessarily right to your house, but the virtual stops are so prolific that you won't have far to walk. Your phone tells you how much time you have before you have to be there, you get on the vehicle and it transports you in over 90 percent of the cases our people wanted to get connected to one of the you know MARTA network gateway. There are some cases where they wanted to go someplace like well inside of their zone and didn't want to access MARTA, but that was few and far between in terms of usage."



**COMMISSIONER ARRINGTON, JR.:** "All right. And I see your numbers, the chart you showed the numbers went down, I guess, and COVID started in 2020 and slowly progressing back up."

**COLLIE GREENWOOD, INTERIM CEO, MARTA:** "Yes, ridership took a real hit when COVID started. You know everyone recalls we were well under 50 percent. I think we hit 30 percent at one point on the rail line. You can see that down at a million. Over the course of those several months, we -- I can tell you, you know, this ends with Q3. But I am aware of what we looked like in September, and it continues to go up with actually bus and rail hitting the exact same number which puts bus at about 72 percent of the pre-COVID ridership. So, the entire transit agency network is trying to get back to those pre-COVID numbers and it's funny because back then, we would have all said we need to grow ridership, and we're in a position now where we're just clamoring to get back to that. But MARTA is you know that the numbers bear out. We're steadily rising. A lot of the drivers here I will concede are beyond MARTA's control in terms of you know people working from home, people not working, people still having pandemic concerns. But a lot of it is inside of our control and we're doing what we can in terms of station refurbishment, rolling out our station transformation program with all the expanded service, innovative things like MARTA Reach and whatnot to really send a message to the riders that we never left and we're busy building a system that they can come back to whenever they're ready."

**COMMISSIONER ARRINGTON, JR.:** "That makes sense. The new norm, right? And particularly I think that's why the Reach program makes sense because it's adapting to this new world that we live in. How much money in COVID support did MARTA get from the federal government?"

**COLLIE GREENWOOD, INTERIM CEO, MARTA:** "We got our support in several different ways. So, the number escapes me right now, but our formula fund through IIJA was a \$42 million increase. Our discretionary funds through IIJA since January we're near a hundred million dollars. But in terms of the actual -- the actual ARP funds that we got a couple years back and last year, I'd have to get back to you on that number."

**COMMISSIONER ARRINGTON, JR.:** "Okay. And then I saw on the map as far as expansion or the upgrades -- my question is about expansion of rail, but the map showed 285 and it looks like we really were -- that you all have rail service all the way out to the perimeter except on one end -- which was where it showed the Hightower stations is. So, I guess my question is: Are there any plans for expansion of that west line over to the Cobb border."

**COLLIE GREENWOOD, INTERIM CEO, MARTA:** "To the west rail lines? Is that what you're --"

**COMMISSIONER ARRINGTON, JR.:** "-- yes, to the Hightower station."

**COLLIE GREENWOOD, INTERIM CEO, MARTA:** "-- So no. I mean, our plans right now are high-capacity transit expansion. It's not specifically toward a rail expansion. You know, in every case, we would have to do a site analysis and come up with a locally preferred alternative; but, whatever we come up with, it's going to be a high-capacity plan, but nothing specific for west of in terms of rail."

**COMMISSIONER ARRINGTON, JR.:** "I would just like for us to perhaps think about some rail expansion over there. We've just built a new animal shelter there. We're building a new public safety center there, and it seems like the perfect gateway for perhaps Fulton and Cobb riders and perhaps bringing that altogether particularly if we're talking about ten or 20 years in the future, right? And so, I would just like to -- perhaps for you all to think about that and maybe we can think about how we can help. But we certainly have invested, you know, a lot of money in that area, and that corridor. And it certainly will be good if we could have that. UPS has their big facility there. And so, I think it will be a great way -- how we finance it is a whole different -- as a whole different topic, but I think it will be a good gateway for at least some consideration in that regard. And then South Fulton -- I want to make sure I understand what we're looking at there. In regards to South Fulton Parkway I see this orange line there. So, what is that exactly?"

**COLLIE GREENWOOD, INTERIM CEO, MARTA:** "So let me just get specific on my notes here."

**COMMISSIONER ARRINGTON, JR.:** "I mean are we looking at BRT or ART for --?"

**COLLIE GREENWOOD, INTERIM CEO, MARTA:** "Mode-wise again, it's the same concept. We are looking at BRT and ART in terms of our planning modes."

**COMMISSIONER ARRINGTON, JR.:** "Okay. And so, that will be all the way up and down South Fulton Parkway?"

**COLLIE GREENWOOD, INTERIM CEO, MARTA:** "Yeah, well as long as the orange line goes; so, you see there is that Campbellton, yeah, going all the way up to the College Park station."

**COMMISSIONER ARRINGTON, JR.:** "All right. Thank you."

**COLLIE GREENWOOD, INTERIM CEO, MARTA:** "You're welcome."



**CHAIRMAN PITTS:** "Commissioner Hausmann."

**VICE CHAIRMAN HAUSMANN:** "Yes, it's good to see you, and thanks for the comprehensive update. Really good news on the bus shelter program that's making really good progress and that's something that we focused on for a long time. So, thank you for that. Also just want to commend you on the success you've had with some recent grant awards and hope you have that streak continues as we're waiting for a few others to be announced. So, hopefully we'll be successful there also."

**COLLIE GREENWOOD, INTERIM CEO, MARTA:** "Thank you, Commissioner."

**VICE CHAIRMAN HAUSMANN:** "And then, I just wanted to know as you were showing the top end, hopefully everybody knows that this weekend, the lane closures will start on 285. It's really going to highlight the need for transit for when we go through that long eight months of those lanes being closed. So, and I know it's all a part of the plan to get transit eventually in that area, but it's going to be a lot of pain that we're going to experience for a good long while; and I'm assuming y'all are helping to advertise that's going to happen."

**COLLIE GREENWOOD, INTERIM CEO, MARTA:** "We are."

**VICE CHAIRMAN HAUSMANN:** "Okay. Very good. All right. Well, keep up the good work."

**COLLIE GREENWOOD, INTERIM CEO, MARTA:** "Thank you."

**CHAIRMAN PITTS:** "Commissioner Hall."

**COMMISSIONER HALL:** "Thank you, Mr. Chair. I commend you on continuing the work in such a good fashion and doing such a great job. And I want to just thank Commissioner Arrington because I was thinking about Fulton Industrial Boulevard as well because when UPS was opening their new facility there, that was one of the requests. They needed MARTA to expand to that area for the employees that they will bring in to that location and we had such a grand event to open it. That was one of the president and vice president's request. In addition to that, we need to know your secret sauce for hiring 400 people and onboarding them within that short period of time during, you know, this time where there is a shortage everywhere. That is great to hear. And I do cleanups around my district and often times I see where at the MARTA stops there are no trash cans and lots and lots of trash. And so, one of the things that we started doing is taken a picture of the actual MARTA stop where we are actually cleaning up to get -- to get the sign so we know what to tell you or where to tell you a trash can needs to be placed. And most recently, at the corner of Clovis Court and Bolton Road, the

poor homeowner who lives on that corner just experiences so much trash right there at that stop in front of their house. And so, if you get a trashcan there this is something that I will always -- and Jeff, he was very good at, you know really getting into the community down on the ground level. And so, I will be calling on you to do the same."

**COLLIE GREENWOOD, INTERIM CEO, MARTA:** "It will be our pleasure to get involved that way. Thank you for that specific information. We'll deal with that immediately. And I will say part of that stations' transformation program is that speaking to earlier is having one landlord at every one of our stations in terms of the station supervisor, one name, one contact information so that everyone will know here's the number to call and tell us whatever it is that you're seeing in that specific location."

**COMMISSIONER HALL:** "Okay."

**COLLIE GREENWOOD, INTERIM CEO, MARTA:** "And that along with ongoing you know follow-ups ourselves to make sure that we're proactively looking for those situations. So, thank you for that, and we will deal with that."

**COMMISSIONER HALL:** "And I have to commend Colleen Carrington and Melissa Mullinax because they worked tirelessly in their office. I feel like they're actually a part of my team and my team always say let's make sure we contact Colleen and Melissa when it comes to anything in the District. So, I just want you to know you have a great team behind you and there are many others. Thank you."

**CHAIRMAN PITTS:** "Commissioner Abdur-Rahman."

**COMMISSIONER ABDUR-RAHMAN:** "Thank you, Chairman. You know I'm a big fan of MARTA. I wanted to take the time to openly thank you for the Reach program. It was a great success. I had an opportunity to speak with Councilwoman Boone and Councilwoman Hillis both the areas including mine that it was a pilot in. And the homeowners Association as well as the NPU's in the area. We're very excited about it and great feedback. Great job on getting that information out. I hope it's something that will become a staple, you know in the future. It was so well received and a lot of people that were -- didn't find out about it until you know, towards the end, still was able to get some rise on it. So, I think it was pretty much a big success, and I want/hope it comes back. Anytime I give you good news, I have to prep for a little concern with it. Just -- whose responsibility -- I'm seeing, and I've talked with Councilwoman Boone -- whose responsibility -- the shelters that do have the trash receptacles. Whose responsibility is it to empty those and the frequency?"

**COLLIE GREENWOOD, INTERIM CEO, MARTA:** "Yeah, so we share -- MARTA has a contractor that really takes care of the ad space and the conditions inside of those

shelters. But our position is where that's not being met, these are our spaces, these are our customers; so MARTA endeavors to get out there and fix it regardless. So, you know, to simplify I would say it's my responsibility if something's not right you know. Give it to us. We would either ensure that those that have been delegated to task to fix it, fix it; or we'll fix it ourselves and deal with that et cetera."

**COMMISSIONER ABDUR-RAHMAN:** "That -- Martin Luther King west corridor; just have been noticing that the NPUs and some of the community associations that it has been a recurring thing that the trash receptacles are not being emptied in a timely manner. Now, timely manner could be subjective to who sees it because it could be filling up several times a day. And so, what I did tell the constituents that I would just let you know about the concern because I know that you are well endowed with the community and their concerns and pretty receptive to it. Just want you to continue the great job you and your staff of including the community when it comes to anything the services or anything that's going on with MARTA. That's one thing that I noticed and am very proud that you all do is you make sure the community gives all of the information. You're very inclusive of the concerns and the needs and I just want you to keep of the good work thank you."

**COLLIE GREENWOOD, INTERIM CEO, MARTA:** "Thank you very much."

**CHAIRMAN PITTS:** "All right. Any other questions or comments? None. Mr. Greenwood, thank you. Board Members, staff, thank y'all for being there. Look forward to seeing you next quarter. Madam Clerk."

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**CLERK GRIER:** "Continuing on page 9, County Manager's Renewal Items Under Open and Responsible Government, 22-0 --"

**CHAIRMAN PITTS:** "-- okay, these are all approvals to renew existing contracts and there nine of them. So, any objections to taking them all together? Any objections? Hearing none, sound the caption on each, we'll take one vote on all nine, each of the nine."

**CLERK GRIER:** "**22-0727**: Request approval to renew existing contracts to provide standby emergency repair and restoration services.

**22-0728:** Request approval to renew existing contracts to provide all labor for break down and configuration of existing workstations and office relocation.

**22-0729:** Request approval to renew existing contracts to provide standby on-site HVAC on-call maintenance service.

On page 10, **22-0730**: Request approval to renew existing contracts to provide on-site emergency electrical on-call maintenance services.

**22-0731**: Request approval to renew existing contracts to provide on-site dual repair and preventive maintenance service.

**22-0732**: Request approval to renew existing contracts to provide on-site standby plumbing repair services.

**22-0733**: Request approval to renew and amend existing contracts to provide carpet and carpet tile installation and repair services.

On page 11, under Health and Human Services, **22-0734**, Senior Services: Request approval to renew existing contracts for in-home services.

**22-0735**: Request approval to renew existing contracts to provide transportation services rideshare to eligible Fulton County residents aged 60 above.

Under justice and safety, **22-0736**, Police: Request approval to renew an existing contract to provide armed and unarmed security services."

**CHAIRMAN PITTS**: "All right. I'll entertain a motion to approve each of the nine. Motion to approve by Commissioner Hall, seconded by Commissioner Ellis. Please vote."

**COMMISSIONER MORRIS**: "Mr. Chairman, are there nine or ten?"

**CHAIRMAN PITTS**: "I counted nine. There may be. One, two, three, quattro, cinco, seis, siete, ocho, nueve, dias. Yes, ten. Gracious. You're a very good guy. Good man. Ten, there are ten. Thank you."

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

**CHAIRMAN PITTS**: "Continue, Madam Clerk."

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**CLERK GRIER**: "Bottom of page 11, **22-0737**, presentation of COVID-19 Operational Response Update."

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

**DICK ANDERSON, COUNTY MANAGER**: "Yes, sir, Mr. Chairman and Commissioners. We listened to your comments in the last meeting, and have reformatted the report normally given here. And what I'll be sharing today is that format

and a few comments. If you will go -- we can go to that Madam Clerk. As you'll see, when we get there, the report will be much more operationally ready and its focus as opposed to a COVID tracking. We will look at ARPA projects but plus other major projects that we'll bring to your attention. The Board of Health will be asked to provide a quarterly update as MARTA just did to keep you informed of significant changes across the public health landscape. We have a sample Agenda if you'll go ahead and go to page 3. We're some topics like ORCA, and ARPA financials will be covered monthly. Others will be covered when ready. And an example of one we've been wanting to bring forward for some time is the 141 office transformation project which is a significant investment and I think will significantly change our office arrangements. This is also where we can include the strategic priority reports; and we also have library and arts up next, ready to present in the next meeting. So today we will share some COVID results which by the way look very good. In cases below a hundred now at a positivity rate of 5 percent. I'll let Matt comment on that. But also, you asked for what is this ramp down plan and we've done some careful thinking about that with the Board of Health in terms of where they'll pick up the ball mostly on where the vaccination efforts will begin or being done by them. We'll address ORCA in the next meeting. Mr. Adams is out today in a Board meeting himself; but we did recently hold a steering committee with all the justice partners. The initiatives still remain on track. The cases had been reduced; about another 8,000 cases of them since the last reporting period; and almost all of the discrete units are on target project year-to-date. One of the most significant things that we'll talk about here today of course is the budget outlook. So, I won't make that many comments up front, but as we get in to this, we are truly seeking guidance from you. It's early in the process, but due to having a budget gap that's fairly significant. It has been reduced from 104 million to 91 million as you'll see in your package. The rollback millage rate drives about two thirds of that -- two thirds of that gap. So, we need to share with you an analysis of expense levers. What we've looked at, what we've modeled, what the value of each one of those are, and really test the - if we implement these expense measures, it's going to feel more like an austerity budget posture. So, I want to make sure that we're in alignment with your thinking there. I would remind you this 90 million-dollar gap, and the public as well, does not include over 200 million in enhancements that have been submitted by departments. As you know each year, we ask for budgetary enhancements. Those have not been reviewed nor included; so, they would be additive to that gap. And then as well, we're getting requests from public health agencies, hospitals and the like starting with Grady; but also, others for support in that critical area. Particularly now post AMCs closing. So again, the budget viewed does not include 200 million in budget enhancements, and 150 million public health support. If the revenue view is unchanged going into 2022, the most clear way to deal with that is really reducing the budgets back to 2022 actual levels, limit the backfill of

vacancies which you have an Agenda item today I think dealing with that; suspend performance pay risk premiums. So, you'll see that we've put those before you. And again, the sooner that we have direction on that of course the better because if the last item that you would do is you would not add any new programming of any significance in 2023 given that gap. It kind of follows, you know, an old adage from Kentucky, 'if in a hole, stop digging'. So, we gotta be clear on what the revenue view is for next year, which can be adjusted based on your guidance; and then what your appetite is for these expense control measures. So, with that Mr. Chairman, I think we're ready to talk briefly about the COVID numbers and the ramp down, and then answer any questions."

**CHAIRMAN PITTS:** "Mr. Kallmyer."

**MATTHEW KALLMYER, DIRECTOR, AFCEMA/ANIMAL CTRL:** "Good morning, folks. As the County Manager did allude to in his opening comments, cases are now in the green as you see in the slide before you in slide 6. Percent positive rate is down to 5.1 as well as are unvaccinated population. We are seeing a little decrease there as well; 88 percent of our population is still falling in to that category. The other slide I'd like to go ahead and draw your attention to is slide 8 in your packet. This, once again, is our last big month for PUSH. We've asked you all to help us amplify. We're going to ask one last time, please get that message out. This is the last month that we're going to do those incentives for first and second doses. Take advantage. Every Wednesday you'll see our team will be here for the month of October offering those booster shots for those that are eligible for it. Please, please, please go ahead and do that. If it's two months since your last booster shot and you're over the age of 12, you are eligible to do that. And we cannot ask enough or stress enough that the importance of our population being able to do that. The County Manager asked us to go ahead and touch base on the path forward. As you'll see those things there are not to insult anyone's intelligence to be able to read that, but it's still continuing to monitor what we have going on leveraging the incredible work that we've done with our Public Works Department. And doing our wastewater sampling, that has proven some incredible dividends not only with this but also with monkey pox and there'll be additional I say will be added to the testing process as well. That's the silent sentinel. You'll keep hearing me saying that it's the person that's watching our front gates to make sure we see what type of things are actually coming in and start having ideas before we have other folks reporting to the hospitals with illnesses that are associated with either influenza or other types of illnesses that we are tracking with that. We talked about the fact that we'll be ramping down our process with core. Once again October is our last month for the mobile vaccination effort. We're working with our Board of Health team to take those efforts and move it to their program. We would like for them to go ahead and manage two mobile teams as we move forward to be able to go ahead --"



**CHAIRMAN PITTS:** "-- you say two?"

**MATTHEW KALLMYER, DIRECTOR, AFCEMA/ANIMAL CTRL:** "-- two mobile teams, sir, to continue that work within our jurisdiction as well as the other packets that we've shared with you all, the different health centers that we continue to offer vaccinations at those as well and we'll continue to work with our private-sector partners to boost up other offerings within our community. You'll see that we'll continue our efforts to unify command. We're not done with this yet. We're all wanting a different phase of this response. We will have a lot of work that we're doing with our Board of Health as we continue to move forward with this and see what happens in our winter months and it comes into operations by logistics. And finally, finance. I cannot go ahead and stress enough. Hakeem and Sharon, probably the last bullet is the most important thing to them right now is how many dollars can we go ahead and recover from our federal partners. That's what we're doing. It's not going to end at the end of this year. Someday, it's going to go well in to next year and we'll continue to do that. Our hearts and our thoughts as you go out to the folks in Florida and with the damages that they assess and they'll continue to go ahead and recover from down there. I will be honest that our packets will go ahead and fall behind a lot of the recovery efforts that's going to be happening in Florida and rightfully so. We need to get those communities back up and running; get the schools open, get those folks back to the state of normalcy. So, we will see this traditionally happens during recovery efforts like this. So, some of our pockets will possibly slow down as we continue our recovery effort. I'll open it up to any questions."

**CHAIRMAN PITTS:** "All right. Commissioner Ellis."

**COMMISSIONER ELLIS:** "I was just going to say I liked the revised format and I will certainly wait to -- I know you're talking about budgetary stuff; but we'll take that up in the next Agenda item; so that's all."

**CHAIRMAN PITTS:** "Thank you, sir. Commissioner Hausmann -- Vice Chair Hausmann."

**VICE CHAIRMAN HAUSMANN:** "Yes, I like the new format, too. I'd like to suggest that we might start including some other areas we talked earlier some other health concerns that we're facing in the community and the one that rises into my mind to a high level is the fentanyl overdose situation. So could you consider including that in your update in the future?"

**MATTHEW KALLMYER, DIRECTOR, AFCEMA/ANIMAL CTRL:** "I did ask Dr. Paxton. She does have that as one of the areas that her team focuses on. I did ask her to be

able to go ahead and do future presentations to be able to have something to that end; so, it makes a lot of sense what our community partners are dealing with. We're also working with the Board of Health as well as our public safety partners to make sure Narcan --"

**VICE CHAIRMAN HAUSMANN:** "-- thank you."

**MATTHEW KALLMYER, DIRECTOR, AFCEMA/ANIMAL CTRL:** " -- is available to our partners out in the field and increasing the awareness of that. Law enforcement of course is one of a few partners that we're able to get to the scene before anyone else and they can make a positive outcome to someone that is in that type of situation. So, a lot of work. Every two weeks, we get together with the cities, we bring it up, we make sure that the Board of Health is passing on the most recent information. We'll continue to champion that for you, Ma'am."

**VICE CHAIRMAN HAUSMANN:** "All right. Well, make sure that the Board of Commissioner's gets that information too, please --"

**MATTHEW KALLMYER, DIRECTOR, AFCEMA/ANIMAL CTRL:** "-- yes, Ma'am."

**VICE CHAIRMAN HAUSMANN:** "-- and I do think that it ties in with our effort to get crisis centers in the County. So, I think that if we make that case in conjunction with this information, I think it's helpful because that's really one of the biggest needs that I think we have I mean out there. You mentioned a lot about the vaccination program; what about our testing program?"

**MATTHEW KALLMYER, DIRECTOR, AFCEMA/ANIMAL CTRL:** "We are not currently operating a testing program at this time --"

**VICE CHAIRMAN HAUSMANN:** " -- okay."

**MATTHEW KALLMYER, DIRECTOR, AFCEMA/ANIMAL CTRL:** "-- we do have -- we're working with the state Department of Public Health to bring two kiosks into our jurisdiction. Still trying to finalize where those would be. So those would be a self-testing kiosk; so, it would be open 24 hours a day so people could go ahead and take advantage of a PCR-based type of a test similar to what we used to have in our atrium and we're trying to find two locations to start that with the state Department of Public Health and hopefully expand that as time moves on. We're still partnering with the State Department of Public Health to have three locations for drive up and walk up testing in our jurisdiction. So that still is occurring at 4700 North Point, at the Center for Rehabilitation, not far from the soon-to-be closed AMC central. And then our final



location is at the South Annex in Fulton County. So those are our three locations that we're doing testing, plus the two kiosks that we're trying to bring in."

**VICE CHAIRMAN HAUSMANN:** "Are you still seeing a demand for testing?"

**MATTHEW KALLMYER, DIRECTOR, AFCEMA/ANIMAL CTRL:** "Yes. Actually, it's quite interesting. We did have that conversation with Dr. Toomey, the State Health Officer, about that as to what her vision looks like. If in the future, not sure if things are going to go, when we see the numbers that we're being reported, they're still getting about 50 tested a day at some of these locations. So, there is nowhere near the thousands that we were getting before we had the vaccine, but folks are still taking advantage of these sites to get testing."

**VICE CHAIRMAN HAUSMANN:** "But, you're actively monitoring that --"

**MATTHEW KALLMYER, DIRECTOR, AFCEMA/ANIMAL CTRL:** "-- yes Ma'am."

**VICE CHAIRMAN HAUSMANN:** "-- so that if it does wane, then we'll be ready to make any adjustments?"

**MATTHEW KALLMYER, DIRECTOR, AFCEMA/ANIMAL CTRL:** "Well, that is a decision for the state Department of Public Health --"

**VICE CHAIRMAN HAUSMANN:** "-- okay."

**MATTHEW KALLMYER, DIRECTOR, AFCEMA/ANIMAL CTRL:** "-- they're the ones funding that program. We're just making sure we providing great locations for our citizens to take advantage of that."

**VICE CHAIRMAN HAUSMANN:** "Okay, and then my final question is you mentioned something about Florida, and, of course, we're all, you know, watching that and our hearts are breaking for them. I'm not sure I'm clear on what the packets are that you mentioned."

**MATTHEW KALLMYER, DIRECTOR, AFCEMA/ANIMAL CTRL:** "I apologize. Sometimes I use terminology that we're used to in our field. When it comes to recovery, we put together packets of what we're seeking for reimbursement. So, you think you've heard Sharon and Hakeem present those at different times of we've broken ours up into segments. Sometimes we have processes where we've sought funds prior to the court order or something to help us with an expedited package is something that FEMA created to be able to give an influx of cash to be able to start your response. We did that for Mercedes-Benz Stadium, we also did that for Q4 of last year as well as Q1 and 2 of this year. That was one packet. And those things have actually gone through the

process, been approved by the federal government, and now sitting at the state level for that final piece to cut the check to the County; so that we could get that 50 percent up front; so, we can pay for some of the things that we have done thus far for this response. We still are responsible to take all of our expenditures put it together in a packet, and we do have to send it up through auditors for processes of review not only internally, but the state and federal level. And then they determine what will be eligible for reimbursement. We go through a process that is not a simple or easy one, but it's a process that we go through. And then from there, a determination is made as to how much dollars we would receive back in recovery funds from the Feds. And then that would then be a check that would be issued to the County and then from that point forward Ms. Whitmore will be able to share with the group its successes in that regard."

**VICE CHAIRMAN HAUSMANN:** "But your connection to the hurricane situation, are you saying that because of that we may have to wait longer?"

**MATTHEW KALLMYER, DIRECTOR, AFCEMA/ANIMAL CTRL:** "It is a distinct possibility that anytime you have a catastrophic situation such as this, the effort and attention is going to go to that particular community. We fall into FEMA Region Four which is also responsible for Florida. And that team, the whole recovery team will be switching their effort and emphasis to that community down there that are impacted. Not saying that we're going to be put in the back of a filing cabinet and won't be seen for years to come; that's not the case. We just know that things that maybe have been proceeding at a good clip may go ahead and slow down a little bit. So, it's just for full awareness and transparency is that whatever something of a catastrophic nature happens, things do slow down and the recovery packages if they're not considered life-threatening."

**VICE CHAIRMAN HAUSMANN:** "Well, the take-away for the public here is that this money is been available to us, but there's a lot of work to be done on -- paperwork and requirements we have to meet in order to fully use those funds. And so, I think that's good information for the public to understand."

**MATTHEW KALLMYER, DIRECTOR, AFCEMA/ANIMAL CTRL:** "When I was in New Orleans, we were working through our recovery for Hurricane Katrina. I mean, in ten years passed the actual impact, you are still doing recovery packages and still working with the federal partners to go ahead and get those dollars back. I hope that this isn't taking your process here --"

**VICE CHAIRMAN HAUSMANN:** "-- yeah, that's borderline ridiculous; but thanks for sharing that two. Thank you."

**CHAIRMAN PITTS:** "All right. Other comments or questions for Mr. Kallmyer? Not. Mr. Manager?"

**MATTHEW KALLMYER, DIRECTOR, AFCEMA/ANIMAL CTRL:** "Thank you."

**DICK ANDERSON, COUNTY MANAGER:** "Yes, sir. That concludes our report."

**CHAIRMAN PITTS:** "All right. Madam Clerk."

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**CLERK GRIER:** "22-0738, Finance. Presentation, review and approval of the October 5th, 2022, Budget Soundings."

**HAKEEM OSHIKOYA, DIRECTOR, FINANCE:** "Good afternoon, Commissioners. We have two items that we're requesting approval for in this sounding schedule for today. One is for the senior services to \$2.5 million to increase their budget, and that will be used to pay for increased transportation services for our seniors. Then the other is \$660,000 \$234 that we're going to be increasing the police department budget by four armed and unarmed security services in our County facilities. Those are the two items that we have. And that the funding for these will be coming out of our general fund projected on the [Inaudible.] for the year."

**CHAIRMAN PITTS:** "Thank you, sir. Commissioner Hall."

**COMMISSIONER HALL:** "Thank you, Mr. Chair. I just have a question about the item that is related to security services. Can you give me a better understanding of what security services that is? Is that for the buildings like the security that we have on Peachtree and Pryor?"

**HAKEEM OSHIKOYA, DIRECTOR, FINANCE:** Yes, all of the facilities; not just in this building, but in other County buildings as well."

**COMMISSIONER HALL:** "Okay. My concern is that we have had more than enough negative incidents between this building and the court building. Being that before the woman was even assaulted at the courts, we had someone get into our current building with a gun and make it upstairs. And I'm actually used to seeing Sheriffs in County buildings securing the buildings and with these incidences, I'm more, and more concerned about the fact that we just have regular security officers -- whether or not even officers -- but regular security personnel and is there a reason why we don't just go ahead and allow either the police department or the Sheriff to actually assign people to secure our buildings because we should not have these incidents. I've had actual contractors contact me who do work in the courts saying -- these were females -- saying

that after the incident with the woman being assaulted and having to go to the hospital, that they are concerned about just going to the restroom by themselves. And that makes sense. So, is there a reason why we cannot or have not gone toward just having real security? Hi.”

**WADE YATES, FC POLICE CHIEF:** “Hello Commissioner. Wade Yates, Police Chief. The reason why we use contracts, we have over a hundred of them and it’s just cost prohibitive to have that many police officers actually do that service. So, they are also mixed in with police officers. We have officers here today; we have officers that patrol the buildings and also patrol all of the facilities. The shortage this year, we were budgeted less money this year than we were the previous year. We thought we would have some money underruns due to COVID, but with the full reopening we did not have those underruns which is why we are coming back and asking for the money that we didn’t get at the beginning of the year. We have a plan in place for the bathrooms to keep our employees safe to separate customer bathrooms from employee bathrooms and we’re working to pull that together now. And I think we can tighten up the building a little bit. We also looked this year to the Sheriff as well at some bigger long-term items to improve the security about this building and the courthouse across the street.”

**COMMISSIONER HALL:** “So how much have you spent so far? You said that you’ve been underfunded and you need more money. How much was spent so far.”

**WADE YATES, FC POLICE CHIEF:** “Well, we thought we were going to have about \$700,000 of underrun, but we filled all our positions. Nothing was closed this year like it was in the past year. So based on the previous year looking at 2022 we just didn’t -- we just didn’t get the full amount that we normally did. And so, we’ve been spending at our regular -- at the regular pace that we have for the past several years.”

**COMMISSIONER HALL:** “And how much have you spent so far?”

**WADE YATES, FC POLICE CHIEF:** “I don’t have that number in front of me --”

**COMMISSIONER HALL:** “-- may be Finance can answer that. Hakeem?”

**HAKEEM OSHIKOYA, DIRECTOR, FINANCE:** “Commissioner, I’m trying to check our financial system for that.”

**COMMISSIONER HALL:** “Okay.”

**HAKEEM OSHIKOYA, DIRECTOR, FINANCE:** “-- I’m sorry.”

**COMMISSIONER HALL:** “-- no problem.”

**HAKEEM OSHIKOYA, DIRECTOR, FINANCE:** "-- [Inaudible.] another time."

**COMMISSIONER HALL:** "-- that's okay. The question came to me as the Chief was saying that they were underfunded, so it would be good to know, okay, how much has been spent, how much is needed so then we kind of can see where the spending amount lies in relation to their needs. And if you need more time, Hakeem, we can move on, and you can let me know. Thank you."

**CHAIRMAN PITTS:** "Commissioner Abdur-Rahman."

**COMMISSIONER ABDUR-RAHMAN:** "Chief Wade, thank you for being here. I just wanted to say because my office did receive a few calls after the incident. I'm not law enforcement, but I do feel safe in the building and I thank you and our County Manager and all of the law enforcement staff. Whether it be the security or the Sheriff Department -- I do feel safe. My heart goes out to the family of the young lady that was attacked, but my understanding from walking over there and having conversations, the person came in either to vote or early voter to get some information supposedly -- I don't know I'm not an investigator. I'm not law enforcement. But I do want to be careful in the view that we make in the public. It's safe here. I can only speak for myself and my staff. Isolated incidents will happen. I appreciate the great job that you are doing and wanted to openly tell you that. But I think we need to be careful to not give the impression that we're not safe because we are. And I appreciate any and everything that you all do to keep us safe. Thank you."

**WADE YATES, FC POLICE CHIEF:** "Thank you."

**CHAIRMAN PITTS:** "Commissioner Hall."

**COMMISSIONER HALL:** "I want to reiterate that this was what was in the news. Fulton County doesn't do the news. So, everything that was reported as it relates to us being unsafe was in the news. It had nothing to do with you and your people doing your job. The Sheriff's office doing their job or the security services people doing their job. Everybody is trying to do the best that they can do, but stuff happens. We cannot stop people from committing crimes, but we can try to do the best that we can to serve in a manner they keep people safe and that's what everyone has been trying to do. But we need to do a little bit better because now we see where there are needs to cover areas. Like I said earlier with the proclamation, the gentleman who assaulted the woman in the bathroom, went out the same door in the courts that Bryant Nichols escaped from. And I looked at the DA and she was shaking her head, yes. So, we still have to do our due diligence to ensure even more safety based on the incidents that have taken place in

our buildings. And I know you understand that. And that's why you're standing before us asking for more money. Thank you so much."

**CHAIRMAN PITTS:** "Further comments? (None.) All right, the motion on the floor is to approve. Motion to approve by Commissioner Hall, seconded by Commissioner Ellis. Please vote."

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

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**CLERK GRIER:** "On page 12, **22-0739**, Finance: Request approval of a Resolution directing an Agency to administratively reprogram certain proceeds of the facilities improvement revenue bonds for the improvement and renovation of the animal shelter project."

**VICE CHAIRMAN HAUSMANN:** "All right. Any questions on this? (None.) It's been properly moved and seconded. Let's vote. Excuse me. Commissioner Ellis."

**COMMISSIONER ELLIS:** "I just wanted to kind of get an explanation of what we're doing here."

**HAKEEM OSHIKOYA, DIRECTOR, FINANCE:** "Commissioner -- good afternoon once again. We are requesting reprogramming of surplus funds from the 2017 and 2019 [Inaudible.] bonds. At the time that the bond was issued for the animal shelter and the amount that was issued was \$37 million and right now the estimates that we got as to what it's going to cost for the animal shelter is 41 million dollars. So, we're requesting reprogramming of \$2.8 million from those 2017 [Inaudible.] and the 2019 [Inaudible.] bond issues."

**COMMISSIONER ELLIS:** "So no -- it's just the reprogramming from funds that are already in the funding footprint, correct?"

**HAKEEM OSHIKOYA, DIRECTOR, FINANCE:** "Yes."

**COMMISSIONER ELLIS:** "Okay. Thank you."

**HAKEEM OSHIKOYA, DIRECTOR, FINANCE:** "You're welcome."

**VICE CHAIRMAN HAUSMANN:** "Any other comments? All right. Let's vote."

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

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**CLERK GRIER:** “**22-0740**, Human Resource Management: Request approval to modify the classification and compensation plan by extending the salary range maximums by 20 percent.”

**CHAIRMAN PITTS:** "Hello, Mr. Hermon."

**KENNETH HERMON, CHIEF HR OFFICER:** “Good morning, Commissioners. Kenneth Hermon, Chief HR Officer. Thank you very much, Commissioners, for allowing me to stand before you today to provide you a brief overview of what we're recommending for the modification to the existing -- the existing pay schedule. No, that's the wrong slide. It's presentation for 0740. Well, Commissioners, while we wait for the presentation to come up on the screen, just as a matter of background: just reminded the Board authorized the HR Department to conduct a market salary survey back in June of 2021. And we've collected that data and we've been working with our consultant, Siegel Consulting to massage the data into a plan. That data collected data from both our local comparators as well as jurisdictions that were outside of the County just to get an idea of where our salary ranges were in comparison to those organizations. Could you have the next slide, please. While we have opted -- because of the financial concerns facing us in 2023 -- we're opting not to afford the formal approval of what Siegel recommended. We did have some findings that we think that we do need to take action on just to make sure that our existing pay plan has value and allows for our Departments to go ahead and be able to attract and retain talent. The findings that we found as part of the conversation was Siegel and based on the data collected is that on the entry level salaries, in our minimum salaries, the County either led or was on par with our comparators. However, what we saw on the maximum of the range is that we significantly were behind most of our comparators namely Cobb and Gwinnett. So, what I'm recommending to you today, Commissioners is to increase solely the maximum of the ranges by 20 percent which would allow us a lot more flexibility in attracting and retaining individuals as well as whenever the HR Department conducts our salary range -- salary matrix analysis, offer better compensation to those employees that are hired. The impact as I said you know allows for more flexibility to attract and retain, and the action that was suggesting we were just modifying the maximum with the range has no immediate impact for additional funding to any of the Departments. Departments, if in fact they wanted to maximize the ranges to offer higher salaries will still have to work within the constructs of the existing budgets and of course with the approval of Finance with the funding they have available within their Department. Next slide, please. Just for some background so you can see exactly some of the data that was collected. So, as you can see so you can see the peer organizations that we collected data from; you know the typical 11 or 12 that we benchmark against in Georgia as well as 4 or 5 that we benchmark outside of Georgia. The number of



matches, and the number of matches just kind of connote the numbers of classifications that was an identical match. So, we have a police officer, they have a police officer, that's one to one. But where we want to stay focused on today is on the maximum of the ranges which is the last column. And as the slide connotes wherever you see a number, that indicates where the County started to lag behind of the market by more than 5 percent. So, Douglas County we're behind by more than eight -- they're at we're at 92 percent. The Gwinnett is at 90; so, we're 10 percent behind of what Gwinnett offers, Mecklenburg County North Carolina, and Florida. So, what we're suggesting today, Commissioners, with increasing the range, the maximum range by 20 percent. Now it brings us back to being on par or even ahead of some of those jurisdictions just on the maximums; which again allows us to truly move forward with attracting and retaining talent and being the public employee of choice. Next slide. And just for comparison so that you can see, Commissioners, just how the pay plan will -- the salary schedule will look after the adjustment if you approve it today. You can just -- we did a side-by-side comparison to show how the current pay plan looks which is underneath the blue-column or what the proposed pay plan would look like is under the orange, I guess it's the pink column based on the screen. Just to get a sense of how the ranges will be adjusted with this action. I stand ready to answer any questions you may have, Commissioners."

**VICE CHAIRMAN HAUSMANN:** "Is that it?"

**KENNETH HERMON, CHIEF HR OFFICER:** "Yes, Ma'am."

**VICE CHAIRMAN HAUSMANN:** "Okay, thank you. Commissioner Hall, please."

**COMMISSIONER HALL:** "Thank you, Madam Vice Chair. So, I recall when we were addressing a living wage among our Fulton County employees. And we had a discussion about trying to ensure that we have no employees that are working below the living wage. But when I looked at this grade and salary range chart section five, I was astonished to see that there were still ranges that are at \$22,206 that's the lowest one on here. And then it's 11 ranges before you get to a \$36,189 salary. Is there a reason why we're still -- we still have these ranges that are below a living wage? Let me just say this about the so-called living wage. It's really not a living wage. When you look at the services that people receive who make -- who do not make a living wage and then you add the living wage to that, they lose the services like housing and food and daycare and things like that that they end up having to pay for themselves out of pocket. And it makes the living wage still not a living wage. And so, we've had these discussions in the past and can you explain why we cannot seem to get our pay scale where we don't have those salaries below that."

**KENNETH HERMON, CHIEF HR OFFICER:** “Great question, Commissioner. So, while the ranges are below the established \$32,000 target that the Board of Commissioner's set as a living wage back in 2016, I believe. We start all employees at a minimum of 32. So, even though the range might say grade three starts at 28, we never started them at the minimum. We say the minimum that the Department can start them is 32. Now, why we have not presented -- like for example grade one starting at 32; if we was to present that, it would have a rippling effect through the entire ranges and the Board policies right now state that all employees must be paid at the minimum of their salaries which would have additional cost. So, that's something we could potentially bring back and with the proposal that we got from Siegel was a step in that direction to try to get our entry ranges closer to the 32. But again because of the -- the compensation and the revenue concerns, we have tabled that recommendation. For now, we just want to focus on this revenue neutral recommendation, but still allow for flexibility within our plan.”

**COMMISSIONER HALL:** “Where did you get the 32,000-dollar figure from? When I Googled living wage in Georgia, it came up to \$17.40 an hour which is about \$36,691 annual salary.”

**KENNETH HERMON, CHIEF HR OFFICER:** “Oh sorry, the \$32,000 was the original living wage --”

**COMMISSIONER HALL:** “—back then --”

**KENNETH HERMON, CHIEF HR OFFICER:** “-- that the Board of Commissioner's adopted back in 2016. Correct. I think the last time the economic development folks Brett Lacey and those individuals presented, I think they were roughly around \$38,000. But, the Board has not made that decision to move from the 32 to 38.”

**COMMISSIONER HALL:** “Okay. Wait, I might want to make sure I heard you correctly you said 38?”

**KENNETH HERMON, CHIEF HR OFFICER:** “I believe that's what was their recommendation and their presentation of a few Board meetings ago.”

**COMMISSIONER HALL:** “That's even better. I would or prefer it to be over 40. Because when you look at the chart that shows what people -- the assistance people are getting when they make less than the livable wage, and then you look at what happens to them when you just try to put them at a living wage; it's a travesty. And I remember speaking to some of our own WIC employees and they were saying they're on the same assistance as the people that they are serving because they don't, they

weren't making the living wage; so, if this is something that can be worked on, I will be glad to see that."

**KENNETH HERMON, CHIEF HR OFFICER:** "We can definitely bring back a recommendation for a new living wage. I think we had that as part of the packet when we were looking at implementing the second phase of key classifications. Three things we were trying to do at the same time, it was key classifications phase two, living wage and this. So, since those had financial implications, we just brought this one back since it does not."

**COMMISSIONER HALL:** "All right. Thank you so much for your work in this area."

**KENNETH HERMON, CHIEF HR OFFICER:** "No problem, Ma'am."

**VICE CHAIRMAN HAUSMANN:** "Thank you. Commissioner Arrington."

**COMMISSIONER ARRINGTON, JR.:** "Mr. Hermon, what is the definition of minimum?"

**KENNETH HERMON, CHIEF HR OFFICER:** "The definition of minimum is from within this context is the minimum salary that the Market – and when I say the market, it is the --."

**COMMISSIONER ARRINGTON, JR.:** "—okay not within this context; what is the definition of minimum?"

**KENNETH HERMON, CHIEF HR OFFICER:** "The Webster's definition I don't know off the top of my head, Commissioner."

**COMMISSIONER ARRINGTON, JR.:** "Okay, if you said if the Board adopted a policy that the minimum was 32,000 and that you all are starting people at 32,000 wouldn't that, in fact, be the minimum?"

**KENNETH HERMON, CHIEF HR OFFICER:** "That is correct, Commissioner."

**COMMISSIONER ARRINGTON, JR.:** "Okay. So why are there minimums listed below that?"

**KENNETH HERMON, CHIEF HR OFFICER:** "Again, where we start the individuals and what we have in the comp in the pay schedule is for you know for aesthetics and we had this conversation —"

**COMMISSIONER ARRINGTON, JR.:** "-- aesthetics."

**KENNETH HERMON, CHIEF HR OFFICER:** "-- yes, because what would have to happen --"

**COMMISSIONER ARRINGTON, JR.:** "-- no Sir; I'm asking about minimum, not aesthetics."

**KENNETH HERMON, CHIEF HR OFFICER:** "Well, the minimum is 32, and we start all employees at 32."

**COMMISSIONER ARRINGTON, JR.:** "Okay, so why - you said the Board adopted a policy that the minimum would be 32, right?"

**KENNETH HERMON, CHIEF HR OFFICER:** "Correct."

**COMMISSIONER ARRINGTON, JR.:** "So why is there anything up there listed below that?"

**KENNETH HERMON, CHIEF HR OFFICER:** "And why I said from an aesthetic prospective --"

**COMMISSIONER ARRINGTON, JR.:** "-- no, Sir, I'm not asking you about aesthetics. Did the Board adopt a policy that the minimum would be \$32,000? Yes, or no?"

**KENNETH HERMON, CHIEF HR OFFICER:** "The board adopted a policy that the minimum salary paid to anyone would be \$32,000."

**COMMISSIONER ARRINGTON, JR.:** "Please make the changes to make that -- please follow the policy that was adopted by the Board. Please follow the policy that was adopted by the Board."

**VICE CHAIRMAN HAUSMANN:** "Is that it, Commissioner Arrington?"

**COMMISSIONER ARRINGTON, JR.:** "Yes, for now."

**VICE CHAIRMAN HAUSMANN:** "Commissioner Ellis."

**COMMISSIONER ELLIS:** "Yeah, just -- well couple things I think that the conversation sort of illustrates is that, and this is a structural issue that we just sort of -- we've not dealt with, you know, this having a system with 35 pay grades I just think it's cumbersome. I mean it's just too cumbersome, and I'm not -- while I get some what of the spirit of this particular request, I'm not the statement that no additional funding is required for this action, I'm not fully sold on the unintended consequences of making an action like this is going to mean that we don't have additional funding that's going to be required down the road. You know there -- and I'm not fully certain that you know kind

of the cases been made that every range should be adjusted. You know, I look at the salary data that you provided and based on the study it looks like 46 percent of the time we're above the Market, 33 percent of the time we're, you know, within or above the Market and zero to 5 percent and 21 percent of the time, you know, in certain jurisdictions you know we're, you know, we're below. But using that as a justification for the very position in every grade should be subject to a 20 percent higher maximum, you know there doesn't seem to be more of a driven analysis around, you know the places where maybe we really have the most level of compensation deficiency. You know and I think we can probably identify certain spaces where we have persistently had difficulty hiring people. And it's not gone away even with additional funding that we've sort of thrown in generically or broad brush compensation changes that we've made and that impact potentially all employees are not necessarily impacted targeted employees that we truly need. So, I'm not -- I get the intent of it, but I'm not sold that a broad brush approach is really going to necessarily solve any of the problems that we have at hand. You know I think we need to become more targeted within our actions in identifying within our organizations where specifically we may have sort of challenges with. And you know I think we also need to structurally look at this system that we have and not perpetuating a bad problem and that working itself or manifested itself into misallocating -- I mean, look everybody's important, but we've got limited resources and we've got to ensure that they are deployed correctly. And I'm not sure that if we structurally have a system that enables that to occur, nor am I confident that the changes that you all have brought forth and recommended are going to really have that type of impact on that that's intended. So, I'm not, you know of -- you know I'm not sold on this particular action. I can't be supportive of it at the moment without really kind of getting a clear impact and understanding about how this is going to result in us getting a better result in terms of the attraction of employees to certain roles and the retention of those. And a stronger analysis around places where we clearly have a difficulty attracting and retaining you know contrasted with other parts of our organization where that doesn't necessarily seem to exist. So, you know, that's -- it's something you know, and when we get it, you know when we get into the budget discussion I'll save for later. I think, you know, it's a maybe not necessarily a budgetary thing, but you know, as we move in to 2023, I think it's a priority discussion that we need to have to look at sort of strategically, coming up with a different way that we're doing -- you know different ways that we're doing compensation and having a targeted area -- having things be much more targeted and their impact."

**KENNETH HERMON, CHIEF HR OFFICER:** "Commissioner, may I ask a question; but could I just make one comment, Commissioner?"

**COMMISSIONER ELLIS:** "Sure."

**KENNETH HERMON, CHIEF HR OFFICER:** “Thank you very much. Just to remind the Board, I think we did do a targeted compensation analysis when we brought to the Board and the Board approved the key classifications. So, that was our first attempt countywide to really identify and analyze where we were having difficulty in recruiting, what was the Market pressures, how could we adjust to ensure that we were getting the best candidates and were winning the competition for the talent. And we did that and the Board approved that. And we’ve seen the successes from the Public Defender going from 29 vacancies to two vacancies. Being able to fill all of his public defender roles. The DA and the Solicitor being able to fill their leadership roles. Sue on her team being able to fill her County Attorney’s role. So, we did have a targeted approach in Phase II, which was tabled was the second half of that. What we’re talking about today and how it would also help just to recruit and this one covers the vast majority of the workforce, our cashiers, our frontline individuals, and the like. How it does benefit them is within the HR Department, we have something called an HR salary matrix that does an analysis as to for consistency purposes what is the maximum salary that we can offer an employee based on their education and experience. In that matrix for example if an employee has the minimum qualifications and five year’s experience, we might say well in order to get that person in they come in at the midpoint - just using or creating about six, so that means they would come in at grade 38. Well, if we expand the ranges by the 20 percent as suggested, that means now that that individual still working within the confines of the Department’s budget because the Department will still have to find the resources within their budget. That Department, now, will be able to offer that same individual a \$44,000 compensation package versus the \$38,000 compensation package. So, that’s how it helps us with being able to attract individuals into the organizations in a consistent manner which is one of the things that HR and Legal has tried to do over the course of many years.”

**COMMISSIONER ELLIS:** “I appreciate some of that commentary. I guess, you know, when I get back to sort of the structural thing, I mean we’ve got 35 classifications – well we’ve got, I think 4200 employees or something like that.”

**KENNETH HERMON, CHIEF HR OFFICER:** “Yes, we have 4200 employees, but we have about 6 to 700 – 650 different job classes that have to fit within this 35 grades.”

**COMMISSIONER ELLIS:** “Yeah, and that’s so - one heck of a matrix. And you know you’re narrowing it down whenever you do the math on this probably about 120 per grade, but evened out evenly; but I’m not sure it doesn’t even out evenly.”

**KENNETH HERMON, CHIEF HR OFFICER:** “It does not.”



**COMMISSIONER ELLIS:** “I think the challenge with this is, you know you put yourself in a position when you’ve got this broad -- this number of classifications, it becomes increasingly complex to deal with issues of compression. And this to me is become to the point where it’s structurally unwieldy, and there needs to be a way to try and figure out, you know if we’re going to do something like this and we need the flexibility, then potentially this isn’t the answer to go and increase everything by 20 percent. Potentially, it’s to look at regrouping these and shrinking the number of grades we have and placing more, you know, job classifications within a smaller number of stuff and building a broader range within that. That allows for flexibility, you know, for hiring based upon experience, qualifications et cetera. So, this – that’s why, that’s why I’m just – I’m not – I’m, I’m greatly concerned in taking this action potentially can cause a compression issue that is unintended that we windup having to pay for unintentionally later on. So that’s my concern with it. That’s why I can’t support it today.”

**KENNETH HERMON, CHIEF HR OFFICER:** “Okay.”

**VICE CHAIRMAN HAUSMANN:** “Commissioner Arrington.”

**COMMISSIONER ARRINGTON, JR.:** “The only way this could be revenue neutral is if the max is not the max. If the minimum’s – we already know that we heard, you say the minimum was not the minimum. So, what you’re saying is you want to increase the maximum by 20 percent but you’re not going to ever pay it to anybody. Just like we increased the minimum, but y’all didn’t increase the minimum. Mr. Manager, this Board voted that the minimum would be \$32,000. Please instruct your staff to adopt that because guess what, if you increase those minimums -- if you increase those minimums, wouldn’t that also increase the midway point?”

**KENNETH HERMON, CHIEF HR OFFICER:** “No, Commissioner.”

**COMMISSIONER ARRINGTON, JR.:** “It wouldn’t?”

**KENNETH HERMON, CHIEF HR OFFICER:** “No, it would not.”

**COMMISSIONER ARRINGTON, JR.:** “You are a liar.”

**KENNETH HERMON, CHIEF HR OFFICER:** “Well, Commissioner, I beg to differ. But, if you—”

**COMMISSIONER ARRINGTON, JR.:** “— that is false information. If I increase that number from 31 at 39 the midway point is going to increase.”

**KENNETH HERMON, CHIEF HR OFFICER:** “Commissioner, if you would look at grade number 1, for example, if you change grade number one from \$24,000 to \$32,000 and



you don't increase the maximum to - of 33 - you now have a \$1000 range. That's what I was trying to tell you. From a aesthetic --"

**COMMISSIONER ARRINGTON, JR.:** "--what's the midpoint between 32 and 33?"

**KENNETH HERMON, CHIEF HR OFFICER:** "It would be 31. Actually it'd be --"

**COMMISSIONER ARRINGTON, JR.:** "-- the midpoint between 32 and 33 is 31 --"

**KENNETH HERMON, CHIEF HR OFFICER:** "—it would be 32.5 —"

**COMMISSIONER ARRINGTON, JR.:** "—it would be 32.5."

**KENNETH HERMON, CHIEF HR OFFICER:** "Right."

**COMMISSIONER ARRINGTON, JR.:** "What's the current midpoint?"

**KENNETH HERMON, CHIEF HR OFFICER:** "Twenty-seven."

**COMMISSIONER ARRINGTON, JR.:** "Is that higher?"

**KENNETH HERMON, CHIEF HR OFFICER:** "It is."

**COMMISSIONER ARRINGTON, JR.:** "So, so —"

**KENNETH HERMON, CHIEF HR OFFICER:** "—but now you have a \$1000 range —"

**COMMISSIONER ARRINGTON, JR.:** "—but wait a minute, so if you increase the minimum, the midpoint will increase, correct? That's the question I just asked you a minute ago you when you said no."

**KENNETH HERMON, CHIEF HR OFFICER:** "You're correct, Commissioner."

**COMMISSIONER ARRINGTON, JR.:** "Does increasing the minimums as you were instructed to by this Board, will that increase the midway points as well?"

**KENNETH HERMON, CHIEF HR OFFICER:** "It would increase the midway points of grades one through five, yes, one through five."

**COMMISSIONER ARRINGTON, JR.:** "If you increase the minimums for one through five, don't you also have to include everything else?"

**KENNETH HERMON, CHIEF HR OFFICER:** "But if I do that Commissioner —"

**COMMISSIONER ARRINGTON, JR.:** "—wasn't that your point earlier —"

**KENNETH HERMON, CHIEF HR OFFICER:** "—that's what I'm trying to tell you."

**COMMISSIONER ARRINGTON, JR.:** “Wasn’t that your point earlier that if you increase the minimums as this Board instructed you to for one through five, that you would have to increase everything else on the chart.”

**KENNETH HERMON, CHIEF HR OFFICER:** “Correct which would cost you more and including say if you start at 32 and grade one, 35 will not be 160. It’d probably be 225; so that's what I say from a ecstatic approach –”

**COMMISSIONER ARRINGTON, JR.:** “—I don’t, I don’t know; your math is off, Sir, I don’t know how you do your math. I don’t know how you determine a midpoint, but if you increase a minimum number the midpoint automatically has to increase. And for you to suggest something otherwise is preposterous.”

**KENNETH HERMON, CHIEF HR OFFICER:** “I have conceded that for grades one through five. If you move everything to grade one through five, after a minimum of 32 which is what the Board approved, those are the only grades that will be impacted. You will not impact grade number 6 through 35. And if you want consistency, Commissioner, if you want your pay plan to have aesthetics, that should be incorporated within the pay plan that has a certain percentage difference between the minimums of roughly two or 3 percent you would have to from a best business practice, you should have your first grade start at 32, your second great start at 33, your third-grade start at 34 and increase. But when you have the first five grades starting at 32 and you do nothing else for the rest of the pay plan, then your pay plan does not provide a true rationale as to why would you have a \$1000 range at the beginning and a \$20,000 range in the middle. And what we're trying to do, Commissioner, is trying to maintain the aesthetics of the pay plan which was developed by the outside vendor, and which is something that is in our best practices. But honor the Board's decision to pay the minimum of \$32,000 and this has also been a structure that I’ve been familiar with and all of my past experience as well as even before I got here the Board adopted a similar structure of when you’re in the DBM pay plan of – it might of - the range might have started at 18 but you pay 22; and that's what the Board has done. But if you want Commissioner we could model – I can model what it would look like to start at 32 and build a range that is within best business practices and also provide you a cost of what that will look like if we was to implement a pay plan like that.”

**COMMISSIONER ARRINGTON, JR.:** “Well, it’s not what I want. It’s what this Board – it’s the policy that was adopted by this Board. There's only one definition of minimum, Sir. There's only definition of maximum.”

**KENNETH HERMON, CHIEF HR OFFICER:** “Okay.”

**COMMISSIONER ARRINGTON, JR.:** “You want us to approve a maximum that you say will be revenue neutral. The only it could be revenue neutral is if no one ever gets paid that maximum. Just like you’re saying no one’s getting paid these minimums because the minimums this Board instructed you and all of the staff to make the minimum 32 in 2016. That's six years ago. It takes six years to follow Board policy?”

**KENNETH HERMON, CHIEF HR OFFICER:** “Absolutely not, Commissioner. But Board policy is being followed from a compensation perspective, but not from the pay plan. But I will go back, because I thought I had articulated why –”

**COMMISSIONER ARRINGTON, JR.:** “--no Sir, no Sir. Board policy cannot be followed. There is only one definition of minimum, Sir. There is only one definition of the word min-i-mum, and this Board adopted a policy that the min-i-mum would be \$32,000.”

**KENNETH HERMON, CHIEF HR OFFICER:** “I will make that change, Commissioner.”

**VICE CHAIRMAN HAUSMANN:** “All right. Thank you, Commissioner Arrington. Commissioner Rahman.”

**COMMISSIONER ABDUR-RAHMAN:** “Thank you, Vice Chair. I’m not the Chairman. I’m not the Vice Chair. The decorum and the disrespect of staff here is ridiculous. I want to go open on record that is so unacceptable. That is so unacceptable and it is disrespectful. Everybody has their opinion; everybody is passionate about what they’re passionate about. We can agree to disagree. Without being discourteous and disrespectful. My question to you, Mr. Hermon is this: My understanding -- and I'm trying to get a understanding of this. I believe I have the correct understanding for the purpose of the reason this is needed. If I am a department head or I have a department that is not competitive enough, or is having a problem attracting a certain applicant or what have you and I am restricted in offering a certain percentage more, even though it's in my budget I cannot offer it.”

**KENNETH HERMON, CHIEF HR OFFICER:** “Not of it goes above the existing maximums, Commissioner.”

**COMMISSIONER ABDUR-RAHMAN:** “So, if we change this for the essence of what you're asking, we'll allow departments to be able to be competitive and offer that if it's in their budget without having a fiduciary impact to us right now. Because you're not asking us for the money, you're asking us to allow to change it in order to allow those individuals to be able to be more competitive based on the openings that they have and what they're trying to do? Now, if I'm incorrect. please correct me; but that's what I understand this to be.”

**KENNETH HERMON, CHIEF HR OFFICER:** “Yes, relative to their openings, but also for their current incumbent. So, for example, if let's say HR – I'll use my Department -- if one of my HR consultants was being offered a job to go to Emory and their current grade is 21 and Emory's offering them \$92,000 to come to Emory. Well, at grade 21, I'm capped out at 88. So, I lose a great talent for \$4000 because there's no flexibility for me to go beyond the 88. So that's where we're saying that if you build in the flexibility for Department heads, and Departments in that example, I would have been able to go up to \$106. Of course, working with Finance, they will say, well Mr. Hermon are you – have funding within your budget even if you move money from the operating side or you unfund an existing position within your existing budget. The most you can do is 92. Well, I can then make the decision as the Department head, 92 is worth it to keep that talent in the organization versus having to spend the time and effort to go out and recruit someone into the organization and bring in new talent. And that again, it doesn't -- and I guess when I say it it's doesn't increase the financial burden on the County? I guess I need to say you have given me the authority over a 2 million-dollar budget. I'm working within my 2 million-dollar budget. So, if you've already granted that authority and I made this decision to pay that employee \$6000 more to stay and I still bring back Finance \$10,000 because I had to unfund a total position to do so; that's in my mind and maybe not. The Financial folks would have a different opinion. But in my mind, that does not increase the County's overall budget because I'm still working in the confines of my 2 million dollars that has been given to me by the Board of Commissioner's to manage as best as I can as a department head. And that's what other department heads are looking for as it relates to flexibility, so that we don't lose talent in this very tight labor market that we're currently in.”

**COMMISSIONER ABDUR-RAHMAN:** “And so, I would submit to you that this is an effort to retain talent that's probably aggressively being recruited because they are able to pay more than we are. So, we charged you all with coming up with a way - how do we retain talent? And if we don't have the money ask, I think this is a good solution. Because what I am hearing is that if you change it, and you're able to offer them within that 20 percent what we have now and feel free to correct me, County Manager -- what we have now does not allow us to do that. Is that correct?”

**DICK ANDERSON, COUNTY MANAGER:** “Yes, Ma'am.”

**COMMISSIONER ABDUR-RAHMAN:** “Okay. So, what we're doing is taking a situation that could be possibly keeping us from allowing good talent to stay here without a monetary ask, but not even coming in here for a retention bonus, so to speak, cause that's not what it is. That's not what I read it as. What I read it as really thinking outside of the box and doing something to help with what we charged you all to do. Would

giving you less money, and we're having people that are being recruited daily to go somewhere else to work. So, I think we have to look at this a creative way of helping to keep good talent here. That's what I'm thinking. And so, I would be in full support of that because if it is not done, then we have nothing to offer them, County Manager, in order to be competitive to make them stay.”

**DICK ANDERSON, COUNTY MANAGER:** “Yes, Ma'am. And I think maybe if I can make a comment in the spirit of what you're saying. Any time that we get into the compensation program, it comes with a lot of different issues. And sometimes I'll say the perfect you know is the enemy of the good. Let me take two or three of these examples. One, is a - 35 ranges is at the optimum. It may not be. But it was designed by an outside consultant that preceded me being appointed but Ken, I think, came in on the - somewhat in the middle of that process known as Archer and it was - I hope everyone remembers. I know you weren't here then being Commissioner but, you probably have heard about it. It was a very, very difficult contentious and created a lot of employee angst. Why? Because everybody is very sensitive to what band their going to be slotted into in the new compensation program. And that takes an enormous amount of energy and again outside expertise to design. So, to redesign that would be – I'm not saying it wouldn't be worthwhile, but it would not be anything in short order and will come along with a lot of puts and takes to redesign from 35 grades to 12 grades, number 1. Number two I think Commissioner Arrington is making a good point and again what we often find ourselves doing is interpreting how to implement Board policy. So, I think you made a great point in the sense of is it a minimum on this chart or is it a minimum in terms of what we pay an employee when they come in. It's the latter and the reason that that was adopted, again, is trying to find a way to work with inside our current financials. Now, you may argue that perhaps we should have come back – I understand what you're saying and honor that. Perhaps we should have come back when that Board policy was passed and said, all right, now when we do these first five, we're going to actually do all 35 because it's going to have a cascading effect, right? If, once you up to 32,000 the first five, then you've gotta start going down that matrix and upping the minimum on each of those. I don't know what that number is. I don't remember if we modeled that back when that was passed or not, but that would be the process. And likely it would have been extraordinarily expensive from a cost standpoint. So then the option that I think we could have better informed and made sure that if that didn't - the direction that we took was not consistent with what you were directing us to do, then that's something I have to own. But what we're trying to do to make sure that we got people 32,000 without adjusting this very complicated matrix. The last thing to the point that Commissioner Abdur-Rahman, you're making, and it really also gets back to the targeted approach. Very creatively, I think Ken and his staff and this Board approved key classifications as the way to address where we're having the most

significant attrition, and having the worst record at bringing people in. And we - I think that presentation got put on the shelf somewhere during one of our Board meetings. But it has some really - and it's worthy of your reviews, some outstanding results. So, in places where we're having attrition rates that were very significantly been reduced by 75 percent. In the case where we were trying to fill jobs, most of them have been filled. So that program worked for targeted application. This is that, but without all of the -- I guess the restrictions even in key classifications. This gives the individual Department head the ability when confronted with a -- confronted with someone going to another job or the absolute inability to recruit in that if they make a judgment then they have some flexibility inside of their current budget because we're also recognizing even as we bring this forward that we're facing a budget gap. So, we don't -- given that we're facing that we don't want to provide a perfect solution that may be a very costly solution. We're confining this solution inside of whatever the current budgets end up being for 2023; but still allowing some flexibility. So, I say a lot of all that to say we're really not trying to do anything that first of all you're not aware of; two, is it consistent with good policy, but at the same time, we recognize that a complete redo of salary ranges is a major undertaking. We have addressed the targeted issues and this is one last tool to somewhat in the toolbox of a Department head to bring forward. And I hope that it is approved, and we are allowed to manage within these numbers."

**COMMISSIONER ABDUR-RAHMAN:** "Thank you for that explanation.

Notwithstanding, I don't - I hear what Commissioner Arrington is saying and it is a valid point that I support; however, I think it's a work in progress. I think this is a tool based on what was explained to me and also based on the conversation that I had with the Department heads as to where their hands are tied now that this would give them some lead way to be able to be competitive and to fend off you know those employees that may look to go somewhere else while we're working this out. That's what I see it as. And so, thank you for that explanation. I'm hoping that my colleagues will support this today. It's needed. The Department heads that I have spoken to say it is needed and I hope that we as a Board would support it. Not downplaying the very seriousness of what Commissioner Arrington has brought forth as an issue, but I would have to rely on that old saying of you don't throw the baby out with the bathwater. We really do need to help our Department heads and what they're doing. And so, thank you, County Manager for just kind of chiming in on that. I appreciate it."

**VICE CHAIRMAN HAUSMANN:** "Commissioner Morris."

**COMMISSIONER MORRIS:** "I'll try to be brief; we've been on this a long time. Mr. Hermon, I think it might be helpful to me and to the public to remind us the extent to which a department head would have discretion. Take an existing employee who's



threatening to leave, does that department head have absolute discretion? Does he or she need some approval from the County Manager, from Finance or can that department head say, fine, I'm going to bump you up to the 88 or whatever it takes."

**KENNETH HERMON, CHIEF HRO, HRM:** "Good afternoon, Commissioner. So how our policies are structured, the department head makes the initial decision that, I have to try to retain this talented individual. They would contact the HR department, we would walk them through the process of HR as the first review to ensure that they are making the decision in concert with the policies and procedures that they're limited to of no more than 20 percent that they can offer of their -- the current incumbent's salary as a retention bonus. That amount cannot go exceed the maximum of the ranges. And then we would take that package to the County Manager. In most instances, if it's a department head or the Deputy, we would carry that to the County Manager. If it's a rank-and-file individual and I don't see any concerns of me and the department heads are in sync, we would make the decision to jointly with the department head. But those are the confines that department heads are limited to based on Board approved policy and procedures."

**COMMISSIONER MORRIS:** "Okay. So it's not an absolute discretion on the part of the department head. And that's true for a new hire that's seeking more money then?"

**KENNETH HERMON, CHIEF HRO, HRM:** "Correct."

**COMMISSIONER MORRIS:** "And that department head has to think about the ripple effect of bumping this person who's threatening to leave and got some other folks that may be doing the same job."

**KENNETH HERMON, CHIEF HRO, HRM:** "Correct. On the new hire side, you know, someone coming in from the -- for the first time, you have what we -- what the Board, I think one of the great policies that the Board had when I joined was the salary equalization. So you -- that person might be worth \$50,000, but you have five other individuals that you're pay 32, you also have to get them up to the \$50,000 --"

**COMMISSIONER MORRIS:** "Right."

**KENNETH HERMON, CHIEF HRO, HRM:** "-- and if they can't do that within their budget, you know, we -- we have a stalemate that we either roll that individual back or we can't bring that individual in. But again, that's part of working within the budgets that we have."

**COMMISSIONER MORRIS:** "Thank you. The other point gets to the question of this not costing an additional funding, and I understand your point about that. But I think



about the fact that sometimes we look -- we used to call it at the city, salary savings when you have vacancies and you don't spend the money and we look to, maybe, your tasks and review. And then at the end of the year, look forward to some of that salary savings. This, in effect, reduces the potential for salary savings in that department. The department has some vacancies, not spending the money, now they're going to raise the salaries of some key folks threatening to depart and new hires. And it reduces that salary savings midyear underruns. And so, in that sense, it's cost us, correct?"

**KENNETH HERMON, CHIEF HRO, HRM:** "No. Finance would not allow a department head to utilize salary savings for adjustments. They would have to --"

**COMMISSIONER MORRIS:** "Well, you said within the budget."

**KENNETH HERMON, CHIEF HRO, HRM:** "Oh, yes."

**COMMISSIONER MORRIS:** "And they're not going to -- absent this, they wouldn't be able to spend it on this increase. And so you've got some underrun available to us. And here, you're reducing that underrun to the extent you used this feature. And that's great, it's not costing us and in the sense, but it's costing us in the sense I'm describing. And then certainly, we've seen departments come back for more funding, because they don't have enough. And to the extent they use this, it makes it more likely that they're going to spend their entire budget and need to come back to us for additional funding. So, I just sense in that -- in those ways that it will cost us to some extent, which is fine. And it's still probably something we need to do. But I just wanted to -- just wanted to make those points that there's no free lunch."

**KENNETH HERMON, CHIEF HRO, HRM:** "Oh, absolutely, Commissioner."

**COMMISSIONER MORRIS:** "Thank you."

**VICE CHAIRMAN HAUSMANN:** "Commissioner Arrington."

**COMMISSIONER ARRINGTON, JR.:** "What impact does this have on the Key Classifications Phase 1?"

**KENNETH HERMON, CHIEF HRO, HRM:** "It does not have any impact, Commissioner. This is the general pay plan for all the counties. The Key Classifications have a completely separate pay plan -- pay schedule, sorry."

**COMMISSIONER ARRINGTON, JR.:** "What implications does this have on the ladies from the Tax Commissioner's Office that came last time?"

**KENNETH HERMON, CHIEF HRO, HRM:** "This does not have any impact on those individual because, again, this does not seek to adjust the salaries of current incumbents, it seeks to just increase the maximum of the salary ranges."

**DICK ANDERSON, COUNTY MANAGER:** "But explain how you are dealing with that issue."

**KENNETH HERMON, CHIEF HRO, HRM:** "Oh, yes. So that answers your specific question. But as it relates to those young ladies and as well as the other individuals who were a part of this solution that we came up with and discussed with the Tax Commissioner. So, following our existing rules and how we had implemented Key Classifications for other departments, we acknowledged, I think, back in April that we did have an oversight of those individuals. And we have gone back and working with Finance, identified the funding to allow not only those individuals in the Tax Commissioner's Office to get their salary adjustments based on how we proceeded with Key Classifications, but also several other departments, where you had one or two supervisors that we missed when we made sure. What we were attempting to do, Commissioner, was if a subordinate got a salary adjustment because they were identified as a Key Classification, but the supervisor or the manager was not, we made sure that the subordinate salary was always five -- we made sure that the supervisor's salary was always 5 percent more of the subordinate. So that's the plan that we're rolling out right now to solve the situation in the Tax Commissioner's Office and the Tax Assessor's Office and one individual in Public Works -- sorry, in DREAM."

**COMMISSIONER ARRINGTON, JR.:** "Okay. How does this impact those individuals in the Clerk's Office that were attempting to file a suit based on them not getting the compensation they thought they were going to get under -- what was that program that brought everybody up? What was the name of that program?"

**KENNETH HERMON, CHIEF HRO, HRM:** "You mean, ICS?"

**COMMISSIONER ARRINGTON, JR.:** "ICS."

**KENNETH HERMON, CHIEF HRO, HRM:** "Again, this does not have an impact on that. Because again, Commissioner, that has a broader implication on how we implemented and how the Board approved the implementation of ICS from when it was adopted back in 2018. If you recall, Commissioner, was clearly said that ICS, while well intended to recognize individuals for their long tenure with the county, we also said that you get to that targeted salary however you got there, whether it was true promotions or higher than minimums, retention bonuses, or COLAs. So that's the process that we had followed. Unfortunately, we had COVID hit then it delayed the final implementation of

ICS. But it -- we have been consistent in the application of the provisions that the Board -- that we set forward of how we would implement ICS, and long story short, this does not impact those individuals as well."

**COMMISSIONER ARRINGTON, JR.:** "Okay. So you came up with a plan for the individuals in the Tax Commissioner's Office to resolve their issue?"

**KENNETH HERMON, CHIEF HRO, HRM:** "We always had that plan, we just needed the funding mechanism that was supposed to approved in the midyear's budget, but yes."

**COMMISSIONER ARRINGTON, JR.:** "Have you come up with a plan for those individuals in the Clerk's Office in ICS?"

**KENNETH HERMON, CHIEF HRO, HRM:** "No, Commissioner."

**COMMISSIONER ARRINGTON, JR.:** "I think the challenge --I remember you presented Phase 2 of the Key Classifications and they got held."

**KENNETH HERMON, CHIEF HRO, HRM:** "Correct."

**COMMISSIONER ARRINGTON, JR.:** "The challenge that I have with this is that all of these things are kind of moving independently, and there's no way to kind of get a bigger picture. And to Commissioner's Ellis' point, there's always in -- perhaps even to your point, there's always some trigger when we do this that if -- that has unintended consequences. And so before -- I guess, I would -- I was expecting you to come -- before I expect to receive something new from you, I expect to hear what happened with Phase 2. And so it's kind of out of order, at least for me mentally, to not have closure on that issue, to not have closure on ICS and then now, you're presenting something new, it's befuddling. It's confusion. It confuses us, it confuses the employees. We've got to have some type of closure on specific issues before we move on to a new issue. The only way to eat an elephant is one bite at a time. And so by trying to make me take multiple bites of multiple pieces, I know longer have an appetite. It's overwhelming. So now, instead of me focusing on eating one bite, I'm overwhelmed by trying to eat the whole elephant. So I don't necessarily have a problem with increasing the maximums. I do have a problem when you tell me that increasing the minimums does not affect the midpoint. That is a problem, that's simple math. That -- that is offensive for you to say that. So I don't -- I don't know -- I mean, I'm open to increasing the maximums by 20 percent, because I believe that department heads need more room and flexibility. I don't know that that is the only way to do it. In fact, I know that is not the only way to do it, because I know that increasing the minimums would

also do that, right? So, I don't understand, Mr. County Manager, how it could be easy to increase the maximums, but not easy to increase the minimums."

**DICK ANDERSON, COUNTY MANAGER:** "And I'll probably trip over myself trying to explain this. But if you had -- once you increase the minimums, everyone has to be brought to the minimum that's below that, right? If you increase the maximum that doesn't imply that everyone has to be brought to the maximum. It just gives you the flexibility to continue to move people selectively along a path to a higher maximum. Now, I think maybe -- I love the analogy of the eating the elephant one bite at a time. I think we probably should hold this, go back, and again, try again to give a holistic answer. Because you've raised a lot of good issues, but that's the simple answer to that question, if that makes sense. And I don't know how many there are below minimum, if you move the minimum up and what the annualized cost of that would be."

**COMMISSIONER ARRINGTON, JR.:** "You know, I would probably be more supportive of that, because what I -- I'm supportive of this in theory. But again, I don't, you know, I don't know about ICS. I don't know about Key Classifications Phase 1. I don't know about Key Classifications Phase 2. So, you know, I -- for me, I would rather see a more holistic picture of the implications on those employees and implications on their classes. But I'm -- I'm -- yeah, I'm open to increasing the maximums, but -- and I understand you all may have been trying to work within -- accomplish the Board's policy without making major changes. But it's only one definition of minimum. We can't change the definition of minimum in order to try to do something else, right? Like, I mean, there's -- there is only one definition of that word. And if the Board adopted a policy that the minimum is to be of certain amount, then I expect staff to implement that policy. And not find out six years later that there's a shell game going on. The minimum is this, but we're going to hide it over here under this shell. We're not going to make that available, but we're going to make this available, like, aesthetics, really? That -- these employees are not worried about aesthetics. They're worried about getting the minimum that the Board authorized them to get. And so Mr. Hermon, I apologize for calling you a liar, but your statement was a lie."

**KENNETH HERMON, CHIEF HRO, HRM:** "And I apologize."

**COMMISSIONER ARRINGTON, JR.:** "Simple math. Simple math. If you increase the minimum, if you increase the minimum, there is no way that that midpoint does not increase."

**KENNETH HERMON, CHIEF HRO, HRM:** "I apologize --"

**COMMISSIONER ARRINGTON, JR.:** "And for you to suggest otherwise, is incomprehensible."

**VICE CHAIRMAN HAUSMANN:** "All right. Commissioner Ellis."

**COMMISSIONER ELLIS:** "Commissioner Arrington talking about eating elephants, I don't know if that's making me more or less hungry at 1:10."

**VICE CHAIRMAN HAUSMANN:** "Lunch is ready."

**COMMISSIONER ELLIS:** "It's the fall, and I'm not too keen of elephants in the fall. But y'all can figure that one out if you know my allegiances. But, yeah, I think -- I think it's been a great discussion that the six members of the Board have been having up here for the past hour or so, so I appreciate that. And I thought it's -- there may be some healthy insights for all of it. I was about to suggest, you know, maybe what the Manager suggested, may be the best course of action is to hold it for little bit. I mean, I -- if we don't want to hold it, I am -- my comments earlier notwithstanding, I'm generally in support of moving to, you know, the maximums. But it was helpful to me to hear a little bit about some of the safeguards on it that Commissioner Morris referenced. But, you know, one of the other things I -- that to me that would be helpful is -- and look, I mean, I lived the other side of this as manager, when I had to make value decisions with employees I've had to manage and combo this and that sort of stuff, you know, where there have been points where it's like, okay, you know, if those are the actions you're going to want to take, then that may also mean that the number of employees you have up under your watch, that's going to go down, right? And there's a reoriented of your staff to figure out how to manage that. So, I'd like to hear a little bit of that discussion and sort of that built into this as well. Because, you know, look, that's a healthy tension that needs to be within any organization, you know? I mean, I've lived that and I think probably, many of us have sort of lived that in their -- in our day-to-day lives. So, you know, that's something I would like to hear as well. I mean, I know Commissioner Arrington is raising some different things that he's interested in. But, you know, that's -- so, perhaps maybe that -- I don't know what the will of the Board is, if we want to take action today, or we want to, you know, we want to hold it for -- to allow some of these discussions for us to had sort of individually. And then, you know, to try to address some of those concerns. I'll defer to, you know, kind of the Manager on, you know, on, you know, kind of the preferred approach to that."

**DICK ANDERSON, COUNTY MANAGER:** "I think the issue that was raised about employee communication and their understanding, it was an excellent one. I think we'd be better served to try to go back and put all of this in the proper perspective, what can we do, what can we likely not be able to do, and then, does that address our very near-

term needs. So my suggestion would be, allow us to go back and put an entire package together."

**COMMISSIONER ELLIS:** "Then I'd offer a substitute motion to hold."

**COMMISSIONER HALL:** "And I will second that substitute motion."

**VICE CHAIRMAN HAUSMANN:** "Is that your entire comment?"

**COMMISSIONER HALL:** "That absolutely is. I was just simply going to speak and say I wanted to amend my original motion. But I'm thankful for Commissioner Ellis' motion to hold, then I second that."

**VICE CHAIRMAN HAUSMANN:** "All right. Thank you. I'd also like to make one brief comment before we vote on the motion to hold. My -- after listening to this conversation, a lot of valid points were raised. I hope that whatever you bring back to us, does not set up some sort of situation where new people come in and get paid higher than people that are already there that have similar skills or experience."

**KENNETH HERMON, CHIEF HRO, HRM:** "No, Commissioner. We already have in existing rules that we hold very dear to our hearts that we insist that if they have comparable education and experience coming in, any incumbent in that same classification within that department, salary will be automatically adjusted. And the department has to work within the budget, work with Finance to find that revenue."

**VICE CHAIRMAN HAUSMANN:** "Okay. Well, I think employees listening need to know that, that that's not going to happen to them. So, thank you very much. All right. Let's vote, motion to hold."

**CLERK GRIER:** "The vote is open. Motion to hold passes; six yeas, zero nays."

**VICE CHAIRMAN HAUSMANN:** "Thank you. All right, Commissioners, I would entertain a motion to go into Executive Session and lunch to discuss legal, land, or personnel matters."

**COMMISSIONER MORRIS:** "I'll so move. Well, Mr. Arrington beat me."

**VICE CHAIRMAN HAUSMANN:** "All right. Let's vote."

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

**VICE CHAIRMAN HAUSMANN:** "Thank you, we're adjourned."

**(Recess for Executive Session)**

**CHAIRMAN PITTS:** "All right. Colleagues and ladies and gentlemen, it is 3:18. So without objection, we will resume the regular order of business. Madam County Attorney, any items from Executive Session?"

**Y. SOO JO, COUNTY ATTORNEY:** "Yes, Chairman. Is there a motion to approve the request for representation set forth in item number 1 of the Executive Session agenda?"

**CHAIRMAN PITTS:** "There's a motion to approve by Commissioner Ellis, seconded by Commissioner Hall. Please vote."

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

**Y. SOO JO, COUNTY ATTORNEY:** "And that's the last action item."

**CHAIRMAN PITTS:** "Thank you. Madam Clerk."

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**CLERK GRIER:** "On page 12 --"

**COMMISSIONER ELLIS:** "Mr. Chair."

**CHAIRMAN PITTS:** "Just a minute, just a minute. Commissioner Ellis."

**COMMISSIONER ELLIS:** "Before we proceed with the agenda, just, I'd like to request, just given that the time it is and sort of the importance of the discussion of it, that once we complete item 0745, which I believe is the last County Manager action items that we take up 0751, 752, 753, as well as 750, which are all kind of budgetary related items after that, after that item."

**CHAIRMAN PITTS:** "Okay. Any objections about amending the agenda, no objections? All right. Madam Clerk."

**CLERK GRIER:** "On page 12, **22-0741** Registration and Elections request approval of a statewide contract to provide printing services for the preparation and operations of November 8th General Election and December 6th Runoff."

**CHAIRMAN PITTS:** "All right. What's your pleasure? Is there a motion? Motion to approve by Commissioner Abdur-Rahman, seconded by Commissioner Hall. Please vote."

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

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**CLERK GRIER:** "22-0742: Real Estate Asset Management request approval to increase spending authority for pest control services countywide."

**CHAIRMAN PITTS:** "All right. We have motion to approve by Commissioner Ellis, seconded by Commissioner Hall. Please vote."

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

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**CLERK GRIER:** "22-0743: Request approval to increase spending authority on site door repair and overhead door preventive maintenance."

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

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

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**CLERK GRIER:** "Under Youth and -- Health and Human Services, 22-0744: Community Development request approval of an MOU for Gateway to serve as the coordinated entry lead agency manage coordinated entry at the countywide North and South Homeless Assessment Center offices."

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

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

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**CLERK GRIER:** "On page 13 under Justice and Safety, 22-0745: Medical Examiner request approval of the lowest responsible bidder to provide pickup and removal of deceased remains services."

**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; six yeas, zero nays."

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**CLERK GRIER:** "Under Commissioner's Action Items, were we going to the budgetary items now? Okay. On page 14, at the beginning of the meeting, the **22-0572** was moved up, discussion and direction for the 2023 Budget."

**CHAIRMAN PITTS:** "All right. Finance, yes, sir."

**HAKEEM OSHIKOYA, FINANCE DIRECTOR:** "Good afternoon, Mr. Chairman."

**CHAIRMAN PITTS:** "Good afternoon, sir."

**HAKEEM OSHIKOYA, FINANCE DIRECTOR:** "Madam Vice and Commissioners. It's a pleasure to be with you again this afternoon. I just want to remind you that a few weeks ago, I was before you to talk about our 2022 midyear projection along with the multiyear view or multiyear budget view on items that were known to us at the time for the next four years. And at that time, you know, you did approve a millage rate of 8.87 for us to have in 2022. And then, you know, in looking to -- looking at what we're facing in 2023, we thought, you know, it would be nice to discuss -- to have a discussion with you on our 2023 budget before we start the process of preparing the 2023 proposed budget. Today, I will be providing you with an update on the 2022 budget projection again, because we have received some new information that has impacted the amount or the total amount that I gave you the last time. One thing that, you know, we now is, the appeals, the appeal period has closed. So -- and the Tax Commissioner has actually billed on those property taxes. So we do know what we're going to be getting. The Commissioner billed \$606 million in taxes. And at 96 percent of that, you know, we did a calculation. And generated some additional revenue. I will also be providing you information on the 2023 proposed budget of where -- we're not there yet, you know, we'll talk about how we're going to prepare the 2023 proposed budget. And then we'll be requesting for direction from you on how you would like for us to proceed. Thank you. First slide, please, thank you. So the revenue amount that we're looking at here is for the 2022 budget projection. We've revised this from where we were at the midyear, because at that time, you know, we provided you a total revenue projection of \$753 million, with additional revenue that we're able to pick up from lower tax appeal along with other revenues, because, you know, we went back and reviewed all our other revenues again to see what we can adjust. We got a total of \$11 million more to the \$753 million that we provided for the midyear, to get us to \$764 million in revenue. On the expense side, we went back and looked at the projection we did for the midyear. And we looked at the percentage of the vacancy rate that we thought we're going to be able to fill between the time that we're doing the projection and the end of the year. We saw that, you know, they're actually tracking lower than what we thought. So we did a projection, again, from the amount that we had initially set aside and that's generating another savings of \$17 million to get us to a total of \$832 million for 2022. And the fund

balance, we're able to increase by \$24 million getting us to 182. That 182 is now what we -- no, that would be our ending fund balance for 2022, and it would be our beginning fund balance for 2023. If we can go to the next slide, please. Thank you. The 2023 revenue is impacted -- first, you know, the projected revenue, you know, I think, you know, this was discussed at the last meeting. That's a growth rate of 3 percent that we assume in that 771 projected number, because 753 was our number for 2022. And in 2023, we're assuming that, you know, we're going to have 771. Then the same impact that the lower appeals and property value had on the 2022 number is what we're expecting to have also on the 2023 number. So we are also picking up another \$11 million that, you know, we projected for 2023. And then the Board approved the resolution at the last meeting for us to stop -- resolution rescinding the credit card fee waiver for property tax payments. That was costing us \$12 million before, so we're just adding the \$12 million back as something that we're going to be able to save next year. I'm hoping that, you know, the Tax Commissioner will be able to get this done in time for us to actually realize this amount. But, you know, we plugged it in. That's going to get us to \$794 million in revenue or available resources for 2023, this term where we're in now. Then the expenditure total before departmental request, I have to say that this is just a raw number, just an estimate, nothing is finalized. As a matter of fact, this is just the beginning of our discussion on what the budget will look like for 2023. So when you look at that expenditure number, we scrubbed it. We scrubbed it 2022 -- I mean, the initial amount that we projected, we scrubbed it for all nonrecurring items that we know are -- were funded in 2022, but will no longer be funded in 2023. So we scrubbed them. And then, you know, we also made some adjustments for things that are known to us that we cannot avoid not to do. I'll just give you example of those. That includes -- that includes \$32 million for inmate outsourcing of the inmate housing. This year we have \$14.6 million in the budget. And that -- I will also say something about that \$14.6 million. This year will be the first year in so many years that, you know, we're actually going to have that money in the budget for inmate outsourcing. And that is something that we didn't account for with any millage rate increase, we just plugged in to budget. Because we had, you know, healthy fund balance, we were able to accommodate that 14.6 without any impacts to, you know, our numbers or our operation. Now, we're looking at an increase of \$32 million, which one way or the other, has to be accounted for somewhere. So we've plugged that in there. We also have \$32.8 million for Elections. We do realize that, you know, this is -- I mean, 2023 will not be that gubernatorial or presentational election year. It's an off year, off-election year. But the plan, what we planned to do is, use some of that amount for Municipal Elections. If the Board decides that, you know, the cities should be paying for their own elections, then that's some savings that, you know, we can realize there. So we're going to use some of that money from Municipal Elections. And anything above what for is in there for

Municipal Elections, we plan to use for capital improvements, or any construction cost overrun. And we think this because we don't consider this amount to be a permanent recurring funding. However, it is something that we do need every other year. And rather than going through the frustration of, you know, one year, we reduce it out of our budget, and then the following year, we have to increase our budget again. We thought, you know, it'll be best to have it as part of our base, and then we can use it as, you know, needed, you know, makes it easier for us to be able to -- I mean, it's a sound budget practice, because it makes it easier, you know, without having to impact the millage rate every year or every other year. So with that, you know, we got to the \$914 million for -- through expenditure before departmental requests. And there we have it, we have a shortfall, a projected shortfall of \$91 million. So, the question is, how do we get to where we are? Next slide, please. How do we get -- how we get to, you know, where we are now. We didn't get -- I mean, we didn't get here overnight, you know? We got here because of, you know, several things that, you know, we're done, you know, in the past. I'll just give an example of the inmate housing expenses that, you know, we're able to just absorb in the budget without any action being taken to say that we're going to find some corresponding millage rate for it, you know. And I do understand the reason why we did it. You know, we had the fund balance and, you know, we're able to do it. But at the same time, now that, you know, the fund balance has been to protect in a way, you know, we need to account for that. And then there are some expenses that, you know, we -- some significant expenses that, you know, we absorbed in the budget within the last couple years. Some of them are recurring initial, and some are nonrecurring. And those that are recurring initial, they end up remaining in the budget year end, year out, and they have to be funded one way or the other. Those nonrecurring ones, there are some that we have been calling -- we actually classified them as recurring/nonrecurring, you know. For example, you know, the key performance bonus, it's a recurring item. But we still call it a recurring/nonrecurring because it doesn't happen every year. Well, actually does happen every year, but, you know, becomes permanent after three years, which is the policy that we have in place, you know. So, we call it, you know, recurring/nonrecurring, but it's affecting our budget. Elections, the \$32.8 million, I mentioned that before. Justice System, the \$32 million that we just increased the inmate housing funding for. I also mentioned that, you know, before. Last year, we accommodated the DA that \$5 million on the positions. That was done in the middle of the year. That's a recurring experience. Those positions are in our budget, we're funding them now every year. \$6 million was given to the Sheriff at the beginning of the year. That's another recurring expense. So these are the things that have been affecting our budget. But when the fund balance was there, we were good, I mean, you know, everything was fine. Then, you know, in salary expenses slash COLA, the budgets for 2022 at a -- I mean, added funding for \$27 million of

compensation adjustment, general fund. The total compensation adjustment that we did in 2022 is about \$46 million. Those are recurring expenses. The plan was, you know, at least in 2022, we would use salary savings to cover those expenses. And we're fine, we are fine in 2022. I would tell anybody, you know, that ask me question, that, hey, yeah. We are fine in 2022. Our challenge is 2023, that's where we have the challenge that, you know, we need to deal with. Next item they wrote were construction cost. The Central Warehouse is costing us \$29 million. That's what the Central Warehouse is costing. We had \$17 million set aside last year. \$12 million is what we're planning to take out of this year's projected underrun to make up for, you know, the difference to get us to that \$27 million. That Central Warehouse is not only going to be used by Elections, it's going to be used by some other county departments as well. So I'm going through all of this so you can have, you know, the full context of the background of, you know, some of the things that have happened, you know, that got us to where we have today. And the rollback in the millage rate, that was \$64 million that, you know, we lost the opportunity to at least keep in the budget. If we had that, we would have been able to reduce that \$91 million from -- by 64 million. And I think, you know, the remaining amount, you know, I mean, that's of course, before any enhancement is considered. The remaining amount will have been a little bit manageable for us. And knowing the way that, you know, we've done our budget, or prepared our budget in the past, you know, we will have been able to accommodate that without any much difficulty. The other item there is that \$16.4 million. We don't know what's going to could happen to the request that we submitted to FEMA on those reimbursements. Some of them might be deemed ineligible, so we have to prepare for that. So we're setting that money aside in the event that we have some of the amounts, hopefully not all of them, you know, discontinued, or nothing of them should be discontinued. But if they do discontinue any of them, then we'll have some reserve that we can use against that. And anything that is not used will be available for us to use in the future. Next slide, please. Our gap closure options are grouped into different sections. We have the revenue section, and I will say this again, we really need -- we hope, you know, we'll be able to get some kind of definitive direction or guidance from you. Because we were planning to have budget hearings with departments or we're planning to start having budget hearings with departments next week. At this time, you know, everything is pretty much on hold because, you know, we have to be realistic and be truthful with ourselves, you know. We know we have a \$91 million that, you know, we've projected. I'm not sure what good it will be for us to create any kind of a bad expectation, thinking that, you know, maybe we'll be able to fund some of these enhancements, you know, by departments. So that's the more reason we would need to have, you know, some guidance or directive on how we are to proceed. So we have the gap closure options in two different categories. One is the revenue side, which if

we're to cover the \$91 million, and that is just covering the gap from the base budget. I'm repeating that again. That's just what we consider to be status quo. In order to recover that, we have \$51 million of revenue to be generated from our millage rate if the Board so desire to do that for us. And if that is what you decide to do, nothing I can see it -- it's -- that would be equivalent to about 9.7 mils, which is .83 increase from 8.87. And then, you know, we also have our \$40 million from LOST proceeds. If that is where we are able to land on our local option sales tax, it will definitely reduce, you know, what we will need to increase the millage rate by. If we don't do that and our option is to go -- or to fund the difference, you know, through our revenue adjustment millage rate, then the suggested millage rate will be higher than the 9.7. \$40 million, I will say is equivalent to maybe another .67 mils or so, roughly that would be added to that 9.7, giving us a total of about 10.3 mils. And then the item to the right, we need your buy in on this, you know, even if we are to do this, because they're going to be painful. They're not going to be easy way out at all, you know, because if you have to set the budget at the level that we projected our 2022 budget by, yes, it's going to be painful. But if we don't get new revenue, that's what, you know, we'll try to do in order to get that 2023 budget submitted to you by November 15th. Partial hiring freeze, what that means is, we will not be able to fully fund those positions. Any vacant position that we have, we'll need to make adjustments to them so that whatever the share of each department is to get to that amount that we need. And this includes every position, we cannot exclude any position on this, you know, I mean, we cannot. And we do have justification to that. I that, you know, with Public Safety, you know, there (indiscernible) we always don't want to touch Public Safety. But there are reasons why we should station, and I can provide the Board the justification. What this represents, this \$36 million, this is 50 percent of the value of our current vacant positions. I can show you most of the Justice Department agencies, which what they started the year with, in the terms of the position -- I mean, the vacancy or the vacant position counts. What they started the year with, and then we can try them, which we do, monthly, you'll see that, you know, most of them don't change. The end of probably -- you know, probably the same amount, if not higher, by the time we get to December. I can show you that for the last three years or four years, or whatever you want me to show you. So I know it sounds good to say, yeah, you know, we're eliminating, or, oh yeah, we're going to exclude, you know, Public Safety. If we go for that option, I think, you know, it should be same for everybody. And if you don't do that, it's going to be a problem for those nonpublic safety departments. Like, I am experiencing -- I've experienced it. In the last month alone, six of my staff have left go to a other side of the street. It's good because, you know, these employees have been through the budget office, they've handled transactions for all departments. So, by them going there, hopefully they will be able to pass to them, you know, our good best practices that we in the Finance Department to



use in those departments. But I'm just letting you know what the impact is, or what it would be to all of us in the nonpublic safety departments. \$15 million, we do have that in that \$914 million, which the performance bonus. If we're not able to do or get any kind of revenue, definitely that is going to be out the door. And then the other one is in risk premium, which is what we charge departments for their self-insurance fund. The problem with that is, it is a nonrecurring savings. So at some point, it's going to have to come back to the budget because it is recurring. We have to have a reserve of provisions for our liability insurance. So at the bottom there, we have a statement saying that \$200 million of 2023 new enhancement, which is equivalent to 3.23 mils, was submitted by departments. They are yet to be vetted, you know, and I'm sure that, you know, by the time we finish, you know, if we have funds, maybe, at most maybe, we'll fund 20 or \$30 million, if we have, you know, some funds to pay for them, you know. But right now, we do not. And then we have three hospital groups that have requested \$150 million, equivalent to 2.42 mils, don't have that either. Next slide. So what would be the impact? If we go to the right side of that chart, there will be a countywide reduction, excluding unavoidable items. We do have unavoidable items, regardless of what we do. If we decide to go to 2022 budget projection numbers for everybody, we have things that we have to still maintain. And we have to maintain them at a little bit higher level or maybe the same. And those will be utilities, we have to have those. Our debt service, we have to have those. Funding to house the inmates and may not be to the level that we have in the budget or the level that we're proposing now. But we need to have some amount. NaphCare, so there are things like that, that you know, we'll have to go through the budget and determine, you know, whether they are avoidable or they are unavoidable. And of course, you know, no enhancements, you know, that would be considered in the 2023 budget. No program expansions to reduce flexibility to add new projects or programs, and nothing about the overtime policy change, in terms of, paying overtime in lieu of comp time, which Mr. Hermon, I believe, you know, will be providing additional information on. And that's a costly proposition in our opinion. Because when we look at what we have in the banks -- I mean, it depends on what approach the Board takes. But if the plan is, you know, we pay off everything that we have in the comp bank right now, that's about eight -- eight to \$9 million, that's what it's going to cost if you decide to do. On a going-forward basis, I'll leave that to Mr. Hermon to provide the amount. That's a risk that we might be reducing our, you know, level of service. And then, you know, delaying construction of our Public Safety Training Center, and of course, HSS North and South. Those, if we look in that capital money that, you know, I mentioned earlier that, you know, we can take out of the Elections budget, we might be able to find out the funds for that construction, because that is nonrecurring. However, we will still need, at some point, to look for the funding for operations. You know, we can't just have the building and then not come up with



what it's going to cost us to operate in the building. Then another impact is going to be inability to fill the positions. And this will be the part pertaining to the those vacant positions of a partial hiring freeze. That's another risk of, you know, reduction in the service delivery and then operational stability will be affected. And if we don't have our performance bonus, yes, it's quite possible that, you know, we're going to have high turnover, you know. We might have employees that feel like, you know, maybe they need to look somewhere else to find a -- find a job, you know, if they can find something better somewhere else if the county is not providing them something. And then it will affect morale. Okay, I see the Chairman, you know, winding me up. Okay. Next, next slide, please. So FAQs, I can -- I can leave this alone, you know, Mr. Chairman, because these are just, you know, we're trying to provide response to you on some of the things that, you know, you've asked us to, you know, consider. So, I can leave this and then, you know, we can discuss this as part of the questions-and-answers section. Can we go to the last slide, you know, because really that is our -- that's our real take away. Yes, this one here. So we had this is a question, you know, should we assume the following new revenue to maintain the status quo budget in 2023: A millage rate increase, or something from LOST. We'll increase our LOST proceeds from the amount that we are right now, increase it by 25 million, or should expenditures be adjusted in the following manner? And all of those things that, you know, I listed before. Will any enhancement be funded in 2023, if so, a millage rate increase will be required. Thank you for your time and I stand ready to answer your questions."

**CHAIRMAN PITTS:** "Thank you, sir. Commissioner Ellis, Commissioner Hall, Vice Chair Hausmann."

**COMMISSIONER ELLIS:** "Thank you, Mr. Oshikoya. How much money will we save if we close down on Mondays?"

**HAKEEM OSHIKOYA, FINANCE DIRECTOR:** "Mondays?"

**COMMISSIONER ELLIS:** "Yeah. I mean, this looks like we might need to have some rolling blackouts or, you know, close down Mondays or something from listening to your remarks. I guess, sort of the --"

**HAKEEM OSHIKOYA, FINANCE DIRECTOR:** "We've done that before, I mean, well, we propose that before."

**COMMISSIONER ELLIS:** "Before -- before I get into that, I guess, I say that jokingly, but they -- obviously, but, you know, I think as we approach things, you know, obviously, we have some sobering things we have to deal with, some of which are overall making in terms of decisions, and you know. So we have to live with those decisions that were

made and move forward and kind of come up with the best plan. But, you know, I do think we need to, sort of, also seek to approach things with as minimal or amount of austerity and doomsday as possible and deal with the realities of what we got before us. So I'd like to start with -- I don't know, you can throw that thing back up there or not. But I want to start with, sort of, the revenue peace of things expected for 2023. And so we got that ended at 794, right? That's what your -- the current estimate is?"

**HAKEEM OSHIKOYA, FINANCE DIRECTOR:** "Yes."

**COMMISSIONER ELLIS:** "That's the current projection?"

**HAKEEM OSHIKOYA, FINANCE DIRECTOR:** "Yes, Commissioner, yeah."

**COMMISSIONER ELLIS:** "I have one suggestion for you. And we have unknowns that we're not going to answer right now, nor do I think that are really worthwhile for us to seem -- useful for us to presume right now, i.e., you know, kind of what the result of LOST negotiations may be or whatnot, right? So I don't even know why it's worth sort of speculating on that. So my suggestion would be, start with this number, move it up, let's say, 2 percent, push it about 800 -- let's just call it 810 million, okay. And however we, you know, have to get there to get there, we'll get there. Might be the same millage rate, might be more millage rate, slightly. Probably not going to be the level of extent to which you suggested, might be through some other sources. But I think we need to sort of look at it and frame out and say let's start with sort of a baseline, and then work away from there. And we'll -- you know, we generally got, you know, our biggest lever is going to be, ultimately we're going to have to pull, is what millage rate we're going to set. Might have to be a little bit higher, but I think that that's a reasonable number. Also our numbers may come in higher based upon where, you know, kind of ultimate digest comes in, et cetera, right? They tend to come in a little bit -- little bit higher, if you go back the past three or four years. So, I don't think that that's an unnecessarily -- I mean, so I would start with that. You know, sort of just take all the other puts and takes of how you get there, and you -- we just all need go forward, put a number there with the understanding that, you know, it might result in a higher millage rate. I'm presuming that the revenue figure you built was at a flat millage rate?"

**HAKEEM OSHIKOYA, FINANCE DIRECTOR:** "Say what?"

**COMMISSIONER ELLIS:** "This 794 that was derived, was the assumed rate there, a flat millage rate?"

**HAKEEM OSHIKOYA, FINANCE DIRECTOR:** "Yes."

**COMMISSIONER ELLIS:** "Okay. Okay."

**HAKEEM OSHIKOYA, FINANCE DIRECTOR:** "Yeah, 8.87, yes."

**COMMISSIONER ELLIS:** "All right. So that would be my first suggestion, you know, in terms of, you know, my personal direction. Then secondarily, I would go to the expense side and say, okay, we wound up the prior year at 832 million, that's our estimated actual expenditures, correct?"

**HAKEEM OSHIKOYA, FINANCE DIRECTOR:** "Yes."

**COMMISSIONER ELLIS:** "And I'd give that a haircut of 32 million. And I think that puts you at about a 6 percent change year-over-year in terms of expenses to run the budget. Realize we got different puts and takes in there and that sort of stuff. But, you know, that should was sort of accumulate -- that, you know, that's a marker that's, you know, a little bit lower than inflation, but, you know, potentially somewhat in line with that. The benefit of that -- and then I -- and I would -- and I would get to that 32 by seeking to look not at necessarily at singular thing of getting you there, not necessarily a cross-the-board job freeze, not necessarily setting everybody's budget the same, you know, as the year before, et cetera. I would start, you know, by number one, you know, kind of going and looking at each of our departments and sort of take a three-or-four year look on things, and start to really make some good value decisions around, hey, where's some places that we really ran operations below where we budgeted, generally year in and year out. And look at some reductions there, because I do think that there are certain areas there. It may not get you entirely there, but I do think that there's some markers there. One thing that has been historic is that we are -- we somewhat significantly underrun what our planned expenditures have been, that's been a given. And I think some functionality of that is, we have let some of these budgets within certain areas run high. Whether that's -- I mean, whether that's a result if they have persistence, sort of, vacancies and that sort of stuff. But nonetheless, they've been able to run -- we've got a tracker that knows they've been able to run the operations on less than what they've budgeted for. So I think we need to do some targeted look at those things. And I think we need to look at this, sort of, just the general notions of what we're doing with comp. I mean, I think the bonus thing has to come out. Any COLA has to come out. I think that's one of those things that it can be revisited in the middle of the year and look at our position to see whether or not those things could be taken. But I don't think, certainly, placing them in a budget, given this presentation that we have right here in our current known state, makes sense. I would also ask two things within the context of the specific sort of budget, you know, budgeted -- budgetary expense assumptions that you made. You know, I want to make sure I heard you right. And it really relates to sort of two areas. And one of them -- first one we talked about -- one of them we talked about last week, which I don't necessarily think you heard my direction

on, from the way that you described it. And the other one is something we didn't talk about last week that you mentioned. So the first one is with Elections, I believe I heard you say that your plugged-in budgetary figure for Elections in 2023 was 32 million?"

**HAKEEM OSHIKOYA, FINANCE DIRECTOR:** "32.8, with the assumption that some of that amount will be used for Municipal Elections. And at some point very shortly, I think, you know, we're planning to come to you with a resolution to revisit what the charges should be for us holding the elections for municipals --"

**COMMISSIONER ELLIS:** "Okay."

**HAKEEM OSHIKOYA, FINANCE DIRECTOR:** "-- that might affect, you know, this amount."

**COMMISSIONER ELLIS:** "Okay."

**HAKEEM OSHIKOYA, FINANCE DIRECTOR:** "Depending what you decide to do at the time."

**COMMISSIONER ELLIS:** "All right. I'm reading this from our budget book that says, 2021 was the last the year we had Municipal Elections, correct?"

**HAKEEM OSHIKOYA, FINANCE DIRECTOR:** "Two years ago, Sharon?"

**SHARON WHITMORE, CHIEF FINANCIAL OFFICER:** "Yes, that's correct."

**COMMISSIONER ELLIS:** "Correct?"

**HAKEEM OSHIKOYA, FINANCE DIRECTOR:** "Yes."

**SHARON WHITMORE, CHIEF FINANCIAL OFFICER:** "This is a statewide election year. So --"

**COMMISSIONER ELLIS:** "Right."

**SHARON WHITMORE, CHIEF FINANCIAL OFFICER:** "-- 2021 --"

**COMMISSIONER ELLIS:** "And 2021 was sort of a bigger Municipal Election year. I think we had like, a big Mayor's race."

**SHARON WHITMORE, CHIEF FINANCIAL OFFICER:** "City of Atlanta, yeah."

**COMMISSIONER ELLIS:** "Yeah, okay. So this will be, you know, so this will be a Municipal Election year. In 20 -- so, this is something that's got to be figured out, right. We've got to have a more accurate, informed Elections budget figure, right. 2021, the

actual Elections expenditures -- unless somebody's going to correct me, were 14.9 million. That's the actual expense?"

**SHARON WHITMORE, CHIEF FINANCIAL OFFICER:** "That was the county's portion of the expense."

**COMMISSIONER ELLIS:** "Yep. So that, you know, there's no change in the prescription of the way we're doing Municipal Elections that we've agreed upon, is there? We're continuing to charge, we're going to be continuing to charge for them in a similar fashions that we have in the past. That's what the current assumption is, correct?"

**SHARON WHITMORE, CHIEF FINANCIAL OFFICER:** "Yes, I mean, the current assumption is that the municipalities would continue to pay a rate based on their --"

**COMMISSIONER ELLIS:** "Okay."

**SHARON WHITMORE, CHIEF FINANCIAL OFFICER:** "-- number of registered voters. The rate currently does not cover the full cost of providing the election services."

**COMMISSIONER ELLIS:** "Okay, all right. But you -- there -- nowhere in there is there any explanation about why our expend in 2021 was 14.9, that in a similar sort of nonelection year with Municipal Elections, the cost needs to go to 32 million."

**HAKEEM OSHIKOYA, FINANCE DIRECTOR:** "Well --"

**SHARON WHITMORE, CHIEF FINANCIAL OFFICER:** "Commissioner --"

**HAKEEM OSHIKOYA, FINANCE DIRECTOR:** "What I mentioned was -- go ahead."

**SHARON WHITMORE, CHIEF FINANCIAL OFFICER:** "Well, Commissioner Ellis, I think what Hakeem mentioned in his comments is that we left the total amount for Elections the same, because the total cost of the Elections budget has grown to the extent that it's much more difficult to move in and out of the budget each year. So the intent was to ensure that we had the same amount of resources plugged in for elections. But to pull the portion that we don't really need for elections and use it to fund some of our other one-time needs, like some of our capital needs."

**COMMISSIONER ELLIS:** "Some of our capital needs for what?"

**SHARON WHITMORE, CHIEF FINANCIAL OFFICER:** "Potentially for the underrun that we may have on the resources available to do the build out for the HHS North, for the Public Safety Training Facility --"

**COMMISSIONER ELLIS:** "Wait, wait, wait, wait, what's that got to do with Elections? I mean --"

**SHARON WHITMORE, CHIEF FINANCIAL OFFICER:** "Not. So, again, it's about -- it's about the budget as a whole. So the Election's budget is now in the high 30s or \$40 million, right? In a --"

**COMMISSIONER ELLIS:** We'll come back to that too.

**SHARON WHITMORE, CHIEF FINANCIAL OFFICER:** "In a Municipal Election, we may not need all of that. But in the next year, we will. So what we're trying to do is to establish a baseline within the budget that keeps us from having to move monies in and out every year for Elections. So that we always have the amount that we would need. But one year it's for Elections, and then the next year the portion that isn't needed for Elections can go for other one-time nonrecurring expenses, like capital equipment. Maybe that's how we align our --"

**COMMISSIONER ELLIS:** "Okay. Well --"

**SHARON WHITMORE, CHIEF FINANCIAL OFFICER:** "-- major equipment purchases and things like that. It is a change."

**COMMISSIONER ELLIS:** "Right. Well, if that's what we're planning to do, then you need to explicitly say that we would look to budget Elections at like, 14 or 15 and we're planning on a \$22 million or whatever the number is, for other related things."

**SHARON WHITMORE, CHIEF FINANCIAL OFFICER:** "Yes --"

**COMMISSIONER ELLIS:** "Those are two different things."

**SHARON WHITMORE, CHIEF FINANCIAL OFFICER:** "Yes."

**COMMISSIONER ELLIS:** "I would suggest that, in terms of a directional thing that you put a realistic number specifically for Elections for Municipal Elections, in terms of budget direction, all right?"

**SHARON WHITMORE, CHIEF FINANCIAL OFFICER:** "Yeah."

**COMMISSIONER ELLIS:** "The other thing that, you know, I -- that needs to be fleshed out and that I think we need some clarity on, and we will probably -- maybe, we'll have a better sense of this at the end of this election cycle. Okay, we have budgeted 37.4 million in the budget right now for this, for Elections for 2022. We've been through a Primary, you know, all that sort of stuff. I don't know entirely of all the costs were in here or not. But in the -- I believe this the end of July, general fund expenditure

analysis, the actual fund expenditures for Elections were \$10.3 million. So if I run that if I run that all the way out and do the math on it, the potential underrun in terms of what the actual budgetary -- budgeted figures were in 2022 for Elections, it's potentially significantly lower. So, you know, we're not going to solve this issue today at 4:03. And Mr. Chairman, I'll probably talk for longer than ten minutes. You can kind of keep time on me, but that's fine. But we need to have a real hard discussion. And I'm asking that for it, and I think other people are asking for it. We need a real crisp Elections budget for 2023, not with a lot of moving parts, not with potential padding in it. It's got to be real, it's got to be crisp, and it's got to be held accountable to the numbers. We've gone three years now with a lot, a lot of flexibility with Elections budgets. I mean, more flexibility than we have given any runway for any entity within Fulton County Government, bar none. So we've got to have a crisp budget in 2023."

**SHARON WHITMORE, CHIEF FINANCIAL OFFICER:** "Yes, sir."

**COMMISSIONER ELLIS:** "And so that, that's a component of it that I think it needs to be -- needs to be tightened up and direction, in terms of as we're formulating the budget. Second component, how much money did you just say we have plugged in here for inmate outsourcing this year versus what you put -- have plugged in here for the following year?"

**HAKEEM OSHIKOYA, FINANCE DIRECTOR:** "Okay. The current year is 14.6, and we are proposing to add \$32 million to get it to 46."

**COMMISSIONER ELLIS:** "Okay. All right. I'm -- number one, I don't -- we had a discussion about this at the last Board meeting, about the notion of that and if that number appears to be significantly higher than what it should be, number one. But number two, we also had a very explicit conversation about this, and I realize you have it in your FAQs. But I disputed it then, and I will dispute it now. We have a significant number of inmates that we're taking -- having to take care of right now that are resulting us having inmate outsourcing contracts. Yes, we have an increase in crime, but we know we have a backlog within our court system, it is driven by COVID. Nobody has outlined for me, why ARPA cannot be used specifically for funding for inmate outsourcing and be used for that. I think it's an explicit source. I think we should consider it. I mean, if everybody says that the 3200 or whatever folks that we're housing today, if at some point in time that should come down as a result of working through ORCA that should be a valid expense that we should consider some expenditure for ARPA under. And I think that's a discussion that needs to be played out and looked at within the ARPA funds specifically. I thought we specifically had this conversation around inmate outsourcing. So I will go back and I will challenge that and I will ask for some direction on that, in terms of why we can't do that, and why it should



not be considered. And I don't need an answer for that today, you know, because I'm just information sharing or giving you my thoughts. Similarly, and I know this is coming up later, that -- on that same point, we've got -- we had some dollars associated in there, the labor costs for the Sheriff related to ORCA, he's not used really any of it. But he's got a need for more detention officers because we got more people in jail, partly because a COVID. We should repurpose those dollars and use, you know, that for whether it's, you know, for a finite period of time, for use for overtime, whatever it is, so that he needs specifically for detention officers. I think that needs to be looked at. You know, I think those are, you know, a potpourri of things where I'll -- I think you could -- well, certainly a lot of that you, maybe, you can get below 32 million when you start to look at that. Additionally, but let's just say -- let's say it's, you know, you minimally get to a reduction of 32 million. I do think, you know, the suggestion of doing a one-year holiday on -- on the risk pool of 10 million makes sense to do, given the situation that we're in this year. And if you did those things collectively that would reduce your reserve requirement about 6.6 million. So a combination of those things would solve for about 65 million of the 91. And then I want to go back to, you know, kind of this starting point for where we wind up with in 2023, in terms of our wrap. You counting your time? Am I up to 20 yet?"

**CHAIRMAN PITTS:** "You're getting close. You're at 17 --"

**COMMISSIONER ELLIS:** "All right. It's going to be a Baptist sermon by the time I get done."

**CHAIRMAN PITTS:** "Been a little liberal with you today."

**COMMISSIONER ELLIS:** "But the -- should probably look at realigning our agendas for a topic like this, should really come more at the front of the day. And we can invite MARTA to come speak to us at the back of the day."

**CHAIRMAN PITTS:** "You have the floor. You have the floor."

**COMMISSIONER ELLIS:** "But the -- going back to sort of the start of where we -- how we wind up at the start. So that, you know -- see if we -- let's say that would take care, if we took some of those items that potentially covers 64 of that \$91 million gap. And I realize that there are things in there that aren't easy -- aren't necessarily easily decisions to make. But anyway, that's -- that's some thought about a way to get there. I went back and I looked at each of the past three years, '19, '20, and '21. And this is not something I made up, I just looked at, you know, what's in the -- actually in our budget documents. Our midyear year projection in '19 for revenue was \$691.1 million, we wound up at 728 -- 23.8 million. Our midyear projection in 2020 was 713.3, we wound

up at 724. Our midyear projection in '21 was 736, we wound up at 750. That's just on the revenue side. Expenses, you know, kind of bounced around and generally sort of underran as well. So my point being with that is, I think we should look at something along the lines -- my recommendation would be, look at line -- something along the lines of what I just suggested. I think they're reasonable levers to pull that don't necessarily create austerity issues throughout Fulton County Government, but are challenging. And then we get a relook at the end of the year on our revenues and expenses and see if that covers another significant portion of that 26.6. And then I would have sort of laid out and do some work on looking at some things like, really annotating all of our, for lack of a better term, nice-to-have contracts. And I don't think this is necessarily, if you went through this analysis, is necessarily going to net you a significant sum of money, but it might -- might get you a couple million bucks, I don't know. And by that I mean, these are things like, they're really not necessarily core to what we do. These are some pilot programs, which we may have agreed to engage in, that may -- may mean -- may call now for, hey, let's look at whether or not we were actually getting the results we expected and we need to move on from them, or we just can't necessarily afford them. There may be things like, should we continue to employ and engage a federal lobbyist? Those are the types of things that I'm thinking, I think we need to really annotate all those things and, you know, make some a value decisions around some of those. I think -- and those should be inventoried and thought about. And I think we also need to direct, right now, really kind of the -- express the importance of this, because it's going to be important. Our Assessors to plan on getting the digest ready as soon as possible in 2023. I think it's going to be critical. Maybe it can't be moved up any further than what it is. But I think that's an important thing too, because certainly the earlier it goes out, the better we have a picture about things and the better decisions we can make, or the better -- the earlier we have it, you know, even regardless of when the bills go out, the better we can make a decision. Those are sort of the things that I would begin to sort of, you know, look at. I mean, I know sometimes when we get in these discussions, you know, some of the recommendations that come back from you all is like, well, this means what -- well, let's cut out, you know, contract for services. You know, I don't think those are the first places we need to go. I think we need to sort of look -- look at it, you know, a different way, starting from the top-line revenue, and then getting in some of these other areas that I talked about. I think it's fine if we inventory, you know, the amounts of what all our CFS is, and know what it is. And, you know, maybe there might be at some point in time, even a value decision had to made around some of those -- not necessarily elimination, but maybe it's cutting it back 10 percent in a particular area or something like that. But I don't want us to see that that's where we're starting with trying to solve for our budgetary things. So with that, Mr. Chair, I will stop talking."

**CHAIRMAN PITTS:** "All right. Thank you, sir. Commissioner Vice Chair Hausmann, followed by Commissioner Morris."

**VICE CHAIRMAN HAUSMANN:** "Oh, I thought Commissioner Hall was in the queue."

**COMMISSIONER HALL:** "(Off-mic comments.)"

**VICE CHAIRMAN HAUSMANN:** "Yeah, he covered a lot of mine too. Back to Elections, the only other thing that, you know, I think you heard a clear direction or request for direction in that area. But there are some current things that, to me, just defy logic that are happening right now, for example, Early Voting. We have such a robust Early Voting program, as you know. There was a second location added to the city of Milton even though Milton let us know that didn't need a second Early Voting location, but they're getting one anyway. That's ridiculous. If a city tells you that they don't need something, why are we insisting that we're going to give it to them anyway, okay? So I don't know what an individual Early Voting location, what the price tag is for that, but I would guess it's significant for three weeks early voting. So I don't know how many other things are happening along those lines. But we can all, I think, agree that taking a look at what we're doing in every department, but especially Elections, because it gets so much attention, is warranted, just to make sure that, you know, we're spending our limited resources where they need to be spent and not wasting them where they don't. You got a couple of different numbers on your material here about the vacant positions. On page 2, you've got a \$17 million number, and then on your chart for partial hiring freeze, you got a \$26 million number. Can you tell me the difference there?"

**HAKEEM OSHIKOYA, FINANCE DIRECTOR:** "Yes, Vice Chair. The \$17 million is what we're projecting that we can save from the \$22 million that we projected midyear. You know, the amount wasn't for the full year."

**VICE CHAIRMAN HAUSMANN:** "So that's for this year?"

**HAKEEM OSHIKOYA, FINANCE DIRECTOR:** "That's just from the middle of this year like, from July-August to the end of year. For the full year, it is \$52 million."

**VICE CHAIRMAN HAUSMANN:** "52?"

**HAKEEM OSHIKOYA, FINANCE DIRECTOR:** "52, yes."

**VICE CHAIRMAN HAUSMANN:** "All right. So, to date, what we have saved is 17 --"

**HAKEEM OSHIKOYA, FINANCE DIRECTOR:** "No, no. From the amount that, you know, we included in our midyear projection that, you know, we do need to have in

order for us to fill all those positions. So those positions have not been filled as expected. So that's why we're able to take that \$17 million out of it."

**VICE CHAIRMAN HAUSMANN:** "All right. Well, you painted a pretty dire picture of, you know, the situation if we had, you know, a freeze and how it would have to affect everybody and not others and, you know, all that. And honestly, if we have got positions that haven't been filled for nine months to a year, we probably don't need those positions, with the exception of Public Safety, because we know the challenges that we have filling those positions. So, I think any discussion about a freeze or, you know, unfilled positions and are they needed or not, should be looked at an individual basis. The County Manager ought to make those types of decisions. But in the area of Public Safety, I would just make a strong case that we shouldn't be cutting anything in those areas because of the difficulties that we have filling those positions anyway. And if we can find people that are willing to do that very sensitive work that we should always be on the lookout for those folks. You also talk on here about raising the millage rate. Are you talking about next year? You're not talking about trying to --"

**HAKEEM OSHIKOYA, FINANCE DIRECTOR:** "Oh, yeah."

**VICE CHAIRMAN HAUSMANN:** "-- revisit anything this year?"

**HAKEEM OSHIKOYA, FINANCE DIRECTOR:** "Yeah. No, we can't. We cannot revisit this year."

**VICE CHAIRMAN HAUSMANN:** "Okay. And then to see in here that, you know, LOST proceeds can make up the difference, I mean that's one of the main things I'm hearing being said about us now, is the only reason we lowered the millage rate is to get more LOST. And I'm here to tell you that, I don't think anybody up here made that decision based on the LOST conversation. So I just want to publically say that. On page 7, you've got a thing on here about strict U.S. Treasury guidelines prohibits the planning off setting revenue reduction. I guess is what that's supposed to imply. It seems like there is some areas that you can use ARPA money for revenue reduction purposes. Can we just verify that?"

**HAKEEM OSHIKOYA, FINANCE DIRECTOR:** "Yes, it is possible to use ARPA money for revenue losses, however, if you look at our ARPA -- I mean, ARPA budget, we have allocated everything, pretty much allocated every --"

**VICE CHAIRMAN HAUSMANN:** "But we haven't spent it all."

**HAKEEM OSHIKOYA, FINANCE DIRECTOR:** "Well, yeah, you know, I mean, because we have -- we do have plan. We have plans to spend them all. So if we

decide not to do some of the things that we have, then we can go back and do the calculations, determine how much, I mean, we can take out of there for revenue loss."

**VICE CHAIRMAN HAUSMANN:** "Well, I think a lot of families out there have a lot of plans for this year, but inflation changed their plans. So I think we have to do the same thing. I'm not going to, you know, spend a whole lot of more time, since it's 4:18, and we've had a robust conversation all over the place. But the one thing I want to say is that I agree wholeheartedly that every department should be taken a real hard look at what they have done and what they really need to be doing, and make adjustments accordingly as was requested by Commissioner Ellis. Thank you."

**CHAIRMAN PITTS:** "Thank you, Vice Chair. Commissioner Morris."

**COMMISSIONER MORRIS:** "Well, first of all, thank you, Commissioner Ellis. You obviously gave a lot of thought, and I can't really disagree with virtually anything that you set forth. A couple of things, I'm curious Hakeem, what -- remind us what kind of assumptions you've made about the tax digest increase next year."

**HAKEEM OSHIKOYA, FINANCE DIRECTOR:** "3 percent."

**COMMISSIONER MORRIS:** "3 percent?"

**HAKEEM OSHIKOYA, FINANCE DIRECTOR:** "Yes."

**COMMISSIONER MORRIS:** "Overall?"

**HAKEEM OSHIKOYA, FINANCE DIRECTOR:** "Overall, yeah."

**COMMISSIONER MORRIS:** "Yeah. And I mentioned to some folks, I had a discussion about -- with some folks about Ponce City Markets, which is ending its abatements period this year, and will be taxed at the full amount January 1st. And I'd forgotten the current level, it's peanuts. But it goes to at least \$50 million next year, maybe more. So I don't know if 3 percent is enough in the assumption, but who knows. There's all kinds of factors there."

**HAKEEM OSHIKOYA, FINANCE DIRECTOR:** "Commissioner, just, it depends on the location of, you know, the property. Because if it's within TAD area, we don't get anything out of that increasing it."

**COMMISSIONER MORRIS:** "Right."

**HAKEEM OSHIKOYA, FINANCE DIRECTOR:** "-- the value, so."

**COMMISSIONER MORRIS:** "Yeah. And that's -- that's another issue, the Tax Allocation Districts. I'm glad we're going to be taking a good hard look at that. I know that Atlantic Station comes off in a couple years. It won't come off next year, but -- but it -- but that TAD will end, I believe, in 2024. I'm not sure it will end on time for January 1st, 2024. But it'll come along at some point. But related to all of that is, the estimates I've seen from some people about the undervaluation of commercial properties in the tens of millions, arguably \$100 million worth of tax revenues, not all, of course, coming to the county. And I know Mayor Dickens is interested, he's had a discussion or two with me about trying to work together in getting the commercial properties valued properly. I've mentioned before about beefing up the spending money in the Assessors to beef up their resources in that respect. But I know Mayor Dickens is focused on this issue and is talking to some commercial property owners, large ones, about how to -- how to figure out some way to get them to pay what they ought to be paying. But we'll see what the revenues are actually next year. And of course, Ponce City Markets probably is inside that TAD, which is another one we got to take a good hard look at. And then the final point I make about TADs and their ends. I've mentioned before, I was glad when we upped the reserve requirement to two-months worth, basically doubling the minimum for a rainy day. I'm the last one in the world that wants to dip in to reserves if it's not really a rainy, stormy day. But -- and your reasons for not wanting to do that are very logical. I don't really know if -- if we saw a tremendous increase in our credit rating that would be interesting, when went from one month to two months. And it's not a recurring source of funds, you make that point."

**HAKEEM OSHIKOYA, FINANCE DIRECTOR:** "Yeah."

**COMMISSIONER MORRIS:** "But if we do see TADs ending in a year or two or three, then we can restore that arguably on having used it one time. And then liquidity awaiting the tax anticipation notes is agreeable, we don't spend all that reserve in January and February and March. So anyway, I just make -- make that point that it's not the end of the world when we've heard news reports, WABE about, oh, my God, the Fulton County's got \$103 million hold. I say to people, well, that's after subtracting \$150 million of reserve. So we're not even in the hole, but -- but it is an important issue that we keep that reserve to the extent we can. But to the extent we need to look at that, the idea that it's nonrecurring. But as we end up getting these TADs ended, maybe we restore it if we do -- if we do have to use and I hope we don't. Just my thoughts, Mr. Chairman."

**CHAIRMAN PITTS:** "Thank you, Commissioner Morris. Any other comments, questions? Thank you, sir."

**HAKEEM OSHIKOYA, FINANCE DIRECTOR:** "Thank you."



**CHAIRMAN PITTS:** "Madam Clerk."

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**CLERK GRIER:** "The next item is **22-0751**, on page 14, overtime and compensatory time policy and procedure."

**CHAIRMAN PITTS:** "Mr. Hermon, is that you? Compensatory."

**CLERK GRIER:** "What did I say?"

**KENNETH HERMON, CHIEF HRO, HRM:** "Good afternoon again, Commissioners. Could I have the presentation put up on the screen, please. At the last Board meeting, Commissioners, you had a spirited conversation with Sheriff Labat about some of the challenges that he was faced -- facing because of the county's comp time first policy. And at that Board meeting, you directed the staff to go back and with a plan as to what would need to happen to change from a comp-first employer to an overtime-only employer. Next slide. So I plan just run quickly through that process today. Just as a little bit of a background, in 2017 --"

**CHAIRMAN PITTS:** "Excuse me, Mr. Hermon. One second. Commissioner Ellis."

**COMMISSIONER ELLIS:** "Mr. Hermon, you know, I think the specific ask that we had related specifically to the Sheriff's overtime component and what would need to be involved, whether we could potentially use ARPA funds for it, and could it be done for a stub period of time. I don't think we -- we did not ask you to go back and revisit the overtime policy for every employee within Fulton County Government. That seems to be what this proposal is. If it's more broad scope than just the Sheriff's Department, I would suggest we hold this and you come back with something that's really specific to trying to get to this issue that was raised by the Sheriff's Department, specifically to Detention Officers, which I thought was what our ask was."

**KENNETH HERMON, CHIEF HRO, HRM:** "Well, I apologize, Commissioner, I thought the ask was overall as relates to --"

**COMMISSIONER ELLIS:** "No."

**KENNETH HERMON, CHIEF HRO, HRM:** "-- the overall --"

**COMMISSIONER ELLIS:** "No."

**KENNETH HERMON, CHIEF HRO, HRM:** "There is a component of the presentation that speaks to the Sheriff. And if you want to move forward -- now, you just want the Sheriff, or just all --"



**COMMISSIONER ELLIS:** "You have it lasered into the Sheriff, it's specific to Detention Officers?"

**KENNETH HERMON, CHIEF HRO, HRM:** "Oh, no, it's not --"

**COMMISSIONER ELLIS:** "Can you go back and do that? I would suggest we hold --"

**KENNETH HERMON, CHIEF HRO, HRM:** "Yes, Commissioner."

**COMMISSIONER ELLIS:** "-- this item and you come back and do that."

**CHAIRMAN PITTS:** "All right. Without objection, we will hold 0751. Continue Madam Clerk."

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**CLERK GRIER:** "Continuing on page 14, **22-0753**: Steps that can be taken to reduce the county's participation in Tax Allocation Districts and provide relief to the county general fund, sponsored by Commissioner Ellis."

**COMMISSIONER ELLIS:** "All right. I'll be real brief on this, because I think Commissioner Morris already sort of spoke to this and this is just sort of really two things, right. I mean, I think, I believe you reported to us that there's -- I don't know if you want to provide a -- provide, you know, an explanation to people that might be listening, which are probably negative five right now. But that there is \$57 million, roughly, in general fund taxes that people pay thinking they're going to Fulton County Government, but they're aren't -- been going to Fulton County Government. They're being paid and to support projects in Tax Allocation Districts that don't have anything to do with Fulton County Government; is that correct?"

**SHARON WHITMORE, CHIEF FINANCIAL OFFICER:** "That's correct. I think the actual amount this year, once we receive the billing reconciliation from the Tax Commissioner's Office was more line with 46 million --"

**COMMISSIONER ELLIS:** "46 million, okay."

**SHARON WHITMORE, CHIEF FINANCIAL OFFICER:** "-- after appeals and all that."

**COMMISSIONER ELLIS:** "I don't want --"

**SHARON WHITMORE, CHIEF FINANCIAL OFFICER:** "But, yes, sir."

**COMMISSIONER ELLIS:** "I don't want to be like some people and be spreading, you know, kind of misinformation. So, \$46 million, right?"

**SHARON WHITMORE, CHIEF FINANCIAL OFFICER:** "Yes, sir."

**COMMISSIONER ELLIS:** "All right. So let's not overinflate it. My specific direction, we talked about this, but I want us to have a real -- I mean whether it's the County Attorney's Office, Finance, everybody. We had discussion earlier and I thought there was sort of some of the direction sort of given to start to come back with this, but I don't -- but there wasn't. I want to see, you know, a clear action plan for the steps that we can take to reduce our participation in these TADs, and then begin to realize some of that money. I mean, I -- I've talked to some people and there just seems like, we've -- this is -- you know, we've got the most excessive, sort of, TAD position, you know, of local governments, you know. And I know that doesn't just impact us. It impacts the schools too. You know, that needs to be addressed. So, I mean, what are the steps we can take, you know, when are the ones that are due to close? What are the steps that need to be taken to closure? Is there any way that we can reduce our participation in some of these or are we locked in? What do we need to consider every time another project comes up to -- so that we're not perpetuating the problem, et cetera. So, I just want to have some sort of clear actionable thing that we as a Board can think about as respects TAD. So, that's really my ask here."

**SHARON WHITMORE, CHIEF FINANCIAL OFFICER:** "Yes, sir. We do actually have a meeting scheduled with -- Samir Abdullahi is leading that effort for us in reviewing all of the TADs, working with the County Attorney's Office to outline everything that you mentioned, including whether or not we need to look to hire some special counsel to help us, you know, either negotiate changes to existing agreements or develop our exit plan, if you will, for each of the Tax Allocation Districts. So we do have that -- we do have that in the works."

**COMMISSIONER ELLIS:** "Do you have some general time frames in which you're thinking about to sort of bring some of that stuff forward?"

**SHARON WHITMORE, CHIEF FINANCIAL OFFICER:** "We don't yet."

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

**SHARON WHITMORE, CHIEF FINANCIAL OFFICER:** "We've really only just started that review process. So we're really having our, sort of our organizing meeting --"

**COMMISSIONER ELLIS:** "Okay."

**SHARON WHITMORE, CHIEF FINANCIAL OFFICER:** "-- is what we have on the book. So after we have that meeting, we could put an update either in a memo form to the Board or bring it back as an agenda item."

**COMMISSIONER ELLIS:** "All right."

**SHARON WHITMORE, CHIEF FINANCIAL OFFICER:** "Or maybe include it in one of our operational updates to the Board."

**COMMISSIONER ELLIS:** "That'll be fantastic, thanks."

**CHAIRMAN PITTS:** "All right. Commissioner Arrington."

**COMMISSIONER ARRINGTON, JR.:** "The easy answer, Commissioner Ellis, is we can just vote against it, right? I mean, we -- we're not -- we're not mandated to participate in Tax Allocation Districts, we opt in, we vote ourselves in. And so -- but your point is well taken. At the very least, we need an inventory of all of them and to know when are the payouts. Great to know that next year, they'll be a payout on Ponce City Market, right. And so we at least need to have a schedule, so that we know and we can evaluate. I don't know that I want to necessarily take any legal action to get out of them. But -- but first, you're right, we need an assessment. We need to know when those monies are coming in, so that you guys can plan better for those monies when they're coming in. Because maybe if, you know, obviously, there 57 or 46 million in taxes, and we only get probably, what, 20 - 25 percent of that, and 50 percent going to the schools, and 20 - 25 percent going to the cities. But either way that may be something that we can roll into that -- that line items that Hakeem had, TAD money coming in, 25 percent of \$46 million coming in next year."

**SHARON WHITMORE, CHIEF FINANCIAL OFFICER:** "The 46 million is what comes out of the county's general fund."

**COMMISSIONER ARRINGTON, JR.:** "Okay."

**SHARON WHITMORE, CHIEF FINANCIAL OFFICER:** "So that's in addition to what may be held back out of the two school boards as well. So the 46 million is what's currently being held back out of the county's general fund that goes to the Tax Allocation District. It's billed as a Fulton County general fund tax, it's collected by the Tax Commissioner, but it is remitted to the redevelopment agency for the TADs versus us."

**COMMISSIONER ARRINGTON, JR.:** "Okay. How much money is going to come in off of Ponce City Market next year? That's what I want to know. I want to know about the money coming in."

**SHARON WHITMORE, CHIEF FINANCIAL OFFICER:** "I have to get with the Tax Assessor's Office to get that exact amount and to determine which TAD it's in, if it's in a TAD currently."

**COMMISSIONER ARRINGTON, JR.:** "I mean, because I've, you know, I think there are value in the Tax Allocation Districts, you know, to the extent that we're not collecting any money on property now and in ten years, there's \$50 million worth of taxes coming in, then that's good. But we do need to have, as Commissioner Ellis stated an inventory and knowing the schedule, so we know when that money is coming in, so that you all can better budget with it."

**SHARON WHITMORE, CHIEF FINANCIAL OFFICER:** "And that's the effort that we're going to undertake, is to go through all of the agreements and look at what the triggering dates are and whether or not each Tax Allocation District is really on target to close out within the time frames that the county committed to. So that's what we'll be looking at and report back to you."

**COMMISSIONER ARRINGTON, JR.:** "Thank you."

**CHAIRMAN PITTS:** "All right. Commissioner Lee Morris."

**COMMISSIONER MORRIS:** "Just quickly. You're absolutely right. We had to opt in to them. And the question is, are there some we can opt out of, or are we stuck for that period of time? And that's where we really have to lean on -- on the Law Department. Some of them have end dates, some of them have certain events that occur. But there won't be any more in the city of Atlanta for a while, because the last report I got, which was at now, two or three years ago, 16.6 percent of the city of Atlanta's tax base was inside a TAD. One-sixth of the tax base was inside a TAD. So all the police and fire and all of that the city provided into those areas, was being paid for by the rest of the city, not being paid for by the properties inside that TAD. The reason I say there won't be any more for a while is there's a law that says you can't have more than 10 percent of your tax base in a TAD to create a new -- to create a new one. You can't create a new one if you're over that 10 percent. Great bulk of the increase, of course, has been around the Beltline, the Beltline TAD, which I think expires in 2030. Pardon? No, no, no. No, I haven't asked you to extend anything. The Westside TAD, this Board extended before I got on the Commission, it extended it when the city extended it. What the condition that this Board put on that extension was that any expenditure of Westside TAD monies for projects had to be approved by this Board. The problem is, I mean, we could say, no, to those, but my understanding is, the taxes would still be collected and sent over to Invest Atlanta and held inside that TAD, and we just wouldn't allow them to expend it. So that's an issue to the Law Department can look at to see about the extent of that condition and whether, what happens if we do say, no, to some of these things. What happens to that money that's sitting in Invest Atlanta's bank account over there for the Westside TAD? So it's a -- it's fascinating, the city just sort of went -- well, I think Commissioner Pitts and I were on the Board when we approved --"

**CHAIRMAN PITTS:** "We were."

**COMMISSIONER MORRIS:** "-- the Atlanta Station TAD. And then afterwards after we left, they added about nine more. So -- and I guess there are one or two others in the county now, aren't there, some that were asked for, one in South County?"

**SHARON WHITMORE, CHIEF FINANCIAL OFFICER:** "Union City."

**COMMISSIONER MORRIS:** "Union City."

**SHARON WHITMORE, CHIEF FINANCIAL OFFICER:** "And Hapeville and College Park."

**COMMISSIONER MORRIS:** "Yeah."

**SHARON WHITMORE, CHIEF FINANCIAL OFFICER:** "All -- well, those are the ones that we have agreed to participate in. The city of Alpharetta, I believe, has one that they have established that we have not agreed to participate in, as has the City of South Fulton. I think they have a TAD that they either have or they are working on getting approval for."

**COMMISSIONER MORRIS:** "Right. Thank you."

**CHAIRMAN PITTS:** "All right. Anyone else, anything else? Madam Clerk."

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**CLERK GRIER:** "Bottom of page 13, **22-0750**: Request approval of a resolution --"

**CHAIRMAN PITTS:** "Wait. Wait a minute, what about 0746?"

**VICE CHAIRMAN HAUSMANN:** "This is a budget item. We asked to have all the budget items together."

**CHAIRMAN PITTS:** "Continue Madam Clerk."

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

**VICE CHAIRMAN HAUSMANN:** "Thank you, Madam Clerk. I have discussed this with the County Manager and I'm happy for him to comment. Basically, this would through the end of this year, through the end of 2022, freeze the positions that have not been filled that we've identified except for public safety positions. So any position that is charged with and integral to protecting the public safety of Fulton County, with the caveat that the countywide hiring freeze through December 31st, 2022, would be

subject to any sort of emergency or critical position that the County Manager deemed should be filled. And he would report that to the Board on a monthly basis, should he fill any of the positions other than the public safety positions. And Mr. Manager, I don't know if you wanted to add anything."

**CHAIRMAN PITTS:** "Well, let me -- this was one of the three that we talked about early on, Commissioner, before you came, regarding there was a caption, but no backup whatsoever. So I still don't --"

**VICE CHAIRMAN HAUSMANN:** "It's been on there since Monday."

**CHAIRMAN PITTS:** "Been on what?"

**VICE CHAIRMAN HAUSMANN:** "It's been posted since Monday according to my staff."

**CHAIRMAN PITTS:** "Hear me out now, just listen to me. Before you came today, it was a considerable discussion about these three items. And the motion was made to add these to the -- to amend the agenda, but to have you discuss these when you arrive. But several Commissioners indicated that they had not -- that there's no backup information, only the caption. And you're saying that --"

**VICE CHAIRMAN HAUSMANN:** "Madam Clerk, has this been posted to the agenda, the backup information?"

**CLERK GRIER:** "It was posted, I think I received it from your office on yesterday, so it was posted Tuesday, yesterday."

**VICE CHAIRMAN HAUSMANN:** "So it has been posted?"

**CLERK GRIER:** "Yes."

**VICE CHAIRMAN HAUSMANN:** "Thank you."

**CHAIRMAN PITTS:** "All right. My office received it -- my office it, it think it came in about 8:00 o'clock last night. And so I haven't seen it. But I'm just telling you what happen before you got here. Commissioner Abdur-Rahman, you have the floor."

**COMMISSIONER ABDUR-RAHMAN:** "Thank you, Chairman. My objection is not to the item itself, but we -- we have rules. This 22-0748, 22-0749, and 22-0750. The rules of the Board of Commissioners are enshrined in the County Code of Ordinances. The actual ordinance, which I will read from, it says, any Commissioner wishing to the place an item on agenda may do so and should submit a memorandum to the Clerk, stating that the item to be placed on the agenda, any supporting documentation germane to

that item should also be submitted. We cannot arbitrarily decide when we're going to do a rule or not. I know, you know, there may be fellow Commissioners that feel like we've done this a lot. But we are breaking the rules, we are breaking the law. We actually have this before, this particular, not having the items in in a timely fashion with the posting of the agenda, was actually in a court case. And so if you check the code in the state law, there are penalties. And any citizen can sue us in a court over this violation. Chairman, I'm not trying to be a stickler in the Vice Chairman's side. And I'm not trying to be adversarial, but rules are rules. And today we'll open up a door again of going around the rules, because the rules were not followed. I would venture to say, even when Deputy Attorney County Attorney Denvall said earlier, there was no shall requirement. But if you read the ruling in its entire, the word, should, which is a past tense verb of shall, it's in our code and in our rule. So we must follow the rules. Violating the rules because of a history is not a reason to violate the rules. I humbly submit that we should hold these and the reason why is, I did receive phone calls from constituents, which did include employees. And I could not speak for or against on it, because it was not -- the information germane to it was not there. And so Mr. Chairman, I'm just humbly asking that these items we brought back, because based on the code and the rules, they're out of order. And I have had things that were out of order, and you ruled them out of order. So I'm respectfully saying that should apply to the entire Body. Thank you, Chairman."

**CHAIRMAN PITTS:** "Well, yeah, that would be. Her motion would be to hold."

**COMMISSIONER ABDUR-RAHMAN:** "Motion to hold."

**CHAIRMAN PITTS:** "Is there a second? I'll second the discussion. Commissioner Arrington, you want to be heard?"

**COMMISSIONER ARRINGTON, JR.:** "Yeah, I guess, you know, given the hour of the day, I don't necessarily have an objection to holding this. I would like to hear from our County Manager and from, frankly, the department heads whom this hiring freeze would affect before, you know, making a move like this. I also like what Commissioner Ellis was saying earlier, let's not try to get it all -- all our savings out of one bucket, let's try to get a little bit here, a little bit there, and spread savings out from several different buckets. So I'm open to this -- the idea, Commissioner Hausmann. Certainly, I acknowledge the budget shortfall that we're looking at for next year. And in doing something like this, could likely help us with that. But I just don't, yeah, I did not -- I have not seen it either, or any of the backup documents. And so I'm -- I could support a hold of this. Otherwise, I probably would have to vote against it."

**CHAIRMAN PITTS:** "All right. Commissioner Ellis."



**COMMISSIONER ELLIS:** "I don't really have anything, remarks in terms of -- about holding it or not holding it. But I guess, my general view on this is that probably, you know, this isn't necessarily an item that's probably best solved by a resolution. It's really more of a question to our Manager about, you know, what does he think is most appropriate response relative to sort of our budget outlook. And what's really, you know, best actionable way that, you know, he's trying to manage it, you know, that we should be supportive of. I don't really know that something like this should necessarily have to require a resolution to be able to -- for the Manager to sort of effectuate and manage the county as he sees fit."

**CHAIRMAN PITTS:** "Commissioner Hall."

**COMMISSIONER HALL:** "Thank you, Mr. Chair -- oh --"

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

**COMMISSIONER ELLIS:** "I mean, I don't know if you want the County Manager to speak to that, or you to just --"

**CHAIRMAN PITTS:** "Mr. Manager?"

**COMMISSIONER ELLIS:** "-- Mr. Chair, in terms of -- or you just want, you know, this debate to continue about this discussion? Okay. Well, you can."

**CHAIRMAN PITTS:** "Go ahead. And then we'll get to the Manager."

**COMMISSIONER HALL:** "That is exactly what I was about to do, Commissioner Ellis, was ask the County Manager to weigh in. Because what I heard Madam Vice Chair say is that she had a conversation with the County Manager about this. So that is absolutely where this lies. So Mr. County Manager, can you weigh in for us please?"

**DICK ANDERSON, COUNTY MANAGER:** "Yes, ma'am. Of course, what we've presented, this is one of the tools. I think the discussion that the Board has had thus far, though, leads you back to, it's one of the tools. And I -- you know, we had some raging debates internally about Elections and about inmate sourcing. So, appreciate that subject being brought up. My suggestion would be let us refine our views, bringing back, given the direction that we were given earlier in the discussion, all of the puts and takes. Again, I think this will still be one of the things on the table. I did have a conversation with Vice Chair Hausmann. And I think the thing to keep in mind is, we have done this during COVID. So it can be done, and it can be done without disrupting operations, either because there are vacancies that haven't been filled for some period of time. And also, we have the ability if it's critical, I can give an example of two or three vacancies in Purchasing, where I don't think that would be a smart one to not fill. So,

the answer, short answer is, I'd say give us one more turn at the crank in the budget process, getting your direction. And then we have ample time to implement this and other things that may be necessary."

**CHAIRMAN PITTS:** "All right. The motion on the floor is to hold. Any further discussion? Let's vote."

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

**CHAIRMAN PITTS:** "Next item."

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**CLERK GRIER:** "**22-0746**: Request approval of a resolution of the Fulton County Board of Commissioners addressing the importance of healthy indoor air quality by encouraging adequate filtration, humidity control, and ventilation in residences within Fulton County, sponsored by Chairman Pitts, Commissioners Morris, and Hall."

**CHAIRMAN PITTS:** All right. Mr. Johnson, come on down. Mr. Richard Johnson.

**RICHARD JOHNSON, CITIZENS ENVIRONMENT COMMISSION:** "Chairman, Commissioners. I represent the Fulton County Citizens Commission on the Environment. And we're proposing this resolution because after listening to all the demands you have for all of the funding, I'm delighted to bring you one that has a potential of reducing some of the demand for healthcare services for Fulton County. And it's based on some 300 studies that we've reviewed about a number of diseases. And we believe that these three relatively simple things that we could encourage people to do will help reduce the demand for, especially for emergency interventions for short-term things like COPD and asthma. But also longer-term things, we've found correlations with probably 20 different chronic diseases including -- including diabetes and cancers and kidney disease and brain trauma, all associated with indoor air quality with the things that we find in the indoor air. So we're looking for some help to encourage the community to take this seriously, and do the things that they can do for themselves to help with this problem."

**CHAIRMAN PITTS:** "Thank you, Mr. Johnson. Any questions? All right. The motion on the floor -- sorry, Commissioner Ellis."

**COMMISSIONER ELLIS:** "Well, first off, I just want to thank you for being patient enough and sitting down here all the way through this meeting."

**COMMISSIONER HALL:** "Yes."

**VICE CHAIRMAN HAUSMANN:** "Yes."

**COMMISSIONER ELLIS:** "I mean, we deserve to send you something. I don't know what it is. But, you know, thank you for that. And thank you for your work. And my one -- my one question with this, and this is something in all seriousness. You know, we've - it's not infrequent, you know, that -- that I get -- that we get, my office gets calls, particularly from tenants who are struggling with trying to get air quality issues, you know, oftentimes are mold, water, you know, water damage that sort of stuff, structural things that they have issues with within their apartments and/or rental properties, addressed by a landlords. And I don't know if there's anything within here that, you know, kind of would help provide for education to those tenants about the steps they can take to, you know, to kind of legally avail themselves of rights that they have in a, you know, in a tenant-landlord relationship for those types of things that aren't being addressed. I mean, I think we generally got, for the most part, pretty good landlords within the county. But we also know that there are some which are not that don't necessarily live up to their obligation that they have to their tenants. So if there's anything within here that could -- we could help provide that we -- that you could give us individually, particularly, to sort share with these folks about their legal rights and for resources they might have to work -- that they can use to sort of work to try to get their issues addressed. Because many of these folks, you know, don't have means or legal resources to try to get some redress for things that they should be able to get redress for. So that, you know, I don't know if there's anything here or there's future educational things that you all could help, you know, provide to us, I think that would be helpful, so."

**RICHARD JOHNSON, CITIZENS ENVIRONMENT COMMISSION:** "I do have a significant amount of information that could be helpful along those lines. We view this as kind of a step-by-step process, where we'll be bringing more things to you."

**COMMISSIONER ELLIS:** "Okay."

**RICHARD JOHNSON, CITIZENS ENVIRONMENT COMMISSION:** "But I will tell you that, I do all of the expert testimony for the Atlanta Volunteer Lawyers Foundation for tenant-landlord concerns. And the Atlanta Volunteer Lawyers Foundation would be a good place for you to refer some of the people to come to. Because I do know that there's a number that come to all the Commissioners. And they're able to be helpful to them and have funding and they -- as they do pro-bono representation of a lot of these things and find out which ones are really valid and which ones are just talk. And they've been very successful in terms of solving those problems for the tenant-landlord relations. Second thing I would say is that in the resolution, there's something buried in here that's, I think could be very significant. And that is that there's existing laws about the Americans for Disabilities Act that requires the accommodation for disabilities to

occur, whether or not the disability is active at the time of the accommodation. But asthma is mentioned as a disability in the American for Disabilities Act, some of them, subsequent modifications of it, amendments of it. And what I believe that the reason that it's not being adequately addressed at this time is that their accommodation is not well spelled out. So the accommodation for some of the people that are having asthma and that kind of thing, would be to solve these mold problems, would be to have -- take care of the humidity control that's causing microbial growth or the things that are having the heavier buildup or filtration that we find. It's often higher indoors than outdoors. And the same way with chemical pollution, it's often -- is often higher indoors than outdoors. So these steps would be able to help that. And I believe that enforcing the American for Disabilities Act would put teeth in the relationship between the tenants and the landlords to cause that to happen."

**CHAIRMAN PITTS:** "All right. The motion on the floor is to approve. Motion to approve by Commissioner Morris, seconded by Commissioner Abdur-Rahman. Cast your vote."

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

**CHAIRMAN PITTS:** "Thank you."

**RICHARD JOHNSON, CITIZENS ENVIRONMENT COMMISSION:** "Thank you very much, all of you, I appreciate it."

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

**CHAIRMAN PITTS:** "All right. Now, this is the second of the three. You have the floor, Commissioner."

**VICE CHAIRMAN HAUSMANN:** "Yes, it is. And before I go into any of this, this, you know, is something that's been widely publicized, it was a data breach. This resolution is intended to tighten up any sort of flaws in our current processes to not have us -- another situation like this occur. But if there's going to be similar objections, I'd rather, since it's 5:00 o'clock, not waste my breath. Is this -- are we going to hear this item or not?"

**CHAIRMAN PITTS:** "Commissioner Abdur-Rahman."

**COMMISSIONER ABDUR-RAHMAN:** "With all due respect, Vice Chair, I would have to say this falls under the same thing that I said earlier, out of fairness. I do not have a problem with this. But I think out of fairness of the rules that a motion to hold this for it to come back at the next meeting, I would support. And in that -- at that time, those who were looking for the information that wasn't there, they'll have the time to look at it. But it's not whether I support it or not, which I openly am telling you I am supporting it. I'm just trying to do what is right by the rules. And so, I do object to it except for being put as a hold."

**VICE CHAIRMAN HAUSMANN:** "So --"

**CHAIRMAN PITTS:** "All right. The motion to hold by Commissioner Arrington. Is there a second? Seconded by Commissioner Abdur-Rahman. Commissioner Ellis."

**COMMISSIONER ELLIS:** "Yeah, just one thing. Regardless of whether it's hold or not, I would -- I would hope and probably do believe that our County Manager is directing our -- all of our departments in IT to ensure that we get cyber security measures in place and they apply to everybody, and that -- and we're sort of taking note of those and assess this particular situation and try to get what the breakdowns are there and all that. So I would presume, even in spite of this particularly resolution, and I'm not asking for, you know, a comment on it. But I would hope that that's taking place, you know, it's matter of due course and good management."

**CHAIRMAN PITTS:** "All right. Commissioner -- Vice Chair Hausmann."

**VICE CHAIRMAN HAUSMANN:** "So, it's obvious that the will of the Board is going to be to hold this and the next item. I would just like to say that I certainly hope that there are precautions that have been put in place since we had this incident. But it just seems like it's pretty ridiculous that we would have even had a situation like this as much as we emphasize to all of our employees the importance of keeping our data secure that we would have even had this situation happen. But I see that it's going to be held."

**CHAIRMAN PITTS:** "Commissioner Hall."

**COMMISSIONER HALL:** "Thank you, Mr. Chair. Speaking of precautions, I want to make sure that management of our IT contractors by the IT Department is really looked into to ensure that we're doing a -- the best job that we can. And that I don't want us to have a repeat of what happened a few years ago, where we had an audit that revealed that there was poor management of contractors. So, please make sure that's happening. Thank you."

**CHAIRMAN PITTS:** "All right. The motion on the floor is to hold. Motion to hold by Commissioner Arrington, seconded by Commissioner Abdur-Rahman. Please vote."

**CLERK GRIER:** "And the vote is open. And the motion passes; five yeas, one nay."

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

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**CLERK GRIER:** "**22-0749**: Request approval of a resolution terminating a contract for temporary staffing, sponsored by Vice Chairman Hausmann."

**CHAIRMAN PITTS:** "All right."

**COMMISSIONER ARRINGTON, JR.:** "Motion to hold."

**CHAIRMAN PITTS:** "This -- you said to hold?"

**COMMISSIONER ARRINGTON, JR.:** "Yes."

**CHAIRMAN PITTS:** "All right. Correct the monitor here. Motion to hold by Commissioner Arrington, seconded by Commissioner Hall. Commissioner Abdur-Rahman."

**COMMISSIONER ABDUR-RAHMAN:** "I'm in agreeing -- with my colleagues, so I don't have any comments."

**CHAIRMAN PITTS:** "All right. The motion on the floor is to hold. Let's vote."

**CLERK GRIER:** "The vote is open. Motion to hold passes; five yeas, one nay."

**CHAIRMAN PITTS:** "Madam Clerk."

**COMMISSIONER ELLIS:** "Another nay."

**CLERK GRIER:** "Nay? Two -- two nays with Commissioner Ellis."

**CHAIRMAN PITTS:** "Madam Clerk."

**CLERK GRIER:** "No further items."

**CHAIRMAN PITTS:** "All right. No further items to come before us today, we are adjourned. Thank you."

**(There being no further business, the meeting adjourned at 4:59 p.m.)**