

## BOARD OF COUNTY COMMISSIONERS

Lee Hearn, Chairman  
Edward Gibbons, Vice Chairman  
Eric K. Maxwell  
Charles W. Oddo  
Charles D. Rousseau



## FAYETTE COUNTY, GEORGIA

Steve Rapson, County Administrator  
Dennis A. Davenport, County Attorney  
Tameca P. Smith, County Clerk  
Marlena Edwards, Chief Deputy County Clerk

140 Stonewall Avenue West  
Public Meeting Room  
Fayetteville, GA 30214

## AGENDA

June 9, 2022

5:00 p.m.

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Welcome to the meeting of your Fayette County Board of Commissioners. Your participation in County government is appreciated. All regularly scheduled Board meetings are open to the public and are held on the 2<sup>nd</sup> and 4<sup>th</sup> Thursday of each month at 5:00 p.m.

Call to Order  
Invocation and Pledge of Allegiance by Commissioner Charles Oddo  
Acceptance of Agenda

### PROCLAMATION/RECOGNITION:

1. Recognition of the 2021-2022 Fayette County State Court Interns. (page 3)

### PUBLIC HEARING:

2. First of two Public Hearings on Fayette County's proposed annual budget for Fiscal Year 2023 which begins on July 1, 2022 and ends June 30, 2023. (pages 4-76)

### PUBLIC COMMENT:

*Speakers will be given a five (5) minute maximum time limit to speak before the Board of Commissioners about various topics, issues, and concerns. Speakers must direct comments to the Board. Responses are reserved at the discretion of the Board.*

### CONSENT AGENDA:

3. Approval of the Georgia Department of Transportation (GDOT) Title VI Non-Discrimination Agreement and Assurances (40 CFR Part 21.7). (pages 77- 89)
4. Approval of proposed Environmental Health fee increases effective July 1, 2022. (pages 90-99)
5. Approval of the revision of the motion for Item #19; "Consideration of staff's recommendation to enhance recruitment and retention by increasing Constitutional & Elected Officers by 10.45%; with an effective start date of January 1, 2022" of the December 9, 2021 minutes. (pages 100-115)
6. Approval of the May 26, 2022 Special Called Budget Meeting Minutes. (pages 116-123)
7. Approval of the May 26, 2022 Board of Commissioners Meeting Minutes. (pages 124-132)

### OLD BUSINESS:

**NEW BUSINESS:**

8. Consideration of staff's recommendation to award FY 2023 Property & Casualty Insurance coverage in the amount of \$732,228.00 to the proposed combination of AmGuard Insurance Co., Wright Specialty Insurance, Global Aerospace, Corvus Insurance, and The Hartford. (pages 133-137)
9. Consideration of the Public Facilities Authority Selection Committee's recommendation to reappoint Alice Reeves to the Public Facilities Authority for a term beginning July 24, 2022 and expiring July 23, 2023. (pages 138-141)
10. Consideration of the Public Facilities Authority Selection Committee's recommendation to reappoint Edward Outlaw to the Public Facilities Authority for a term beginning July 24, 2022 and expiring July 23, 2023. (pages 142-145)
11. Consideration of the Public Facilities Authority Selection Committee's recommendation to reappoint Thomas Gray to the Public Facilities Authority for a term beginning July 24, 2022 and expiring July 23, 2023. (pages 146-149)
12. Consideration of a recommendation from the Selection Committee, comprised of Chairman Lee Hearn and Vice Chairman Edward Gibbons, to appoint Joy Peterson to the Fayette County Department of Family and Children Services Board for a term beginning July 1, 2022 and expiring June 30, 2027. (pages 150-165)
13. Consideration of a recommendation from the Selection Committee, comprised of Commissioners Edward Gibbons and Eric Maxwell to nominate Brenda Marie Parker, Roger Cochran and Michael Hofrichter to the Fayette County Hospital Authority for consideration of appointment to serve a term beginning June 1, 2022 and expires May 31, 2026. (pages 166-186)

**ADMINISTRATOR'S REPORTS:**

- A. Contract #1825 -B: Annual Contract for Waterline Extension Task Order 13: Longview Road Loop - Revised (pages 187-189)

**ATTORNEY'S REPORTS:**

**COMMISSIONERS' REPORTS:**

**EXECUTIVE SESSION:**

**ADJOURNMENT:**

# COUNTY AGENDA REQUEST

Department:

Presenter(s):

Meeting Date:

Type of Request:

**Wording for the Agenda:**

Recognition of the 2021-2022 Fayette County State Court Interns.

**Background/History/Details:**

The Fayette County State Court would like to thank the hard work of those students in the 2021-2022 internship program. Three high school students helped on a daily basis during the 2021-2022 school year. They completed administrative duties for State Court and created unique ways to expand judicial education throughout our local school system. Two college students assisted with the daily operations of the State Court. Four law students assisted Judge Thompson to manage the court's large caseload by performing legal research.

Honorable Judge Jason B. Thompson and the Board will recognize the interns. They are as follows:  
High School Students: Mary Davis, Sara Anis Ali and Morgan McDaniel  
College Students: Sydnee Bianca, Troy Adams and Kevin Becerra-Cardoza  
Law School Students: Christina Bowman, Cady Sikes, Taylor Blumenthal, Benjamin Appel and Alexis Nichols

**What action are you seeking from the Board of Commissioners?**

Recognition of the 2021-2022 Fayette County State Court Interns.

**If this item requires funding, please describe:**

Not applicable.

Has this request been considered within the past two years?

If so, when?

Is Audio-Visual Equipment Required for this Request?\*

Backup Provided with Request?

**\* All audio-visual material must be submitted to the County Clerk's Office no later than 48 hours prior to the meeting. It is also your department's responsibility to ensure all third-party audio-visual material is submitted at least 48 hours in advance.**

Approved by Finance

Reviewed by Legal

Approved by Purchasing

County Clerk's Approval

Administrator's Approval

**Staff Notes:**

# COUNTY AGENDA REQUEST

Department:

Presenter(s):

Meeting Date:

Type of Request:

**Wording for the Agenda:**

First of two Public Hearings on Fayette County's proposed annual budget for Fiscal Year 2023 which begins on July 1, 2022 and ends June 30, 2023.

**Background/History/Details:**

On May 26, 2022, County Staff presented to the Board of Commissioners the proposed Fiscal Year (FY) 2023 Budget. A copy of the presentation is provided as backup.

This will be the first of two public hearings on the proposed budget for FY2023, as presented. Details of the budget are available for public review in the Board of Commissioners' Office, the Fayette County Public Library, and Fayette County's website. Input from the public is welcome.

The second public hearing is scheduled for June 23, 2022. At the conclusion of the June 23 public hearing, staff will request the Board to vote on the adoption of the proposed Fiscal Year 2023 Budget.

**What action are you seeking from the Board of Commissioners?**

No action is required. At the end of the second public hearing on June 23, 2022, staff will request the Board to vote on the adoption of the proposed Fiscal Year 2023 Annual Budget.

**If this item requires funding, please describe:**

Not applicable.

Has this request been considered within the past two years?

If so, when?

Is Audio-Visual Equipment Required for this Request?\*

Backup Provided with Request?

**\* All audio-visual material must be submitted to the County Clerk's Office no later than 48 hours prior to the meeting. It is also your department's responsibility to ensure all third-party audio-visual material is submitted at least 48 hours in advance.**

Approved by Finance

Reviewed by Legal

Approved by Purchasing

County Clerk's Approval

Administrator's Approval

**Staff Notes:**



# FAYETTE COUNTY, GEORGIA

## FY2023 Budget Highlights

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BOARD OF COMMISSIONERS  
BUDGET PRESENTATION

MAY 26, 2022

# Economic Outlook

- Personal income increased by 0.5% in March 2022. Disposable personal income increased by the same percentage and personal consumption expenditures increased by 1.1%. Government social benefits contributed to the increase in personal income.
- The latest data from a survey of public employees shows they are increasingly inclined to leave their jobs. The top reason cited for voluntary resignation is added stress due to the pandemic. Eight in ten employees say the increase in number of people leaving voluntarily has put a strain on their workload.
- “The Great Resignation” has created numerous job vacancies. Hiring of new employees for these positions has resulted in a decline in the unemployment rate in Fayette County from 3.2% in March of 2021 to 2.6% in March of 2022.
- State-wide housing starts increased by 21.8% between March 2021 and March 2022.
- Given the impacts the COVID-19 pandemic has had on how and where public sector work is conducted, along with increased competition for skilled talent, flexible work schedule and flexible workplace will likely be included in benefit offerings in the years ahead.

# Budget Principles

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- Revenues are conservatively projected based on an objective, analytical process of detailed trending.
- One-time revenues are not used to fund current expenditures; thus, avoiding pursuing short-term benefits at the risk of creating future funding issues.
- Only current revenues are used to pay current expenditures so there is not a “built-in increase” for ongoing expenditures.
- There is a budgetary link between capital and operating budgets to identify and determine if ongoing expenses can be funded through the operating budget before the project is placed into service.

# Planning Guidelines

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- **No Deficit Budgeting (no use of unassigned fund balance)**
- **Continued Commitment of Delivering Outstanding Customer Service:**
  - No Millage Rate Change – Requires Advertising as Property Tax Increase
  - Cumulative Taxpayer Savings of over \$51.6M since 2013
- **The Rolling 5 Year Capital Improvement Program totals \$8,058,111 and is allocated within the General Fund Balance.**
- **Maintain Employee Benefits strengthening Medical Reserves**
- **Medical/Dental/Vision Health Insurance; Funding Stop Loss, Large Claims**
- **FY2023 Budget Includes the Retreat Proposed Fee Increases for Fire, EMS and Water System**

## Recruitment & Retention Impact Focus Recruiting & Retention

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- Implemented Recruitment & Retention Plan
  - Workforce pay scale increased 10.45% for all positions
  - Public Safety Deputy Sheriff starting salary forms basis of increase
  - Deputy Sheriff starting salary raised from \$42,117.13 to \$50,117.48
  - Raising all public safety positions another 8.55%; 19.00% overall
- FY2022 Budget Impact
  - Impact undesignated FY2022 budget Fund Balance (Half-year Impact)
- FY2023 Budget Impact
  - General Fund & EMS Estimated 9.3% Estimated Property Tax Increase
  - Emergency 911 and Fire Services would not require property Tax increase
  - Water System would not require rate increase

# Benefit Highlights

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- Continue to offer two (2) Choices for Medical Plan Coverage:
  - Traditional Open Access Point of Service Plan (POS) serviced by the CIGNA LocalPlus Network with Health Reimbursement Arrangement (HRA).
    - County funds: \$2,000 Employee Only; \$4,000 Employee/Spouse or Child(ren); and \$4,000 Family, after the employee has paid the first \$3,000 in-network deductible.
  - High Deductible Health Plan (HDHP) with Health Savings Account (HSA) serviced by the CIGNA OAP Network
    - County funds: \$1,000 Employee Only; \$1,250 Employee/Spouse or Child(ren); and \$1,500 Family

County funds Critical Illness and Accident claims coverage for HDHP (HSA)

# Benefit Highlights

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- No change to employee premiums (9<sup>th</sup> year)
- POS and HDHP (HSA) plans' in-network individual & family calendar year deductibles:
  - POS:
    - Individual – No change; remains at \$5,000;
    - Family – No change; remains at \$10,000
  - HDHP (HSA):
    - Individual – No change; remains at \$2,800;
    - Family – No change; remains at \$5,000

# Benefit Highlights

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- POS & HDHP (HSA) Out-of-Pocket Maximum:
  - \$5,000 individual/\$10,000 family
- Wellness Initiatives \$75 ppp – Preventive Care Surcharge (physical)
- Spousal Surcharge \$150 ppp – Spouse with access to insurance
- Dental Insurance covers:
  - Preventative 100% no deductible
  - Basic 80% after deductible
  - Major & Orthodontics 50% no deductible
- Vision benefit – no change; up to \$400 reimbursement



# Benefit Highlights

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- Enhanced Partnership with Piedmont Hospital and Cigna providing an on-site Health Coach (RN) for one-on-one and face-to-face coaching at designated Fayette County locations.
- Continued Employee Wellness Program – CIGNA provides a \$50,000 credit used for Human Resource funded Health Wellness Initiatives.
- Utilization of a digital lifestyle app, Omada, that helps employees get healthier by losing weight and incorporating healthy lifestyle activities.
- Pharmaceutical Cigna 90Now program requires maintenance medications to be filled with a 90-day supply for a greater cost savings for both the employee and employer.

# 98point6 – Primary Care Physician

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- This new benefit is available for employees and any dependents enrolled in a medical plan through Fayette County. 98point6 delivers 24/7/365, text-based primary care. Supported by robust technology, 98point6 physicians are empowered to better support you— delivering more affordable care when and where you need it and always ensuring you get the right care at the right time.
- Treating common conditions like: • Cough and cold • Flu-like symptoms • Muscle sprains / strains • Stomach problems / flu • Itchy or sore throat • Nausea • Seasonal allergies • Pink eye • Cold sores • UTI and Yeast Infections • Rashes • Acne
- \$0 cost per visit through the end of December 2022, in response to the provisions of the Consolidated Appropriations Act, 2022.

# Roche - Diabetes

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Fayette County is proud to continue to offer this support as a new part of your benefits plan. You and your family now have free access to the mySugr app, brought to you by Roche Diabetes Health Connection. In addition, you have free access to diabetes coaching from highly-trained certified diabetes educators right through the mySugr app. This program is available to Fayette County employees and dependents diagnosed with diabetes over the age of 18.

- Access to mySugr includes (free):
  - Automatic blood sugar tracking, food and medication logging, activity tracking via mySugr app
  - Diabetes coaches help track short-term and long-term wins
  - An Accu-Chek Guide Me meter and unlimited test strips automatically delivered to your door
  - Estimated A1C so you always know how you're doing
  - Fun and motivating in-app challenges

# Medicare Transition Services

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Fayette County continues to partner with Medicare Transition Services to help guide you through the various parts of Medicare. This free resource is available for you or your loved ones.

This free resource includes:

- Personal licensed agent guidance to help at every step
- Easy to understand videos and guides about Medicare
- A detailed overview of your coverage options
- Help reviewing your plans and selections

# General Fund Balance Financial Projection – FY2022

<b>Fund Balance</b>	<b>FY2021</b>	<b>EST FY2022</b>
Non-Spendable:		
Inventories	\$173,648	\$173,648
<sup>1</sup> Stormwater Advance	\$1,609,672	\$0
Committed To:		
Stabilization Fund	\$15,213,869	\$16,489,599
Restricted:		
LMIG	\$1,201,552	\$695,679
Assigned To:		
District Attorney	\$61,362	\$0
Emergencies	\$2,000,000	\$2,000,000
CIP	\$9,362,597	\$8,058,111
<sup>2,3</sup> Unassigned:	<u>\$7,400,351</u>	<u>\$6,983,148</u>
<b>Total Fund Balance:</b>	<b>\$37,023,051</b>	<b>\$34,400,185</b>

<sup>1</sup> Stormwater Advance paid at year end

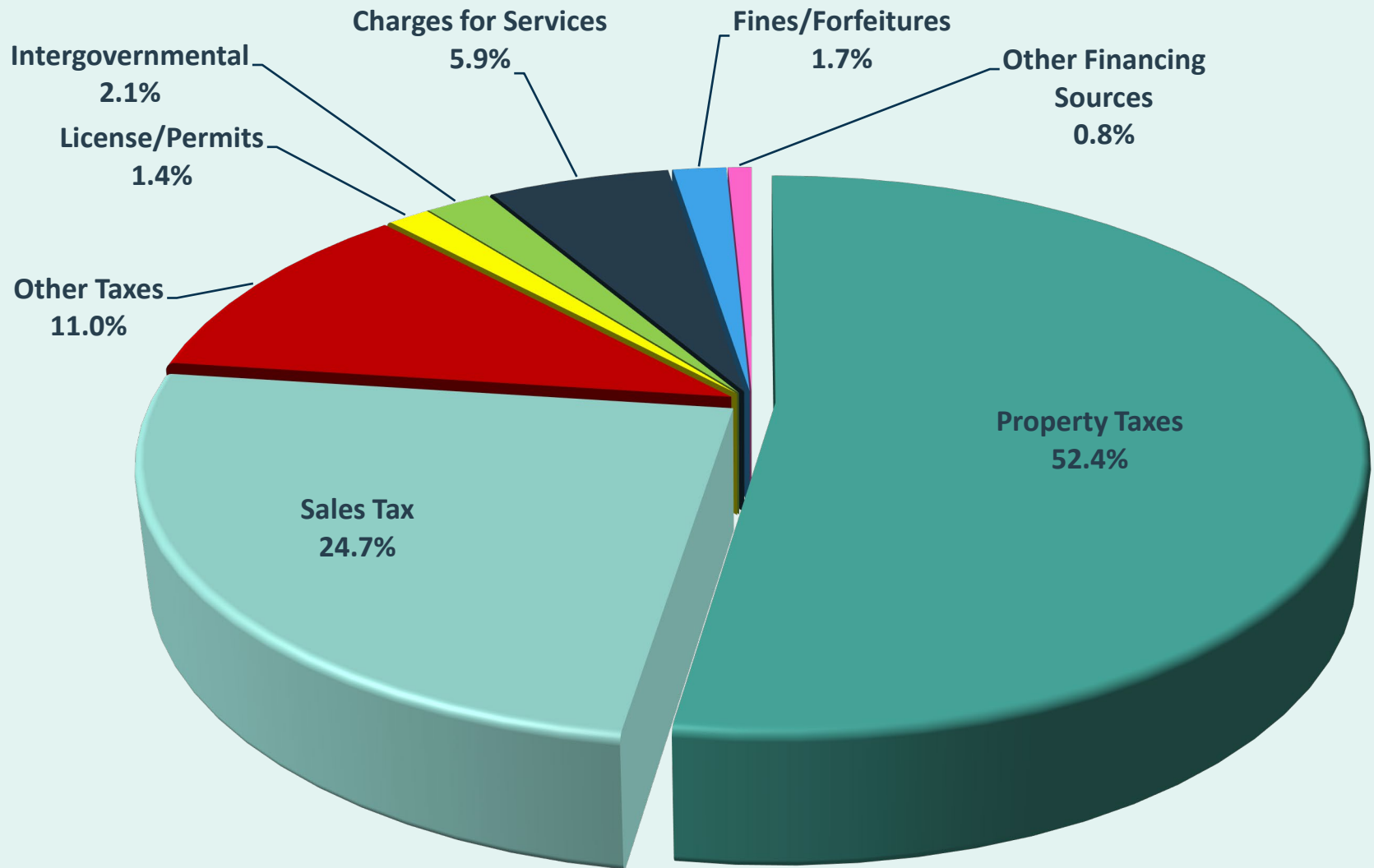
<sup>2</sup> Unassigned includes one-time DB contribution \$1.5M

<sup>3</sup> Unassigned includes year-end transfers for funding shortfalls: Workers' Comp. \$235k, Solid Waste \$30k, Jail Surcharge \$30k & Dental/Vision \$20k

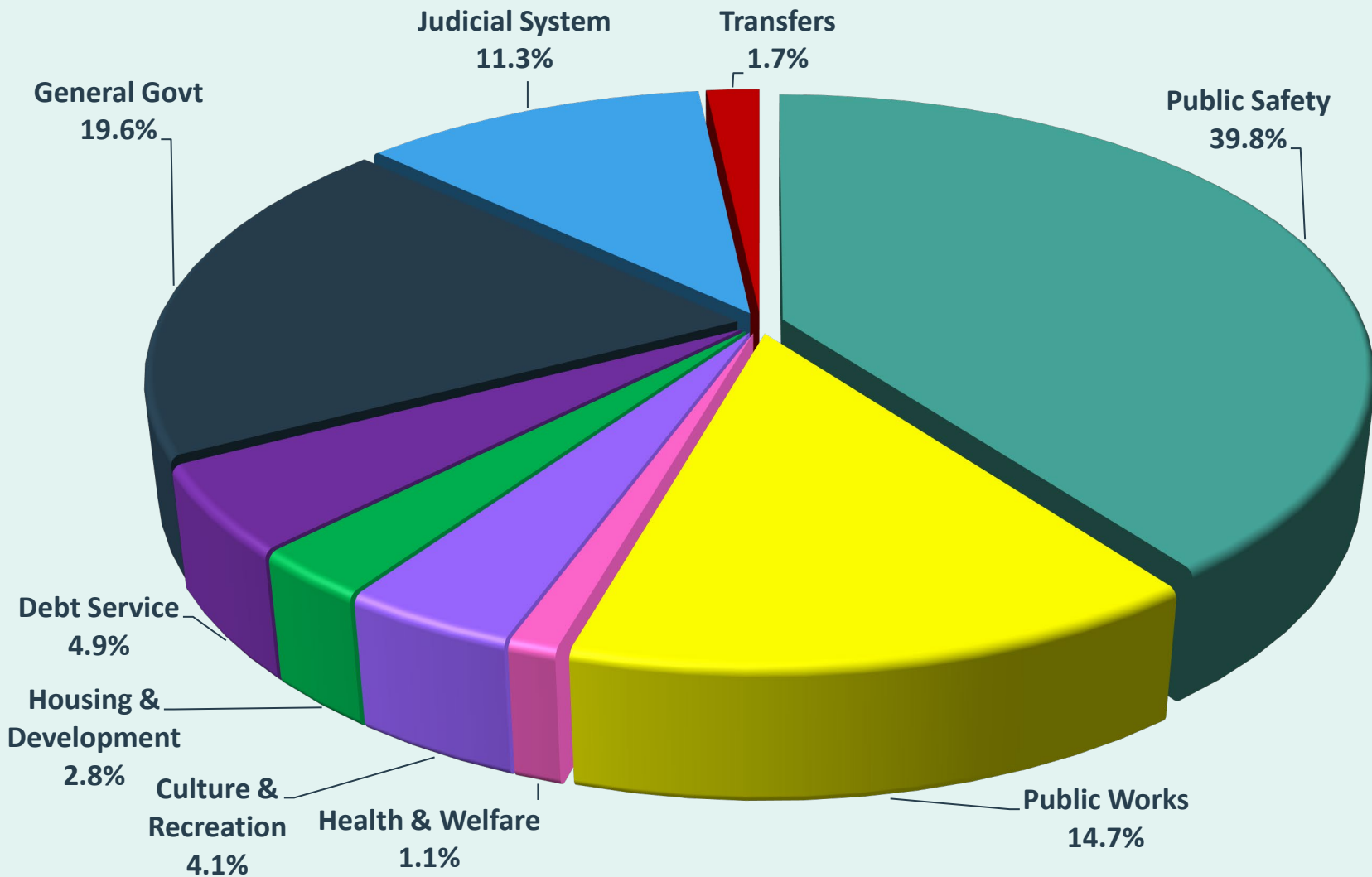
# FY2023 Budget Summary

FY 2023 BUDGET		Revenue	Transfers In	Total Revenue And Other Sources	Expenditures	Transfers Out	Total Exp. And Other Uses	Impact to Fund Balance
<b>OPERATING BUDGET</b>								
<b>100</b>	<b>General Fund</b>	<b>66,873,123</b>	<b>60,000</b>	<b>66,933,123</b>	<b>64,808,394</b>	<b>1,150,000</b>	<b>65,958,394</b>	<b>974,729</b>
205	Law Library	40,000	-	40,000	40,000	-	40,000	-
214	Accountability State Court	378,590	-	378,590	467,222	-	467,222	(88,632)
215	911 Communications	4,893,350	-	4,893,350	4,191,560	-	4,191,560	701,790
216	Jail Surcharge	260,500	225,000	485,500	485,500	-	485,500	-
217	Juvenile Supervision	5,500	-	5,500	17,500	-	17,500	(12,000)
218	Victims Assistance	137,000	18,000	155,000	155,000	-	155,000	-
219	Drug Abuse and Treatment	472,146	-	472,146	458,738	-	458,738	13,408
270	Fire Services	15,995,650	-	15,995,650	12,680,583	650,000	13,330,583	2,665,067
271	Street Lights	415,000	-	415,000	354,690	60,000	414,690	310
272	EMS	4,856,829	-	4,856,829	4,104,516	350,000	4,454,516	402,313
291	Animal Control Spay Neuter	20,000	-	20,000	30,000	-	30,000	(10,000)
	<b>Special Revenue Funds</b>	<b>27,474,565</b>	<b>243,000</b>	<b>27,717,565</b>	<b>22,985,309</b>	<b>1,060,000</b>	<b>24,045,309</b>	<b>3,672,256</b>
	<b>Governmental Funds</b>	<b>94,347,688</b>	<b>303,000</b>	<b>94,650,688</b>	<b>87,793,703</b>	<b>2,210,000</b>	<b>90,003,703</b>	<b>4,646,985</b>
505	Water System	17,511,044	-	17,511,044	16,546,686	964,358	17,511,044	-
540	Solid Waste	75,000	182,000	257,000	288,980	28,066	317,046	(60,046)
	<b>Enterprise Funds</b>	<b>17,586,044</b>	<b>182,000</b>	<b>17,768,044</b>	<b>16,835,666</b>	<b>992,424</b>	<b>17,828,090</b>	<b>(60,046)</b>
	<b>TOTAL OPERATING BUDGET</b>	<b>111,933,732</b>	<b>485,000</b>	<b>112,418,732</b>	<b>104,629,369</b>	<b>3,202,424</b>	<b>107,831,793</b>	<b>4,586,939</b>
<b>CAPITAL/CIP BUDGET</b>								
37_	Capital/CIP Funds (372/375)	-	3,048,866	3,048,866	3,048,866	-	3,048,866	-
	General Fund - fund balance	-	-	-	-	2,531,261	2,531,261	(2,531,261)
	911 Communications - fund balance	-	-	-	-	-	-	-
	Fire Services - fund balance	-	-	-	-	397,975	397,975	(397,975)
	EMS - fund balance	-	-	-	-	119,630	119,630	(119,630)
	<b>Governmental</b>	<b>-</b>	<b>3,048,866</b>	<b>3,048,866</b>	<b>3,048,866</b>	<b>3,048,866</b>	<b>6,097,732</b>	<b>(3,048,866)</b>
507	Water System CIP	-	964,358	964,358	964,358	-	964,358	-
545	Solid Waste CIP	-	28,066	28,066	28,066	-	28,066	-
	<b>Enterprise</b>	<b>-</b>	<b>992,424</b>	<b>992,424</b>	<b>992,424</b>	<b>-</b>	<b>992,424</b>	<b>-</b>
610	Vehicles/Equipment	-	1,725,000	1,725,000	533,364	-	533,364	1,191,636
	<b>TOTAL CAPITAL BUDGET</b>	<b>-</b>	<b>5,766,290</b>	<b>5,766,290</b>	<b>4,574,654</b>	<b>3,048,866</b>	<b>7,623,520</b>	<b>(1,857,230)</b>
	<b>TOTAL BUDGET</b>	<b>111,933,732</b>	<b>6,251,290</b>	<b>118,185,022</b>	<b>109,204,023</b>	<b>6,251,290</b>	<b>115,455,313</b>	<b>2,729,709</b>

# General Fund Revenues

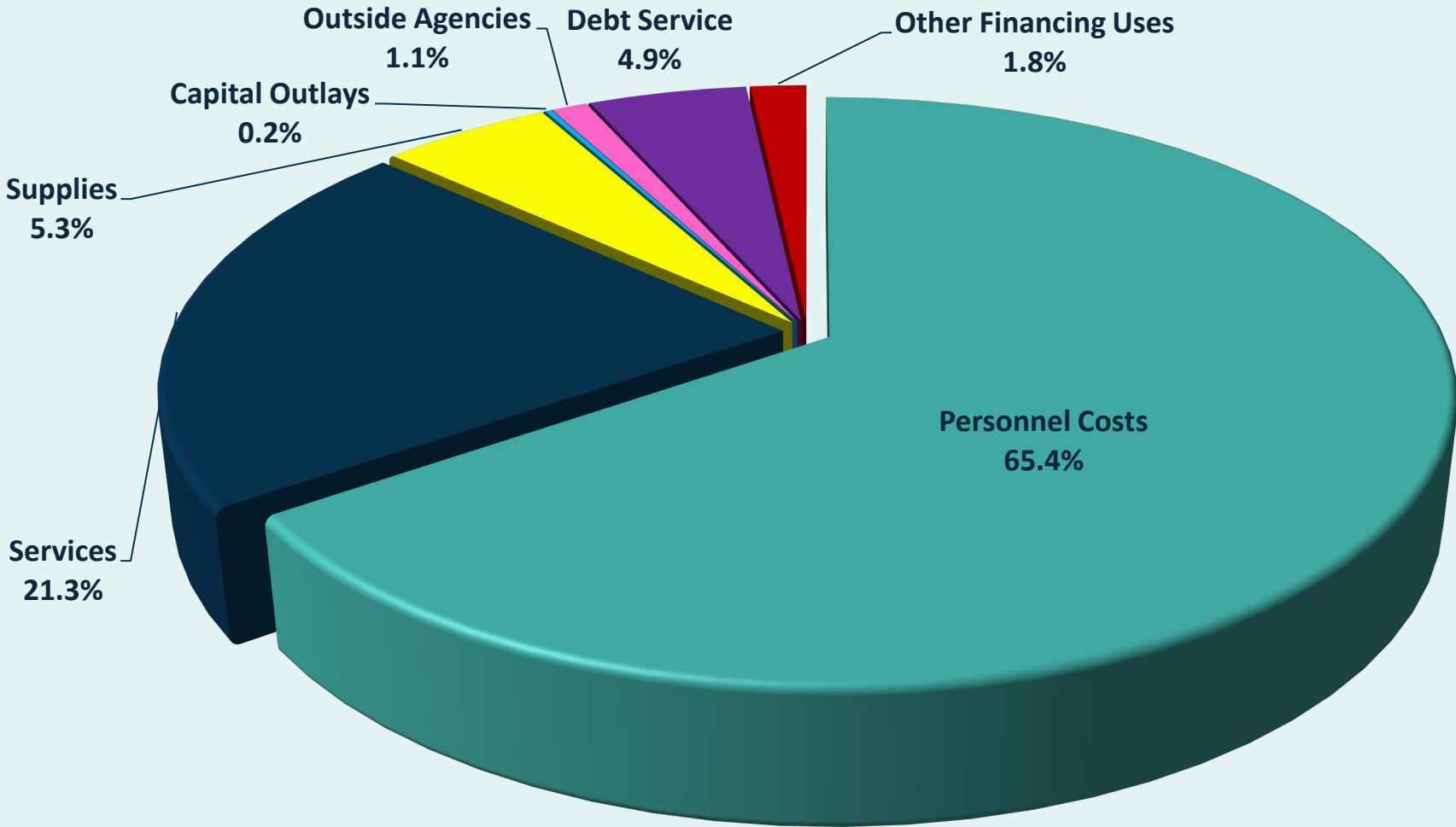


# General Fund Expenditures By Function

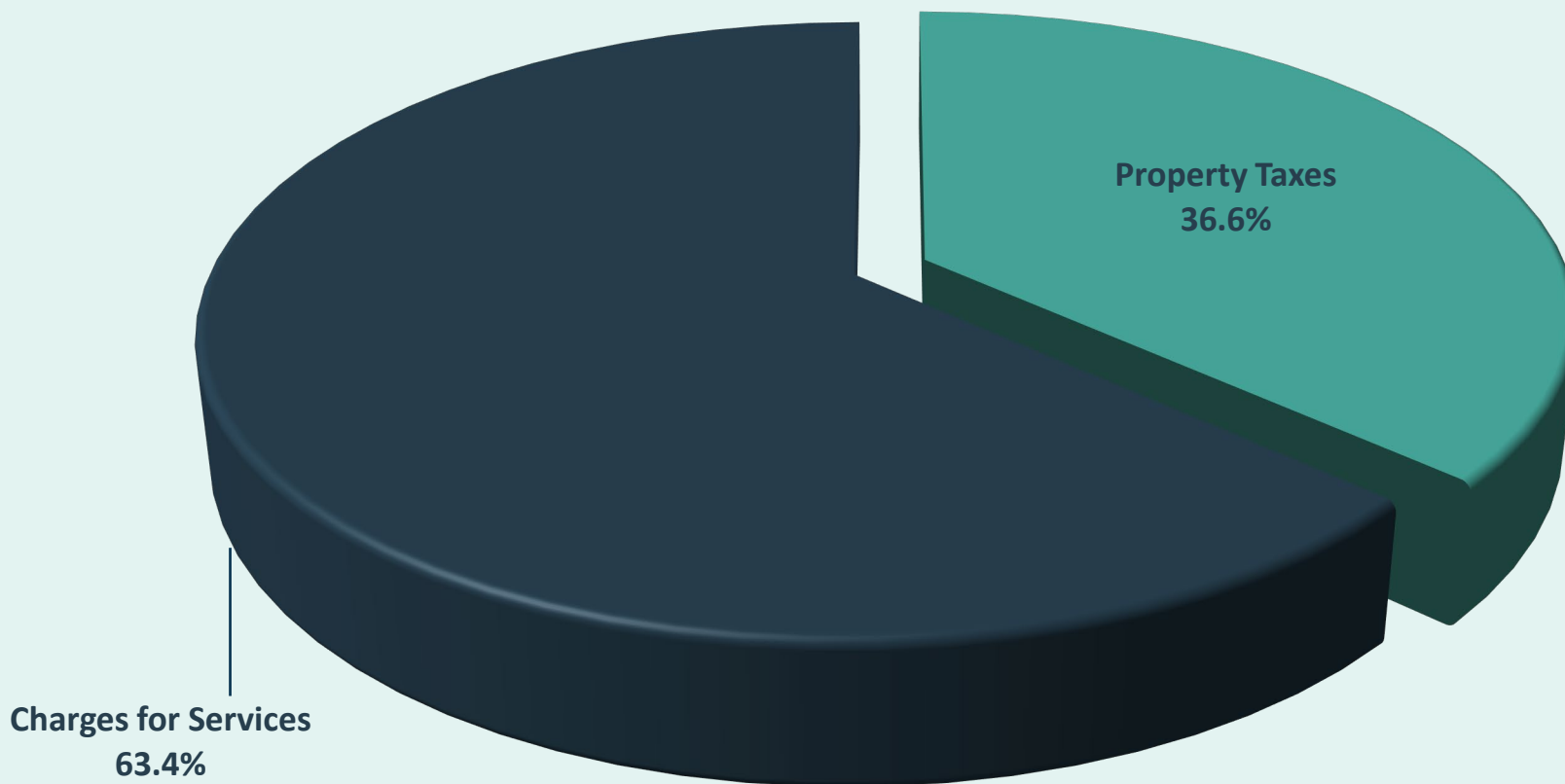




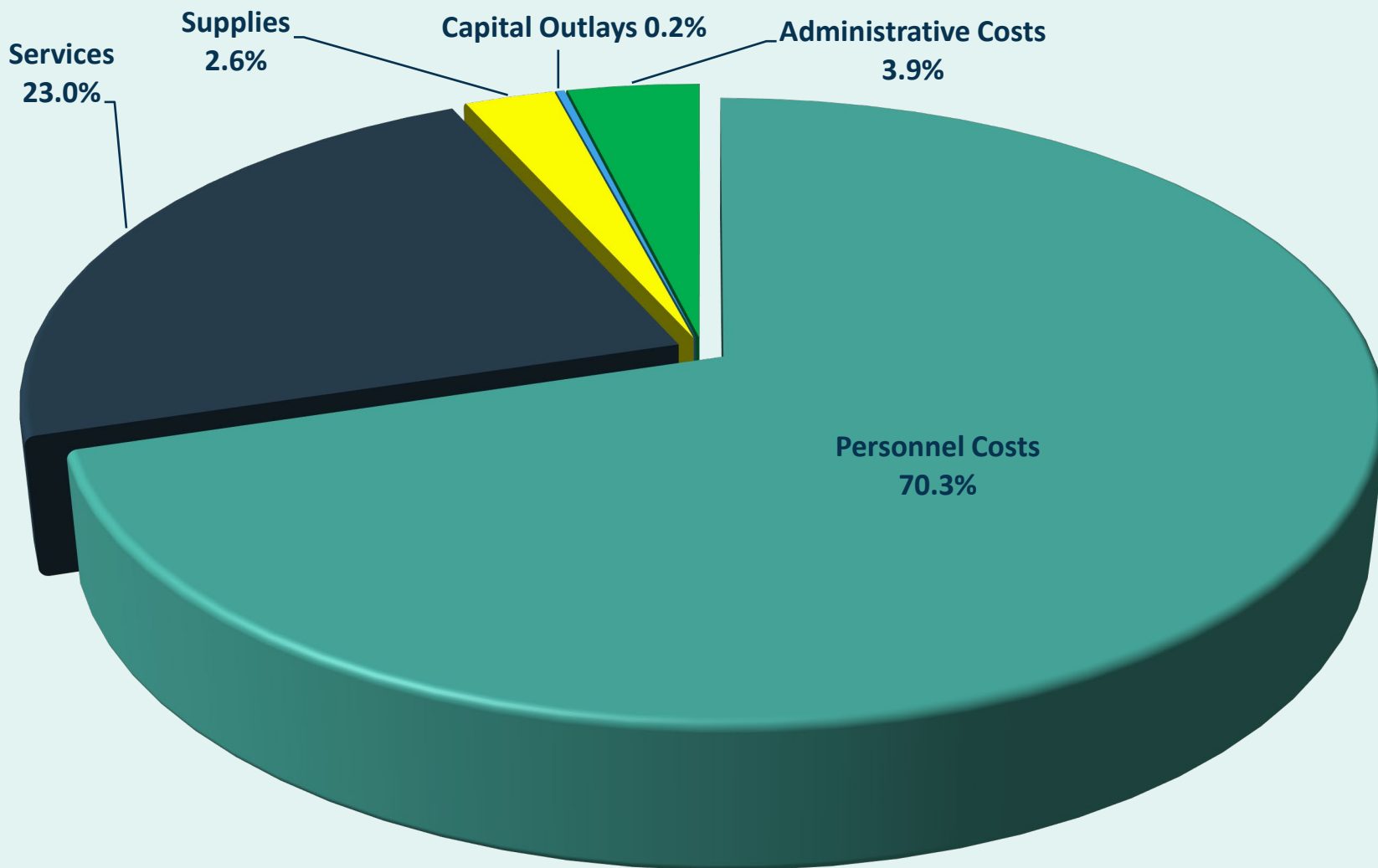
# General Fund Expenditures By Type



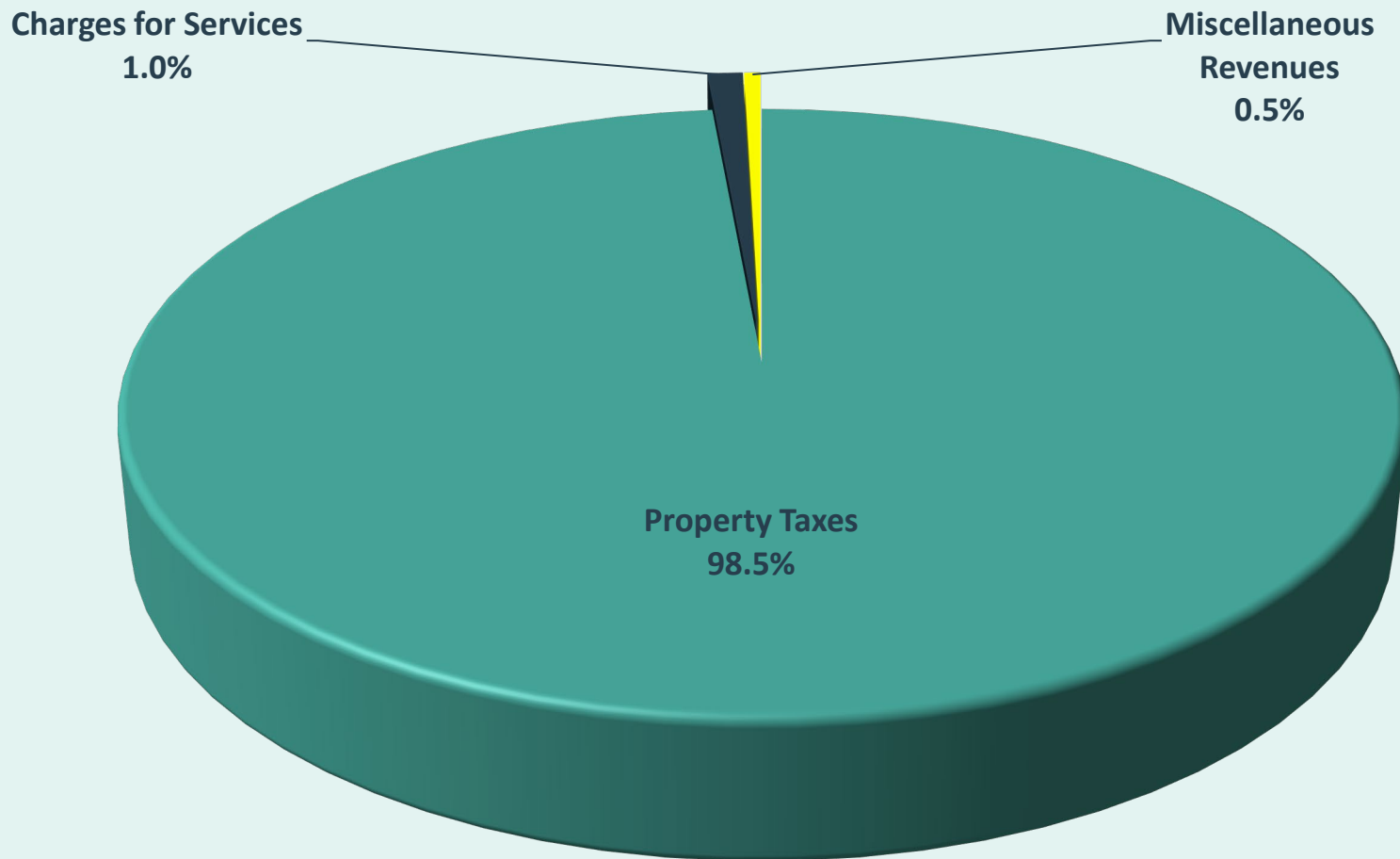
# 911 Fund Revenues



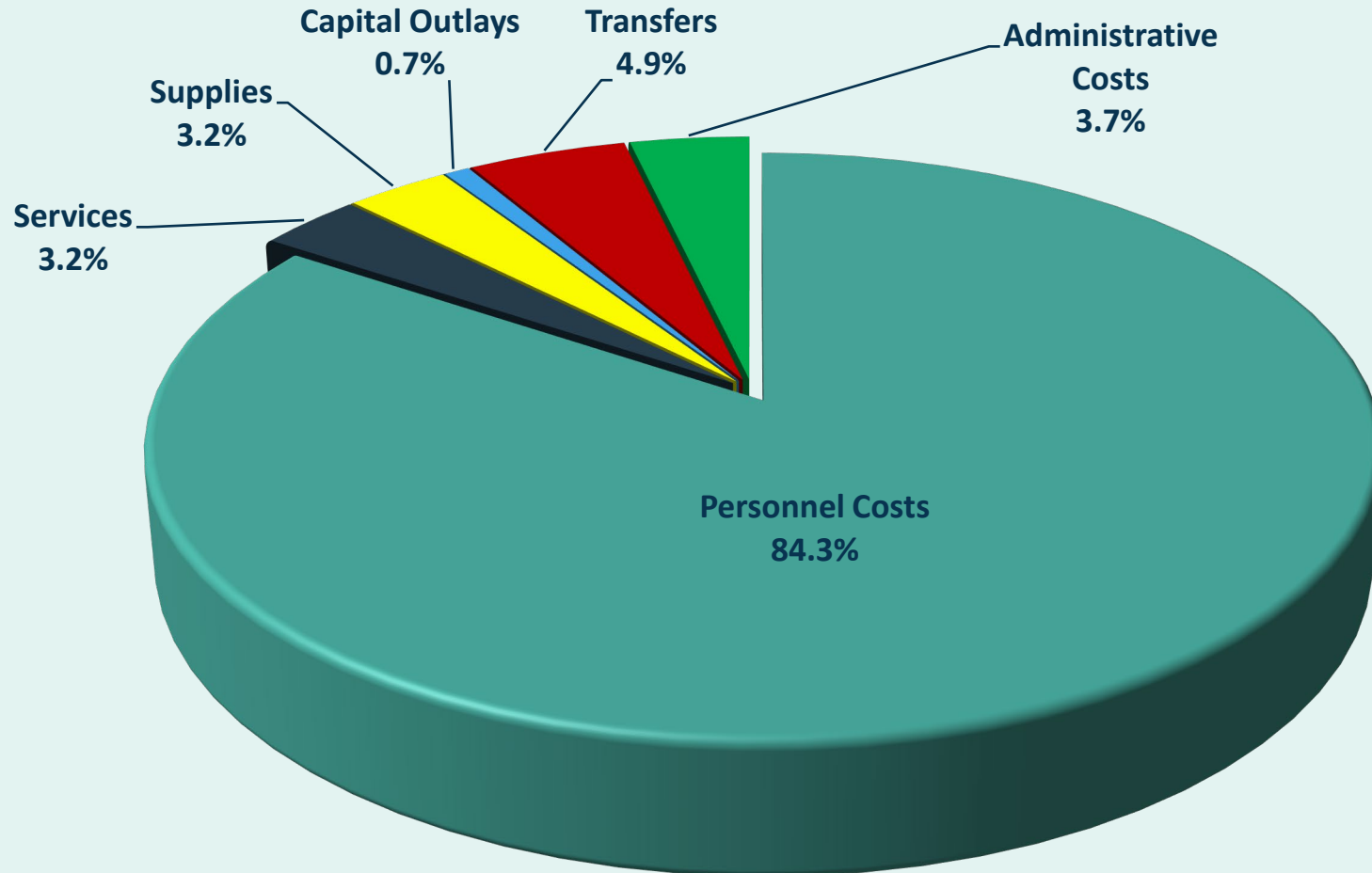
# 911 Fund Expenditures



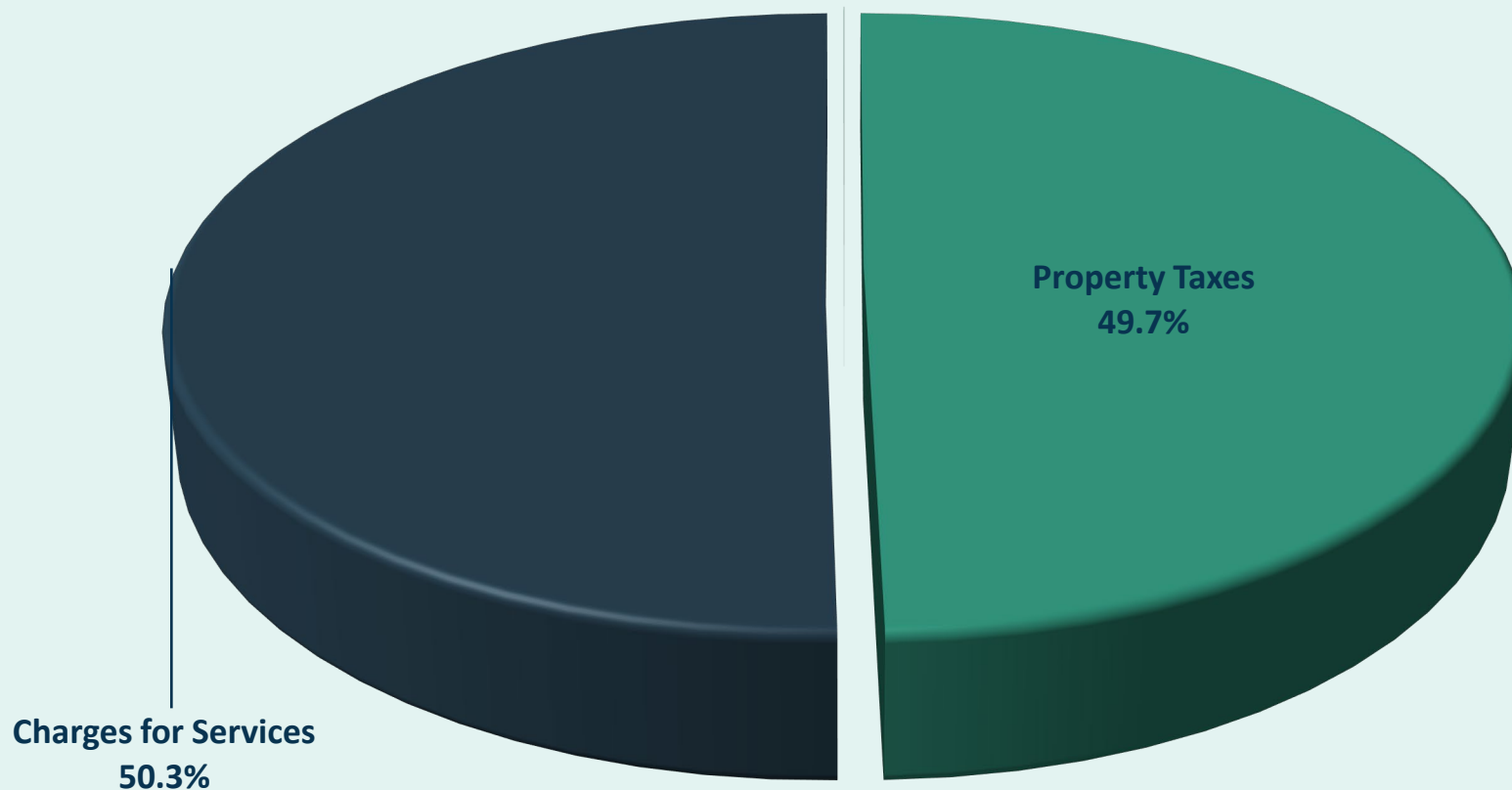
# Fire Fund Revenues



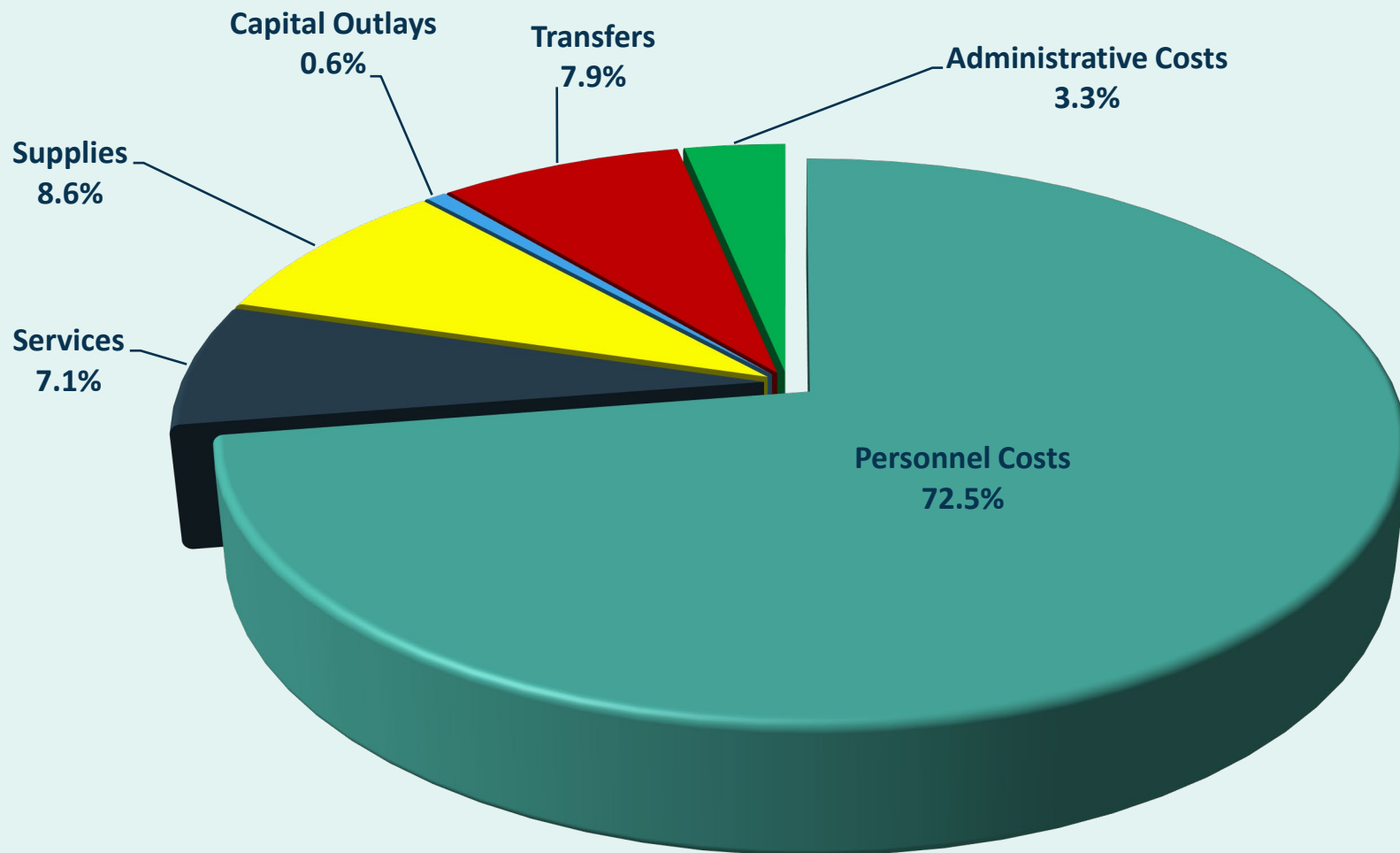
# Fire Fund Expenditures



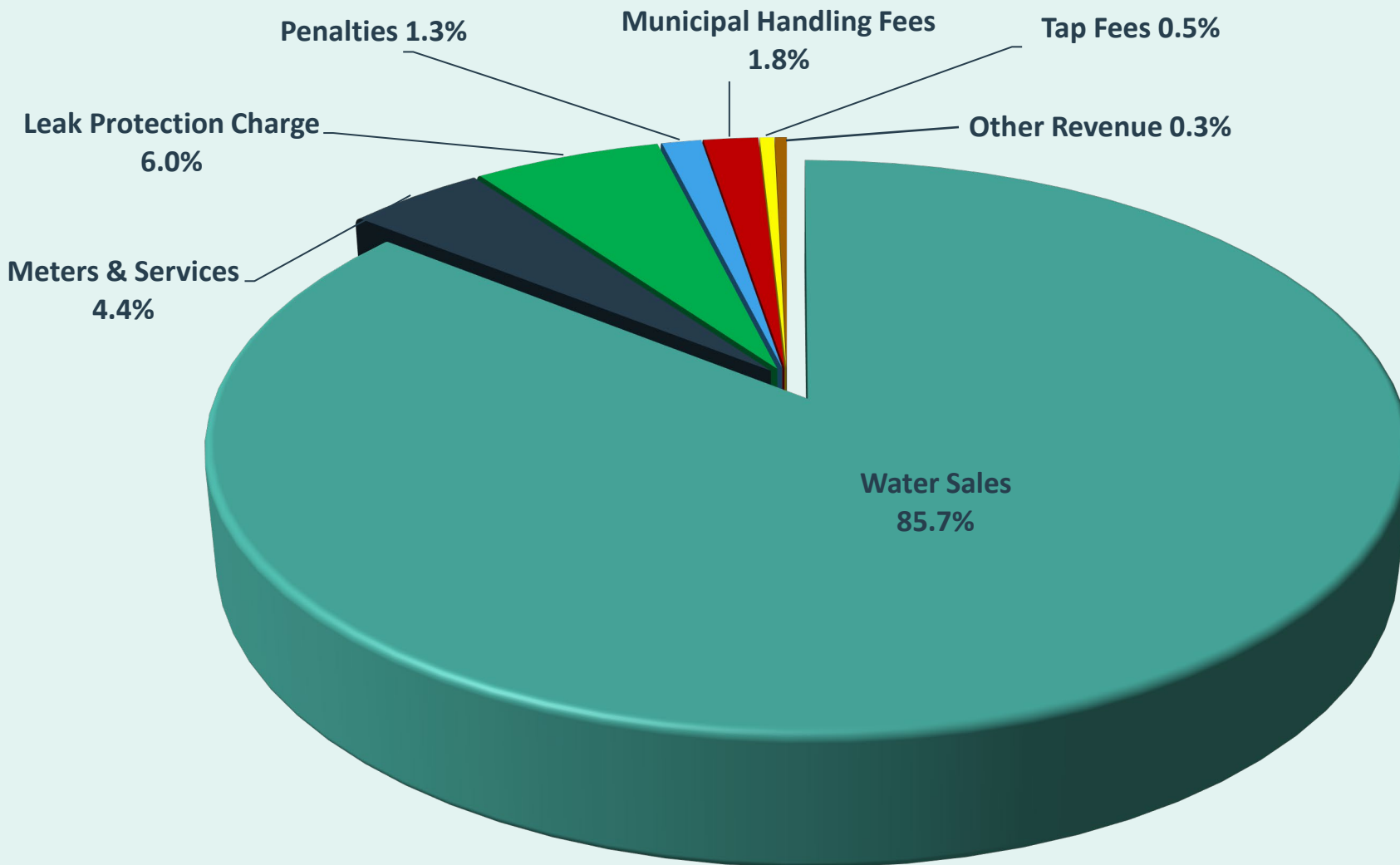
# EMS Fund Revenues



# EMS Fund Expenditures

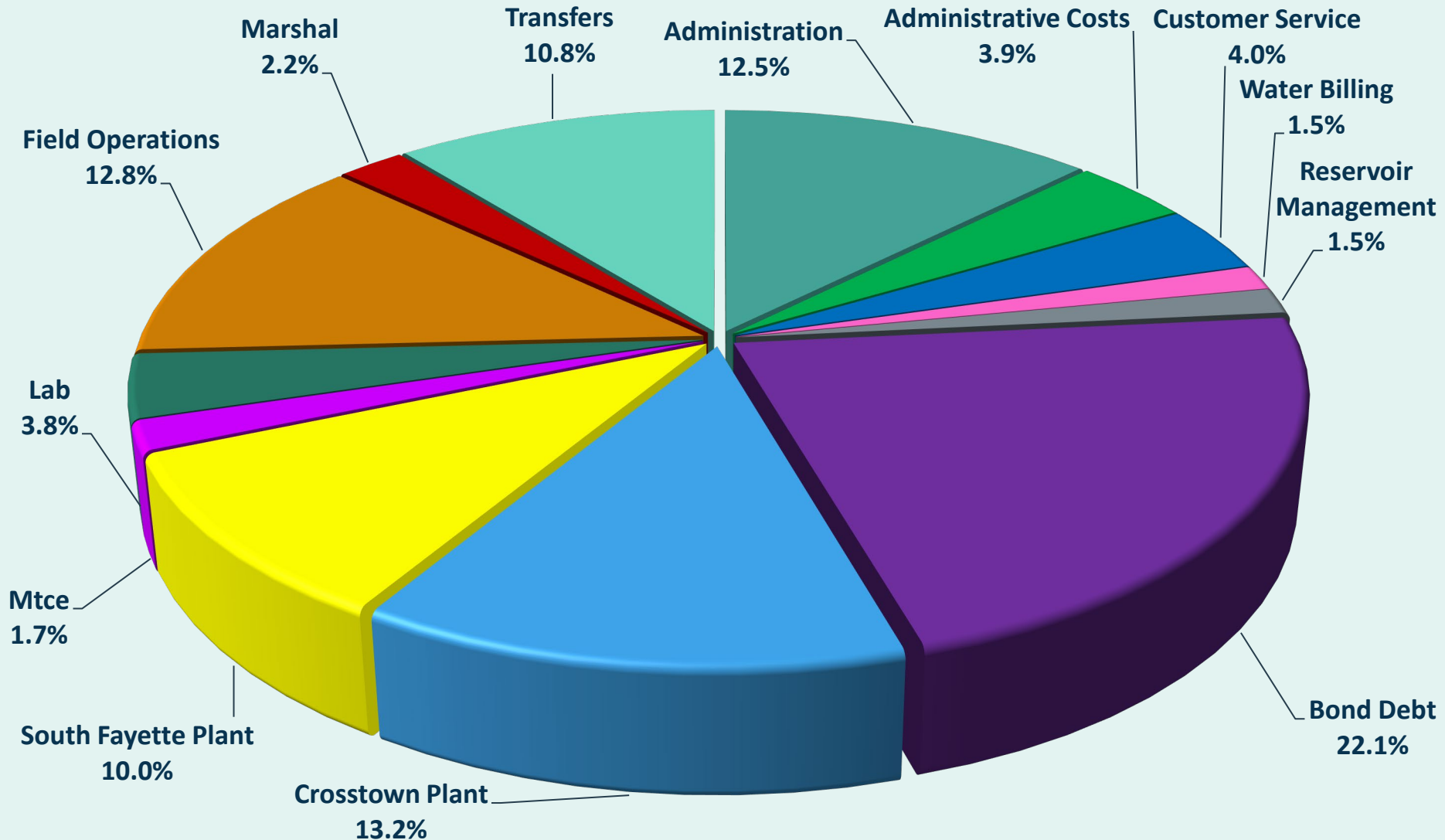


# Water System Fund Revenues

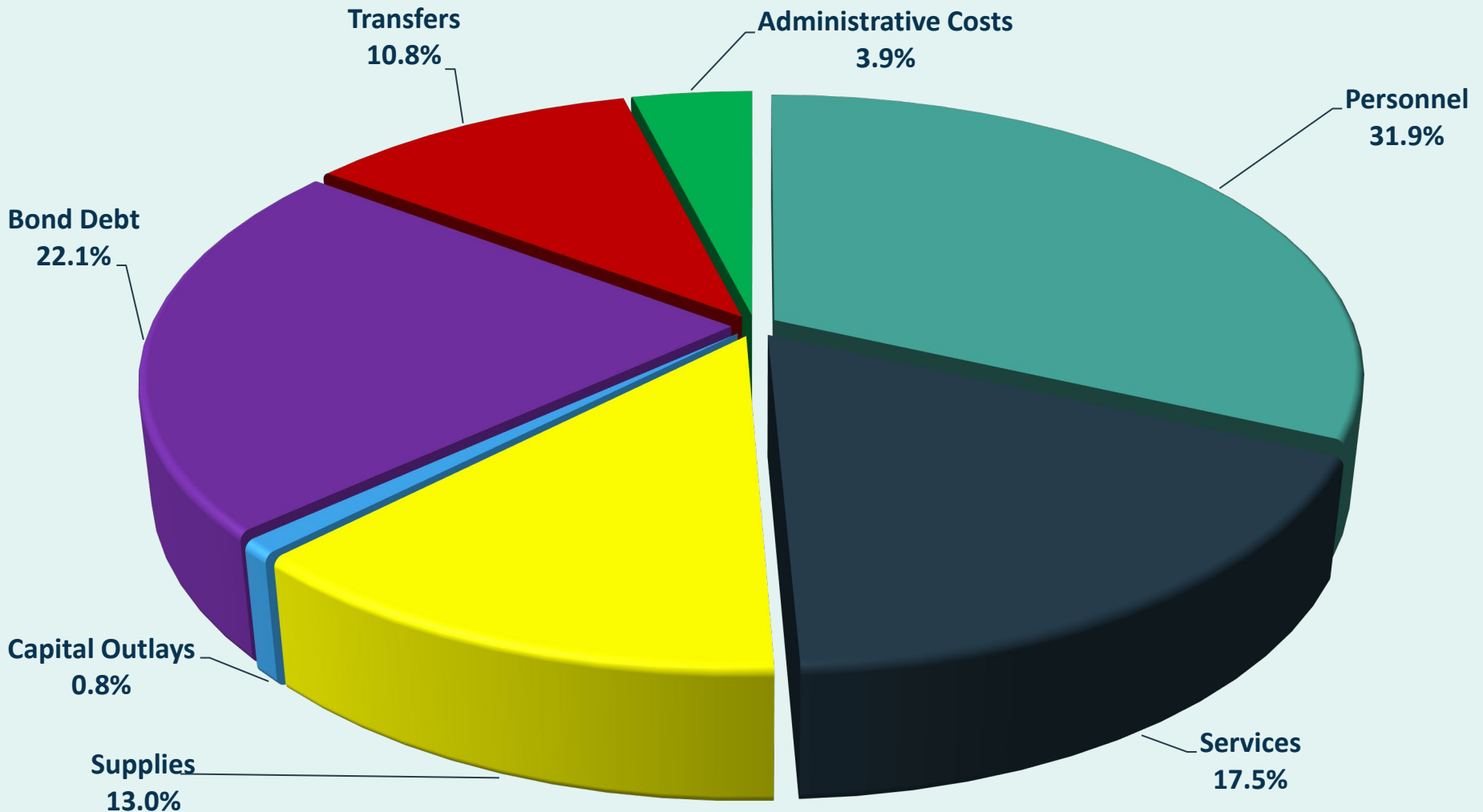




# Water System Expenses By Function



# Water System Expenses By Type



# Fayette County, Georgia

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## FY2023 Proposed Personnel Changes

# Personnel Changes

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- **Funding is included for 772.39 County Wide**
  - 758 full-time
  - 33 part-time positions equivalent to 14.39 FTEs
  
- **FTE count is up 0.21%, 1.64 net, from FY2022**
  - **+1.0 FTE New FT position**
    - Administration 1.0 Community Engagement Coordinator
    - District Attorney<sup>1</sup> 1.0 Investigator

<sup>1</sup> District Attorney FTEs are not included in General Fund FTE count

# Personnel Changes

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- **+0.625 FTE New PT position**
  - Elections      0.625      Elections Clerk
  
- **0.5 Intern position <sup>1,2</sup>**
  - EMD            0.50            Intern

<sup>1</sup>Intern FTEs are not included in FTE count

<sup>2</sup>Denotes 25 hours a week for 12 weeks of the year

# Personnel Changes

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- **Position Conversions**
  - **+ 0.015 FTE 911**
    - **Emergency 911**
      - Abolish (0.993) 2.0 PT Call Takers
      - Abolish (0.993) 2.0 PT Communications Officers
      - Establish 2.0 2.0 FT Call Takers

# Personnel Changes

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- **Position Conversions - No FTE Impact to County**
  - **Code Enforcement**
    - Abolish (2.0) Code Enforcement Officers
    - Establish 2.0 Deputy Marshals
  - **Road Department**
    - Abolish (0.50) Seasonal Sign Tech
    - Establish 0.50 Sign Technician
    - Abolish (0.50) Equipment Operator III
    - Establish 0.50 Seasonal Road Maintenance Worker

# Personnel Changes

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- **Position Conversions - No FTE Impact to County**
  - **Accountability Court**
    - Abolish (1.0) PT Case Managers
    - Establish 1.0 FT Case Manager



# Personnel Changes

## Operations Span of Control Enhancements

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- **Internal Promotions – FTE Count – No Change**

- Elections**

- Elections Clerk to Elections Coordinator

- Human Resources**

- Human Resources Administrator to Assistant Human Resources Director
    - Human Resources Technician to Human Resources Generalist (Vacant)

- Road Dept.**

- Sign Technician to Traffic Maintenance Crew Leader

- Sheriff**

- Administrative Clerk to CJIS Network Operator

- Fire**

- Administrative Secretary to Administrative Assistant
    - Administrative Secretary to Administrative Assistant

- EMS**

- Administrative Secretary to Administrative Assistant

# Personnel Changes

## Water System Reorganization

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- **Internal Promotions – FTE Count – No Change**
  - Customer Service Supervisor to Customer Support Manager
  - Senior Customer Service Rep. to Customer Support Specialist
  - Billing Accounting Tech to Senior Accounting Tech (Vacant)
  - (2) Lead Customer Service Rep to (2) Account Services Technician
  
- **Personnel Job Reclassifications (Certification Promotions)**
  - (3) Plant Operator II to (3) Plant Operator I
  - (1) Plant Operator III to (1) Plant Operator II
  - (2) Plant Maintenance Tech II to (2) Plant Maintenance Tech I
  - (4) Field Operations Tech III to (4) Field Operations Tech II

# Personnel Changes Certification Reclassifications

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- **Personnel Job Reclassifications (Certification Promotions):**
  - Building Safety (5.0)
    - (3.0) Inspector II to Inspector III
    - (2.0) Permit Technician Certification
  - Road Dept. (1.0)
    - (1.0) Equipment Operator I to Equipment Operator II

# Personnel Changes

## UGA Grade Reclassifications

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- **Personnel Job Reclassifications (Grade Increases):**
  - Recreation – Director Grade 23 to 24
  - Library – Director Grade 23 to 24
  - Building Safety – Director Grade 23 to 24
  - Elections – Elections Director Grade 23 to 24
  - Commissioners – County Clerk Grade 22 to 23
  - Building & Grounds – Director Grade 22 to 23
  - Animal Control – Director Grade 22 to 23
  - Finance – Budget Manager Grade 20 to 22
  - Fire Services – Quartermaster Grade 09 to 16

# Fayette County, Georgia

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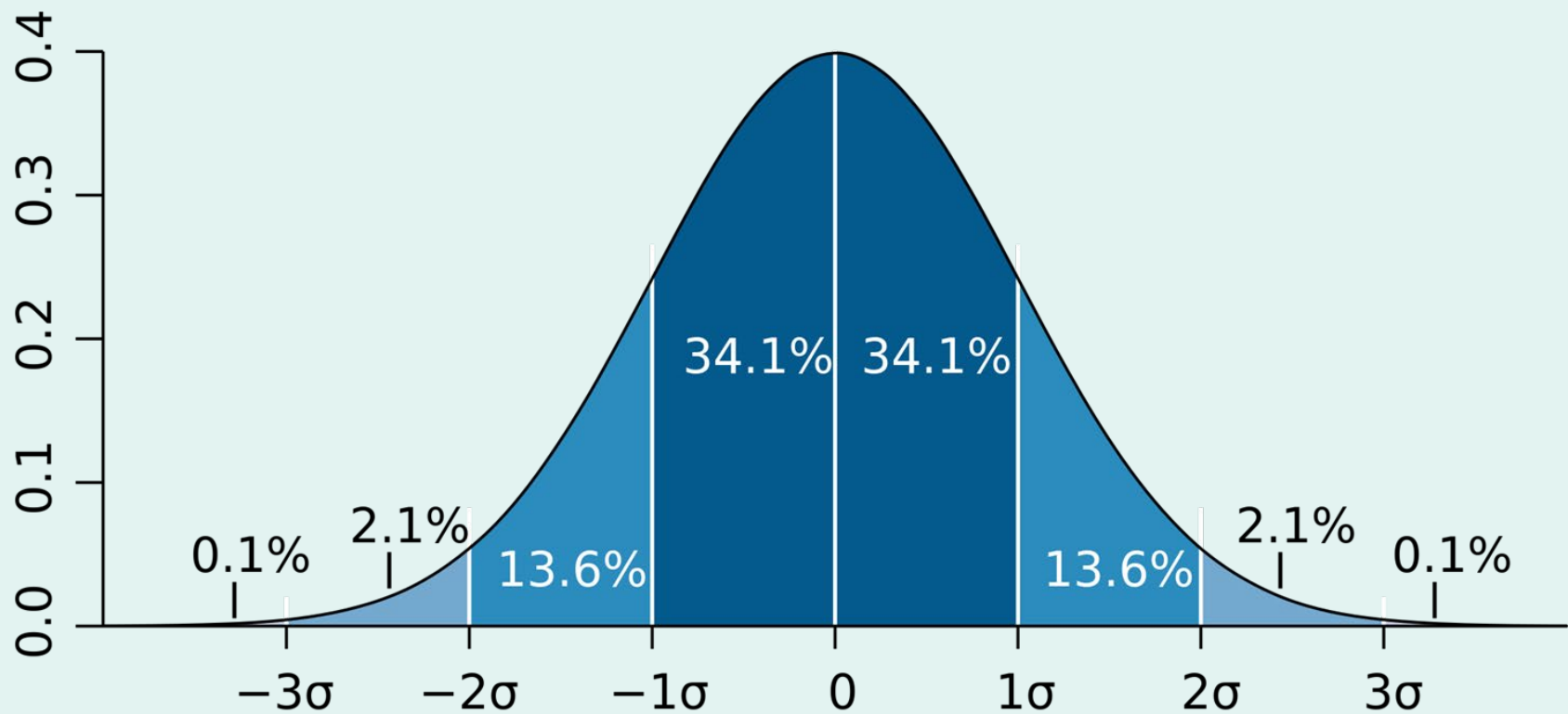
## Proposed Forced Merit

# Proposed Forced Merit Performance Pay Distribution

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- Merit distribution is allocated based upon performance and performance evaluations and uses the same approach for the merit adjustment as used in the past, following our Personnel Policies 408.13 (Performance Pay) and 412.01 (Performance Appraisal), for a distribution of funds for performance pay.
- Ideally, performance pay should be distributed using a normal distribution methodology that, when graphed, resembles a traditional Bell Curve. The Bell Curve methodology works best with large data sets; thus, for large county departments, this is a relatively straightforward process but is easier said than done for small departments.
- The alternative approach is to use a forced ranking system of a Bell Curve as a management tool to allocate merit pay.
- Based upon the department employee population, breakpoints within the curve are determined and applied to ascertain employee performance pay.
- Staff proposes utilizing a Forced Bell Curve 15-35-35-15

# Forced Ranking System Bell Curve 15-35-35-15



# Proposed Performance Pay Distribution

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- Departments with more than 20 employees use the forced ranking system approach. Using this approach, a department with 20 employees would have 3 Top-Performers; 7 Above Average Performers; 7 Below Average Performers; 3 Non-Performers.
- Smaller departments use a combination of employee performance evaluations and the forced ranking system.
- The county has 40 Departments. Of these 40, 11 have more than 20 FTEs.
- Mathematically the weighted percentage required to implement a forced ranking merit-based system would be 3.31% of total county payroll of eligible employees. The majority of employees would fall into average performers of 1.25%-2.50%-3.75% with top performers receiving a 6.25% increase.



# Proposed Performance Pay Distribution Guidelines and Process

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- Who is eligible?
  - All regular full-time and part-time employees who are in good standing, not subject to a Performance Improvement Plan, and are employed as of 12/31/2021.
  - Full-time and part-time employees who are at the maximum step with their respective grade, are in good standing, not subject to a Performance Improvement Plan, and are employed as of 12/31/2021 will receive a one-time performance payment in lieu of merit.
- Ineligible Employees:
  - Employees who are currently subject to a Performance Improvement Plan; elected officials, board members, seasonal or temporary workers (including temporary election clerks and poll workers); Employees in grant funded positions; Employees in positions funded through the Griffin Judicial Circuit.
  - Employees who are no longer employed at time of distribution.

# Proposed Performance Pay Distribution

6.25% forced bell curve – effective 3.31%

<i>Dollar Impact</i>	
<b>Fund</b>	<b>Impact</b>
<b>General Fund</b>	<b>1,104,365</b>
<b>State Court DUI</b>	<b>3,486</b>
<b>Emergency 911</b>	<b>74,288</b>
<b>Drug Abuse &amp; Treatment</b>	<b>6,315</b>
<b>Fire Services</b>	<b>278,363</b>
<b>EMS</b>	<b>78,587</b>
<b>Water System/Marshal</b>	<b>141,125</b>
<b>Solid Waste</b>	<b>2,759</b>
<b><i>Total</i></b>	<b><i>1,689,288</i></b>

# Fayette County, Georgia

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## FY2023 Maintenance & Operations

# Maintenance & Operations

## Significant Operational Budget Considerations

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- **Employee Benefits Allocation** – \$15.5M (Includes \$8.4M Healthcare & \$2.4M Retirement)
- **Road Resurfacing** – \$3.0M Road Resurfacing (Includes Micro, Hauling, Tack, HA5 etc.) 6 Miles Road Paving & 13.9 Miles Pavement Preservation
- **Defined Contribution Allocation** – \$1.5M Employer Retirement Match
- **Inmate Medical** – \$1.2M Contract & Specialty Care; \$140k Inmate Medical Claims
- **LMIG23** – \$1.13M State Road Resurfacing Allocation 3.1 Miles
- **Defined Benefit Allocation** – \$838k Allocation (excludes \$1.5M one-time Fund Balance contribution)

# Maintenance & Operations

## Significant Operational Budget Considerations

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- **Property & Casualty Insurance** – \$730k (Across all Funds)
- **Tyler Software** - \$368k Non-Departmental (Includes \$250k Reservation)
- **GIS Services** – \$160k to augment GIS systems analysis and architecture design
- **ARC** – \$135k membership fees; ARC provides \$649k contribution towards senior services and operations
- **Recreation** – \$318k Recreation programs (\$150k PTC, \$90k Self-Sustaining, \$60k FCBOE, \$18k Tyrone)

# Maintenance & Operations

## Significant Operational Budget Considerations

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- **General Fund Transfers**

- **Vehicle/Heavy Equipment Replacement** – \$1,725,000 into the VE (Vehicle Equipment) Fund to ensure adequate future funding is available to replace vehicle and equipment

		FY2022	FY2023
• Existing VE Net Position \$10.3M	General Fund	\$725,000	\$725,000
	<i>Vehicle</i>	\$525,000	\$525,000
	<i>Equipment</i>	\$200,000	\$200,000
	Fire Fund	\$650,000	\$650,000
	EMS Fund	\$350,000	\$350,000
	Total Funding	<u>\$1,725,000</u>	<u>\$1,725,000</u>

- **Jail Surcharge** – \$225k transfer to Jail Surcharge for inmate meals
- **Post Landfill Closure Expenses** – \$182k transfer to Solid Waste to fund post closure landfill costs
- **Victim's Assistance** – \$18k to fund shortfall for Victim's Assistance

# Maintenance & Operations

## Significant Operational Budget Considerations

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- **Fire Services / EMS**

- \$73k Bunker Gear Purchase
- \$60k Various Fire Station Facility Improvements
- \$46k Paramedic Training
- \$25k Firefighter Cancer Insurance Premium
- \$30k Pharmaceutical Supplies
- \$24k Medical Advisor & Chaplain Services

- **911**

- \$285k Carbyne Project Operating License
- \$240k AT&T/Megalink Landline Agreement
- \$128k Cell Tower Leases

# Maintenance & Operations

## Significant Operational Budget Considerations

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- **Water System**

- Chemicals – \$791k Crosstown and South Fayette contracts
- Engineering Services – \$350k EOR Consulting & Design Services
- Lakes, Reservoirs, and Dams – \$165k Maintenance
- Meters & Water Line – \$258k Maintenance & Repairs
- USGS – \$200k Water Flow & Stream Monitoring
- Utility Locate Services – \$200k Large Project Locates
- Leak Protection – \$200k Validate Leak Claims



# Maintenance & Operations

## Significant Operational Budget Considerations

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- **Outside Agency budgets**

- **Public Defender** – \$613k; or 21.0%; Lower Court Impact
- **Senior Services** – \$419k; or 4.2%; \$17k Fund Program Shortfall
- **FC Dev Authority** – \$238k; No change; \$225k Population Based
- **Mental Health Services** – \$210k; No change
- **Cooperative Extension** – \$157k; or 8.0%, Fund Salary Adj
- **Department of Public Health** – \$84k; or (54%) decrease 2<sup>nd</sup> Year of \$100k reduction offset to offset future building program
- **Dept. Family & Children Services** – \$39k; No change

# Fayette County, Georgia

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Capital Improvement Plan  
Capital Expenditures  
Vehicles / Equipment

# Capital Improvement Program As Proposed

<u>Dept</u>	<u>Project Description</u>	<u>5-Year Project Allocation</u>	<u>Current Project Balance</u>	<u>Proposed Project Balance</u>	<u>FY2023</u>	<u>FY2024</u>	<u>FY2025</u>	<u>FY2026</u>	<u>FY2027</u>	<u>FY2023 CIP Plan</u>
Animal Control	New & Modern Animal Shelter	1,387,036	1,387,036	1,387,036						
	<b>Total - Animal Control</b>	<b>1,387,036</b>	<b>1,387,036</b>	<b>1,387,036</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
Bldg & Gnds	Storage Building	5,093	5,093	5,093						
Bldg & Gnds	HVAC Roof Top Unit Replacement-Justice Center	650,000				650,000				650,000
Bldg & Gnds	Roof Replacement- Justice Center	290,000					290,000			290,000
Bldg & Gnds	Liebert System Repair-Stonewall Complex IT Data Room	30,000	30,000	30,000						
Bldg & Gnds	Library Interior / Exterior Painting	35,000	35,000	35,000						
Bldg & Gnds	FC Buildings Roof Repairs	200,000		200,000	200,000					200,000
Bldg & Gnds	Library Windows & Door Replacement	60,000		60,000	60,000					60,000
Bldg & Gnds	Building Automation System at Justice Center	100,000		100,000	100,000					100,000
Bldg & Gnds	Justice Center Emergency Generator (2)	25,000		25,000	25,000					25,000
Bldg & Gnds	Justice Center Emergency Generator (1)	20,000		20,000	20,000					20,000
Bldg & Gnds	Justice Center Fountain Repair	8,000		8,000	8,000					8,000
Bldg & Gnds	Stonewall Renovation(s)	34,265	34,265	34,265						
	<b>Total - Bldg. &amp; Grounds</b>	<b>1,457,358</b>	<b>104,358</b>	<b>517,358</b>	<b>413,000</b>	<b>650,000</b>	<b>290,000</b>	<b>0</b>	<b>0</b>	<b>1,353,000</b>

# Capital Improvement Program As Proposed

<u>Dept</u>	<u>Project Description</u>	<u>5-Year Project Allocation</u>	<u>Current Project Balance</u>	<u>Proposed Project Balance</u>	<u>FY2023</u>	<u>FY2024</u>	<u>FY2025</u>	<u>FY2026</u>	<u>FY2027</u>	<u>FY2023 CIP Plan</u>
Building Safety	SAGES - Computer Software & Upgrades	76,510	76,510	76,510						
	<b>Total - Building Safety</b>	<b>76,510</b>	<b>76,510</b>	<b>76,510</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
Clerk of Courts	Computer Hardware Upgrade	40,845	40,845	40,845						
	<b>Total - Clerk of Courts</b>	<b>40,845</b>	<b>40,845</b>	<b>40,845</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
Code Enforcement	Purchase of Tasers (2)	7,325		7,325	7,325					7,325
	<b>Total - Code Enforcement</b>	<b>7,325</b>	<b>0</b>	<b>7,325</b>	<b>7,325</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>7,325</b>
Elections	Renovation of Vacated Station #4	961,200	961,200	961,200						0
	<b>Total - Elections</b>	<b>961,200</b>	<b>961,200</b>	<b>961,200</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
EMD	CountyWide Non-2017 SPLOST Pipe Replacements	1,736,732	236,732	486,732	250,000	250,000	250,000	250,000	250,000	1,250,000
	<b>Total - Environmental Management</b>	<b>1,736,732</b>	<b>236,732</b>	<b>486,732</b>	<b>250,000</b>	<b>250,000</b>	<b>250,000</b>	<b>250,000</b>	<b>250,000</b>	<b>1,250,000</b>

# Capital Improvement Program As Proposed

<u>Dept</u>	<u>Project Description</u>	<u>5-Year Project Allocation</u>	<u>Current Project Balance</u>	<u>Proposed Project Balance</u>	<u>FY2023</u>	<u>FY2024</u>	<u>FY2025</u>	<u>FY2026</u>	<u>FY2027</u>	<u>FY2023 CIP Plan</u>
Health Dept	Public Health Building	2,662,358	2,662,358	2,662,358						
	<b>Total - Health Department</b>	<b>2,662,358</b>	<b>2,662,358</b>	<b>2,662,358</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
HR	ExecuTime Time & Attendance	129,266	129,266	129,266						
	<b>Total - Human Resources</b>	<b>129,266</b>	<b>129,266</b>	<b>129,266</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
Info Systems	Phone System Revitalization & Conversion	200,000	200,000	200,000						
Info Systems	Data Ctr Fire Suppression Jail & Stonewall Data Ctr	37,908	37,908	37,908						
Info Systems	AV Upgrade Lg Conf Rm & Countywide Training Rm	24,124	24,124	24,124						
Info Systems	Systemwide Consolidate/Redesign	962,559	87,559	262,559	175,000	175,000	175,000	175,000	175,000	875,000
Info Systems	FLIGHT Over Fayette County-capture GIS imagery	100,000		100,000	100,000					100,000
	<b>Total - Info Systems</b>	<b>1,324,591</b>	<b>349,591</b>	<b>624,591</b>	<b>275,000</b>	<b>175,000</b>	<b>175,000</b>	<b>175,000</b>	<b>175,000</b>	<b>975,000</b>

# Capital Improvement Program As Proposed

Dept	Project Description	5-Year Project Allocation	Current Project Balance	Proposed Project Balance	FY2023	FY2024	FY2025	FY2026	FY2027	FY2023 CIP Plan
Library	Library Self Checkout Machines	24,000		24,000	24,000					24,000
Library	Library Parking Lot Repavement	150,655		150,655	150,655					150,655
	<b>Total - Library</b>	<b>174,655</b>	<b>0</b>	<b>174,655</b>	<b>174,655</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>174,655</b>
Public Works	Exterior Painting of Public Works Building	0	27,599	0						
Public Works	115 McDonough Road Landscaping	5,000		5,000	5,000					5,000
Public Works	Public Works Office Renovation	39,000		39,000	39,000					39,000
	<b>Total - Public Works</b>	<b>44,000</b>	<b>27,599</b>	<b>44,000</b>	<b>44,000</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>44,000</b>
Recreation	Kenwood Playground Shade Structure -Phase II	70,000	70,000	70,000						
Recreation	Kiwanis Park Restroom Facility	120,000		120,000	120,000					120,000
Recreation	McCurry Park North Soccer Restroom	222,238	222,238	222,238						
Recreation	McCurry Pk - Multi-purpose fields light installation	450,000	150,000	300,000	150,000	150,000				300,000
Recreation	Park Playground Upgrades	16,742	16,742	16,742						

# Capital Improvement Program As Proposed

<u>Dept</u>	<u>Project Description</u>	<u>5-Year Project Allocation</u>	<u>Current Project Balance</u>	<u>Proposed Project Balance</u>	<u>FY2023</u>	<u>FY2024</u>	<u>FY2025</u>	<u>FY2026</u>	<u>FY2027</u>	<u>FY2023 CIP Plan</u>
Recreation	Safety Netting for Kiwanis Field #7	39,000	39,000	39,000						
Recreation	McCurry Park Parking Lot Repair	28,602	28,602	28,602						
Recreation	Brooks Park Field Refurbishment	100,000	100,000	100,000						
Recreation	Kiwanis Park Pickleball Courts	124,500	124,500	124,500						
Recreation	McCurry Park Picnic Parking Lot	50,000	50,000	50,000						
Recreation	McCurry Park Picnic Walkway Repairs	8,500	8,500	8,500						
Recreation	McCurry Park North Soccer Walkway Repairs	22,000	22,000	22,000						
Recreation	Kiwanis Park Baseball Walkway Repairs	25,000	25,000	25,000						
Recreation	McCurry Park South Soccer Walkway Repairs	11,206	11,206	11,206						
Recreation	McCurry Softball Walkway Repairs	27,214	27,214	27,214						
Recreation	Kiwanis Center Flooring Refurbishment	70,000		70,000	70,000					70,000

# Capital Improvement Program As Proposed

<u>Dept</u>	<u>Project Description</u>	<u>5-Year Project Allocation</u>	<u>Current Project Balance</u>	<u>Proposed Project Balance</u>	<u>FY2023</u>	<u>FY2024</u>	<u>FY2025</u>	<u>FY2026</u>	<u>FY2027</u>	<u>FY2023 CIP Plan</u>
Recreation	Kiwanis Restroom Refurbishment	25,000		25,000	25,000					25,000
Recreation	McCurry Park North Soccer Parking Lot Resurfacing	154,527		154,527	154,527					154,527
Recreation	Park Exercise Equipment - Kenwood/McCurry	25,000		25,000	25,000					25,000
Recreation	Kedron Park Sidewalk Repair	10,000		10,000	10,000					10,000
	<b>Total - Recreation</b>	<b>1,599,529</b>	<b>895,002</b>	<b>1,449,529</b>	<b>554,527</b>	<b>150,000</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>704,527</b>
Road	Shed Replacement/Upgrades	6,000	11,620	6,000						
Road	Clearing of ROW on Padgett Road	114,364		114,364	114,364					114,364
Road	Road Dept Warehouse, Sign Shop and Crew Offices	700,000	50,000	50,000		350,000	300,000			650,000
Road	Rd ReConstruction (FDR) Hampton & Williamson Pl	450,000		450,000	450,000					450,000
Road	Crabapple Road Cul-De-Sac Construction	21,776		21,776	21,776					21,776
	<b>Total - Road Department</b>	<b>1,292,140</b>	<b>61,620</b>	<b>642,140</b>	<b>586,140</b>	<b>350,000</b>	<b>300,000</b>	<b>0</b>	<b>0</b>	<b>1,236,140</b>



# Capital Improvement Program As Proposed

Dept	Project Description	5-Year Project Allocation	Current Project Balance	Proposed Project Balance	FY2023	FY2024	FY2025	FY2026	FY2027	FY2023 CIP Plan
Sheriff	Links Plan(Training Center - Driving Course)	1,611,567	1,611,567	1,611,567						
Sheriff	Roofing Replacement for all Sheriff's Office Facilities	1,650,000				500,000	500,000	650,000		1,650,000
Sheriff- Jail	Anti-Splash system -Jail Feeding Ports	27,400		27,400	27,400					27,400
Sheriff	Taser Replacements	519,170		103,834	103,834	103,834	103,834	103,834	103,834	519,170
Sheriff-Field Ops	Watch Guard WIFI Camera Station	11,367				11,367				11,367
Sheriff-Field Ops	In-Vehicle Radar & Laser Project	22,539		22,539	22,539					22,539
Sheriff-Jail	Watch Guard WIFI Camera Station	10,147					10,147			10,147
Sheriff	Final Buildout Training Center (ARPA)	489,946	489,946	489,946						
Sheriff	Training Center Basement/ Server Room Repair	37,800	0	37,800	37,800					37,800
Sheriff	Replacement of Total Station- Traffic	35,041	0	35,041	35,041					35,041
	<b>Total - Sheriff's Office</b>	<b>4,414,977</b>	<b>2,101,513</b>	<b>2,328,127</b>	<b>226,614</b>	<b>615,201</b>	<b>613,981</b>	<b>753,834</b>	<b>103,834</b>	<b>2,313,464</b>

# Capital Improvement Program As Proposed

<b>Dept</b>	<b>Project Description</b>	<b>5-Year Project Allocation</b>	<b>Current Project Balance</b>	<b>Proposed Project Balance</b>	<b>FY2023</b>	<b>FY2024</b>	<b>FY2025</b>	<b>FY2026</b>	<b>FY2027</b>	<b>FY2023 CIP Plan</b>
Sup. Ct .Judge	Superior Court Office Renovation	25,000	25,000	25,000						
	<b>Total - Superior Court Judges</b>	<b>25,000</b>	<b>25,000</b>	<b>25,000</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
911	FC Buildings Roof Repairs	5,000	5,000	5,000						
911	911 Phone System	250,000	0			250,000				250,000
911	Upgrade Spillman	1,000,000	0			500,000	500,000			1,000,000
	<b>Total - 911 Communications</b>	<b>1,255,000</b>	<b>5,000</b>	<b>5,000</b>	<b>0</b>	<b>750,000</b>	<b>500,000</b>	<b>0</b>	<b>0</b>	<b>1,250,000</b>

# Capital Improvement Program As Proposed

Dept	Project Description	5-Year Project Allocation	Current Project Balance	Proposed Project Balance	FY2023	FY2024	FY2025	FY2026	FY2027	FY2023 CIP Plan
Fire	Links Training Facility Concept Design & Site Dev	805,440	805,440	805,440						
Fire	Fire Training Building/Tower (ARPA)	825,000	825,000	825,000						
Fire	Fire Classroom & Training Facility (ARPA)	1,392,500	1,392,500	1,392,500						
Fire	Pumper Aerial Drive Train (ARPA)	665,000	665,000	665,000						
Fire	Station 5 Kitchen cabinets/countertop replacement	38,000	38,000	38,000						
Fire	Station 6 Gutter Replacement	10,800	10,800	10,800						
Fire	Station 7 Parking Lot Resurfacing	815	815	815						
Fire	Fire Hose - Replacement of 4" to 5"	20,000		10,000	10,000		10,000			20,000
Fire	Fire Station Roof Repairs (8)	35,000		35,000	35,000					35,000
Fire	Station 2 Fuel Tank (new above ground)	45,000		45,000	45,000					45,000
Fire	Hurst/Spredder Combi Tools	32,000		32,000	32,000					32,000
Fire	Station 5 Parking Lot Resurfacing	63,000		63,000	63,000					63,000
Fire	Station 6 Parking Lot Resurfacing	55,000		55,000	55,000					55,000
Fire	Replace Generator at Station 7	54,000		54,000	54,000					54,000
Fire	Station 10 Parking Lot Resurfacing	56,175		56,175	56,175					56,175
Fire	Gear Washer Extractor Replacement	14,000		14,000	14,000					14,000
Fire	Base Station Day/Night Mode	12,000		12,000	12,000					12,000
Fire	Radio Head Set system	21,800		21,800	21,800					21,800
	<b>Total - Fire Services</b>	<b>4,145,530</b>	<b>3,737,555</b>	<b>4,135,530</b>	<b>397,975</b>	<b>0</b>	<b>10,000</b>	<b>0</b>	<b>0</b>	<b>407,975</b>

# Capital Improvement Program As Proposed

<u>Dept</u>	<u>Project Description</u>	<u>5-Year Project Allocation</u>	<u>Current Project Balance</u>	<u>Proposed Project Balance</u>	<u>FY2023</u>	<u>FY2024</u>	<u>FY2025</u>	<u>FY2026</u>	<u>FY2027</u>	<u>FY2023 CIP Plan</u>
EMS	Warning Siren System Maintenance	29,215	29,215	29,215						
EMS	Cardiac Monitors	234,000					234,000			234,000
EMS	LUCAS Portable Chest Compression Device	14,230		14,230	14,230					14,230
EMS	Cardiac Monitor/Defibrillator Replacement	527,000		105,400	105,400	105,400	105,400	105,400	105,400	527,000
	<b>Total - EMS</b>	<b>804,445</b>	<b>29,215</b>	<b>148,845</b>	<b>119,630</b>	<b>105,400</b>	<b>339,400</b>	<b>105,400</b>	<b>105,400</b>	<b>775,230</b>
Water System	Camera Surveillance Systems CTWP	42,024	42,024	42,024						
Water System	Water Plant Maint & Storage Bldg Improvements	200,950	115,950	115,950		85,000				85,000
Water System	Water Administration Renovation	90,026	722	90,026	89,304					89,304
Water System	Sodium Hypochlorite Crosstown	901,703	151,703	151,703		300,000	250,000	200,000		750,000
Water System	Sodium Hypochlorite-South Fayette	450,000					250,000	200,000		450,000
Water System	Health & Safety Generator	200,000				100,000	100,000			200,000

# Capital Improvement Program As Proposed

<u>Dept</u>	<u>Project Description</u>	<u>5-Year Project Allocation</u>	<u>Current Project Balance</u>	<u>Proposed Project Balance</u>	<u>FY2023</u>	<u>FY2024</u>	<u>FY2025</u>	<u>FY2026</u>	<u>FY2027</u>	<u>FY2023 CIP Plan</u>
Water System	Crosstown Electrical Upgrades	200,000				100,000	100,000			200,000
Water System	Fluoride Upgrade Crosstown	20,000		20,000	20,000					20,000
Water System	Fluoride & Na2MnO4 Upgrade South Fayette	474,240		57,240	57,240		208,500	208,500		474,240
Water System	Lead Service Line Replacements	155,000		105,000	50,000	25,000	25,000			100,000
Water System	FlowCam Cyano	97,700		97,700	97,700					97,700
Water System	Cross Connection Compliance Prevention	640,000		40,000	40,000	300,000	150,000	150,000		640,000
Water System	Filter Isolation Valve Upgrades-South Fayette	57,463		57,463	57,463					57,463
Water System	SCADA	1,285,801	410,801	510,801	100,000	250,000	175,000	175,000	175,000	875,000
Water System	SAGES	75,312	65,312	75,312	10,000					10,000
Water System	Advanced Metering Infrastructure (AMI)	1,528,000		28,000	28,000				1,500,000	1,528,000
Water System	Water System Yard Piping Crosstown	689,827	339,827	339,827		175,000	175,000			350,000
Water System	Trilith Storage Tank and Pump	1,475,000		400,000	400,000	325,000	500,000	250,000		1,475,000
Water System	Sedimentation Basin Plate Settlers- Crosstown	700,000				50,000		275,000	375,000	700,000
Water System	Sedimentation Basin Plate Settlers- South Fayette	600,000				50,000		275,000	275,000	600,000

# Capital Improvement Program As Proposed

<u>Dept</u>	<u>Project Description</u>	<u>5-Year Project Allocation</u>	<u>Current Project Balance</u>	<u>Proposed Project Balance</u>	<u>FY2023</u>	<u>FY2024</u>	<u>FY2025</u>	<u>FY2026</u>	<u>FY2027</u>	<u>FY2023 CIP Plan</u>
Water System	Sludge Thickener-Crosstown	296,000						148,000	148,000	296,000
Water System	Pump Refurbishment Program	924,283	224,283	224,283		200,000	200,000	300,000		700,000
Water System	3 MG Clear Well Improvement - S. Fayette	150,000	150,000	150,000						
Water System	Waterline Extensions	2,038,076	638,076	638,076		300,000	200,000	550,000	350,000	1,400,000
Water System	Private Water System Improvements	500,000	500,000	500,000						
Water System	Veteran's Parkway Waterline Extension	180,000	180,000	180,000						
Water System	Interconnectivity Coweta	875,000	875,000	875,000						
Water System	Redwine Rd from Bernhard to Stonehaven Loop	234,000	234,000	234,000						
Water System	SR 74/54 Relocation GDOT PI 0013726	1,536,006	758,962	758,962			777,044			777,044
Water System	SR 85 Relocation GDOT PI 721290	122,000	122,000	122,000						
Water System	East Fayetteville Bypass	130,947	130,947	130,947						
Water System	Distr Water Quality/Redundancy Improvements	325,000	75,000	75,000		75,000	50,000	75,000	50,000	250,000
Water System	Taser Replacements – Marshal/Code Enforcement	14,651		14,651	14,651					14,651
	<b>Total - Water System</b>	<b>17,209,008</b>	<b>5,014,607</b>	<b>6,033,965</b>	<b>964,358</b>	<b>2,335,000</b>	<b>3,160,544</b>	<b>2,806,500</b>	<b>2,873,000</b>	<b>12,139,402</b>
Solid Waste	Transfer Station Camera Install (5)	28,066		28,066	28,066					28,066
	<b>Total - Solid Waste</b>	<b>28,066</b>	<b>0</b>	<b>28,066</b>	<b>28,066</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>28,066</b>

# Capital Improvement Program As Proposed

<u>Project Description</u>	<u>5-Year Project Allocation</u>	<u>Current Project Balance</u>	<u>Proposed Project Balance</u>	<u>FY2023</u>	<u>FY2024</u>	<u>FY2025</u>	<u>FY2026</u>	<u>FY2027</u>	<u>FY2023 CIP Plan</u>
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## Funding Sources:

General Fund	17,333,522	9,058,631	11,556,672	2,531,261	2,190,201	1,628,981	1,178,834	528,834	8,058,111
911 Communications Fund	1,255,000	5,000	5,000	0	750,000	500,000	0	0	1,250,000
Fire Services Fund	4,145,530	3,737,555	4,135,530	397,975	0	10,000	0	0	407,975
Emergency Medical Services Fund	804,445	29,215	148,845	119,630	105,400	339,400	105,400	105,400	775,230
Solid Waste	28,066	0	28,066	28,066	0	0	0	0	28,066
Water System Fund	17,209,008	5,014,607	6,033,965	964,358	2,335,000	3,160,544	2,806,500	2,873,000	12,139,402
<b>Total Approved</b>	<b>40,775,571</b>	<b>17,845,008</b>	<b>21,908,078</b>	<b>4,041,290</b>	<b>5,380,601</b>	<b>5,638,925</b>	<b>4,090,734</b>	<b>3,507,234</b>	<b>22,658,784</b>

## Fund Type:

Governmental Funds	23,538,497	12,830,401	15,846,047	3,048,866	3,045,601	2,478,381	1,284,234	634,234	10,491,316
Enterprise Funds	17,237,074	5,014,607	6,062,031	992,424	2,335,000	3,160,544	2,806,500	2,873,000	12,167,468
<b>Total Approved</b>	<b>40,775,571</b>	<b>17,845,008</b>	<b>21,908,078</b>	<b>4,041,290</b>	<b>5,380,601</b>	<b>5,638,925</b>	<b>4,090,734</b>	<b>3,507,234</b>	<b>22,658,784</b>

# FY2023 Budget - Vehicles

#	Fund	Department	Description	Base Price	Add-On's	Total Requested (Fund 610)	Approved	Vehicle Being Replaced	VIN - ID Number	Mileage	Comments
1	610	Sheriff Admin	Radar Speed Trailer	\$8,200	\$4,100	\$12,300	\$12,300	Speed Detector Radar	1K9BS0818WK118009	N/A	Replacement
			<b>Total - Sheriff Admin</b>	<b>\$8,200</b>	<b>\$4,100</b>	<b>\$12,300</b>	<b>\$12,300</b>				
2	610	Sheriff CID	2023 Chevrolet Tahoe Pursuit	\$40,407	\$22,202	\$62,609	\$62,609	2008 Dodge Charger	2B3KA43H78H285884	111,854	Replacement
3	610	Sheriff CID	2023 Chevrolet Tahoe Pursuit	\$40,407	\$22,202	\$62,609	\$62,609	2008 Ford Explorer	1FMEU63E78UB32919	106,055	Replacement
			<b>Total - Sheriff CID</b>	<b>\$80,814</b>	<b>\$44,404</b>	<b>\$125,218</b>	<b>\$125,218</b>				
4	610	Sheriff Field Ops	2023 Chevrolet Tahoe Pursuit	\$40,407	\$22,202	\$62,609	\$62,609	2016 Chevrolet Caprice	6G3NS5U22GL206103	123,989	Replacement
5	610	Sheriff Field Ops	2023 Chevrolet Tahoe Pursuit	\$40,407	\$22,202	\$62,609	\$62,609	2016 Chevrolet Caprice	6G3NS5U20GL204505	121,545	Replacement
6	610	Sheriff Field Ops	2023 Chevrolet Tahoe Pursuit	\$40,407	\$22,202	\$62,609	\$62,609	2016 Chevrolet Caprice	6G3NS5U27GL204590	115,096	Replacement
7	610	Sheriff Field Ops	2023 Chevrolet Tahoe Pursuit	\$40,407	\$22,202	\$62,609	\$62,609	2016 Chevrolet Caprice	6G3NS5U2XGL204325	113,504	Replacement
8	610	Sheriff Field Ops	2023 Chevrolet Tahoe Pursuit	\$40,407	\$22,202	\$62,609	\$62,609	2015 Chevrolet Caprice	6G3NS5U2XFL126269	111,307	Replacement
9	610	Sheriff Field Ops	2023 Chevrolet Tahoe Pursuit	\$40,407	\$22,202	\$62,609	\$62,609	2015 Chevrolet Tahoe	1GNLC2EC4FR534214	111,049	Replacement
			<b>Total - Sheriff Field Ops</b>	<b>\$242,441</b>	<b>\$133,213</b>	<b>\$375,654</b>	<b>\$375,654</b>				
			<b>SHERIFF TOTAL</b>	<b>\$331,454</b>	<b>\$181,718</b>	<b>\$513,172</b>	<b>\$513,172</b>				
			<b>FY2023 Vehicle Request Total</b>	<b>\$331,454</b>	<b>\$181,718</b>	<b>\$513,172</b>	<b>\$513,172</b>				

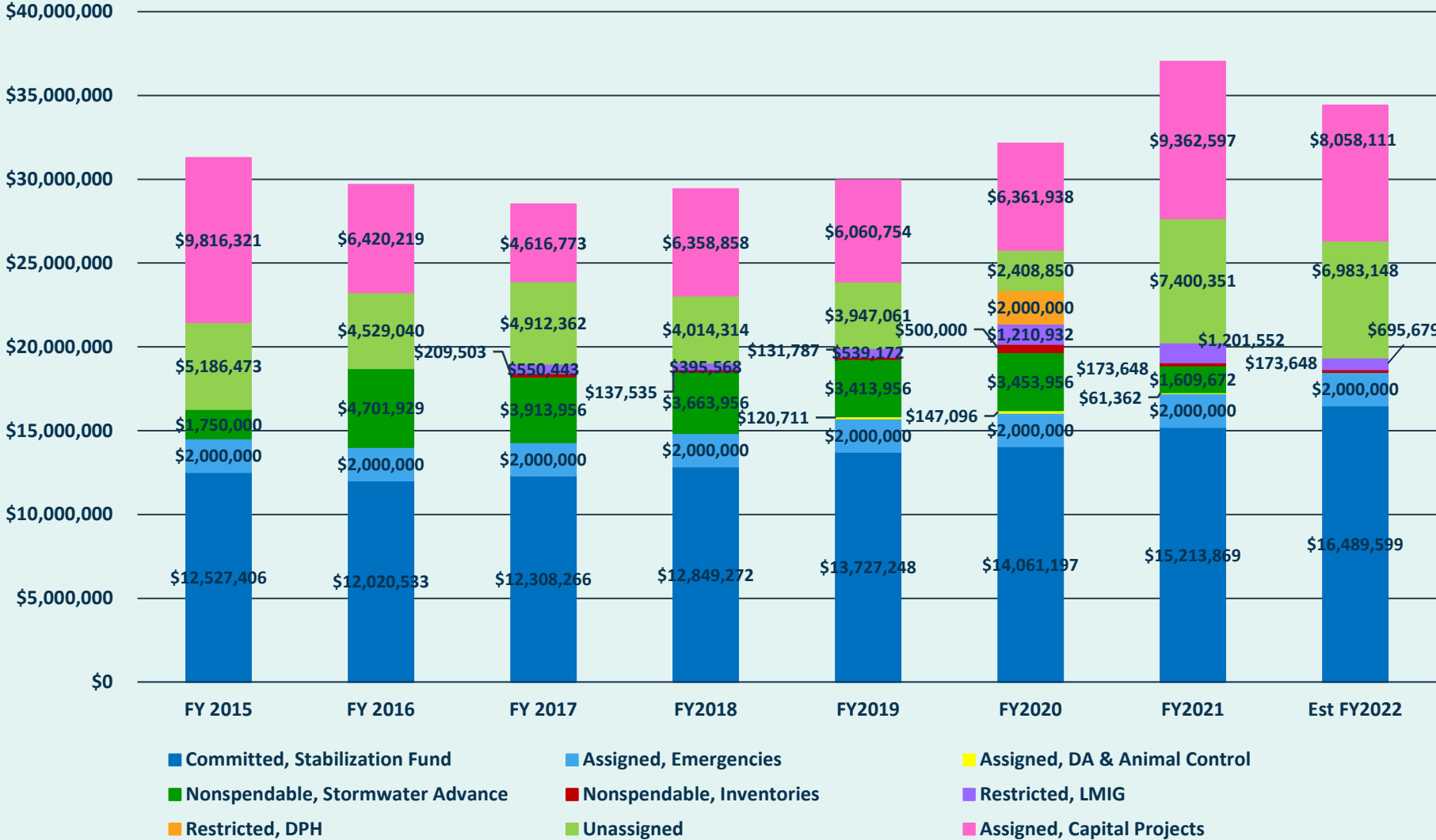


# FY2023 Budget – Heavy Equipment

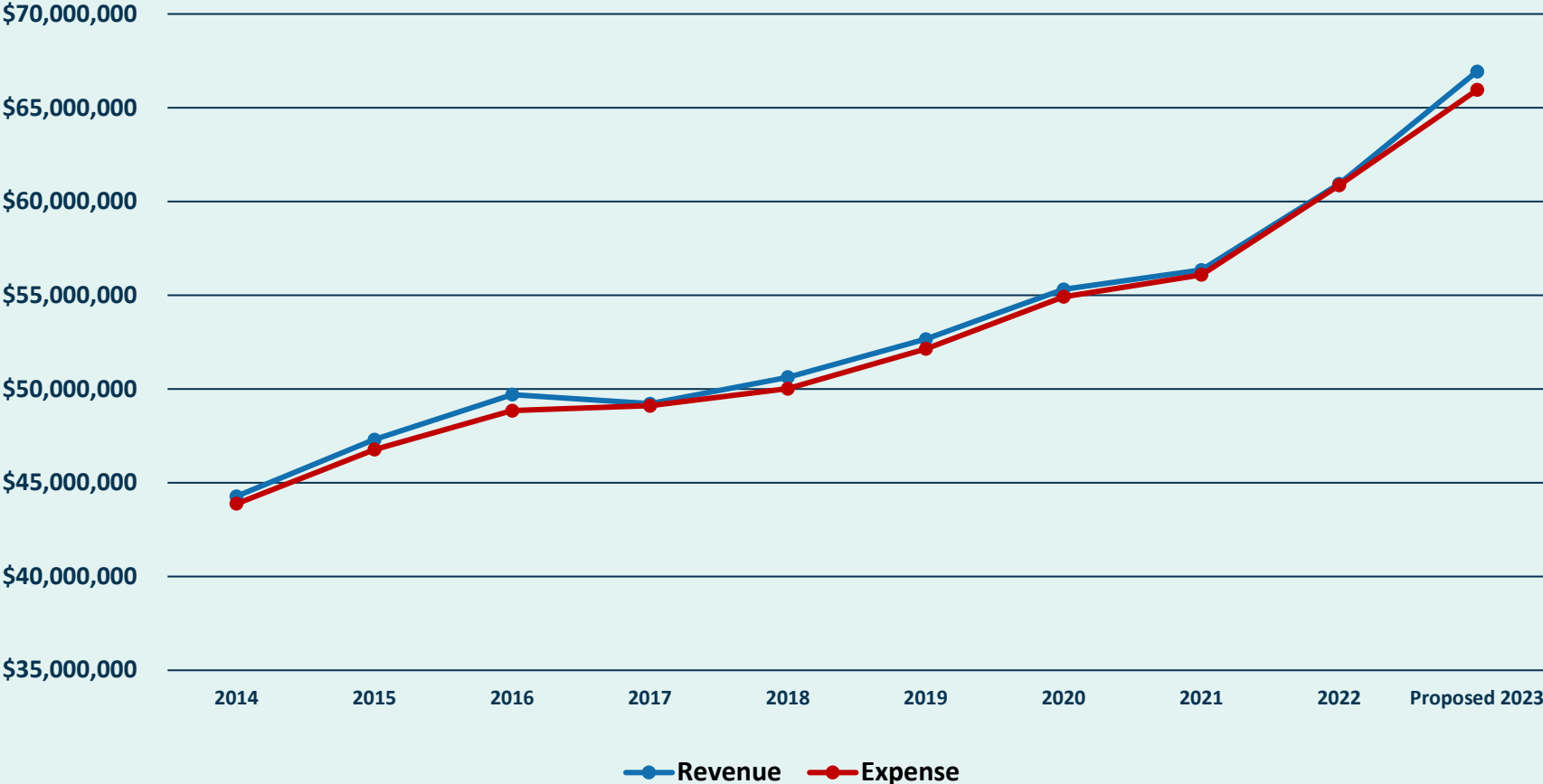
#	Fund	Department	Description	Unit Cost	Additional	Total Cost	Approved	Hours	Equipment Being Replaced Description	Comments
1	610	Road	Buyers Salt Dogg Hopper Spreader	13,692	0	13,692	13,692	N/A	N/A	New
			<b>Total - Road</b>	<b>13,692</b>	<b>0</b>	<b>13,692</b>	<b>13,692</b>			
2	610	Code Enforcement	Upgrade to Deputy Marshal Vehicle	0	3,250	3,250	3,250	N/A	Emergency Equipment & Lettering	New
3	610	Code Enforcement	Upgrade to Deputy Marshal Vehicle	0	3,250	3,250	3,250	N/A	Emergency Equipment & Lettering	New
			<b>Total – Code Enforcement</b>	<b>0</b>	<b>3,250</b>	<b>6,500</b>	<b>6,500</b>			
			<b>FY2023 Equipment Request Total</b>	<b>13,692</b>	<b>0</b>	<b>20,192</b>	<b>20,192</b>			

	Vehicle/Equipment Requests		
	Replacement	New	Total
Total VRF 610	\$ 513,172	\$ -	\$ 513,172
Total Vehicle Requests	\$ 513,172	\$ -	\$ 513,172
Total VRF 610	\$ -	\$ 20,192	\$ 20,192
Total Equipment Requests	\$ -	\$ 20,192	\$ 20,192
Total VRF 610	\$ 513,172	\$ 20,192	\$ 533,364
Total FY2023 Requests	\$ 513,172	\$ 20,192	\$ 533,364

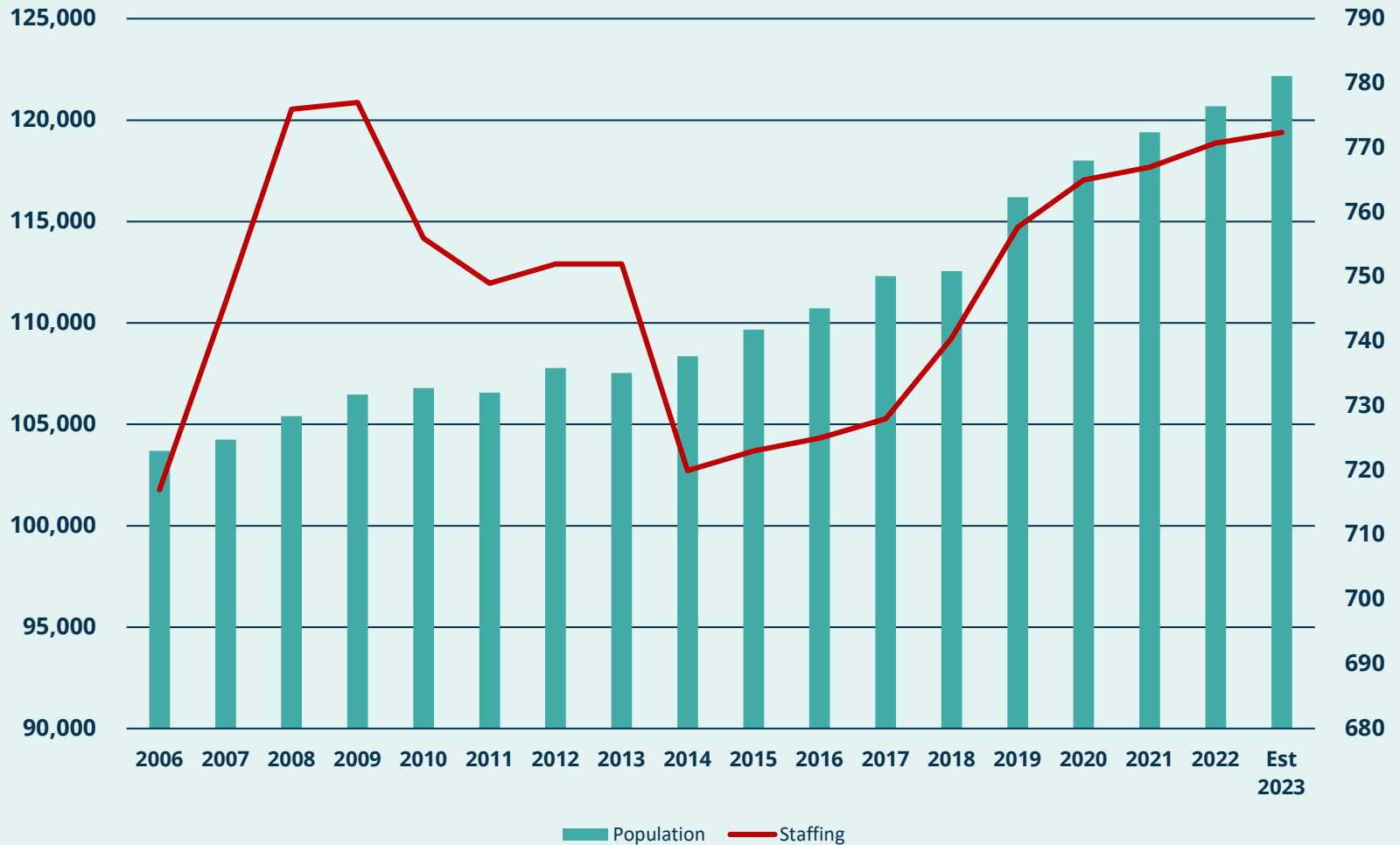
# General Fund Fund Balance Trends – Last 7 FY



# General Fund Original Adopted Budget



# Population and Staffing

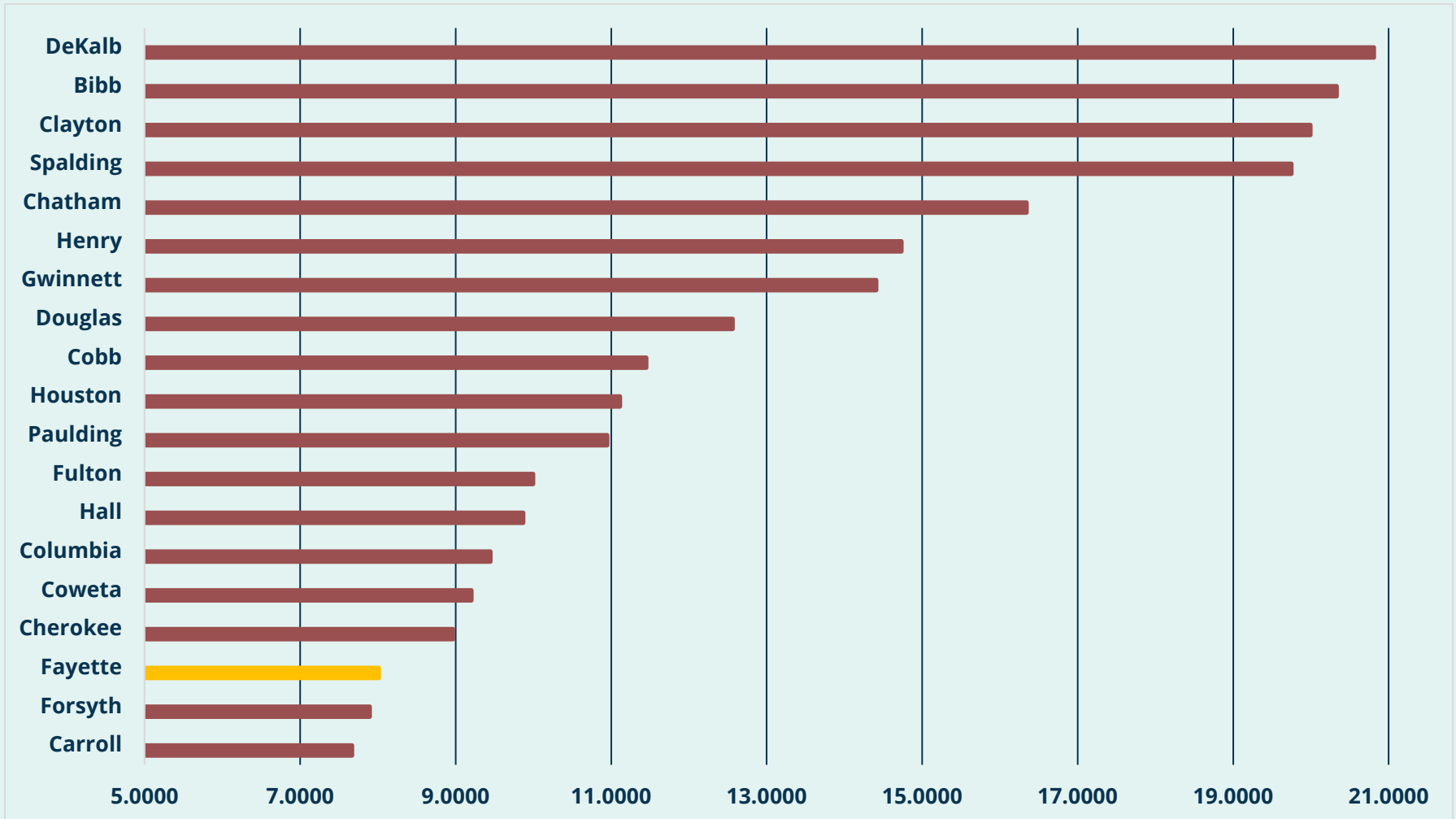


# Millage Rate History Since 2014

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Year	2014	2015	2016	2017	2018	2019	2020	2021
<b>Board of Education / Bond</b>	21.450	21.350	21.100	20.850	20.850	20.521	20.330	20.334
<b>Brooks Millage</b>	0.899	0.840	0.799	0.723	0.680	0.627	0.606	1.000
<b>Fayetteville Millage</b>	3.874	3.874	3.874	3.874	5.646	5.646	5.646	5.646
<b>Peachtree City Millage / Bond</b>	7.088	7.070	7.065	6.505	6.408	6.232	6.232	6.043
<b>Tyrone Millage</b>	2.889	2.889	2.889	2.889	2.889	2.889	2.889	2.889
<b>Unincorporated County</b>	5.602	5.171	4.917	4.509	4.392	4.392	4.277	4.034

# Millage Rates for Local Counties



# FY2023 Budget Highlights

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- **Significant operational budget considerations:**
  - No Millage Rate Change – Requires Advertising as Property Tax Increase
  - General Fund impact from maintenance & operations is positive.
  - Proposed Budget increases General Fund Balance \$974,729
  - Funds Rolling 5 Year Capital Improvement Program of \$8,058,111
  - Changes in Personnel levels protect the existing outstanding service delivery to our Citizens.
  - Budget continues to maintain the commitment to balance current year revenues with current year expenses.
  - Maintains Employee Benefits – Medical/Dental/Vision & Retirement
  - County-Wide departmental cooperation continues to yield positive results.

# Future Public Hearings

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- **First Public Hearing**
  - **Thursday, June 9, 2022, at 5:00 p.m.**
- **Second Public Hearing – Budget Adoption**
  - **Thursday, June 23, 2022, at 5:00 p.m.**



# COUNTY AGENDA REQUEST

Department:

Presenter(s):

Meeting Date:

Type of Request:

**Wording for the Agenda:**

Approval of the Georgia Department of Transportation (GDOT) Title VI Non-Discrimination Agreement and Assurances (40 CFR Part 21.7).

**Background/History/Details:**

One requirement of the GDOT certification process for local governments to administer federal-aid project is for the annual adoption of GDOT Title VI Non-Discrimination Agreement and Assurances. The 12-page form is provided as back-up to this agenda request and the Chairman's signature is required on page 8.

Public Works, Human Resources, and the Purchasing Department work together to ensure the requirements and intent of the Civil Rights Act of 1964 and the Civil Rights Restoration Act of 1987 are met and satisfied.

**What action are you seeking from the Board of Commissioners?**

Approval and signature of the Georgia Department of Transportation (GDOT) Title VI Non-Discrimination Agreement and Assurances.

**If this item requires funding, please describe:**

Not applicable.

Has this request been considered within the past two years?

If so, when?

Is Audio-Visual Equipment Required for this Request?\*

Backup Provided with Request?

**\* All audio-visual material must be submitted to the County Clerk's Office no later than 48 hours prior to the meeting. It is also your department's responsibility to ensure all third-party audio-visual material is submitted at least 48 hours in advance.**

Approved by Finance

Reviewed by Legal

Approved by Purchasing

County Clerk's Approval

Administrator's Approval

**Staff Notes:**

# TITLE VI NON-DISCRIMINATION AGREEMENT

**The Georgia Department of Transportation  
and**

Fayette County, GA

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***Name of Recipient***

## Policy Statement

The ***(Name of Recipient)*** Fayette County Board of Commissioners, hereinafter referred to as the “Recipient” assures that no person shall on the grounds of race, color, national origin, or sex, as provided by Title VI of the Civil Rights Act of 1964, and the Civil Rights Restoration Act of 1987 be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under any program or activity. The Recipient further assures every effort will be made to ensure non-discrimination in all of its programs and activities, whether those programs and activities are federally funded or not.

The Civil Rights Restoration Act of 1987, broadened the scope of Title VI coverage by expanding the definition of terms “programs or activities” to include **all** programs or activities of Federal Aid recipients, sub-recipients, and contractors/consultants, whether such programs and activities are federally assisted or not.

In the event the Recipient distributes federal aid funds to a sub-recipient, the Recipient will include Title VI language in all written agreements and will monitor for compliance.

The Recipient’s ***(Name of person/division)*** Director of Public Works, is responsible for initiating and monitoring Title VI activities, preparing reports and other responsibilities as required by 23 Code of Federal Regulation(CFR) 200 and 49 Code of Federal Regulation 21.

Phil Mallon

\_\_\_\_\_  
Name of Responsible Agency Official (Please Print)

Director of Public Works

\_\_\_\_\_  
Title

June 9, 2022

\_\_\_\_\_  
Date

# Title VI Program

## Organization and Staffing

Pursuant to 23 CFR 200, **(Name of Recipient)** Fayette County has appointed a Title VI Specialist who is responsible for **Attachment 1**, which describes the hierarchy for **(Name of Recipient)'s** Fayette County Title VI Program, including an organization's chart illustrating the level and placement of Title VI responsibilities.

## Assurances

### 49 CFR Part 21.7

The Fayette County Board of Commissioners, hereby gives assurances:

1. That no person shall on the grounds of race, color, national origin, and sex, be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under any program or activity conducted by the recipient regardless of whether those programs and activities are Federally funded or not. Activities and programs which the recipient hereby agrees to carry out in compliance with Title VI and related statutes include but are not limited to:
  - List all major programs and activities of the recipient and Title VI responsibilities for each one of them. Include information as **Attachment 2** to this Nondiscrimination Agreement.
2. That it will promptly take any measures necessary to effectuate this agreement.
3. That each program, activity, and facility as defined at 49 CFR 21.23(b) and (e), and the Civil Rights Restoration Act of 1987 will be (with regard to a program or activity) conducted, or will be (with regard to a facility) operated in compliance with the nondiscriminatory requirements imposed by, or pursuant to, this agreement.
4. That these assurances are given in consideration of and for the purpose of obtaining any and all Federal grants, loans, contracts, property, discounts or other Federal financial assistance extended after the date hereof to the recipient by the Georgia Department of Transportation (GDOT) under the Federally-Funded Program and is binding on it, other recipients, subgrantees, contractors, sub-contractors, transferees, successors in interest and other participants. The person or persons whose signatures appear below are authorized to sign these assurances on behalf of the Recipient.
5. That the Recipient shall insert the following notification in all solicitations for bids for work or material subject to the Regulations and made in connection with all Federally-Funded programs and, in adapted form all proposals for negotiated agreements.

***The Recipient, in accordance with Title VI of the Civil Rights Act of 1964, 78 Stat. 252, 42 U.S.C. 2000d to 2000d-4 and Title 49, Code of Federal Regulations, Department of Transportation, Subtitle A, Office of the Secretary, Part 21, Nondiscrimination in Federally-assisted programs of the Department of Transportation issued pursuant to such Act, hereby notifies all bidders that it will affirmatively ensure that in any contract entered into pursuant to this advertisement, disadvantaged business enterprises as defined at 49 CFR Part 23 will be afforded full opportunity to submit bids in response to this invitation and will not be discriminated against on the grounds of race, color, national origin, or sex in consideration for an award.***

6. That the Recipient shall insert the clauses of Appendix A of this Agreement in every contract subject to the Act and the Regulations.
7. That the Recipient shall insert the clauses of Appendix B of this Agreement, as a covenant running with the land, in any deed from the United States effecting a transfer of real property, structures, or improvements thereon, or interest therein.
8. That the Recipient shall include the appropriate clauses set forth in Appendix C of this Agreement, as a covenant running with the land, in any future deeds, leases, permits, licenses, and similar agreements entered into by the Recipient with other parties: (a) for the subsequent transfer of real property acquired or improved under a Federal Aid Program; and (b) for the construction or use of or access to space on, over or under real property acquired, or improved under a Federal Aid Program.
9. The Recipient agrees that the United States has a right to seek judicial enforcement with regard to any matter arising under the Act, the Regulations, and this agreement.

## Implementation Procedures

This agreement shall serve as the recipient's Title VI plan pursuant to 23 CFR 200 and 49 CFR 21.

For the purpose of this agreement, "Federal Assistance" shall include:

1. grants and loans of Federal funds,
2. the grant or donation of Federal property and interest in property,
3. the detail of Federal personnel,
4. the sale and lease of, and the permission to use (on other than a casual or transient basis), Federal property or any interest in such property without consideration or at a nominal consideration, or at a consideration which is reduced for the purpose of assisting the recipient, or in recognition of the public interest to be served by such sale or lease to the recipient, and
5. any Federal agreement, arrangement, or other contract which has as one of its purposes, the provision of assistance.

The recipient shall:

1. Issue a policy statement, signed by the head of the recipient, which expresses its commitment to the nondiscrimination provisions of Title VI. The policy statement shall be circulated throughout the recipient's organization and to the general public. Such information shall be published where appropriate in languages other than English.
2. Take affirmative action to correct any deficiencies found by GDOT or the United States Department of Transportation (USDOT) within a reasonable time period, not to exceed 90 days, in order to implement Title VI compliance in accordance with this agreement. The head of the recipient shall be held responsible for implementing Title VI requirements.
3. Establish a civil rights unit and designate a coordinator who has a responsible position in the organization and easy access to the head of the recipient. This unit shall contain a Title VI Specialist, who shall be responsible for initiating and monitoring Title VI activities and preparing required reports.
4. Adequately staff the civil rights unit to effectively implement the civil rights requirements.
5. Process complaints of discrimination consistent with the provisions contained in this agreement. Investigations shall be conducted by civil rights personnel trained in discrimination complaint investigation. Identify each complainant by race, color, national origin or sex, the nature of the complaint, the date the complaint was filed, the date the investigation was completed, the disposition, the date of the disposition, and other pertinent information. A copy of the complaint, together with a copy of the recipient's report

of investigation, will be forwarded to GDOT's Office of Equal Employment Opportunity (OEEEO) within 10 days of the date the complaint was received by the recipient.

6. Collect statistical data (race, color, national origin, sex) of participants in, and beneficiaries of the programs and activities conducted by the recipient.
7. Conduct Title VI reviews of the recipient and sub-recipient contractor/consultant program areas and activities. Revise where applicable, policies, procedures and directives to include Title VI requirements.
8. Conduct training programs on Title VI and related statutes.
9. Prepare a yearly report of Title VI accomplishments for the last year and goals for the next year.

**a) Annual Work Plan**

Outline Title VI monitoring and review activities planned for the coming year; state by which each activity will be accomplished and target date for completion.

**b) Accomplishment Report**

List major accomplishments made regarding Title VI activities. Include instances where Title VI issues were identified and discrimination was prevented. Indicate activities and efforts the Title VI Specialist and program area personnel have undertaken in monitoring Title VI. Include a description of the scope and conclusions of any special reviews (internal or external) conducted by the Title VI Specialist. List any major problem(s) identified and corrective action taken. Include a summary and status report on any Title VI complaints filed with the recipient.

## Discrimination Complaint Procedure

1. Any person who believes that he or she, individually, as a member of any specific class, or in connection with any disadvantaged business enterprise, has been subjected to discrimination prohibited by Title VI of the Civil Rights Act of 1964, the American with Disabilities Act of 1990, Section 504 of the Vocational Rehabilitation Act of 1973 and the Civil Rights Restoration Act of 1987, as amended, may file a complaint with the recipient. A complaint may also be filed by a representative on behalf of such a person. All complaints will be referred to the recipient's Title VI Specialist for review and action.
2. In order to have the complaint consideration under this procedure, the complainant must file the complaint no later than 180 days after:
  - a) The date of alleged act of discrimination; or
  - b) Where there has been a continuing course of conduct, the date on which that conduct was discontinued.

In either case, the recipient or his/her designee may extend the time for filing or waive the time limit in the interest of justice, specifying in writing the reason for so doing.

3. Complaints shall be in writing and shall be signed by the complainant and/or the complainant's representative. Complaints shall set forth as fully as possible the facts and circumstances surrounding the claimed discrimination. In the event that a person makes a verbal complaint of discrimination to an officer or employee of the recipient, the person shall be interviewed by the Title VI Specialist. If necessary, the Title VI Specialist will assist the person in reducing the complaint to writing and submit the written version of the complaint to the person for signature. The complaint shall then be handled according to the recipient's investigative procedures.
4. Within 10 days, the Title VI Specialist will acknowledge receipt of the allegation, inform the complainant of action taken or proposed action to process the allegation, and advise the complainant of other avenues of redress available, such as GDOT and USDOT.
5. The recipient will advise GDOT within 10 days of receipt of the allegations. Generally, the following information will be included in every notification to GDOT:
  - a) Name, address, and phone number of the complainant.
  - b) Name(s) and address (es) of alleged discriminating official(s).
  - c) Basis of complaint (i.e., race, color, national origin or sex)
  - d) Date of alleged discriminatory act(s).
  - e) Date of complaint received by the recipient.
  - f) A statement of the complaint.

- g) Other agencies (state, local or Federal) where the complaint has been filed.
  - h) An explanation of the actions the recipient has taken or proposed to resolve the issue raised in the complaint.
6. Within 60 days, the Title VI Specialist will conduct an investigation of the allegation and based on the information obtained, will render a recommendation for action in a report of findings to the head of the recipient. The complaint should be resolved by informal means whenever possible. Such informal attempts and their results will be summarized in the report of findings.
7. Within 90 days of receipt of the complaint, the head of the recipient will notify the complainant in writing of the final decision reached, including the proposed disposition of the matter. The notification will advise the complainant of his/her appeal rights with GDOT, or USDOT, if they are dissatisfied with the final decision rendered by the Recipient. The Title VI Specialist will also provide GDOT with a copy of this decision and summary of findings upon completion of the investigation.
8. Contact for GDOT's Title VI staff is as follows:

Georgia Department of Transportation  
Office of Equal Opportunity, Title VI/ Program  
600 West Peachtree Street, N.W. 7<sup>th</sup> Floor  
Atlanta, GA 30308  
(404) 631-1497



## Sanctions

In the event the recipient fails or refuses to comply with the terms of this agreement, the GDOT may take any or all of the following actions:

- a) Cancel, terminate, or suspend this agreement in whole or in part;
- b) Refrain from extending any further assistance to the recipient under the program from which the failure or refusal occurred until satisfactory assurance of future compliance has been received from the recipient.
- c) Take such other action that may be deemed appropriate under the circumstances, until compliance or remedial action has been accomplished by the recipient.
- d) Refer the case to the Department of Justice for appropriate legal proceedings.

**SIGNED FOR THE GEORGIA DEPARTMENT OF TRANSPORTATION:**

\_\_\_\_\_  
Signature

EEO Director  
\_\_\_\_\_  
Title

\_\_\_\_\_  
Date

**NAME OF RECIPIENT:**

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Title

\_\_\_\_\_  
Date

# Appendix A

During the performance of this contract, the contractor/consultant, for itself, its assignees and successors in interest (hereinafter referred to as the “contractor”) agrees as follows:

## **1. Compliance with Regulations**

The contractor shall comply with the Regulations relative to non-discrimination in federally assisted programs of United States Department of Transportation (USDOT), Title 49, Code of Federal Regulations, part 21, as they may be amended from time to time, (hereinafter referred to as the Regulations), which are herein incorporated by reference and made a part of this contract.

## **2. Non-discrimination**

The contractor, with regard to the work performed by it during the contract, shall not discriminate on the grounds of race, color, sex, or national origin in the selection and retention of sub-contractors, including procurement of materials and leases of equipment. The contractor shall not participate either directly or indirectly in the discrimination prohibited by Section 21.5 of the Regulations, including employment practices when the contract covers a program set forth in Appendix B of the Regulations.

## **3. Solicitations for Sub-contracts, Including Procurement of Materials and Equipment**

In all solicitations either by competitive bidding or negotiations made by the contractor for work to be performed under a sub-contract, including procurement of materials or leases of equipment, each potential sub-contractor or supplier shall be notified by the contractor of the contractor’s obligations under this contract and the Regulations relative to non-discrimination on the grounds of race, color, sex, or national origin.

## **4. Information and Reports**

The contractor shall provide all information and reports required by the Regulations or directives issued pursuant thereto, and shall permit access to its books, records, accounts, other sources of information, and its facilities as may be determined by the contracting agency or the appropriate federal agency to be pertinent to ascertain compliance with such Regulations, orders and instructions. Where any information required of a contractor is in the exclusive possession of another who fails or refuses to furnish this information, the contractor shall so certify to GDOT or the USDOT as appropriate, and shall set forth what efforts it has made to obtain the information.

## **5. Sanctions for Non-compliance**

In the event of the contractor’s non-compliance with the non-discrimination provisions of this contract, the contracting agency shall impose such contract sanctions as it or the USDOT may determine to be appropriate, including, but not limited to:

- Withholding of payments to the contractor under the contract until the contractor complies, and/or;
- Cancellation, termination, or suspension of the contract, in whole or in part

## **6. Incorporation of Provisions**

The contractor shall include the provisions of paragraphs (1) through (5) in every sub-contract, including procurement of materials and leases of equipment, unless exempt by the Regulations, or directives issued pursuant thereto. The contractor shall take such action with respect to any sub-contractor or procurement as the contracting agency or USDOT may direct as a means of enforcing such provisions including sanctions for non-compliance.

Provided, however, that in the event a contractor becomes involved in, or is threatened with, litigation with a sub-contractor or supplier as a result of such direction, the contractor may request GDOT enter into such litigation to protect the interests of the state and, in addition, the contractor may request the USDOT enter into such litigation to protect the interests of the United States.

## Appendix B

The following clauses shall be included in any and all deeds affecting or recording the transfer of real property, structures or improvements thereon, or interest therein from the United States.

### GRANTING CLAUSE

NOW THEREFORE, Department of Transportation, as authorized by law, and upon the condition that the state of Georgia will accept title to the lands and maintain the project constructed thereon, in accordance with Title 23, United States Code, the Regulations for the Administration of Federal Aid for Highways and the policies and procedures prescribed by the United States Department of Transportation and, also in accordance with an in compliance with all requirements imposed by or pursuant to Title 49, Code of Federal Regulations, Department of Transportation, Subtitle A, the Department of Transportation GDOT (hereinafter referred to as the Regulations) pertaining to and effectuating the provisions of Title VI of the Civil Rights Act of 1064 (78 Stat. 252: 42 USC 2000d to 2000d - 4) does hereby remise, release, quitclaim, and convey unto the state of Georgia all the right, title, and interest of the Department of Transportation in and to said land described in Exhibit A attached hereto and made a part thereof.

### HABENDUM CLAUSE

TO HAVE AND TO HOLD said lands and interests therein unto the state of Georgia, and its successors forever, subject, however, to the covenants, conditions, restrictions and reservations herein contained as follows, which will remain in effect for the period during which the real property or structures are used for a purpose for which the federal financial assistance is extended or for another purpose involving the provisions of similar services or benefits and shall be binding on the state of Georgia, its successors, and assigns.

The state of Georgia, in consideration of the conveyance of said lands and interests in lands, does hereby covenant and agree as a covenant running with the land for itself, its successors and assigns, that (1) no person shall on the grounds of race, color, sex or national origin, be excluded from participation in, be denied the benefits of, or be otherwise subject to discrimination with regard to any facility located wholly or in part on, over, or under such lands hereby conveyed (,)(and)\* (2) that the state of Georgia, shall use the lands and interests in lands so conveyed, in compliance with all requirements imposed by or pursuant to Title 49, Code of Federal Regulations, Department of Transportation, Subtitle A, Office of the Secretary, part 21, Non-discrimination of federally assisted programs of the Department of Transportation - Effectuation of Title VI of the Civil Rights Act of 1964, and as said Regulations may be amended (,) and (3) that in the event of breach of any of the above mentioned non-discrimination conditions, the department shall have a right to reenter said lands and facilities on said land, and the above described land and facilities shall thereon revert to and vest in and become the absolute property of the Department of Transportation and its assigns as such interest existed prior to this instruction.<sup>1</sup>

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<sup>1</sup> Reverter Clause and related language to be used only when it is determined that such a clause is necessary in order to effectuate the purpose of Title VI of the Civil Rights Act of 1964.

## Appendix C

The following clauses shall be included in all deeds, licenses, leases, permits, or similar instruments entered into by (Recipient) pursuant to the provisions of Assurance 8.

The LESSEE, for himself or herself, his or her heirs, personal representatives, successors in interest, and assigns, as a part of the consideration hereof, does hereby covenant and agree as a covenant running with the land that in the event facilities are constructed, maintained, or otherwise operated on the said property described in this lease, for a purpose of which a Department of Transportation program or activity is extended or for another purpose involving the provision of similar services or benefits, the LESSEE shall maintain and operate such facilities and services in compliance with all other requirements imposed pursuant to Title 49, Code of Federal Regulations, Department of Transportation, Subtitle A, Office of the Secretary, part 21, Non-discrimination in federally assisted programs of the Department of Transportation - Effectuation of Title VI of the Civil Rights Act of 1964, as said Regulations may be amended.

That in the event of breach of any of the above non-discrimination covenants, the STATE shall have the right to terminate the lease, and to reenter and repossess said land and the facilities thereon, and hold the same as if said lease has never been made or issued.

The following shall be included in all deeds, licenses, leases, permits, or similar agreements entered into by the Georgia State Department of Transportation pursuant to the provisions of Assurance 8.

The LESSEE, or himself or herself, his or her personal representatives, successors in interest, and assigns, as a part of the consideration hereof, does hereby covenant and agree as a covenant running with the land that (1) no person, on the grounds of race, color, sex, or national origin, shall be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination in the use of said facilities, (2) that in the construction of any improvements on, over or under such land and furnishing of services thereon, no person on the grounds of race, color, sex, and national origin shall be excluded from participation in, denied the benefits of, or otherwise be subjected to discrimination, (3) that the LESSEE shall use the premises in compliance with all requirements imposed by or pursuant to Title 49, Code of Federal Regulations, Department of Transportation, Subtitle A, Office of the Secretary, part 21, Non-discrimination in federally assisted programs of the Department of Transportation - Effectuation of Title VI of the Civil Rights Act of 1964, and as said Regulations may be amended.

That in the event of breach of any of the above non-discrimination covenants, the STATE shall have the right to terminate the ease, and to reenter and repossess said land and the facilities thereon, and hold the same as if said lease had never been made or issued.

# COUNTY AGENDA REQUEST

Department:

Presenter(s):

Meeting Date:

Type of Request:

**Wording for the Agenda:**

Approval of proposed Environmental Health fee increases effective July 1, 2022.

**Background/History/Details:**

The Fayette County Environmental Health Manager, Bonnie Turner, reviewed the current Environmental Health Fees and compared those fees to Coweta County's and Henry County's fees. Some of the fees were increased to align with other counties. The deleted items are either no longer offered in Fayette County, or were duplications. The Fayette County Board of Health approved the proposed fees on May 10, 2022.

**What action are you seeking from the Board of Commissioners?**

Approval of proposed Environmental Health fee increases effective July 1, 2022.

**If this item requires funding, please describe:**

Not applicable.

Has this request been considered within the past two years?

If so, when?

Is Audio-Visual Equipment Required for this Request?\*

Backup Provided with Request?

**\* All audio-visual material must be submitted to the County Clerk's Office no later than 48 hours prior to the meeting. It is also your department's responsibility to ensure all third-party audio-visual material is submitted at least 48 hours in advance.**

Approved by Finance

Reviewed by Legal

Approved by Purchasing

County Clerk's Approval

Administrator's Approval

**Staff Notes:**



**Beverley Townsend, MD, MBA, FAAFP**  
**Interim District Health Director**  
301 Main Street, LaGrange, GA 30240  
Phone: (706) 845-4035 • [www.district4health.org](http://www.district4health.org)

**Fayette County Environmental Health Department**  
140 Stonewall Avenue, Fayetteville, GA 30214  
Phone: (770) 305-5415 • Fax: (770) 305-5183

May 10, 2022

Board of Health Fee Proposal

A comparison of fees were made with Henry County and Coweta County. The major changes for the Fayette County Environmental Fee Schedule are as follows:

- All Facility annual fee inspections increased by \$50;
- FDSV(Food), TA (Tourist), BA (Body Art), and SP (Pool) Programs pay plan review fee due at time of application submittal then annual fee paid at time permit is issued;
- All programs have a re-inspection fee of \$100;
- Separate fee added for mobile food units;
- Body Art Studio annual late fee to match all other Program late fees
- Wording to be changed on numerous active fees due to spelling errors
- Deletion of fees due to redundancy (examples: initial fees for all facilities will now be broken into plan review fee and annual fee, commercial septic fees repeated)
- Deletion of fees due to services no longer provided (formaldehyde test)
- Addition of fees to cover services provided (review of organizer services for temporary events, facility training)



Fayette County  
Environmental Health Fees

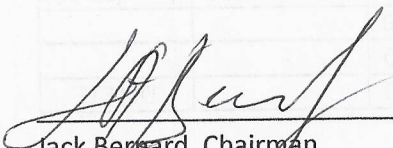
Program	Fee Type	Current Fee Amount	Proposed Fee	Fee Change
Septic	Re-inspection fee after 3rd re-inspection	\$ 100.00		DELETE
Septic	Field verification of replacement area	\$ 75.00		
Septic	Permit re-application expired permit	\$ 175.00		
Septic	Community septic system \$175 lot	\$ 175.00		
Septic	Engineer design review: re-submission	\$ 25.00		
Septic	Engineer design review: after 3rd re-submission	\$ 50.00		
Septic	Existing septic tank evaluation (site visit required)	\$ 100.00	\$ 125.00	\$ 25.00
Septic	Private pool site evaluation	\$ 100.00		DELETE
Septic	Septic tank permit-residential	\$ 275.00		
Septic	Septic re-inspection	\$ 75.00		DELETE
Septic	septic tank permit-multi-family	\$ 250.00		
Septic	Existing septic tank & well evaluation	\$ 140.00	\$ 150.00	\$ 10.00
Septic	Septic repair commercial 0 to 1000 gallons per day	\$ 300.00		
Septic	Septic repair commercial 1001 to 3000 gallons per day	\$ 600.00		
Septic	septic repair commercial 3001 to 6000 gallons per day	\$ 1,500.00		
Septic	Septic repair commercial 6001 to 10000 gallons per day	\$ 2,000.00		
Septic	Septic repair commercial over 10000 gallons per day	\$ 2,500.00		
Septic	Septic tank permit commercial 6001 to 10000 gallons per	\$ 2,000.00		
Septic	Septic tank permit commercial 3001 to 6000 gallons per	\$ 1,500.00		
Septic	Septic tank permit commercial 1001 to 3000 gallons per	\$ 600.00		
Septic	Septic tank permit commercial 0 to 1000 gallons per day	\$ 300.00		
Septic	Septic tank permit commercial over 10000 gallons per	\$ 2,500.00		
Septic	Subdivision review base fee	\$ 300.00		
Septic	Subdivision evaluation per lot	\$ 50.00		
Septic	Pumper truck initial application/permit	\$ 150.00	\$ 200.00	\$ 50.00
Septic	Commercial lot suitability	\$ 150.00		
Septic	Commercial repair permit 1001 to 3000 gallons per day	\$ 600.00		DELETE
Septic	Commercial repair permit 0 to 1000 gallons per day	\$ 300.00		DELETE
Septic	Commercial repair permit 3000 to 6000 gallons per day	\$ 1,500.00		DELETE
Septic	Commercial repair permit 6001 to 10000 gallons per day	\$ 2,000.00		DELETE
Septic	Commercial repair permit over 10000 gallons per day	\$ 2,500.00		DELETE
Septic	Annual pumper truck fee	\$ 150.00		
Septic	Septic tank repair permit	\$ 100.00		
Septic	Septic tank repair permit-multi-family	\$ 100.00		DELETE
Septic	Lot suitability-residential	\$ 125.00		
Septic	Balance for septic permit residential	\$ 175.00		
Food	Change in ownership/agents	\$ 250.00		DELETE
Food	Food service additional re-inspection	\$ 100.00		DELETE
Food	Mobile food unit initial	\$ 100.00		DELETE
Food	Initial food service application/plan review 0 - 50 seats	\$ 500.00		DELETE
Food	Initial Food Service application/plan review 51 - 100	\$ 600.00		DELETE
Food	initial food service application/ plan review 100+ seats	\$ 800.00		DELETE
Food	Annual inspection late fee 0 - 50 seats	\$ 300.00	\$ 350.00	\$ 50.00
Food	Annual inspection late fee 51 - 100 seats	\$ 450.00	\$ 500.00	\$ 50.00
Food	Annual inspection late fee 100+ seats	\$ 600.00	\$ 650.00	\$ 50.00
Food	Annual food service inspection fee 0 - 50 seats	\$ 300.00	\$ 350.00	\$ 50.00
Food	Annual food service inspection fee 51 - 100 seats	\$ 450.00	\$ 500.00	\$ 50.00
Food	Annual food service inspection fee 100+ seats	\$ 600.00	\$ 650.00	\$ 50.00
Food	Food service re-inspection fee	\$ 125.00	\$ 100.00	\$ (25.00)
Food	Temporary food service permit	\$ 125.00		
Other	Administrative Fee	\$ 20.00		
Other	Car safety seat class	\$ 10.00		DELETE



Other	Copy fee (contractors not charged)	\$ 1.00		
Other	Returned check fee	\$ 25.00	\$ 50.00	\$ 25.00
Other	Formaldehyde test	\$ 50.00		DELETE
Other	Body Art Studio Plan Review	\$ 500.00		DELETE
Other	Body Art Studio Annual Fee	\$ 300.00	\$ 350.00	\$ 50.00
Other	Body Art Studio Late Fee	\$ 50.00	\$ 350.00	\$ 300.00
Other	Body Art Studio Re-inspection fee	\$ 100.00		DELETE
Other	Body Artist Annual Fee	\$ 100.00		
Other	Body Artist Temporary Permit	\$ 50.00		
Other	Copy of Body Art Regulations	\$ 15.00		
Other	Body Artist Late Fee	\$ 25.00		
Other	Septic Contractor Cert. Test	\$ 50.00		
Pool	Pool re-inspection fee	\$ 75.00	\$ 100.00	\$ 25.00
Pool	pool plan review/permit application fee	\$ 500.00		DELETE
Pool	Pool annual inspection late fee	\$ 150.00	\$ 200.00	\$ 50.00
Pool	Annual pool inspection fee	\$ 150.00	\$ 200.00	\$ 50.00
Tourist Accommodations	Tourist court initial application/plan review	\$ 500.00		DELETE
Tourist Accommodations	Auunal tourist court inspection fee	\$ 250.00	\$ 300.00	\$ 50.00
Tourist Accommodations	Tourist court annual inspection late fee	\$ 250.00	\$ 300.00	\$ 50.00
Water	Well permit application (includes 1 coliform test)	\$ 100.00	\$ 125.00	\$ 25.00
Water	Bacteriological water sample	\$ 75.00		
Water	Water sample recheck	\$ 25.00	\$ 50.00	\$ 25.00

## Additional Fees

Program	Fee Type	Fee	
Septic	Site re-visit		\$ 50.00
Septic	Existing septic tank evalation (no site visit required)		\$ 25.00
Septic	Septic system Modification permit		\$ 150.00
Septic	Septic Permit Modification (after 2nd request) (no site		\$ 25.00
Septic	Septic Permit Modification (after 2nd request) (site visit		\$ 50.00
Food	Organizer Application Fee (30+ days)		\$ 25.00
Food	Organizer Application Fee (15-29 days)		\$ 75.00
Food	Temporary Food Service permit & inspection (15-29 days)		\$ 175.00
Food	Mobile Food Unit Annual inspection		\$ 200.00
Food	Training fee (up to 2 hours)		\$ 100.00
other	Plan Review (all Programs)		\$ 200.00
other	Re-inspection (all Programs)		\$ 100.00


 Jack Bernard, Chairman      Date 5-10-22  
 Fayette County Board of Health



**Beverley Townsend, MD, MBA, FAAFP**  
**Interim District Health Director**  
 301 Main Street, LaGrange, GA 30240  
 Phone: (706) 845-4035 • [www.district4health.org](http://www.district4health.org)

**Fayette County Environmental Health Department**  
 140 Stonewall Avenue, Fayetteville, GA 30214  
 Phone: (770) 305-5415 • Fax: (770) 305-5183

2022

RE: Updated Fees

The last fee schedule update for Fayette County Environmental Health was made in 2014. Since that time, there has been an overall increase in prices for many services provided by local governments. The fee proposal includes adjustment in the cost of fees, the re-assigning of fees, and the creation of new categories of fees that will better accommodate EH operations.

An overview of the changes is as follows:

- All facility fees that are charged on an annual basis have increased by \$50. This alone will add approximately \$30,000 of revenue.

Fee Type	current	proposed
Annual food service inspection fee 0 - 50 seats	300	350
Annual food service inspection fee 51-100 seats	450	500
Annual food service inspection fee 100+ seats	600	650
Annual Body Art Studio Fee	300	350
Annual pool inspection fee	150	200
Annual tourist court inspection fee	250	300

- All facilities that acquire a late fee on annual fees pay double the annual fee. Therefore, all facility late fees will reflect the \$50 increase.
- The only exception to the above mentioned point is a Body Art Studio late fee. The current late fee amount is \$50. The updated amount reflects the late fee criteria imposed on all other facilities; the annual fee is doubled if late.
- Plan review fees are lumped into an initial fee that covers plan review and first year annual fees. However, there are other situations when a plan review is required and there is no option to charge. Examples would be remodeling of facilities, replacing numerous pieces of equipment,

and additions to a facility. The proposed \$200 plan review fee will cover all programs (Food Service, Public Swimming Pools, Tourist Accommodations, and Body Art Studios)

- For the sake of consistency in re-inspection fees for different programs, which currently range from \$75-\$125, a single re-inspection fee of \$100 will replace the multiple other program re-inspection fees.
- Increase by \$10 for existing septic system and well evaluation. Currently, the fee is \$140.
- New categories of fees include:
  - Temporary event organizer fee (\$25- minimum 30 days prior to event; \$75- 14-29 days prior to event: each organizer of a temporary event is required by DPH Rules to complete and submit an application for each event. These applications must be reviewed and we work closely with the organizer during the process of permitting for the event. Organizer should notify this department no less than 30 days from the event.
  - Temporary Food Service Inspection fee (\$125 currently- minimum 30 days prior to event; \$175- 14-29 days prior to the event): at each temporary event that falls under DPH jurisdiction, the individual food vendors must submit an application at least 30 days in advance of the event. Often times our office is contacted within days of the event by the vendors.
  - Mobile Food Unit Annual Fee and Late fee (\$200/\$200): Currently, mobile units are billed the same annual fee and late fee as a restaurant with 0-50 seats (\$300). This category has been confusing to many mobile food unit operators.
  - Training fee (\$100 up to 2 hours): This fee will cover all programs for which an owner or operator would like specialized onsite training for employees. The hope is more operators will opt for \$100 training fee instead of continual \$100 re-inspection fee.
  - **Site Re-visit** (\$50): To include permit modifications, required items not properly identified for initial visit, no access to property w/o notification, pending inspection holds not addressed when inspector has been scheduled to inspect, and any other items that causes an inspector to make multiple trips to a single location that could otherwise be prevented in relation to issuing a permit or finalizing an inspection.
  - Permit Modification (\$25) (2<sup>nd</sup> submittal and subsequent): changes made to property that requires a change in the permit, but no site visit needed.
- Name changes and fee clarifications:
  - Current engineer design submittals are \$25 for 1<sup>st</sup>, 2<sup>nd</sup>, 3<sup>rd</sup> submittals, fee increases to \$50 for 4<sup>th</sup> or more. Proposed designation: any submittal after the initial as a \$25 fee.



- Office performed verification of replacement area: Proposed administrative fee designated to cover changes when no site visit is required, such as approval of conditions of minor renovations to home/property either interior or exterior with no footprint change and/or no added water use/bedroom(s), 2nd or more modifications on a permit, Department approval of Commercial Occupational Tax Applications,
- Existing septic tank evaluation will include all evaluations of the septic system in which an onsite visit is required: private pool installation, addition of structure to property, addition to the home where bedroom(s) or plumbing is added, and evaluations needed for loans, DFACS, personal inquiry, and any other requested evaluations.
- Removal of the following fees in addition to previously mentioned changes: change in ownership, food service additional re-inspections, mobile food unit initial fee, formaldehyde test, private pool evaluation, septic tank permit multi-family, and septic tank repair permit multi-family.



**Bonnie G. Turner, REHS**  
**Fayette County EH Manager**

Fayette County  
Environmental Health Fees

Program	Fee Type	Current Fee Amount	Proposed Fee	Fee Change	Coweta Co. comparison	Henry Co. comparison	
Septic	Re-inspection fee after 3rd re-inspection	\$ 100.00		DELETE			
Septic	Field verification of replacement area	\$ 75.00					
Septic	Permit re-application expired permit	\$ 175.00					
Septic	Community septic system \$175 lot	\$ 175.00					
Septic	Engineer design review: re-submission	\$ 25.00					
Septic	Engineer design review: after 3rd re-submission	\$ 50.00					
Septic	Existing septic tank evaluation (site visit	\$ 100.00	\$ 125.00	\$ 25.00	125	100	
Septic	Private pool site evaluation	\$ 100.00		DELETE			
Septic	Septic tank permit-residential	\$ 275.00					
Septic	Septic re-inspection	\$ 75.00		DELETE			
Septic	septic tank permit-multi-family	\$ 250.00					
Septic	Existing septic tank & well evaluation	\$ 140.00	\$ 150.00	\$ 10.00	250 (1 follow-up)	125	
Septic	Septic repair commercial 0 to 1000 gallons per	\$ 300.00					
Septic	Septic repair commercial 1001 to 3000 gallons	\$ 600.00					
Septic	septic repair commercial 3001 to 6000 gallons	\$ 1,500.00					
Septic	Septic repair commercial 6001 to 10000 gallons	\$ 2,000.00					
Septic	Septic repair commercial over 10000 gallons	\$ 2,500.00					
Septic	Septic tank permit commercial 6001 to 10000	\$ 2,000.00					
Septic	Septic tank permit commercial 3001 to 6000	\$ 1,500.00					
Septic	Septic tank permit commercial 1001 to 3000	\$ 600.00					
Septic	Septic tank permit commercial 0 to 1000	\$ 300.00					
Septic	Septic tank permit commercial over 10000	\$ 2,500.00					
Septic	Subdivision review base fee	\$ 300.00					
Septic	Subdivision evaluation per lot	\$ 50.00					
Septic	Pumper truck initial application/permit	\$ 150.00	\$ 200.00	\$ 50.00	100	150	
Septic	Commercial lot suitability	\$ 150.00					
Septic	Commercial repair permit 1001 to 3000 gallons	\$ 600.00		DELETE			
Septic	Commercial repair permit 0 to 1000 gallons per	\$ 300.00		DELETE			
Septic	Commercial repair permit 3000 to 6000 gallons	\$ 1,500.00		DELETE			
Septic	Commercial repair permit 6001 to 10000	\$ 2,000.00		DELETE			
Septic	Commercial repair permit over 10000 gallons	\$ 2,500.00		DELETE			
Septic	Annual pumper truck fee	\$ 150.00					
Septic	Septic tank repair permit	\$ 100.00					
Septic	Septic tank repair permit-multi-family	\$ 100.00		DELETE			
Septic	Lot suitability-residential	\$ 125.00					
Septic	Balance for septic permit residential	\$ 175.00					

Food	Change in ownership/agents	\$ 250.00		DELETE				
Food	Food service additional re-inspection	\$ 100.00						
Food	Mobile food unit initial	\$ 100.00		DELETE				
Food	Initial food service application/plan review 0 -	\$ 500.00		DELETE				
Food	Initial Food Service application/plan review 51 -	\$ 600.00		DELETE				
Food	initial food service application/ plan review	\$ 800.00		DELETE				
Food	Annual inspection late fee 0 - 50 seats	\$ 300.00	\$ 350.00	\$ 50.00	unknown	50	Unknown: fee set by system per Coweta	
Food	Annual inspection late fee 51 - 100 seats	\$ 450.00	\$ 500.00	\$ 50.00	unknown	50		
Food	Annual inspection late fee 100+ seats	\$ 600.00	\$ 650.00	\$ 50.00	unknown	50		
Food	Annual food service inspection fee 0 - 50 seats	\$ 300.00	\$ 350.00	\$ 50.00		350	200	
Food	Annual food service inspection fee 51 - 100	\$ 450.00	\$ 500.00	\$ 50.00		500	350	
Food	Annual food service inspection fee 100+ seats	\$ 600.00	\$ 650.00	\$ 50.00		650	500	
Food	Food service re-inspection fee	\$ 125.00	\$ 100.00	\$ (25.00)				
Food	Temporary food service permit	\$ 125.00						
Other	Administrative Fee	\$ 20.00						
Other	Car safety seat class	\$ 10.00		DELETE				
Other	Copy fee (contractors not charged)	\$ 1.00						
Other	Returned check fee	\$ 25.00	\$ 50.00	\$ 25.00		25	25	
Other	Formaldehyde test	\$ 50.00		DELETE				
Other	Body Art Studio Plan Review	\$ 500.00		DELETE		500	500	Plan and annual combined
Other	Body Art Studio Annual Fee	\$ 300.00	\$ 350.00	\$ 50.00		300	300	
Other	Body Art Studio Late Fee	\$ 50.00	\$ 350.00	\$ 300.00		50	100	
Other	Body Art Studio Re-inspection fee	\$ 100.00		DELETE				
Other	Body Artist Annual Fee	\$ 100.00						
Other	Body Artist Temporary Permit	\$ 50.00						
Other	Copy of Body Art Regulations	\$ 15.00						
Other	Body Artist Late Fee	\$ 25.00						
Other	Septic Contractor Cert. Test	\$ 50.00						
Pool	Pool re-inspection fee	\$ 75.00	\$ 100.00	\$ 25.00		100	1st free	
Pool	pool plan review/permit application fee	\$ 500.00		DELETE				
Pool	Pool annual inspection late fee	\$ 150.00	\$ 200.00	\$ 50.00	unknown		25	
Pool	Annual pool inspection fee	\$ 150.00	\$ 200.00	\$ 50.00		300	175	
Tourist Accom	Tourist court initial application/plan review	\$ 500.00		DELETE				
Tourist Accom	Auunal tourist court inspection fee	\$ 250.00	\$ 300.00	\$ 50.00		350	200	
Tourist Accom	Tourist court annual inspection late fee	\$ 250.00	\$ 300.00	\$ 50.00	unknown		25	

Jack Bernard, Chairman                      Date  
 Fayette County Board of Health

Water	Well permit application (includes 1 coliform)	\$ 100.00	\$ 125.00	\$ 25.00	100	100
Water	Bacteriological water sample	\$ 75.00				
Water	Water sample recheck	\$ 25.00	\$ 50.00	\$ 25.00	50	20

Additional Fees

Program	Fee Type	Fee
Septic	Site re-visit	\$ 50.00
Septic	Existing septic tank evalation (no site visit	\$ 25.00
Septic	Septic system Modification permit	\$ 150.00
Septic	Septic Permit Modification (after 2nd request)	\$ 25.00
Septic	Septic Permit Modification (after 2nd request)	\$ 50.00
Food	Organizer Application Fee (30+ days)	\$ 25.00
Food	Organizer Application Fee (15-29 days)	\$ 75.00
Food	Temporary Food Service permit & inspection	\$ 175.00
Food	Mobile Food Unit Annual inspection	\$ 200.00
Food	Training fee (up to 2 hours)	\$ 100.00
other	Plan Review (all Programs)	\$ 200.00
other	Re-inspection (all Programs)	\$ 100.00

10	0	
125	100	
	100	
Plan review fees not separate in Coweta and Henry: combined with first annual fee		

\_\_\_\_\_  
 Jack Bernard, Chairman          Date  
 Fayette County Board of Health

# COUNTY AGENDA REQUEST

Department:

Presenter(s):

Meeting Date:

Type of Request:

**Wording for the Agenda:**

Approval of the revision of the motion for Item #19; "Consideration of staff's recommendation to enhance recruitment and retention by increasing Constitutional & Elected Officers by 10.45%; with an effective start date of January 1, 2022" of the December 9, 2021 minutes.

**Background/History/Details:**

There was a portion of the motion for Item #19 of the December 9, 2021 meeting that was not included in the minutes. The minutes have been revised, according to the recording of the meeting, to reflect the additional language of the motion for accurate record keeping.

This portion is highlighted in the backup provided.

**What action are you seeking from the Board of Commissioners?**

Approval of the revision of the motion for Item #19; "Consideration of staff's recommendation to enhance recruitment and retention by increasing Constitutional & Elected Officers by 10.45%; with an effective start date of January 1, 2022" of the December 9, 2021 minutes.

**If this item requires funding, please describe:**

Not applicable.

Has this request been considered within the past two years?

If so, when?

Is Audio-Visual Equipment Required for this Request?\*

Backup Provided with Request?

**\* All audio-visual material must be submitted to the County Clerk's Office no later than 48 hours prior to the meeting. It is also your department's responsibility to ensure all third-party audio-visual material is submitted at least 48 hours in advance.**

Approved by Finance

Reviewed by Legal

Approved by Purchasing

County Clerk's Approval

Administrator's Approval

**Staff Notes:**



**BOARD OF COUNTY COMMISSIONERS**

Lee Hearn, Chairman  
 Edward Gibbons, Vice Chairman  
 Eric K. Maxwell  
 Charles W. Oddo  
 Charles D. Rousseau

**FAYETTE COUNTY, GEORGIA**

Steve Rapson, County Administrator  
 Dennis A. Davenport, County Attorney  
 Tameca P. Smith, County Clerk  
 Marlena Edwards, Chief Deputy County Clerk

140 Stonewall Avenue West  
 Public Meeting Room  
 Fayetteville, GA 30214

**MINUTES**

December 9, 2021

2:00 p.m.

Welcome to the meeting of your Fayette County Board of Commissioners. Your participation in County government is appreciated. All regularly scheduled Board meetings are open to the public and are held on the 2<sup>nd</sup> and 4<sup>th</sup> Thursday of each month at 5:00 p.m.

**Call to Order**

Vice Chairman Edward Gibbons called the December 9, 2021 Board of Commissioners meeting to order at 2:00 p.m. Chairman Lee Hearn attended the meeting via Microsoft TEAMS due to sickness but was not a part of the votes or part of the quorum of the Board.

**Invocation and Pledge of Allegiance by Commissioner Eric Maxwell**

Commissioner Eric Maxwell offered the invocation and led the Board and audience in the Pledge of Allegiance.

**Acceptance of Agenda**

Commissioner Charles Oddo moved to approve the agenda as presented. Commissioner Maxwell seconded. The motion was approved 4-0.

**PROCLAMATION/RECOGNITION:**

- 1. Recognition of Fayette County receiving the Cigna Well-Being Award and the efforts of County Staff Nurse Erica Roberts for her initiatives and assistance in promoting a culture of health among Fayette County staff.**

County Administrator Steve Rapson recognized members of Piedmont Fayette, the County Staff Nurse/Care Manager Erica Roberts and the Human Resource Director Lewis Patterson for their efforts and assistance in promoting a culture of health among Fayette County staff.

- 2. Recognition of those who have completed the Association of County Commissioners of Georgia (ACCG) Lifelong Learning Academy CORE Certification. Vice Chairman Edward Gibbons, Assistant Chief Finance Officer Lee Ann Bartlett, Assistant Building Safety Director Leslie Nieber, Fire Chief Jeffrey Hill, Parks and Recreation Director Anita Godbee, and 911 Director Katye Vogt.**

Mr. Rapson recognized Vice Chairman Edward Gibbons, Assistant Chief Finance Officer Lee Ann Bartlett, Assistant Building Safety Director Leslie Nieber, Fire Chief Jeffrey Hill, Parks and Recreation Director Anita Godbee, 911 Director Katye Vogt and Water System Director Vanessa Tigert who completed the Association of County Commissioners of Georgia (ACCG) Lifelong Learning Academy CORE Certification.

Vice Chairman Gibbons thanked Mr. Rapson, because not many counties in Georgia invest in their staff as Fayette County does. He stated that Mr. Rapson has made this a standard that other counties are looking to emulate.

3. **Recognition of those who have completed the Association of County Commissioners of Georgia (ACCG) Lifelong Learning Academy Specialty Track Certification. Commissioner Charles Oddo (Leadership Development), Chief Finance Officer Sheryl Weinmann (Intergovernmental Relations), Fleet Maintenance Safety and Loss Control Manager Bill Lackey (County Operations and Management) and Human Resource Director Lewis Patterson (County Operations and Management)**

Mr. Rapson recognized Commissioner Charles Oddo (Leadership Development), Chief Finance Officer Sheryl Weinmann (Intergovernmental Relations), Fleet Maintenance Safety and Loss Control Manager Bill Lackey (County Operations and Management) and Human Resource Director Lewis Patterson (County Operations and Management) for completion of the Association of County Commissioners of Georgia (ACCG) Lifelong Learning Academy Specialty Track Certification.

4. **Recognition of Chief Financial Officer Sheryl Weinmann and Human Resource Director Lewis Patterson for successful completion of the Georgia Association of Public Pension Trustees Advanced Course exam and designation of Certified Retirement Plan Fiduciary (CRPF) and Fire Chief Jeffrey Hill and Human Resource Benefits Manager Kennya Carter for successful completion of the Basic Course exam.**

Mr. Rapson recognized Chief Financial Officer Sheryl Weinmann and Human Resource Director Lewis Patterson for successful completion of the Georgia Association of Public Pension Trustees Advanced Course exam and designation of Certified Retirement Plan Fiduciary (CRPF) and Fire Chief Jeffrey Hill for completion of Basic Course exam. He stated that he and Commissioner Maxwell had also attended the training class.

5. **Presentation from Judge Jason Thompson regarding the Accountability Court programs.**

State Court Judge Jason Thompson made a presentation to the Board regarding the Accountability Court program. He mentioned the summer interns that have worked with State Court. He continued that the Accountability Court programs include the DUI/Drug Court and Veterans Treatment programs. He stated that Accountability Court began in 2016 and has had 68 graduates to complete the programs and another 60 that have transferred to another county where they have worked with other Accountability Courts. He introduced Christa Grayson, the new Accountability Court Coordinator. Judge Thompson shared some of the successful events held through the Accountability Court and the local leadership participants who have shown support.

6. **Update on the Public Safety Radio System, Special Purpose Local Option Sales Tax (SPLOST) project (#1428-P).**

911 Director Katye Vogt briefed the Board on the Public Safety Radio System project. She stated that there were ten (10) sites, with seven (7) on the current system and three (3) new ones to be added. It will integrate the fire station alerting and the tornado warning siren system. There are eight (8) public safety agencies on the system. There will be ten (10) dispatch consoles in the radio room and two (2) dispatch consoles at the Emergency Operations Center. She continued the presentation with the locations of the sites, explanation of the new looped microwave network and the completed tasks. Ms. Vogt stated that the final acceptance is scheduled for the end of July 2022.

Mr. Rapson commended Ms. Vogt and Mission Critical on the project.

Mike Myers and Todd Johnson with Mission Critical explained to the Board how this system compared to other counties. This was an update to the Board.

#### **PUBLIC HEARING:**

7. **Final Public Hearing involving the redistricting within the county based on the 2020 decennial census and approval of the proposed redistricting map.**

Attorney Bryan Tyson stated that this process was started several months ago looking at the districts and requested that the redistricting office make changes to the current plan. He stated that a proposed redistricting map was presented to the Board at the last Board meeting and a public hearing was held. He stated that the NAACP (National Association for the Advancement of Colored People) legal defense fund sent a letter to the Board expressing concerns about the configuration of districts four (4) and district two (2). *(Mr. Tyson repeatedly stated "district one", but was referring to district two)* Mr. Tyson stated that his firm's advice to the Board was that, going with the majority, minority district in district four and not reducing that below the 50%, as proposed by the NAACP, was the better pathway to avoid litigation liability. He stated that the redistricting map before the Board was based on the negotiated plan from the settlement of the case several years ago.

Commissioner Oddo asked Mr. Tyson to explain the split precinct and how it came about.

Mr. Tyson stated that there was one split precinct because of the population. He stated that the redistricting office always tried to avoid splitting precincts when possible and if they do, it is split on a major road and that generated another ballot combination for that particular precinct. Having the split on a major road would help the elections department and minimizes the burden on the department.

Vice Chairman Gibbons explained the public hearing process and opened the floor. The map presented by the NAACP was shared on the screen for the public.

No one spoke in favor of this item.

The following spoke in opposition of this item:

Thelma Kelly of Fayetteville spoke in opposition. She asked if district four was the only district being reduced and was the redistricting in that district based on race.

Mr. Tyson stated that the process of redistricting was to make the districts substantially equal as possible. He stated that on the population, the only districts that would be beyond the acceptable population variations based on the 2020 census data was districts two and four, so those were the only changes. In terms of the racial part of redistricting, the voting rights act required that race be taken into account as part of the legal process involved with the maps. The proposed redistricting map from the redistricting office was the least changes between the two districts to bring the population in line. The racial considerations were looked at after that, to be sure the county was in compliance. Mr. Tyson stated that with the map from the NAACP, there was not much information about what went into the decision making.

Vice Chairman Gibbons stated that the proposed map was taking population from district two and adding it into the district four. Mr. Tyson stated that district four was underpopulated and needed to add population.

Alice Jones of Fayetteville spoke in opposition. She stated that she was one of the plaintiffs for the district voting case in Fayette County. She stated that one of the reasons was because when she moved here, she had to drive everything favorable that happened in her district. She stated that everything was at-large and to hold the county commission accountable for what was going on in her district, she had to always fight for things to happen. She stated that now that Commissioner Rousseau is her districts' commissioner, she knew he was overburden with issues, but she appreciated his response to issues. Mrs. Jones stated that it helped to know that it was taxation with representations. She stated that they [NAACP] looked at voter participation and voter registration, people who are eighteen years old and above, they wanted to be sure that justice prevailed in this concept. To make sure that blacks are not stacked, "packing and stacking", in one district, as the numbers are demonstrated in the proposed map. She stated that the less than 50% was satisfactory to the courts and she would love to have the opportunity to have the people being moved out of district two to be equally served and district one having the fairness of having representative to have more of a balance in the decision-making process, which will be beneficial to the taxpayers of color and specifically blacks. Mrs. Jones stated that she was asking Attorney Tyson and the Commissioners to revisit this process. She questioned if any of the commissioners, except for one, had visited her district to see for themselves some of the issues that have been brought up over the years.

Dawn Oparah of Fayetteville spoke in opposition. She stated that she was previously in district two and she has now been moved to district four. She stated that she understood the comments made by Mrs. Jones regarding “packing and stacking” the districts. She stated that looking at how people have voted over the past few years, it was trending over the years to be more democratic and becoming more racially diverse. She stated that her daughter ran for the Board of Education in 2014 and received approximately 36% of the votes. Since things have changed since 2014, district two could look differently. She stated that in terms of having more representation across the county, by moving where she was in district two to district four, did not seem fair and she wanted to understand how the decisions were made. She stated that analyzing how people have changed in their voting since district voting passed, should be looked at more closely. Mrs. Oparah asked the Board not to vote until there was more discuss and more study of how the maps were drawn.

Angela Knight stated that she was not for or against this item. She stated that she was taking this opportunity to say that the Dominion machines needed to go. She stated that she was going to have people at the courthouse square every weekend until they [the machines] are gone. She stated that there was proof that the machines could be rigged. She stated that she was a domestic terrorist for saying that the school would take her guardianship rights of her child. She continued her comments.

Commissioner Eric Maxwell moved to approve the redistricting map presented by Attorney Bryan Tyson. Vice Chairman Gibbons seconded.

Commissioner Maxwell stated that there was a Special Called meeting prior to this meeting and there was essentially no one in the room. He stated that it was about a thirty-minute meeting where the Board received a lot of information from Attorney Tyson. He stated that the Special Called meeting notifications were posted as required and everything happened quickly. He apologized to those who were present for this item and were not aware of that meeting because more was discussed at that meeting. He stated that the proposed map presented by the attorney barely moved the map that was adopted when the Board settled the district voting litigation. It added 800 to 1,000 voters to district four, Commissioner Rousseau’s district. The NAACP’s proposed map essentially moved all the district lines. He stated that he asked Mr. Tyson which map would be less likely to suffer from a legal act. He stated that his understanding from Mr. Tyson was that moving the line on his proposed map was much less likely to suffer from a lawsuit and easier to defend, as opposed to the NAACP map. Commissioner Maxwell stated he and Mrs. Jones had fought and had some agreements over the years and he was one of the commissioners that was elected under the at-large voting. He stated that when he was at-large he would get calls from people all over the county and he would try to address those issues. He stated that he was not present during the county’s district lawsuit, but when he returned to office and district voting was in place. He stated that he did not care where a person lived, if someone called him with an issue he would talk to the person. He stated that he would let the person know it was not his district, but that he would help the person and direct them to the commissioner for their district. He stated that he did what he can to help people out. He stated that he does drive through the different neighborhoods. He stated that he did not attend the meetings, but he rode throughout the entire county. Commissioner Maxwell stated that he believed all the commissioners did the same. He stated that the Board voted to have the attorney and reapportionment office to help with the maps. He stated that there was no gerrymandering from the Board that had been put in the plan. He stated that other public hearing regarding this item were held previous to this meeting, and he was ready to vote for this item now.

Chairman Lee Hearn stated that he supported the redistricting map presented by Mr. Tyson. He stated that if he could vote, he would vote for that map.

Commissioner Charles Rousseau stated that the census produced redistricting at the legislative level every ten years. He stated that the outcome was always pretentious in certain parts of the country. He stated that the letter that was presented to the Board by the LDF (Legal Defense Fund) of the NAACP laid out some specific concerns shared with the Board. He stated that the more we celebrate “the” diversity; cultural, ethnic, racial and otherwise, the more balance we are about those particular needs that often come to the Board. He stated that there were two terms used during redistricting, section two and voting rights act. He stated that the concern of the NAACP was the process used to draw the maps. He stated that the attempt was to make the district balance at about 30,000 individuals each. One of the concerns expressed in the letter was “purging” and “packing”, purging voters out of one district and then packing the voters into another district. There are elements that the NAACP see differently about the proposal that Mr. Tyson presented to the Board. Mr. Tyson’s proposed map moved, predominately African

Americans, out of district two and into district four, creating an imbalance from a stance point of the agreement for the plaintiffs that sued the county. The current population for district four was 46% and below the 55% that was proposed by the NAACP. He stated that they are saying that removing a certain voting block out of one district into the neighboring district. He stated that the challenge that the Board had was that something had to be submitted to the state legislature. He stated that maps for the state representatives and state senators had been completed. The congressional map had also been completed. The municipalities and counties would be complete when the legislative session convened in January or February. He stated that he was compelled at this point, given the fact that the NAACP raised some points that he had not fully digested, to listen to the constituents in his district and at least request that there be some conversations, if appropriate. He stated that legal may advise otherwise because it could turn litigious and as a result, Mr. Gay, would be conversing with his potential litigant, if the LDF decided to file a challenge and/or lawsuit. He stated that he would like to see some dialogue between the demographers at the state level, the LDF and the law firm the county hired, to see if there can be some balance made. The LDF was proposing that there be a re-shifting of the county's proposed map and move or not move the individuals from district two and add district one in order to balance the racial composition throughout the county, to show the diversity of thought and voting pattern to demonstrate the changes of the last census. Commissioner Rousseau stated that when the lawsuit was settled, the judge stated that the district would be 50% plus. The plaintiff and the county, through mediation, reduced the district to 46%. He stated that he put his name on the ballot and that he did not only serve African Americans. This position was a public service that people come to their county representative to redress or seek redress for them and the Board decided on resource that would be sent to meet the need of the people. He stated that to create a district that was 55% plus gave him pause. He asked the Board to take this seriously and give it more time, if possible, to see if there was an adequate way to create diversity throughout the entire county, which it already had done. He stated that the NAACP map would move Commissioner Maxwell out of his district. He stated that happened sometimes. He requested that the Board give this matter fair consideration to get the parties together to look for a balance.

Commissioner Oddo stated that this item was coming up later in the agenda. Attorney Dennis Davenport stated, for clarity, that the Board would be approving the map with this vote and item #20 was to approve the resolution to submit the map to the legislature.

Commissioner Rousseau asked what was the prohibitable nature of asking the hired representative to meet with the letter writers to talk about a possible redrawing of lines.

Mr. Davenport stated that the Board recognized that there was a tight timeframe to get the information to the legislature. He stated that hearing this request in the last 48 hours compressed the ability to these things at this late hour. To the extent that the Board wanted to recognize it as a group and go in that direction, the Board had the authority to do so.

Commissioner Rousseau stated that because there had been a delay at the state level, he did not know if there was a desire to see if there was a comprise.

Commissioner Maxwell stated that he always tried to be reasonable with request and this was reasonable, but there were time restraints. He stated that he and Commissioner Oddo had travel arrangements that will have them away from the county and the holiday was coming up. He stated that he would like to get a vote at this meeting. He stated that the Board did not know that the letter was coming. He stated that he did not like being in this position where the letter was presented at such short notice.

Commissioner Oddo stated that he was involved with the district voting litigation and his recollection was that they had a difficult time coming up with 50% at that time. He stated that the thought was that when the census came out there would be a majority/minority district, which the county has. He stated that when his phone rings he answered it and try to help people and did not ask people where they live, because it did not matter to him. He stated that the wording being used to ask for further analysis was concerning because he knew how the Board had been conducting themselves. Commissioner Oddo stated that the Board had been doing well working with everyone. He stated that people are moving into the county and choosing where they live. He stated that his brother, who ran for reelection for Fayetteville, loss reelection to a minority. He stated that Fayetteville was not in the majority district and the point was that people are choosing where to live and are being heard. He stated that Commissioner Rousseau took the time to speak to his constituents because they call Commissioner Rousseau more than they call him and the same for the other districts. He stated that not many alterations were made to the proposed map, and it had not heard of a lot of

issues until this suggestion from the NAACP at this late date. He stated that it would have been good to have this concern raised when the process started.

Vice Chairman Gibbons stated that the Board obtained Mr. Tyson's firm because the firm was involved at the state level in terms of doing redistricting. Mr. Tyson confirmed that his firm advised the general assembly and was also the counsel to the Georgia Redistricting Commission on the republican side.

Vice Chairman Gibbons stated that because of that expertise, Mr. Tyson's firm had a lot of experience doing this. He asked if Mr. Tyson followed the same procedures that he had done in other redistricting efforts. Mr. Tyson stated that his firm's legal advice regarding the voting rights act was consistent across all jurisdictions. Vice Chairman Gibbons stated that the first public hearing on this matter was about three months ago, and the proposed redistricting map was released at the November 9 Board of Commissioners meeting. He stated that if the Board had the letter from the NAACP then the suggestion for collaboration may have worked, but the Board did not receive it until recently. He asked Mr. Tyson, of the four districts, which had the most diluted vote based on population. Mr. Tyson stated that the most underpopulated district was district four. Vice Chairman Gibbons stated that the most overpopulated district, after the plan, was district three. He asked Mr. Tom Gray with the Fayette County School Board to come to the mic.

Vice Chairman Gibbons asked Mr. Gray if the proposed map from the NAACP legal defense fund would have a significant impact on the schools, school board and the children that attend the schools. Mr. Gray stated that it would have a change in the board members and the district where they live. It would affect to board members being moved from one district to another. He stated that it would not affect what school was attended.

Commissioner Rousseau stated that while the maps may have been sent out during the early part of November, it did not have census tract data, voting age population and things of that nature, which determined who might get shifted. He stated that the detail was not there yet and as a result, he suspected that may have been some of the delay of a strategic response.

Vice Chairman Gibbons asked Mr. Tyson what data was used for the November map. Mr. Tyson stated that what Commissioner Rousseau was referring to was that there were different ways of distributing maps. He stated that there were different ways to distribute the map through geographic system files. He stated that LDF representative reached out to him to get the files and he released the files to her and that was after the map was release. He stated that the census data was released in August. The map that was shared in November was based on the census data.

Commissioner Eric Maxwell moved to approve the redistricting map presented by Attorney Bryan Tyson. Vice Chairman Gibbons seconded. The motion passed 3-1 with Commissioner Rousseau voting in opposition.

#### **PUBLIC COMMENT:**

*Speakers will be given a five (5) minute maximum time limit to speak before the Board of Commissioners about various topics, issues, and concerns. Speakers must direct comments to the Board. Responses are reserved at the discretion of the Board.*

Bradley Sanders thanked the Board, especially Commissioner Rousseau, for the help in getting his subdivision resurfaced and dealing with the drainage issue. He stated that he would also like to know the completion schedule for the road work.

Shelia Demons made comments regarding the traffic controls at Eastin and Veteran's Parkway. Rumble strips were recently added at Eastin Road and she had been corresponding with the Board on remediation to lessen the strips and ideally remove them. She stated that she was excited to know that the county had listened to her concerns about improving the intersection. However, she was disappointed that part of the proposal for addressing the issue still involved adding rumble strips. She shared what was discussed at the Transportation Committee regarding adding rumble strips and their disapproval of rumble strips.

The Board recessed at 3:38 p.m.

The Board reconvened at 3:50 p.m.

### **CONSENT AGENDA:**

Commissioner Oddo moved to approve the Consent Agenda as presented. Vice Chairman Gibbons seconded. The motion passed 4-0.

- 8. Approval of a conflict waiver letter regarding the proposed Farr Road Pavement Project Agreement between the Town of Tyrone and Fayette County on behalf of McNally, Fox, Grant and Davenport.**
- 9. Approval for the Chairman to sign the proposed Farr Road Pavement Project Agreement between the Town of Tyrone and Fayette County.**
- 10. Approval of a Funding Commitment Resolution 2021-26 for two Fayette County project applications submitted in response to the Atlanta Regional Commission's 2021 solicitation for Transportation Improvement Program (TIP) project funding proposals.**
- 11. Approval of the November 9, 2021 Board of Commissioners Meeting Minutes.**

### **OLD BUSINESS:**

- 12. Reconsideration of an ordinance, establishing the composition and responsibilities of the Fayette County Retirement Committee.**

Human Resource Lewis Patterson stated that ordinance before the Board incorporated the edits that were requested by the Board at the October 14, 2021 meeting.

Commissioner Rousseau moved to approve an ordinance, establishing the composition and responsibilities of the Fayette County Retirement Committee. Vice Chairman Gibbons seconded.

This ordinance included having a commissioner on the committee, appointed by the Board, that would serve as the chairman without voting rights.

Commissioner Oddo asked what the position came with compared to the voting members, aside from not being allowed to vote.

Mr. Rapson stated that the primary difference was that the members who make up the committee would get recommendations from the county's broker of record for both the defined benefits and defined contribution and sometimes the investment selections have to be moved and that was when votes are taken. The members, with the exception of the chairman, would vote for those actions.

Commissioner Oddo stated that he was opposed to commissioners on committees and still was.

After further discussion, Commissioner Maxwell requested to move to table this item.

Commissioner Maxwell moved to table this item to the February 10 Board of Commissioners meeting. Vice Chairman Gibbons seconded. The motion passed 4-0.

- 13. Reconsideration of an ordinance amendment to the membership of the Fayette County Transportation Committee.**

Vice Chairman Gibbons moved to table this item to the February 10 Board of Commissioners meeting. The motion passed 4-0. The Town of Brooks Manager Maurice Ungaro stated that he was a member of the Transportation Committee. He stated that the recommendations from the Transportation Committee are not only neglected, but not even considered many times when it comes

to the Board of Commissioners. He stated that the recommendation for countywide truck routes was slapped down without reason or explanation and no feedback from the Board. The ordinance change came to a shock to the Transportation Committee. He stated that Chairman Hearn spoke at one committee meeting and stated that he believed the committee should only be compromised of staff throughout the community. He stated that after that, the ordinance revision came without any justification or thought for the outcome. He stated that the Transportation Committee was not informed or consulted. He stated that removing elected officials from the committee would remove transparency and relevance.

#### **NEW BUSINESS:**

#### **14. Consideration of a request from Laura Dangel to connect 257 Old Norton Road (Parcel 0521 048) and Parcel 0521 071 (0.93 acres) to the City of Fayetteville's sewer system.**

Laura Dangel was permitted to make comments via conference call.

Planning and Zoning Director Pete Frisina stated that the sewer line ran along the frontage of the stated properties. The sewer line was installed around 2006. There was a subdivision to the west of the property that is in the city of Fayetteville city limits. Mr. Frisina stated that the purpose of the easement was that the sewer line goes in and out of the right-of-way and into these properties.

Ms. Dangel stated that the smaller property did not have structure at this time. She stated that there was no particular design at the moment.

Mr. Rapson stated that 257 Old Norton Road was properly before the Board and his recommendation was that the Board consider that property. He understood that the request was for both properties, but the other was not properly before the Board.

Commissioner Oddo moved to approve Laura Dangel to connect 257 Old Norton Road (Parcel 0521 048) and that the other property owner for Parcel 0521 071 (0.93 acres) go through the same procedure and bring it back to the Board for consideration. Commissioner Rousseau seconded. The motion passed 4-0.

#### **15. Consideration of staff's recommendation to award Bid #2026-B Winter Resurfacing to C.W. Matthews, Inc. for fiscal year 2022, in the amount of \$1,605,713.00.**

Commissioner Rousseau moved to approve to award Bid #2026-B Winter Resurfacing to C.W. Matthews, Inc. for fiscal year 2022, in the amount of \$1,605,713.00. Vice Chairman Gibbons seconded.

Road Department Director Steve Hoffman briefed the Board on this item. The three roads included in this project are: Inman Road, Rivers Road and Farr Road. He confirmed that the Town of Tyrone was paying its share for Farr Road.

Commissioner Rousseau moved to award Bid #2026-B Winter Resurfacing to C.W. Matthews, Inc. for fiscal year 2022, in the amount of \$1,605,713.00. Vice Chairman Gibbons seconded. The motion passed 4-0.

#### **16. Consideration of staff's request to submit an application to the FEMA Assistance to Firefighter's Grant Program in the amount of \$526,325.00 with approval of establishing a hard funds grant match of \$52,632.50, as required by the Grantor, to replace existing Cardiac Monitor / Defibrillator and Patient Parameter Units.**

Fire Chief Hill stated that it was time to replace existing cardiac monitors on ambulances used to assist Fayette County patients, patrons and citizens. Chief Hill stated that the FEMA Assistance to Firefighter's Grant Program was open and with Board approval they were ready to submit an application.



Commissioner Maxwell asked who was the grant writer that assisted with this application. Chief Hill stated that it was done internal by Chief Folden with the assistance of Finance.

Commissioner Maxwell stated that he would be asking for a dedicated grant writer during next year's budget season that would assist County department in seeking grant funding.

Commissioner Rousseau added that he also has some idea for next year's budget and would like to vet the idea of developing a program and/or working relationship with the local high schools.

Commissioner Rousseau moved to approve staff's request to submit an application to the FEMA Assistance to Firefighter's Grant Program in the amount of \$526,325.00 with approval of establishing a hard funds grant match of \$52,632.50, as required by the Grantor, to replace existing Cardiac Monitor / Defibrillator and Patient Parameter Units. Commissioner Oddo seconded. The motion passed 4-0.

**17. Consideration of staff's recommendation for Fayette County to design and install an all-way stop at the intersection of Veterans Parkway and Eastin Road and allocation of \$120,000 from the 2004 SPLOST to pay for design and construction costs.**

Commissioner Rousseau moved to approve to design and install an all-way stop at the intersection of Veterans Parkway and Eastin Road and allocation of \$120,000 from the 2004 SPLOST to pay for design and construction costs, with the exception of adding rumble strips. Vice Chairman Gibbons seconded.

Public Works Director Phil Mallon stated that he was requesting approval to convert this to a four-way stop, to request the funding needed and to receive input from the Board regarding a long-term solution if something other than a four-way stop. Mr. Mallon stated that his department received several calls about this, and he checked with the Sheriff's office and Fire and EMS to verify that there was an issue with crashes. He stated that a warrant analysis was completed. He briefed the Board on the process for considering a four-way stop. He stated that this intersection was above the threshold value for the number of crashes. He shared the crash data regarding this intersection. He stated that the posted speed limit was 45 and the average speed on Veterans Parkway was 55 to 57, which was about 10 miles over the posted speed limit, which was common. He stated that the fiftieth percentile was higher than expected for 75 miles per hour. There were a few extreme speeds that were pursuit activity. He stated that staff was recommending, along with the Transportation Committee, that it be converted to a four-way stop and the turn lane, especially the left turn lane, be struck out and barriers be put up to stop use. He stated that the reason was because this intersection was geometrically large, and it added to the confusion for drivers. He stated that he believed rumble strips will need to be added. He stated that based on the comments made he would look at options. He stated that it was high speed, high traveled road and everything possible needed to be done to alert drivers of the change. He stated that he would like to have a consultant redo the traffic study. He stated that he was also requested reallocation of \$120,000 to be taken out of Project I-13 for this purpose.

Commissioner Maxwell asked why the Board was being asked to put in a four-way stop and consider a roundabout right now. He stated that he preferred a roundabout.

Mr. Mallon stated that a study was completed, and the four-way stop was warranted and based on the number of crashes a roundabout could be placed at this intersection. He stated that if a roundabout was the option, we would have to identify another funding source. He stated that staff would have to look at other slowing methods because a roundabout would be about 18 months away.

Commissioner Maxwell stated that he did not want to spend the money on a four-way stop and then six months later do a roundabout. He stated that he was always in favor of a roundabout.

Commissioner Rousseau stated that he requested the study due to the concerns with this intersection.

Chairman Hearn stated that the rumble strips were the first steps to slow traffic and reduce the accidents. He stated that he also supported roundabouts. He stated that this was an example that the Board followed the recommendation of the Transportation Committee.

Vice Chairman Gibbons asked much would it cost to put in a flashing yellow light instead of the rumble strips. Mr. Mallon stated that a flashing red light could be put on top of the stop signs. Vice Chairman Gibbons stated that if a roundabout was put in, it would eliminate the need for rumble strips. Mr. Mallon agreed. Vice Chairman Gibbons stated that the long-term solution was to put in a roundabout and take up the existing rumble strips on Eastin Road.

Commissioner Rousseau moved to approve to design and install an all-way stop at the intersection of Veterans Parkway and Eastin Road and allocation of \$120,000 from the 2004 SPLOST to pay for design and construction costs, with the exception of adding rumble strips. Vice Chairman Gibbons seconded.

Commissioner Oddo stated that there may be worse accidents without the rumble strips. He stated that he did not want to vote for anything that would remove any potential tool from staff. He stated that he would like staff to make that decision and not have the Board remove that as a tool.

Commissioner Rousseau stated that the quality of life should also be a factor in this equation.

Mr. Mallon asked for clarification. If the motion passed as stated, was it the intent of the Board to remove the existing rumble strips. Vice Chairman Gibbons stated no.

Mr. Rapson stated that the current motion would take the option of rumble strips from staff. He stated that would restrict staff and was not staff recommendation.

Commissioner Maxwell stated that the Board was too in the weeds regarding design of the road. He did not want to get in the business of the design of the road.

Commissioner Gibbons withdrew the second.

Commissioner Rousseau moved to approve to design and install an all-way stop at the intersection of Veterans Parkway and Eastin Road and allocation of \$120,000 from the 2004 SPLOST to pay for design and construction costs and for rumble strips to be the last available resort, if needed to be employed. Vice Chairman Gibbons seconded. The motion passed 4-0.

**18. Consideration of staff's recommendation to approve a Right of Entry Agreement for the Reeves Creek Mitigation area with Henry County Water Authority.**

Commissioner Rousseau moved to approve a Right of Entry Agreement for the Reeves Creek Mitigation area with Henry County Water Authority. Vice Chairman Gibbons seconded. The motion passed 4-0.

**19. Consideration of Staff's recommendation to enhance recruitment and retention by increasing Constitutional & Elected Officers by 10.45%; with an effective start date of January 1, 2022.**

Steve Rapson stated that in an effort to address Board direction regarding enhancing recruitment and retention for Constitutional and Elected Officers this item was being presented to the Board for consideration and approval. Mr. Rapson stated this presentation would be broken down into three different components. He continued stating that the first component was previously directed by the Commission as it related to the State Court Solicitor; second was Constitutional and Elected Officials which included: the Sheriff, the State Court Judge, the State Court Solicitor, the Tax Commissioner, the Clerk of Court, the Probate Judges and the Magistrate Court Judges; and third would be the Griffin Circuit Court- Constitutional and Elected Officials which included the Superior Court Judges and Juvenile Court Judges. Mr. Rapson stated that previously the Board approved to uncouple the State Court Solicitors salary and supplement from the Superior Court Judge salary and supplement. Mr. Rapson stated that this would replace the Solicitors salary including the Superior Court salary and supplement with the local supplement

at \$5K and the 75% of DUI Court supplement which puts that salary at \$125,458.45. He continued stating that in discussion with the Board the solution to increase the percentage from 67.5% to 75.0% was determined. Mr. Rapson stated that these changes was approved previously and would be tied to a legislative agenda item, which had not happened yet. He added that this adjustment would raise the Solicitors salary 10.27%. Mr. Rapson continued stating that now up for consideration was the 10.45% increase for the Constitutional and Elected Officers the first one being the State Court Solicitor, in addition to the Solicitor receiving the 10.45% for his salary and supplement he would also receive the ripple affect associated with Superior Judges supplement increasing form 43K to 50K. Mr. Rapson presented as Option 1 to the Board which outlined the total increase for the State Court Solicitor being 14.45% at \$143,592.73. Mr. Rapson also outlined option #2 for the State Court Solicitor that would include a .45% increase and increase 80% Legislative package this would bring the total salary to \$152,532.24.

Vice Chairman Gibbons stated in his opinion the intent of the Board was to give as many County employees as possible as close to a 10.45% raise as possible. It was his opinion that option #1 would accomplish that for the State Court Solicitor. Vice Chairman Gibbons asked if the Board would need to make separate motions for each of the items.

Mr. Rapson stated yes.

Commissioner Maxwell stated that his purpose for triggering this discussion was because he was trying to address what he felt was an employee whose pay had not increased because of the way the system was designed and his goal was to rectify that issue and bring the State Court Solicitor salary up to par.

Mr. Rapson continued stating that the following individuals thr Sheriff, State Court Judge, State Court Solicitor, Tax Commissioner, Clerk of Court and Probate Judge would receive a 10.45% increase which was termed "total compensation" and included state approved longevity, previously approved COLAs, statutory supplements, local supplements, DUI Court & Tax Appeal Supplements. Mr. Rapson stated that Magistrate Court Judge increase was based on increasing the existing hourly rates 10.45%.

Mr. Rapson stated that the Griffin Circuit was comprised of four different counties Fayette County, Spalding County, Upson County and Pike County. The Circuit included two Juvenile Court Judges, 17 court support positions and five Superior Court Judges all these positions were rolled into a budget and each county paid a contribution based on population.

Mr. Rapson state that currently the Juvenile Court Judges were funded 100% from State of Georgia funds in the amount of \$230,000.00. Increasing the Griffin Circuit Juvenile Court Judges salary would implement a new local supplement of 10.45% of the existing salary, which would be \$24,035. Each county of the Circuit would pay their respective share of that amount. Mr. Rapson continued stating the Griffin Circuit Court Support staff would receive a 10.45% increase in base salary this included the Judicial Secretaries, Law Clerks, Official Court Reporters, Staff Attorney and Senior Superior Court Judge. Increases within the Griffin Circuit for Griffin Circuit Court Support staff would amount to \$50,060. Mr. Rapson stated that the State of Georgia established the Superior Court Judge base salary at \$128,790.30. The State allowed us to do a local supplement, but the supplement was restricted to \$50K, as a result the maximum salary for Griffin Circuit Superior Court Judge was \$178,790.30. Mr. Rapson stated that in doing the calculations the highest increase we could give the Griffin Circuit Superior Court Judge was a 4.07% increase. The proposed 10.45% would exceed the statutory limitation. As a result, the increase for Griffin Circuit Superior Court Judge would be 35K because there were five Judges. Mr. Rapson stated that the total increases within the Griffin Circuit for these changes amount to \$109,095.00. Fayette County's Griffin Circuit share would be \$55,093.00. Mr. Rapson stated that staff's recommendation would be to get approval of these Griffin Circuit adjustments with Spalding County, Upson County and Pike County prior to implementation. Mr. Rapson stated that staff's recommendation would be to fund the impact for the Griffin Circuit this fiscal year using existing Griffin Circuit Fund Balance and including these adjustments as part of the FY2023 Griffin Circuit Budget approval process.

Vice Chairman Gibbons moved to approve option 1 as outlined by the County Administrator. Commissioner Maxwell seconded. The motion passed 3-1, with Commissioner Rousseau voting in opposition.

Vice Chairman Gibbons moved to approve staff's recommendation to enhance recruitment and retention by increasing Constitutional & Elected Officers (Sheriff, Tax Commissioner, Clerk of Court, Probate Judges, & Magistrate Court Judges). Commissioner Maxwell seconded. The motion passed 3-1, with Commissioner Rousseau voting in opposition.

Vice Chairman Gibbons moved to approve the Superior Court Judges supplement as outlined by staff, with the caveat that it takes effect no earlier than January 1, 2022. Commissioner Maxwell seconded. The motion passed 3-1, with Commissioner Rousseau voting in opposition.

Vice Chairman Gibbons moved to approve the increase for the State Court Judge, State Solicitor, Griffin Circuit Court support staff, and Juvenile Court Judges, to take effect no earlier than January 1, 2022, **contingent on the other three counties of the Griffin Circuit approving the increase and will go into effect when the last county approves it.** Commissioner Maxwell seconded. The motion passed 3-1, with Commissioner Rousseau voting in opposition.

**20. Consideration of the approval to present Resolutions 2021-19, 2021-20, 2021-21, 2021-22, 2021-23, 2021-24 and 2021-27 in a Legislative Package to the Georgia General Assembly for consideration at its upcoming session.**

Vice Chairman Gibbons moved to approve Resolutions 2021-19, 2021-20, 2021-21, 2021-22, 2021-23 and 2021-27 in a Legislative Package to the Georgia General Assembly for consideration at its upcoming session. Commissioner Rousseau seconded.

Mr. Davenport stated that in addition to the information covered in agenda item #19, regarding the judge and solicitor, there was language that allowed a 5% increase for every term completed, subsequent to July 1, 2022, to give the judge and solicitor credit for terms served prospectively. This was similar to credits received by other judges of the superior court bench.

**(A) Resolution 2021-19; In Support of the 2022 Policy Agenda of Association of County Commissioners of Georgia (ACCG)**

Vice Chairman Gibbons moved to approve Resolution 2021-19; In Support of the 2022 Policy Agenda of Association of County Commissioners of Georgia (ACCG). Commissioner Oddo seconded. The motion passed 4-0.

**(B) Resolution 2021-20; Creating a technology fee for State Court**

Vice Chairman Gibbons moved to approve Resolution 2021-20; Creating a technology fee for State Court. Commissioner Oddo seconded. The motion passed 4-0.

**(C) Resolution 2021-21; Creating a technology fee for Probate Court**

Vice Chairman Gibbons moved to approve Resolution 2021-21; Creating a technology fee for Probate Court. Commissioner Oddo seconded. The motion passed 4-0.

**(D) Resolution 2021-22; Revisions to the local act creating the State Court with respect to compensation for the State Court Judge and the Solicitor**

Vice Chairman Gibbons moved to approve Resolution 2021-22; Revisions to the local act creating the State Court with respect to compensation for the State Court Judge and the Solicitor. Commissioner Oddo seconded. The motion passed 4-0.

**(E) Resolution 2021-23; Designating elections for Probate Court Judge as nonpartisan**

Vice Chairman Gibbons moved to approve Resolution 2021-23; Designating elections for Probate Court Judge as nonpartisan. Commissioner Oddo seconded. The motion passed 4-0.

**(F) Resolution 2021-24; Establishing new Board of Commissioner districts**

Vice Chairman Gibbons moved to approve Resolution 2021-24; Establishing new Board of Commissioners district. Commissioner Oddo seconded. The motion passed 3-1. Commissioner Rousseau voted in opposition.

**(G) Resolution 2021-27; Supporting Reform to Georgia's Annexation Dispute Resolution Law**

Vice Chairman Gibbons moved to approve Resolution 2021-27; Supporting Reform to Georgia's Annexation Dispute Resolution Law. Commissioner Oddo seconded. The motion passed 4-0.

**21. Consideration of Resolution 2021-25 agreeing to be bound by the Memorandum of Understanding (MOU) between the State of Georgia and Fayette County concerning the National Distributor and J&J Settlements and directing execution of the Acknowledgment and Agreement to be bound by MOU, Subdivision Distributor Settlement Participation Form and Janssen Settlement Participation Form.**

Mr. Davenport stated that before the Board was a resolution to be bound by a Memorandum of Understanding (MOU) between the state and the governments within the state to adopt the settlement agreement that was being proposed by the seven different party defendants, the distributors and manufactures in the opioid litigation. He stated that the MOU was basically a document for the state and the local government entities, a way to divide the funds. The local governments would receive 25% of the amount allocated to Georgia. The total amount was \$26 billion and local government would get 25% of Georgia's share of that amount. The outside counsel for the county recommended the Board approve the resolution to maximize the county's recovery. If the Board decided not to be part of this there would be more cost going forward. He stated that another reason to agree to the MOU was that the settlement award put together a contingency fund and attorneys representing local governments can get their fee from the contingency fund rather than the contingency agreement with local governments. The county's legal representatives have committed to do so.

Commissioner Oddo moved to approve Resolution 2021-25 agreeing to be bound by the Memorandum of Understanding (MOU) between the State of Georgia and Fayette County concerning the National Distributor and J&J Settlements and directing execution of the Acknowledgment and Agreement to be bound by MOU, Subdivision Distributor Settlement Participation Form and Janssen Settlement Participation Form. Vice Chairman Gibbons seconded. The motion passed 4-0.

**ADMINISTRATOR'S REPORTS:**

- A. Contract #1987-A: Painting & Refurbishing at Flint River & Lake Horton
- B. Contract #2002-A: Crack Sealing Services
- C. Contract #2004-A: Bridge and Guardrail Repair
- D. Contract #2021-A: New Storage Building
- E. Contract #2025-A: Hwy 85 Connector Roadside Pruning

Mr. Rapson briefed the Board regarding the above contracts.

Commissioner Gibbons moved to change the Board of Health Selection Committee to Chairman Hearn to Vice Chairman Gibbons. Commissioner Oddo seconded. The motion passed 4-0.

Mr. Rapson stated that the Superior Court Judge was working with ARPA to allocate some of the funds to expedite the court backlog due to COVID. He stated that the grant request would exceed \$100,000 and would come before the Board.

**ATTORNEY'S REPORTS:**

**Notice of Executive Session:** County Attorney Dennis Davenport stated there were three items for executive session. One item involving real estate, one involving personnel and the review of the November 9, 2021 Executive Session Minutes for consideration in Executive Session.

**COMMISSIONERS' REPORTS:**

**Commissioner Rousseau:**

Commissioner Rousseau stated that the Board received a letter from the Transportation Committee, and he would like to take a formal posture. He stated that he had several residents constantly asking for weight limit restrictions for trucks going through

Pinewood Village, particularly on Old Ford Road. He stated that one of the things that was compelling in the letter was that it stated that it did not allow the Sheriff to act on our local ordinance. He stated that he would like to take formal position.

He congratulated staff and the commissioners on the many certifications.  
He offered condolences to families who have loss loved ones during this time of the year.

He stated that he would like an update on the county's position on broadband with more ARPA dollars being made available.

Vice Chairman Gibbons stated that he had no problem adding the truck routes to a subsequent agenda to get staff analysis. He stated that anything that Commissioner Rousseau wanted to add, the Board did not have any issues taking it on after the appropriate staff analysis.

**Chairman Hearn:**

Chairman Hearn wished everyone a Merry Christmas.

**Commissioner Oddo:**

Commissioner Oddo stated that this was a difficult meeting and that some difficult decisions were made.  
He wished everyone a Merry Christmas and Happy New Year.

**Vice Chairman Gibbons:**

Wished everyone a Merry Christmas.

**EXECUTIVE SESSION:**

**One item involving real estate, one involving personnel and the review of the November 9, 2021 Executive Session Minutes for consideration in Executive Session.**

Commissioner Oddo moved to go into Executive Session. Vice Chairman Gibbons seconded. The motion passed 4-0.  
The Board recessed into Executive Session at 5:13 p.m. and returned to Official Session at 5:18 p.m.

**Return to Official Session and Approval to Sign the Executive Session Affidavit:** Commissioner Oddo moved to return to Official Session and for the Chairman to sign the Executive Session Affidavit. Vice Chairman Gibbons seconded the motion. The motion passed 4-0.

**Approval of the November 9, 2021 Executive Session Minutes:** Commissioner Oddo moved to approve the November 9, 2021 Executive Session Minutes. Vice Chairman Gibbons seconded the motion. The motion passed 4-0.

Mr. Davenport stated that the Board had before them second amendment to the County Administrator's agreement. He stated that he was part of the group that received a 10.45% increase.

Vice Chairman Gibbons moved to approve the county administrator's pay increase. Commissioner Oddo seconded. The motion passed 4-0.

**ADJOURNMENT:**

Commissioner Oddo moved to adjourn the December 9, 2021 Board of Commissioners meeting. Vice Chairman Gibbons seconded the motion. The motion passed 4-0.

The December 9, 2021 Board of Commissioners meeting adjourned at 5:32 p.m.

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Marlena M. Edwards, Chief Deputy County Clerk

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Edward Gibbons, Vice Chairman

The foregoing minutes were duly approved at an official meeting of the Board of Commissioners of Fayette County, Georgia, held on the 13<sup>th</sup> day of January 2022. Referenced attachments are available upon request at the County Clerk's Office.

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Marlena Edwards, Deputy County Clerk

**BOARD OF COUNTY COMMISSIONERS**

Lee Hearn, Chairman  
 Edward Gibbons, Vice Chairman  
 Eric K. Maxwell  
 Charles W. Oddo  
 Charles D. Rousseau

**FAYETTE COUNTY, GEORGIA**

Steve Rapson, County Administrator  
 Dennis A. Davenport, County Attorney  
 Tameca P. Smith, County Clerk  
 Marlena Edwards, Chief Deputy County Clerk



140 Stonewall Avenue West  
 Public Meeting Room  
 Fayetteville, GA 30214

## AGENDA

### Special Called

May 26, 2022  
 4:00 p.m.

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Welcome to the meeting of your Fayette County Board of Commissioners. Your participation in County government is appreciated. All regularly scheduled Board meetings are open to the public and are held on the 2<sup>nd</sup> and 4<sup>th</sup> Thursday of each month at 5:00 p.m.

**Call to Order**

Chairman Lee Hearn called the May 26, 2022 Special Called Budget Meeting to order at 4:01 p.m.

**Pledge of Allegiance and Invocation****Acceptance of Agenda**

Commissioner Charles Oddo moved to accept the agenda. Vice Chairman Gibbons seconded. The motion passed 5-0.

**BUDGET PRESENTATION:**

- 1. County Administrator Steve Rapson and Chief Finance Officer Sheryl Weinmann will provide presentation regarding the proposed Fiscal Year 2023 Budget.**

Chief Finance Officer Sheryl Weinmann began the presentation by thanking the finance staff for all the work done on the budget. She thanked Budget Finance Officer Sergio Acevedo, as the person in charge of the budget. She thanked the Constitutional Officers for their hard work and cooperation in completing the proposed budget.

**Economic Outlook**

The personal income increased by 0.5% in March 2022. It was reduced by the consumption expenditures that increased by 1.1%. Government social benefits contributed to the 0.5% increase. The latest data showed that voluntary resignation is due to the added stress of the pandemic and eight in ten employees say, the increase in number of people leaving has put a stain on their workload. Ms. Weinmann stated that Fayette County was not an exception to that with the number of current vacancies. "The Great Resignation" has created numerous job vacancies and resulted in the decline of unemployment in Fayette County.

The statewide housing starts has increased by 21.8% between March 2021 and March 2022. It appears the future is moving toward a flexible work schedule and flexible workplace to gain skilled employees.

**Budget Principles**

Fayette County has followed these principles for ten years. Revenues are conservatively budgeted and based on detailed trending and other analysis. The County does not use one-time revenues to fund current expenditures. Current revenues are used to pay current expenditures. There is a budgetary link between the capital budget and operating budget to ensure that ongoing expenses can be funded in the operating budget before putting projects or capital in place.



### Planning Guidelines

The County does not use deficit budgeting. No use of unassigned fund balance to meet the Maintenance & Operations (M&O) budget. There is a continued commitment of delivering outstanding customer service. There is no millage rate change, however no change requires advertising as a property tax increase. Since 2013, due to previous rollbacks, the saving to the citizens of Fayette County is over \$51.6 million. The new budget included the full five-year Capital Improvement Program (CIP) of \$8,058,111 and is allocated within the General Fund Balance. Employee benefits have been maintained, increasing the reserve and stabilization and maintaining the insurance for staff.

Ms. Weinmann reminded the Board that at the retreat, staff presented a proposal to increase fees for Fire, EMS (Emergency Medical Services) and the Water System and those are built into the fiscal year (FY) 2023 budget.

Recruitment & Retention Impact: Ms. Weinmann stated that in the fall of 2021, staff received an increase for all employees at the 10.45% and 19.00% for public safety. Staff anticipates an increase in the millage rate for EMS from 0.456% to 0.5%. This would bring in approximately \$230,000, and on a \$300,000 house, it would be about an additional \$5.06 a month. Although it is 0.456% to 0.5%, it is still considered a 9.65% tax increase.

### Benefit Highlights

The County will continue to offer the same two plans to staff. The Traditional Open Access Point of Service Plan (POS) with the Health Reimbursement Arrangement (HRA) where the County funds \$2,000 for employee and \$4,000 for employee/spouse/children and also \$4,000 for family. This kicks in after the first \$3,000 deductible. The other plan is the High Deductible Health Plan (HDHP) with Health Savings Account (HSA). Funded with \$1,000 for employees, \$1,250 for employee/spouse/children and \$1,500 for family. There is no change to the employee's premiums for the ninth year. There was an approximate 4.5% increase which the County absorbed and the deductibles for both plans have remained the same. Individual at \$2,800 and the family at \$5,000. POS and HDHP out-of-pocket maximums are \$5,000 individual and \$10,000 family. There is still a surcharge of \$75 per pay period for those who do not have their preventive care (physicals). There is a \$150 surcharge if the spouse has access to other insurance. Dental cover is the same and vision benefit is still \$400 reimbursement to employees.

Ms. Weinmann spoke of the additional benefits including have the health coach, Erica Roberts, RN for one-on-one and face-to-face coaching. The County still has the \$50,000 credit for employee wellness programs and initiatives. Utilization of the digital lifestyle app, Omada, that helps employees get healthier by losing weight and incorporating healthy lifestyle activities. The Cigna 90Now program requires employees to get 90-day supply of maintenance medications for a greater cost savings for both the employee and employer. The 98point6 is an online telemedicine option with a \$0 cost until the end of December. The Roche diabetes plan, gives employees and dependents, diagnosed with diabetes over the age of 18, access to free automatic blood sugar tracking, food and medication logging activity via mySugr app, a diabetes coach to help tract short-term and long-term wins, an Accu-Chek Guide Me meter and unlimited test strips automatically delivered to the employee and other fun and motivating in-app challenges. The Medicare Transition Services is a free resource to help employees understand the Medicare process and what options are available.

### General Fund

The financial projection for FY2022, the Stormwater Advance was \$1.609 million and is projected to be paid by the end of the fiscal year. The Stabilization Fund increases to \$16.4 million based on FY2023's M&O budget of expenses, which is three-months of expenses in case of emergencies. The Local Maintenance Improvement Grant (LMIG) will finish with approximately \$700,000. The District Attorney's Assigned Funds will reduce to \$0 by the end of fiscal year. The CIP will reduce to \$8,058,111, which is the full five-year for FY2023. The Unassigned Fund would include the Stormwater Advance of \$1.609 million. There will be a \$1.5 million contribution to the Defined Benefit, which would come from the Unassigned Fund as well as other transfers at the end of the year. \$235,000 will be added to Worker's Compensation and \$30,000 to Solid Waste, \$30,000 to Jail Surcharge and \$20,000 to Dental/Vision. All of that is taken from the Unassigned Fund.

In accordance with the Americans with Disabilities Act, accommodations are available for those who are hearing impaired and/or in need of a wheelchair. The Board of Commissioners Agenda and supporting material for each item is available on-line through the County's website at [www.fayettecountyga.gov](http://www.fayettecountyga.gov). This meeting will be telecast on Comcast Cable Channel 23 and on the internet at [www.livestream.com](http://www.livestream.com).

### Budget Summary

Ms. Weinmann stated that as advertised, the budget for the General Fund leaves a positive impact of \$974,729. The Vehicle Equipment for \$533,364 and the capital is included as well.

### General Fund Revenues

With the revenues budgeted for FY2023, staff is anticipating an 18% increase in the digest. Of that increase, 2.62% is due to growth and the other 15.38% is due to reassessments, which will be included in the property taxes. Property taxes are a large revenue source for the General Fund followed by sales tax which is projected at \$16.5 million for the year.

County Administrator Steve Rapson stated that it was an 18% increase in the digest, which would yield a 14.5% increase in property tax. He stated that staff projected it to be closer to the 9.3%, but the 9.65% increase is fairly close for EMS, but there are more moving parts in terms of the General Fund.

### General Fund Expenditures

Public Safety was at almost 40%, General Government at 19.6% and Public Works at 14%. The transfers are the \$725,000 being transferred for Vehicle and Equipment. \$182,000 is being transferred to Solid Waste, \$225,000 to add to the Jail Surcharge, which handles the inmate's meals and \$18,000 for Victim Assistance.

Personnel Cost was 65.4% and Services at 21.3%. The same transfers are included in the expenses and Other Financing Uses at 18%.

### 911 Fund Revenues

Revenues for 911 come from the charges for services and is 63.4%, the other 36.6% is from the property taxes.

### 911 Fund Expenditures

Personnel costs are at 70.3% and services are 23%. In the capital outlays and supplies and services there is \$285,000 for the Carbyne project and \$128,000 for the cell tower leases.

### Fire Fund Revenues

Ninety-eight percent is property taxes and a small amount for services and miscellaneous revenues. The fee increases are included in the revenues for Fire, 911 and EMS.

### Fire Fund Expenditures

Personnel cost are 84.3%. The transfers are the \$650,000 to Vehicle/Equipment Fund.

### EMS Revenues

Revenues are approximately 50/50. The charges for services are the ambulance transports. The millage rate is 0.456% and the proposal is to increase that to 0.5% for another \$230,000.

### EMS Fund Expenditures

The personnel cost is at 72.5% and transfers are \$350,000 to the Vehicle/Equipment Fund.

### Water System Fund Revenues

The water sales account for about 85.7% of all revenues for the Water System. Any change in the water sales will significantly impact the revenue one way or another. The fees total approximately \$557,000, discussed at retreat, are built into the revenue sources as well.

### Water System Expenses

The Water System has so many functions. The Crosstown Plant takes a large part as well as the Bond Debt. Ms. Weinmann stated that what was good about the Bond Debt was, that since the Water System refinanced at the beginning of the fiscal year, the debt payment has been reduced to four more years, to end in 2026. The transfers are for approximately \$900,000 for CIP and \$900,000 for the renewal on the extension portion of the Water System's budget.

Personnel cost are at 31.9% and Bond Debt at 22.1%.

### Proposed Personnel Changes

Ms. Weinmann stated that staff anticipates 772.39 full-time employees (FTE); 758 full-time and 33 part-time positions (equivalent to 14.39 full-time employees). The anticipated increase is just the 1.64 FTE. The Administration position is a new Community Engagement Coordinator position. The District Attorney is requesting a new Investigator but those are not included in the County's FTE count. The new part-time position in Elections which adds 0.625 of an FTE and an intern position at Environmental Management Department. The intern position is not included in the FTE count.

There were several position conversions including:

- **Emergency 911**
  - Abolish 2.0 PT Call Takers
  - Abolish 2.0 PT Communications Officers
  - Establish 2.0 FT Call Takers

There is no impact to the county for the remaining conversions:

- **Code Enforcement**
  - Abolish 2.0 Code Enforcement Officers
  - Establish 2.0 Deputy Marshals
- **Road Department**
  - Abolish 0.50 Seasonal Sign Tech
  - Establish 0.50 Sign Technician
  - Abolish 0.50 Equipment Operator III
  - Establish 0.50 Seasonal Road Maintenance Worker
- **Accountability Court**
  - Abolish 1.0 PT Case Managers
  - Establish 1.0 FT Case Manager

Internal promotions with no change to FTE count:

Elections: Elections Clerk to Elections Coordinator

Human Resources: Human Resources Administrator to Assistant Human Resources Director and Human Resources Technician to Human Resources Generalist (Vacant)

Road Dept.: Sign Technician to Traffic Maintenance Crew Leader

Sheriff: Administrative Clerk to CJIS Network Operator

Fire: Administrative Secretary to Administrative Assistant and Administrative Secretary to Administrative Assistant

EMS: Administrative Secretary to Administrative Assistant

Water System Reorganization with no change to FTE count:

- Customer Service Supervisor to Customer Support Manager
- Senior Customer Service Rep. to Customer Support Specialist

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- Billing Accounting Tech to Senior Accounting Tech (Vacant)
- (2) Lead Customer Service Rep to (2) Account Services Technician

Personnel Job Reclassifications – Certification Promotions within Water System:

- (3) Plant Operator II to (3) Plant Operator I
- (1) Plant Operator III to (1) Plant Operator II
- (2) Plant Maintenance Tech II to (2) Plant Maintenance Tech I
- (4) Field Operations Tech III to (4) Field Operations Tech II

Certification Reclassifications:

- (5.0) Building Safety
- (3.0) Inspector II to Inspector III
- (2.0) Permit Technician Certification
- (1.0) Road Dept.
- (1.0) Equipment Operator I to Equipment Operator II

University of Georgia (UGA) Grade Reclassifications:

- Recreation – Director                   Grade 23 to 24
- Library – Director                        Grade 23 to 24
- Building Safety – Director            Grade 23 to 24
- Elections – Elections Director        Grade 23 to 24
- Commissioners – County Clerk        Grade 22 to 23
- Building & Grounds – Director        Grade 22 to 23
- Animal Control – Director            Grade 22 to 23
- Finance – Budget Manager            Grade 20 to 22
- Fire Services – Quartermaster        Grade 09 to 16

Proposed Forced Merit

Ms. Weinman stated that the forced merit distribution was similar to past years. It will follow the same bell curve; 15-35-35-15. She stated that staff would budget an average of 3.31% where employees would either fall into 1.25%, 2.50%, 3.75% increase or 6.25% increase for top performers.

Eligible employees are those who are employed and are not in a performance improvement plan as of December 31, 2021. If the employee is in a maximum step of their grade, they would receive a one-time performance payment in lieu of merit.

Ineligible employees are those who are on the performance improvement plan, an elected official, board member, seasonal or temporary worker, including temporary election clerk, poll workers, grant funded positions, employees in positions funded through the Griffin Judicial Circuit and employees who are no longer employed at the time of distribution.

The distribution of the various funds and departments that would be impacted by the increase and the impact through all the funds is \$1,689,288.

FY2023 Maintenance & Operations

Significant operational budget considerations include:

Employee Benefits Allocation is approximately \$15.5M including the healthcare and retirement contributions that the County makes.

In accordance with the Americans with Disabilities Act, accommodations are available for those who are hearing impaired and/or in need of a wheelchair. The Board of Commissioners Agenda and supporting material for each item is available on-line through the County's website at [www.fayettecountyga.gov](http://www.fayettecountyga.gov). This meeting will be telecast on Comcast Cable Channel 23 and on the internet at [www.livestream.com](http://www.livestream.com).

Road Resurfacing is approximately \$3.0M and includes more than just resurfacing but Micro, Hauling, Tack and various things that will cover six miles of road paving and 13.9 miles pavement preservation.

Defined Contribution Allocation will be an approximately \$1.5M employer retirement match.

Inmate Medical and contracts are approximately \$1.3 million.

LMIG23 for next year expenses are \$1.13M and the revenue is anticipated to be \$870,000.

Defined Benefit Allocation for FY2023 will be approximately \$838,000. It does not include the \$1.5M one-time Fund Balance contribution.

Property & Casualty Insurance is approximately \$730,000 across all funds.

Recreation is standard with the payments made to Peachtree City and Tyrone and Board of Education.

### General Fund Transfers

Ms. Weinmann stated that for the Vehicle/Equipment replacement, the General Fund commits \$725,000, Fire commits \$650,000 and EMS commits \$350,000. \$225,000 will be transferred to the Jail Surcharge for inmate meals and \$182,000 transfer to Solid Waste for the post closure landfill costs. She stated that after discussions with the waste facility vendor, staff discovered that there are a lot of changes in the market as far as how the landfill and transfer stations are managed. She stated that the County may have to manage solid waste landfill with our own staff in the future. She stated that the transfer for the \$182,000 will still be needed for the methane mediation, but it may be another \$175,000, net of the anticipated increase in revenues that will need to be added to cover the cost of running the landfill.

Victim's Assistance shortfall will be added for \$18,000.

Water System chemicals are approximately \$800,000 and is a significant increase for a lot of maintenance items needed to remain in compliance. She stated that outside agencies have remained fairly stable. Public Defender and Senior Services had an increase. The Department of Public Health had a decrease which is used to help pay for the new Public Health building.

Mr. Rapson stated that the Public Defender, Allen Adams, recently retired. A letter was sent from the Public Defender's office to the County wanting to get out of the lower court aspect and have an upper court and lower court fee. He stated that instead of transitioning to doing it completely by outsourcing and trying to get a vendor to do public service, staff funded the upper court circuit, like we typically do, but funded about \$88,000 more for the lower court. The new Public Defender has agreed to delay a new investigator and that also takes the attorneys up another 10.45% which was consistent with everything else that had been done. He stated that he felt it was a good compromise for this year. He stated that the State Court Judge and Superior Court Judge have actually reached out to see if the County wanted to do something different, but we don't have time to put an RFP "on the street" to elect to change that entire operation this year. He stated that it was something that the Board will need to consider in the future. He stated that if it was something that the Board wanted to do, we may need to direct some of the "justice folks" to move in that direction because that was a big paradigm change to what was currently being done.

### Capital Improvement Plan, Expenditures and Vehicle/ Equipment

Ms. Weinmann highlighted a few of the projects in this presentation. She stated that the Animal Control new shelter had approximately \$1,387,036 available to begin the process. The Public Health building is approximately \$2.6 million and there will be another \$6.9 million of ARPA (American Rescue Plan Act) funds that will be added to that amount. There is \$250,000 set

aside for countywide non-2017 SPLOST (Special Purpose Local Option Sales Tax) pipe replacements, \$175,000 for any Information Technology replacements of equipment.

The Vehicle/Equipment totaled \$513,172 all related to the Sheriff's vehicle, except for the trailer. There are two vehicles associated with the upgrade to the Deputy Marshal in Code Enforcement.

Revenues are above expenses. The population and staffing have gone down 6.28 staff members per 1,000 citizens from 6.94 staff members in 2013 per 1,000 citizens.

Unincorporated Fayette County is ranked number 17 of 19 for the lowest millage rate across several local counties.

Ms. Weinmann concluded the presentation with the following budget highlights:

- No Millage Rate Change – Requires Advertising as Property Tax Increase
- General Fund impact from maintenance & operations is positive.
- Proposed Budget increases General Fund Balance \$974,729
- Funds Rolling 5 Year Capital Improvement Program of \$8,058,111
- Changes in Personnel levels protect the existing outstanding service delivery to our Citizens.
- Budget continues to maintain the commitment to balance current year revenues with current year expenses.
- Maintains Employee Benefits – Medical/Dental/Vision & Retirement
- County-Wide departmental cooperation continues to yield positive results.

The first public hearing will be held on Thursday, June 9, 2022 at 5:00 p.m. and the second public hearing and budget adoption will be held Thursday, June 23, 2022 at 5:00 p.m.

#### **QUESTION AND ANSWER:**

Commissioner Eric Maxwell referenced slide #44 and asked if six miles of road paving was adequate. He asked Chairman Hearn if that was ok. He asked if it was new paving.

Chairman Lee Hearn stated that there were other federal funds used for resurfacing. He stated that when those funds are combined with County funds then it was an adequate number of mileages. He stated that he was happy with the miles.

Commissioner Maxwell asked if it was recurring. Chairman Hearn stated yes.

Commissioner Maxwell stated that he appreciated the budget that was put together and that there was not a lot of questions.

Commissioner Charles Rousseau stated that with the Public Defender, why were they being included in the 10.45% for new hires.

Mr. Rapson stated that we did the same thing with the District Attorneys. The Public Defender is having the same problem with keeping attorneys and since the Board approved 10.45%, the money requested by the Public Defender would include the same type of increase. He stated that was the recommendation.

Commissioner Rousseau asked if that was not considered a signing bonus.

Mr. Rapson stated that he believed the Public Defender would say it was a retention issue similar to the County's 10.45%. Commissioner Rousseau stated that he was confused because Mr. Rapson used the word "retention". He stated that during the presentation he heard "new people coming on". He stated that was maybe where his disconnect lie.

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Mr. Rapson stated that these were existing Public Defender employees that are currently attorneys that would receive a 10.45% to retain the people in the Public Defender's office.

Vice Chairman Edward Gibbons stated that it was a salary increase and not a bonus.

Mr. Rapson stated that it was a salary increase but it was for existing employees and new employees. It would raise their salary level like the County did for employees.

Ms. Weinmann stated that there was a new position in the District Attorney's office for a new Investigator.

Mr. Rapson stated that the newly requested Investigator would not be hired. That position was denied and the Public Defender would receive the 10.45% increase for existing employees, and they are retaining the lower court for the county. He stated that it was something that they did not have to do under the law of the Public Defender.

Commissioner Rousseau asked if the Public Defender was included in the \$5,000 that the governor gave state employees. Mr. Rapson stated that he did not believe they are included in that increase. Commissioner Rousseau stated that he was unsure if they were included.

Chairman Hearn thanked staff and Mr. Rapson for a job well done.

Mr. Rapson asked the Board to send questions to him and Ms. Weinmann and they will respond to the entire Board.

Commissioner Charles Oddo stopped to acknowledge how much work goes into the budget by showing the audience the budget book. Mr. Rapson informed everyone that the budget book was available for review for anyone who wanted to view it.

#### **ADJOURNMENT:**

Commissioner Oddo moved to adjourn the May 26, 2022 Special Called Board of Commissioners meeting. Vice Chairman Gibbons seconded the motion. The motion passed 5-0.

The May 26, 2022 Special Called Board of Commissioners meeting adjourned at 4:41 p.m.

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Tameca P. Smith, County Clerk

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Lee Hearn, Chairman

The foregoing minutes were duly approved at an official meeting of the Board of Commissioners of Fayette County, Georgia, held on the 26<sup>th</sup> day of May 2022. Referenced attachments are available upon request at the County Clerk's Office.

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Tameca P. Smith, County Clerk

**BOARD OF COUNTY COMMISSIONERS**

Lee Hearn, Chairman  
 Edward Gibbons, Vice Chairman  
 Eric K. Maxwell  
 Charles W. Oddo  
 Charles D. Rousseau

**FAYETTE COUNTY, GEORGIA**

Steve Rapson, County Administrator  
 Dennis A. Davenport, County Attorney  
 Tameca P. Smith, County Clerk  
 Marlena Edwards, Chief Deputy County Clerk

140 Stonewall Avenue West  
 Public Meeting Room  
 Fayetteville, GA 30214

**Minutes**

May 26, 2022

5:00 p.m.

Welcome to the meeting of your Fayette County Board of Commissioners. Your participation in County government is appreciated. All regularly scheduled Board meetings are open to the public and are held on the 2<sup>nd</sup> and 4<sup>th</sup> Thursday of each month at 5:00 p.m.

**Call to Order**

Chairman Lee Hearn called the May 26, 2022 Board of Commissioners meeting to order at 5:05 p.m. A quorum of the Board was present.

**Invocation and Pledge of Allegiance by Commissioner Eric Maxwell**

Commissioner Eric Maxwell offered the Invocation and led the Board and audience in the Pledge of Allegiance.

**Acceptance of Agenda**

Commissioner Charles Oddo moved to accept the agenda as written. Vice Chairman Edward Gibbons. The motion passed 5-0.

**PROCLAMATION/RECOGNITION:****1. Presentation by Atlanta Regional Commission (ARC) - Fayette & ARC: Partnering to Serve Older Persons.**

Jim Jaquish Local Government Affairs Liaison with Atlanta Regional Commission (ARC) advised the Board that the ARC had recently conducted some district realignment, which changed local representation on the ARC Board for some counties, however Fayette County was not affected. He stated that Fayette County ARC Board representation remained Chairman Lee Hearn, Mayor Eric Dial, and citizen representative Bob Reeves. Mr. Jaquish also advised the Board that the ARC was working on the Comprehensive Economic Development Strategy in cooperation with local Chamber of Commerce and Development Authorities around the region to comprise a "regional" strategy for economic development. He stated that they were also working on the Infrastructure Investment and Jobs Act and developing ways to draw some of the federal funds available for infrastructure to the region.

Becky A. Kurtz, Managing Director ARC Aging & Independence Services (Metro Atlanta Area) briefed the Board on the Atlanta Regional Commission's efforts to "partner to serve older persons" within the local communities. She stated that the ARC Aging & Independence Services was involved in the planning for the region's rapidly growing aging population. She stated that they provide services to connect individuals to and administering services, they partner with service providers, and work in policy advocacy for the aging individuals. Ms. Kurtz noted that Fayette County had more than 21,000 residents who were 65 and older, which was about 19% of the population. She also stated that nearly 30% of those who were 65 and older lived alone. She highlighted the Empowerline initiative, which assisted with linking individuals to services, helped transition nursing home residents to community settings, provided consultation to caregivers, provided wellness education, provided access to material aid (including assistive technology), and connected socially isolated older persons to volunteers. Ms. Kurtz discussed the ARC Aging Services grant that was provided to Fayette Senior Services during FY2022 and noted that the ARC's FY23-24 anticipated



funding to Fayette County for aging service was \$734K. She concluded her presentation discussing life expectancy within the county and noticeable disparities. She stated that the ARC, led by its Aging and Independence Services Group, was working to implement a strategic framework, designed to identify and address inequities that create disparities in life expectancy. Ms. Kurtz thanked the Board for their time and the opportunity to speak.

### **PUBLIC HEARING:**

### **PUBLIC COMMENT:**

The following Fayette County residents made comments expressing their concerns regarding the recent “annual car show” that occurred at the home of Rick Ross over the Memorial Day weekend: Alice Jones, Isaac Logan, Denise Morris, Henry Adams, John Smith, Johnny Hill, Travis Evans.

Comments included concerns related to extreme traffic issues, safety concerns, and the need for the county to review permitting requests more thoroughly. Citizens stated that they felt like “prisoners in their own home” and had been stuck in traffic for hours to only get a few miles down the road. They noted that attendees of the event were rude, immodestly dressed and disrespectful to residents.

County Administrator Steve Rapson addressed the comments. He stated that the request for the event that occurred over Memorial Day weekend was initially presented in a way that would only require a noise permit. He added that the County was unaware of the number of anticipated attendees. Mr. Rapson stated that initially the plan was to have Georgia State Patrol handle traffic, however they left. As a result, the Sheriff's Office came in during the confusion to try to manage the chaos regarding the traffic. Mr. Rapson stated that several issues emerged after the fact with this application to include the size of the event, charging admittance, which was not allowed in residential neighborhood, and traffic mitigation. He assured residents that the likelihood of this happening the same way in the future were low. However, he did advise that there were ways for this event to happen because residents were allowed to have activities at their home. He stated, however, it would be appropriately managed via the special use permit process. Mr. Rapson stated that knowing that there were problems, and the County is aware, it would not happen again.

Commissioner Charles Rousseau expressed his appreciation to citizen who came out to register their concerns related to the events that occurred. He reiterated, as mentioned by Mr. Rapson, that there were several issues that contributed to the confusion concerning the event. He stated that the plan was to have traffic mitigation conducted by Georgia State Patrol, unfortunately it did not go as planned. Additionally, he acknowledged that the event turned into a commercial enterprise. Commissioner Rousseau stated that the event had a very negative impact on the community and as it was, he would not be in favor of it returning to a private residence. He stated he would remain open to possibly considering this event upon proper review to determine if it were something that could be accommodated in the future. He apologized and stated that he shared residents' frustration.

Melody Williams requested that the Board consider adding a golf cart path for her community from Haddonstone Drive into Fayetteville.

Henry Adams stated that there was a property in neighborhood affectionately called the “ghost house” that was continuing to have large parties and had done so for the last years. He had major concerns regarding individuals appearing on his property, traffic issues, and rowdiness of attendees. He asked the Board to please assist in getting this under control.

Frank Gardner asked the Board to consider adding a boat launch to the eastside of Lake Horton. He also expressed his concerns regarding speeding on Lester Road and asked if the County could increase police presence in the area to discourage the dangerous speeding.

Jimmy Owens expressed his concerns regarding the speeding on State Road 279.

### **CONSENT AGENDA:**

Vice Chairman Gibbons seconded moved to accept the Consent Agenda as written. Commissioner Oddo. The motion passed 5-0.

2. **Approval of Resolution 2022-04 to adopt the Fayette County Comprehensive Plan 2017-2040 Update.**
3. **Approval to name Fayette County Fire Chief Jeffrey Hill to Position 2 of the Region 4 Emergency Medical Services (EMS) Advisory Council for a three-year term to expire June 30, 2024.**
4. **Approval of the reappointment of Fayette County Assistant Fire Chief Steven Folden to Position 4 of the Region 4 Emergency Medical Services (EMS) Advisory Council for a three-year term to begin July 1, 2022 and expire June 30, 2025.**
5. **Approval of the reappointment of Peachtree City Assistant Fire Chief Kevin Baggett to Position 3 of the Region 4 Emergency Medical Services Advisory Council for a three-year term beginning July 1, 2022 and expiring June 30, 2025.**
6. **Approval to appointment Peachtree City Fire/Rescue David Winkles to Position 1 of the Region 4 Emergency Medical Services Advisory Council for a three-year term beginning July 1, 2022 and expiring June 30, 2025.**
7. **Approval of staff's recommendation to add Godby Park subdivision to Fayette County's Street Light Program.**
8. **Consideration of staff's request to approve Arcadis, Contract #1867-P, TO #22-13, with a not to exceed amount of \$105,025.00, to provide engineering assistance for development of a rehabilitation and replacement plan for water distribution infrastructure for use in determining long-term capital planning replacement priorities and grant submittal justification.**
9. **Consideration of staff's request to accept the right-of-way dedication known as Tract "A" - 0.21 and Tract "B" 2.67 acres shown on the Godby Park Plat dated April 15, 2022 and the quitclaim deed dated April 27, 2022 per Fayette County Code requirements.**
10. **Approval of the April 26, 2022 Board of Commissioners Meeting Minutes.**

#### **OLD BUSINESS:**

#### **NEW BUSINESS:**

The Board recessed at 5:56 and returned to Official Session at 6:05 p.m.

Vice Chairman Gibbons welcomed his mother and sister who were visiting him from Connecticut.

Chairman Hearn opened the floor for comments regarding item #11 of the agenda.

The following Fayette County residents made comments in opposition to the City of Fayetteville's annexation of 425 acres and the rezoning of said property from R-70 (Single-Family Residential District) to B-P (Business Park); property fronts on Flat Creek, Tyrone Road, and SR 54 West: Cassandra Collins, David Gregory, George Diets, Darryl Brown, Rod Dyer, Howard Bontrager, Eric Reymes, Diana Diets, Matthew Miller, Georgia Von Walthausen, Nancy Jeworski, Gloria Washinburg, David Spivey, James Collins, Sydney Bontrager, Sigourney Hall, Pam Atkinson, and Cheryl Martin.

Comments included concerns related to the loss of the beauty, peace and tranquility of the area, a commercial business that would create extreme noise caused by the data center chiller fans, decrease in property value, the lack of potential economic

development because of remote jobs of employees of the data center, destruction of wetland areas, water runoff issues, and potential fire and safety concerns.

**11. Consideration of the City of Fayetteville's annexation of 425 acres and the rezoning of said property from R-70 (Single-Family Residential District) to B-P (Business Park); property fronts on Flat Creek, Tyrone Road, and SR 54 West.**

Interim Planning & Zoning Director Chanelle Blaine stated that the City of Fayetteville received a request from three property owners for the annexation of the above- referenced properties. The annexation notice from Fayetteville indicated that the intent was to annex approximately 425 acres to BP (Business Park). She stated that the subject properties were currently zoned R-70 (Single-Family Residential Districts) in Fayette County and contained one single-family residence on parcel 07-13-020. The concept plan for the annexation indicated a data center/technology campus totaling 4,750,000 square feet; with 10 structures ranging in size of 120,000 square feet to 440,000 square feet accessing Flat Creek Trail and three (3) structures ranging in size of 360,000 square feet to 900,000 square feet accessing Tyrone Road and State Route 54 West. Ms. Blaine stated that staff had no objections to the annexation. She added that the county was working with the city to incorporate the departments' comments and have received correspondence of the City's intent to add all county comments to their staff report for the annexation. She concluded that the Department of Fire Services was opposed to the annexation due to the loss of Fire Tax revenues.

County Attorney Dennis Davenport stated that he understood the level of confusion as it concerned the annexation. To add some context to the discussion for the public, he stated that the process of annexing property from the county into a city, had some 25 years ago, been very difficult and if the County stated that there was a bonafide land use objection, the county could effectively deny it and stop the annexation. He added that this happened so often to the point that cities, via effective lobbyist, were able to have the laws changed significantly in favor of the cities. As a result, if cities request to annex a property it's very difficult for the County to stop them. Mr. Davenport stated that this item was not the County seeking to approve city zoning or the city annexation. The County had little recourse it could take to stop a city annexation. However, the County was able to establish various condition to address concerns related to the annexation, which the County would hope the city would adopt. Mr. Davenport added that in review of the law, as it related to annexation, it included a formula that the County would have to adhere to in order to lodge an objection, which would require the County to demonstrate a financial burden to the County and would have to be articulated with objective information based on the annexation. He noted that the formula should be directed toward what the city's financial burden would be because if annexed, the property would no longer be a part of the County service delivery area. In addition, when the County received notice of the annexation request, the County had 30-days to respond. If the County did not respond within the 30-days, the County cannot do anything. With that in mind, once notice was received regarding this annexation request, the Board only had this meeting to add it to the agenda for discussion to meet the time constraints. He stated that if the Board had waited and missed the deadline, they would not have been allowed to say anything moving forward. Mr. Davenport stated that at this point, he would like to advise the Board that they could use bonafide land use as an objection to the annexation and it would stop it, but it would not be effective. He stated that the objection would have to follow the "new" formula and had proved very difficult. Mr. Davenport reminded the Board that any time in the past that they tried to stop an annexation they were unsuccessful, because the formula worked against the Board. He reiterated that the County was not seeking to rezone anything. Mr. Davenport stated that this annexation was not an item the Board had the authority to make a decision regarding the rezoning of this property. Only the City of Fayetteville had that authority. He stated that what the Board had done in the past was to try to address various concerns regarding an annexation by working with the city. Mr. Davenport stated that he was not advising the Board to or not to object but wanted to provide an overview of the annexation process for the public to ensure they better understood the limited options the Board had.

Steve Rapson advised the Board that included in the agenda backup for this item were staff conditions, financial constraints and concerns, that had been sent to the City of Fayetteville regarding this annexation. The information sent included comments from Planning and Zoning, Fire and EMS, Public Works, Water System, Stormwater and Environmental Management. He added that the City of Fayetteville did respond to the comments sent acknowledging our concerns stating, "I see no reason why we cannot incorporate and perhaps strengthen the comments provided by the County to our staff report". Mr. Rapson continued that with

this in mind, he felt it would be difficult to push forward with a land use objection because the city was embracing the County's concerns. Mr. Rapson stated that he understood citizen's concerns and frustration. He acknowledged that they were unfamiliar with the process and noted that a lot of the maps and design that was presented was conceptual. He added that until studies, test, and analysis were performed and conducted, nothing was final and none of that was up to the County and once the property was annexed the City would be the authority making those decisions on how that is developed. He added that the annexation was the first step in that process.

Commissioner Rousseau asked what the date of the 30-day deadline was.

Mr. Rapson stated it was May 28, 2022. He added that if the County did not respond to the request the City could in turn certify the annexation without consideration of any of the County's conditions and concerns.

Chairman Hearn asked Development Authority Chairman Darryl Hicks to make some comments.

Development Authority Chairman Darryl Hicks stated that the Development Authority was a governing entity that was incorporated by the Fayette County Board of Commissioner in 1986 and every county had one. He stated that this authority allowed them to act on behalf of the County as it related to economic development. The Development Authority was allowed to issue bond and offer tax incentives, when appropriate. Mr. Hicks stated that the Development Authority was a 9-member Board appointed by Fayette County, City of Fayetteville, Peachtree City, the Town of Tyrone, and the Peachtree City Airport. He stated that the Authority functioned in the capacity of doing economic development for the County which also included the cities. In these efforts they are mainly focused on making sure they provide an opportunity for Fayette County to acquire a diversified portfolio of taxation, which included the cities and the Fayette County Board of Education. He stated that for many counties and municipalities it was very difficult for a community to survive off only residential property, because historically, residential property only paid about \$0.78 on the \$1 for the services that they require. So, for the municipalities in the county to offset that, via the Development Authority, was to have corporations and large industrial companies to locate in their communities. Mr. Hicks stated that the largest portion of residential property tax bill was the school board tax. As the school board continues to work to manage their resources, the job of the Development Authority was to help offset it and balance how they recruit companies. He added that the Development Authority was very particular about what companies and industries they go after and attract, working in cooperation with the County, municipalities and school board. Mr. Hicks stated that the goal of the Development Authority was to be very strategic in recruiting businesses and to try and make the best recommendation they could in considering all the important factors for the community. Mr. Hicks stated that as it related to a data center it would have been very irresponsible for the County to not consider it as an option. He noted that he was limited in how much information he could disclose in an effort to maintain the anonymity of the business owner but noted that the item under consideration was only the annexation of the property and not the details of the actual project. The project phase would include discussion of the detail and requirements of the project but would come later, down the line. Mr. Hicks stated, in response to citizens' concerns, that the project would be scrutinized by the State of Georgia, EPA, as well as the City of Fayetteville. Mr. Hicks concluded stating that it was better for County to be part of the conversation working with the city now as the annexation moved through the process and the project potentially moved forward. He noted that the Development Authority did the same thing in working with the landowners knowing they were going to sale the property. The Development Authority had to be strategic and work with them regarding the sale of the property and who would ultimately purchase it.

Vice Chairman Gibbons as a point of clarification stated that the Board of Commissioner had no oversight over the Development Authority.

Mr. Hicks stated that was correct. He stated that the County made appointments to the Board. From there the 9-member Development Authority as a "board" had the authority to make decisions. He added that the Development Authority had deliberately made it a point to not make decision without communicating with the local municipalities, County, and Board of Education.

Commissioner Oddo stated that he understood everything that had been discussed but the only focus for the Board was the annexation, which they had no control over. He stated that he had been involved in other annexations that was not successful and came back to bite the Board.

Commissioner Oddo moved to approved not to object to the City of Fayetteville's annexation of 425 acres and the rezoning of said property from R-70 (Single-Family Residential District) to B-P (Business Park); property fronts on Flat Creek, Tyrone Road, and SR 54 West.

Vice Chairman Gibbons stated that none of the Commissioners wanted any type of business to move into the County that would be detrimental to County residents. He added that personally he was not in favor of the annexation or the project, but there was nothing he could do to stop it.

Commissioner Oddo moved to approved not to object to the City of Fayetteville's annexation of 425 acres and the rezoning of said property from R-70 (Single-Family Residential District) to B-P (Business Park); property fronts on Flat Creek, Tyrone Road, and SR 54 West. Vice Chairman Gibbons seconded.

The Board recessed at 7:44 and returned to Official Session at 7:49 p.m.

Commissioner Eric Maxwell stated that essentially the Board was handcuffed and there was not a lot they could do in regard to the annexation. He stated that one recourse they had was to table the item to the next meeting. This could allow for more citizen input, however in doing so, the Board would miss the 30-day response deadline and loss their ability to relay any concerns and conditions for consideration related to the annexation to the city. Commissioner Maxwell stated that he had been dealing with this particular property for the last six year not the same vendor necessarily but the potential sale of the property. This annexation request was not as surprising to him as it may have been to the public. He assured citizens that there was no back-room deals happening between the County, City of Fayetteville, or the Development Authority. Commissioner Maxwell stated that the issue here was the process of annexation that the County had no control over. The Board also had authority to approve and/or deny rezoning request within the County but not with annexation requests from the cities. He stated that in working with the Development Authority they have keen sense of what the County would want in the community. Commissioner Maxwell stated that several projects have been rejected in past years due to traffic and infrastructure concerns. He added that the overall goal was for balanced controlled growth and economic development and to attract good business that would benefit the entire County. He stated that if he could kill the annexation, he would but that was not an option available to the Board.

Vice Chairman Gibbons reiterated that if the Board did nothing and did not vote on the annexation the three pages of conditions the County staff sent to the city would be ignored and not considered as the project moved forward.

Commissioner Rousseau stated that the Fayette County Development Authority was comprised of individuals who were residents of the County. As a body they were charged with the responsibility to bring or recommend as many low-impact, job-creating and tax-revenue generating business as they could. He stated that with this project they did a decent job, although this may not have been the best project, it was an appropriate project to consider. Commissioner Rousseau stated that he was confident Mayor Johnson would take the concerns and conditions received from the County into consideration as the project moved forward. He encouraged citizens to reach out to and develop a relationship with the City of Fayetteville's Mayor, Council, and Zoning staff as this project moved through the process. He stated that if the project had been to develop 200 homes that would also cause concerns and issues as it related to traffic, infrastructure, roads, water and the school system. He reiterated that that the goal was for balance and attract good business that would benefit the entire County. He encouraged citizens to apply for the various Board positions when made available. This would open the opportunity for more engagement and better understanding of the processes that happen with the community.

Commissioner Oddo thanked residents who stayed and were able to hear comments made by the Board. He acknowledged Mayor Johnson and stated that he hoped he would relay concerns and complaints that were expressed by the residents as the project moved forward. He stated that had the Board not discussed this item at this meeting, none of the concerns would have been heard.

Chairman Hearn stated that the City of Fayetteville worked hard to be a good neighbor and he encouraged residents to reach out to the city to discuss concerns and the availability to increase the setbacks, add berms, and maybe boundary fencing. He stated that as this project moved forward the goal was to have it be as least impactful as possible on the surrounding neighbors.

Mr. Rapson stated that if approved tonight this item would be on the City of Fayetteville's Special Called Meeting on June 30<sup>th</sup>, so he would encourage anyone wanting to discuss their concerns with the City to do so before June 30<sup>th</sup>.

Commissioner Oddo moved to approve not to object to the City of Fayetteville's annexation of 425 acres and the rezoning of said property from R-70 (Single-Family Residential District) to B-P (Business Park); property fronts on Flat Creek, Tyrone Road, and SR 54 West. Vice Chairman Gibbons seconded. The motion passed 5-0.

**12. Consideration of staff's request to send notice of the Water System's wholesale rate increase to the City of Fayetteville as contemplated by the December 11, 1984 Water Agreement between Fayette County and the City of Fayetteville.**

Water System Director Vanessa Tigert stated that this item was requesting approval to send notice of the Water System's wholesale rate increase that had been discussed over the past two Retreats, to the City of Fayetteville as agreed upon in the December 11, 1984 Water Agreement between Fayette County and the City of Fayetteville.

Ms. Tigert also stated that to be concise, she included two separate items in this agenda. She stated that she needed to separate them and first ask the Board to approve the Water System's wholesale rate increase to \$2.67/1000 gallons.

Vice Chairman Gibbons moved to approve Water System's wholesale rate increase to \$2.67/1000 gallons. Commissioner Oddo seconded.

Commissioner Rousseau stated that he was confused because as a part of the backup documents the information stated that the "Fayette County Board of Commissioners approved the new wholesale rate through an agreement with Coweta County Wastewater Authority at its April 26, 2022 meeting". He stated that the Board approved a rate for Coweta and running the trunk. He stated that he did not recall passing a wholesale rate, across the board for county residents.

Ms. Tigert stated that was correct.

Commissioner Rousseau offered an amendment to the motion to strike the language of document that stated the wholesale rate had been previously approved.

Mr. Davenport stated that the supporting item was simply general information and was not intended to be 100% accurate. It was provided to make the Board aware of the situation and cause the questions to be asked. The motion was not doing anything except to raise the wholesale rate to \$2.67.

Commissioner Rousseau stated that he would rather that information not be out to the public because the Board did not approve a new wholesale rate at that meeting.

Vice Chairman Gibbons rejected the amendment.

Vice Chairman Gibbons moved to approve Water System's wholesale rate increase to \$2.67. Commissioner Oddo seconded. The motion passed 3-0-1, with Commissioner Maxwell abstaining and Commissioner Rousseau voting in opposition.

Commissioner Maxwell stated that he agreed with Commissioner Rousseau and felt that those comments should be removed. If the reference document language remained, he would vote no, but if the language was removed prior to the vote he would vote in favor.

Mr. Davenport stated that that was a separate matter and could be a separate motion by the Board if they wanted to. As it stood, based on the Board's rules, three votes was an approval.

Vice Chairman Gibbons moved to approve staff's request to send notice of the Water System's wholesale rate increase to the City of Fayetteville as contemplated by the December 11, 1984 Water Agreement between Fayette County and the City of Fayetteville. Commissioner Oddo seconded. The motion passed 5-0.

**13. Consideration of a right-of-way conveyance to the City of Peachtree City for the western portion of TDK Boulevard, west of the water treatment plant to the south of the cul-de-sac.**

Mr. Davenport stated that Fayette County constructed a roadway some years ago that led down to the park at Lake McIntosh. He continued that the unique thing about this road was that it was a county roadway in the City of Peachtree City and although some would consider it a driveway and not a roadway, it also provides access to properties not owned by Fayette County. Mr. Davenport state that it would be prudent, in his opinion, to take action and convey ownership of the roadway to the City of Peachtree City so that they would be responsible, from this day forward, for any maintenance, enforcement issues, etc. because it is in their jurisdiction.

Commissioner Oddo moved to approve right-of-way conveyance to the City of Peachtree City for the western portion of TDK Boulevard, west of the water treatment plant to the south of the cul-de-sac. Vice Chairman Hearn seconded. The motion passed 5-0.

**ADMINISTRATOR'S REPORTS:**

- A. Contract #1932-P: Debris Clearing, Removal & Disposal Renewal 1**
- B. Contract #1933-P: Debris Monitor Renewal 1**
- C. Contract #2089-A: Utility Locates**
- D. Contract #1431-P: Transportation Engineer of Record Task Order #50: Fire & EMS Training Facility Change Order 1: Construction Staking Services for Access Road Re-alignment**

Mr. Rapson advised the Board that the SPLOST list the was discussed at Retreat would be placed on the website effective June 1, 2022. He acknowledged 911 Director Katie Vogt and her team, Commissioner Oddo, and County Clerk Tameca P. Smith who all received awards and/or certifications at the ACCG Conference. He also advised the Board that Memorial Day would be observed on Monday May 30<sup>th</sup> and that the County would go to minimal staffing on Friday at 1:00 p.m. There would still be staff in the office.

**ATTORNEY'S REPORTS:**

**Notice of Executive Session:** County Attorney Dennis Davenport stated that there were two items for Executive Session. One item involving real estate acquisition and the review of the Executive Session minutes for April 14, 2022.

**COMMISSIONERS' REPORTS:**

**Commissioner Oddo**

Commissioner Oddo wished everyone a Happy Memorial Day and urged everyone to remember what that day was about and encouraged them to consider the sacrifice others made that afforded us the opportunity to be here. He also expressed his appreciation for the candidates who recently ran in the primary election and thanked them for their willingness to serve.

**Commissioner Rousseau**

Commissioner Rousseau thanked Chief Rhodes and Sheriff Babb for stepping in recently when Georgia State Patrol left, he stated that he appreciated their efforts. He stated that recently the Board may have heard that the Ruben Gay Family had been

lobbying the Historic Society Designation Committee and they were awarded a historic designation down near Inman in Fayette County. He stated that additional details would be forthcoming. He commended the Gay Family for their hard work and dedication.

**EXECUTIVE SESSION:**

**One item involving real estate acquisition and the review of the Executive Session minutes for April 14, 2022.** Commissioner Rousseau moved to go into Executive Session. Vice Chairman Gibbons seconded. The motion passed 5-0.

The Board recessed into Executive Session at 8:28 p.m. and returned to Official Session at 8:34 p.m.

**Return to Official Session and Approval to Sign the Executive Session Affidavit:** Commissioner Oddo moved to return to Official Session and for the Chairman to sign the Executive Session Affidavit. Vice Chairman Gibbons seconded the motion. The motion passed 5-0.

**Executive Session Minutes:** Commissioner Oddo moved to approve the April 14, 2022 Executive Session Minutes. Vice Chairman Gibbons seconded. The motion passed 5-0.

**ADJOURNMENT:**

Vice Chairman Gibbons moved to adjourn the May 26, 2022 Board of Commissioners meeting. Commissioner Oddo seconded the motion. The motion passed 5-0.

The May 26, 2022 Board of Commissioners meeting adjourned at 8:36 p.m.

\_\_\_\_\_  
 Marlena M. Edwards, Chief Deputy County Clerk

\_\_\_\_\_  
 Lee Hearn, Chairman

The foregoing minutes were duly approved at an official meeting of the Board of Commissioners of Fayette County, Georgia, held on the 9<sup>th</sup> day of June 2022. Attachments are available upon request at the County Clerk's Office.

\_\_\_\_\_  
 Marlena Edwards, Chief Deputy County Clerk



# COUNTY AGENDA REQUEST

Department:

Presenter(s):

Meeting Date:

Type of Request:

**Wording for the Agenda:**

Consideration of staff's recommendation to award FY 2023 Property & Casualty Insurance coverage in the amount of \$732,228.00 to the proposed combination of AmGuard Insurance Co., Wright Specialty Insurance, Global Aerospace, Corvus Insurance, and The Hartford.

**Background/History/Details:**

Insurance carriers issue property and casualty policies on an annual basis. Because of the nature of the industry, the most effective way to procure insurance is to authorize a Broker of Record to solicit on behalf of the county. Apex Insurance Services, the Broker of Record for Fayette County, surveyed the current market by reaching out to twelve insurance carriers for consideration of coverage.

Apex proposes a policy combination to include the following:

- |                            |  |
|----------------------------|--|
| Wright Specialty Insurance | Property, Inland Marine, & Crime             |
| AmGuard Insurance Company  | Liability, Terrorism, & Umbrella             |
| Corvus Insurance           | Cyber Liability                              |
| Global Aerospace, Inc.     | Drone  |
| The Hartford               | Commissioners' Travel, Sheriff's Office AD&D |

**What action are you seeking from the Board of Commissioners?**

Approval to award FY 2023 Property & Casualty Insurance coverage in the amount of \$732,228.00 to the proposed combination of AmGuard Insurance Co., Wright Specialty Insurance, Global Aerospace, Corvus Insurance, and The Hartford.

**If this item requires funding, please describe:**

A total of \$732,883 is requested in the Fiscal Year 2023 budget.

Has this request been considered within the past two years?

If so, when?

Is Audio-Visual Equipment Required for this Request?\*

Backup Provided with Request?

**\* All audio-visual material must be submitted to the County Clerk's Office no later than 48 hours prior to the meeting. It is also your department's responsibility to ensure all third-party audio-visual material is submitted at least 48 hours in advance.**

Approved by Finance

Reviewed by Legal

Approved by Purchasing

County Clerk's Approval

Administrator's Approval

**Staff Notes:**



**Purchasing Department**  
140 Stonewall Avenue West, Ste 204  
Fayetteville, GA 30214  
Phone: 770-305-5420  
www.fayettecountyga.gov

To: Steve Rapson

From: Ted L. Burgess *TB*

Date: June 9, 2022

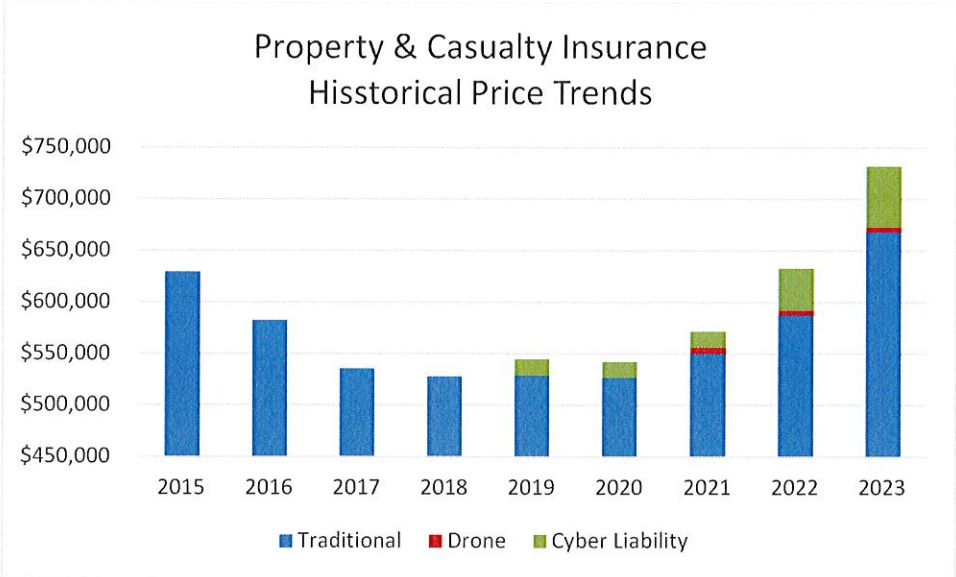
**Subject: Property & Casualty Insurance for FY 2023**

The county enters into an agreement for property and casualty insurance each fiscal year. It includes various categories of coverage, including general liability, automobile liability and collision, public officials and employees' liability, law enforcement liability, crime, property and equipment, inland marine, and related risk categories. Cyber liability coverage was added in Fiscal Year 2019 and drone coverage in Fiscal Year 2021. Due to the unique nature of the insurance industry, the county designates a Broker of Record to obtain proposals from insurance carriers each year. This provides better access than we would get from issuing our own Requests for Proposal, and therefore a more effective procurement method. The current Broker of Record is Apex Insurance Agency, Inc.

As in the past, the Association County Commissioners of Georgia (ACCG) was also invited to submit a proposal. Due to their not being awarded the policy in past years, and the considerable investment it requires, they declined to submit a proposal.

Apex canvassed insurance carriers that serve local governments for premium quotes for the county. They have proposed a policy combination that includes Wright Specialty Insurance (property, inland marine, & crime insurance), AmGuard Insurance Company (liability, terrorism, & umbrella coverage), Corvus Insurance (cyber liability), Global Aerospace, Inc. (drone policy), the Hartford (Commissioners' travel and Sheriff's Office AD&D insurance), as shown in Attachment 1. It is recommended that Fiscal Year 2023 property and casualty insurance coverage be awarded to this group of insurers for annual premiums of \$732,228.00.

Historical premium trends are as follows:



A Contractor Performance Evaluation for Apex is attached (Attachment 2). Specifics of the proposed contract are as follows:

<b>Policy Type</b>	FY 2023 Property & Casualty Insurance
<b>Broker</b>	Apex Insurance Services
<b>Insurance Carrier:</b>	
Wright Specialty Insurance	Property, Inland Marine, Crime
AmGuard Insurance Co.	Liability Coverage (except cyber liability)
Global Aerospace	Drone Insurance
Hartford	Commissioners' Travel & Sheriff's Office AD&D
Corvus Insurance	Cyber Liability
<b>Amount</b>	\$732,228.00

<b>Budget Request for FY 2023:</b>	
10010090 523180 General Gov't Non-Departmental	\$90,101
10010090 523187 Commissioners' Travel Insurance	750
10030090 523180 Public Safety Non-Departmental	342,662
10030090 523187 Sheriff's Office AD&D	1,707
10040090 523180 Public Works Non-Departmental	60,069
21530800 523180 911 Communications	21,978
27030550 523180 Fire Services	75,782
27230600 523180 EMS	17,352
50541010 523180 Water Administration	<u>122,482</u>
Total Budget	<u>\$732,883</u>

# Fayette County Premium Summary 2022-23

COVERAGE	EXPIRING PREMIUM	PROPOSED PREMIUM	CARRIER	EXPIRING LIMITS	PROPOSED LIMITS	NOTES	EXPIRING DEDUCTIBLE	PROPOSED DEDUCTIBLE		
<b>GENERAL LIABILITY</b>	<b>\$55,916</b>	<b>\$59,413</b>	<b>AmGuard</b>	\$2,000,000/\$3,000,000	\$2,000,000/\$3,000,000	Each Occurrence/ General Aggregate Aggregate	\$25,000	\$25,000		
Products/Completed Operations	Included	Included		\$3,000,000	\$3,000,000		\$25,000	\$25,000		
Personal & Advertising Injury	Included	Included		\$2,000,000	\$2,000,000		Each Occurrence	\$25,000	\$25,000	
Damage to Premises Rented to You	Included	Included		\$1,000,000	\$1,000,000		Each Occurrence	\$25,000	\$25,000	
Failure To Supply	Included	Included		\$1,000,000	\$1,000,000			\$25,000	\$25,000	
Limited Pollution	Included	Included		\$1,000,000	\$1,000,000			\$25,000	\$25,000	
Medical Payments	Included	Included		\$5,000	\$5,000			-	-	
Sexual Abuse & Molestation	Included	Included		\$1,000,000	\$1,000,000		Each Occurrence	\$25,000	\$25,000	
<b>EMPLOYEE BENEFITS LIABILITY</b>	Included	Included			\$2,000,000/\$2,000,000		\$2,000,000/\$2,000,000	Each Employee/Aggregate	\$1,000	\$1,000
<b>PUBLIC OFFICIALS LIABILITY</b>	<b>\$5,654</b>	<b>\$6,864</b>		<b>AmGuard</b>	\$2,000,000		\$2,000,000	Each Claim	\$25,000	\$25,000
<b>EMPLOYMENT PRACTICES LIABILITY</b>	<b>\$52,410</b>	<b>\$64,042</b>	\$2,000,000		\$2,000,000	Each Claim	\$25,000	\$25,000		
<b>POL &amp; EPL TOTAL AGGREGATE</b>	Included	Included	\$2,000,000		\$2,000,000	Policy Aggregate	\$25,000	\$25,000		
Non-Monetary Relief	Included	Included	\$50,000/\$100,000	\$50,000/\$100,000	Defense Only	\$25,000	\$25,000			
Retro Date: Full Prior Acts	Included	Included	Included	Included						
<b>POLICE PROFESSIONAL LIABILITY</b>	<b>\$145,971</b>	<b>\$163,370</b>	<b>AmGuard</b>	\$2,000,000/\$2,000,000	\$2,000,000/\$2,000,000	Each Wrongful Act/Aggregate	\$25,000	\$25,000		
Line of Duty Death Coverage	Included	Included		\$25,000/\$50,000	\$50,000/\$100,000		\$0	\$0		
<b>AUTOMOBILE LIABILITY</b>	<b>\$81,669</b>	<b>\$84,633</b>	<b>AmGuard</b>	\$1,000,000	\$1,000,000	Any Auto	\$25,000	\$25,000		
Uninsured/ Underinsured Motorist	Included	Included		\$75,000	\$75,000		\$25,000	\$25,000		
Hired Auto	Included	Included		Included	Included					
Non-Owned Auto	Included	Included		Included	Included					
Medical Payments	Included	Included		\$5,000	\$5,000					
<b>Number of Units with Liability</b>	Included	Included		398	401		Includes Trailers			
<b>AUTOMOBILE PHYSICAL DAMAGE</b>	<b>\$26,910</b>	<b>\$23,625</b>	<b>AmGuard</b>	\$50,000	\$50,000	Actual Cash Value	\$1,000/\$1,000	\$1,000/\$1,000		
Hired Auto Physical Damage	Included	Included		\$17,035,941	\$11,716,809			\$5,000/\$5,000	\$5,000/\$5,000	
Comprehensive/Collision	Included	Included								
<b>UMBRELLA</b>	<b>\$11,742</b>	<b>\$21,626</b>	<b>AmGuard</b>	\$3,000,000/\$3,000,000	\$3,000,000/\$3,000,000	Each Claim/Aggregate (Sits over GL)	\$10,000	\$10,000		
<b>PROPERTY</b>	<b>\$182,699</b>	<b>\$216,476</b>	<b>WSI</b>	Included	Included	90% Coinsurance	\$10,000	\$10,000		
Blanket Limit	Included	Included		\$181,180,163	\$195,850,018		\$10,000	\$10,000		
Equipment	Included	Included		Included	Included					
Lights	Included	Included		Included	Included					
Business Income/Extra Expense	Included	Included		\$250,000	\$250,000		72 Hours	72 Hours		
Computer Equipment	Included	Included		Included	Included		Functional Replacement Cost	\$10,000	\$10,000	
Valuable Information Property	Included	Included		Included	Included			\$10,000	\$10,000	
<b>FLOOD COVERAGE</b>	Included	Included			\$5,000,000/\$5,000,000		\$5,000,000/\$5,000,000	\$50,000	\$50,000	
<b>EARTHQUAKE COVERAGE</b>	Included	Included			\$5,000,000/\$5,000,000		\$5,000,000/\$5,000,000	\$50,000	\$50,000	
<b>EQUIPMENT BREAKDOWN</b>	Included	Included		<b>WSI</b>	\$150,000,000		\$150,000,000			
Expediting Expenses	Included	Included	\$100,000		\$250,000	\$0	\$10,000			
Hazardous Substances	Included	Included	\$250,000		\$250,000	\$0	\$10,000			
Perishable Goods	Included	Included	\$100,000		\$250,000	\$0	\$10,000			
Data Restoration	Included	Included	\$500,000		\$250,000	\$0	\$10,000			
<b>CRIME</b>	<b>\$944</b>	<b>\$3,628</b>	<b>WSI</b>	Included	Included		\$10,000	\$10,000		
Employee Theft	Included	Included		\$1,000,000	\$1,000,000		\$10,000	\$10,000		
Money Orders & Counterfeit Paper Currency	Included	Included		\$250,000	\$250,000		\$10,000	\$10,000		
Computer & Funds Transfer Fraud	Included	Included		\$500,000	\$500,000		\$10,000	\$10,000		
Forgery or Alteration	Included	Included		\$500,000	\$500,000		\$10,000	\$10,000		
Inside the Premises - Theft of Money and Securities	Included	Included		\$250,000	\$250,000		\$10,000	\$10,000		
Outside the Premises	Included	Included		\$250,000	\$250,000		\$10,000	\$10,000		
<b>INLAND MARINE</b>	<b>\$18,779</b>	<b>\$15,171</b>	<b>WSI</b>	Included	Included	Actual Cash Value	\$5,000	\$5,000		
Contractor's Equipment	Included	Included		\$11,417,359	\$11,537,879		\$5,000	\$5,000		
Leased/Rented Equipment	Included	Included	\$500,000	\$500,000	Actual Cash Value	\$5,000	\$5,000			
<b>DRONE COVERAGE</b>	<b>\$4,948</b>	<b>\$5,133</b>	<b>Global</b>	6	6	Drones				
Liability	Included	Included		\$1,000,000	\$1,000,000		\$5,000 Med Pay	\$0	\$0	
Physical Damage	Included	Included		Included	Included		Total Value	0%	0%	
<b>ACCIDENT COVERAGE</b>	<b>\$1,707</b>	<b>\$1,707</b>	<b>The Hartford</b>	Included	Included	ADD/Aggregate				
Sheriff's Department AD&D Policy	\$750	\$750		\$10,000/\$50,000	\$10,000/\$50,000		ADD/Aggregate			
Commissioners' Travelers Accident Policy	\$750	\$750	\$250,000/\$750,000	\$250,000/\$750,000						
<b>CYBER *includes taxes &amp; fees</b>	<b>\$40,379</b>	<b>\$58,834</b>	<b>Corvus</b>	\$1,000,000	\$1,000,000			\$10,000		
<b>PROVIDER FEES</b>	<b>\$500</b>	<b>\$8,000</b>								
<b>TERRORISM COVERAGE</b>	<b>\$2,029</b>	<b>\$2,431</b>								
<b>TOTAL PREMIUM</b>	<b>\$633,007</b>	<b>\$735,703</b>								

IMPORTANT: This summary sheet is for informational purposes only and does not supersede the proposal or policy.



Option: \$2mil/\$2mil Umbrella for \$18,252 \$732,228



## FAYETTE COUNTY, GEORGIA CONTRACTOR PERFORMANCE EVALUATION

Page 1

1. Use this form to record contractor performance for any contract of \$50,000 or above.
2. The person who serves as project manager or account manager is the designated party to complete the evaluation.
3. This form is to be completed and forwarded to the Purchasing Department not later than 30 days after completion or expiration of a contract. Past performance is considered on future contracts.

**VENDOR INFORMATION****COMPLETE ALL APPLICABLE INFORMATION**

Company Name: <b>Apex Insurance Agency, Inc.</b>	Contract Number: <b>N/A</b>
Mailing Address: <b>4725 Peachtree Corners Circle, Suite 370</b>	Contract Description or Title: <b>Property &amp; Casualty Insurance Broker of Record</b>
City, St, Zip Code: <b>Peachtree Corners, GA</b>	Contract Term (Dates) From: <b>7/1/2021</b> To: <b>6/30/2022</b>
Phone Number: <b>770-441-1888</b>	Task Order Number: <b>N/A</b>
Cell Number: <b>678-315-5540</b>	Other Reference: <b>N/A</b>
E-Mail Address: <a href="mailto:pbrooks@apexinsurance.com">pbrooks@apexinsurance.com</a>	

**DEFINITIONS**

**OUTSTANDING** - Vendor considerably exceeded minimum contractual requirements or performance expectations of the products/services; The vendor demonstrated the highest level of quality workmanship/professionalism in execution of contract.

**EXCELLENT (Exc)** - Vendor exceeded minimum contractual requirements or performance expectations of the products/services.

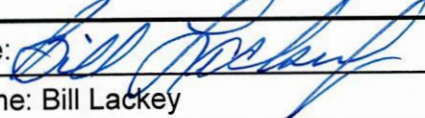
**SATISFACTORY (Sat)** - Vendor met minimum contractual requirements or performance expectations of the products/services.

**UNSATISFACTORY (UnSat)** - Vendor did not meet the minimum contractual requirements or performance expectations of the products and/or services; Performed below minimum requirements

**EVALUATIONS (Place "X" in appropriate box for each criterion.)**

Criteria (includes change orders / amendments)	Out-standing	Exc	Sat	Un-Sat	Not Apply
1. Work or other deliverables performed on schedule			X		
2. Condition of delivered products			X		
3. Quality of work			X		
4. Adherence to specifications or scope of work			X		
5. Timely, appropriate, & satisfactory problem or complaint resolution			X		
6. Timeliness and accuracy of invoicing			X		
7. Working relationship / interfacing with county staff and citizens			X		
8. Service Call (On-Call) response time			X		
9. Adherence to contract budget and schedule			X		
10. Other (specify):					
11. Overall evaluation of contractor performance			X		

**EVALUATED BY**

Signature: 	Date of Evaluation: 05/25/2022
Print Name: Bill Lackey	Department/Division: Fleet
Title: Fleet/Safety Director	Telephone No: 770.320.6014

# COUNTY AGENDA REQUEST

Department:

Presenter(s):

Meeting Date:

Type of Request:

**Wording for the Agenda:**

Consideration of the Public Facilities Authority Selection Committee's recommendation to reappoint Alice Reeves to the Public Facilities Authority for a term beginning July 24, 2022 and expiring July 23, 2023.

**Background/History/Details:**

The Public Facilities Authority is a volunteer body, comprised of three (3) individuals who are appointed to one-year terms by the Fayette County Board of Commissioners.

Some of the duties include, but are not limited to, the acquisition, construction, equipping, maintaining, and operating of building and facilities, including facilities constituting a storm-water management system, and to sell or lease any or all such properties. The Public Facilities Authority meets infrequently, on an as-needed basis, approximately once a year.

**What action are you seeking from the Board of Commissioners?**

Approval to reappoint Alice Reeves to the Public Facilities Authority for a term beginning July 24, 2022 and expiring July 23, 2023.

**If this item requires funding, please describe:**

Not applicable.

Has this request been considered within the past two years?

If so, when?

Is Audio-Visual Equipment Required for this Request?\*

Backup Provided with Request?

**\* All audio-visual material must be submitted to the County Clerk's Office no later than 48 hours prior to the meeting. It is also your department's responsibility to ensure all third-party audio-visual material is submitted at least 48 hours in advance.**

Approved by Finance

Reviewed by Legal

Approved by Purchasing

County Clerk's Approval

Administrator's Approval

**Staff Notes:**



APPLICATION FOR APPOINTMENT  
Fayette County Public Facilities Authority

Fayette County's **Public Facilities Authority** was established by the Fayette County Board of Commissioners and approved by act by the Georgia General Assembly. The Public Facilities Authority is comprised of three (3) members who shall be residents of Fayette County and who shall be appointed by the Board of Commissioner of Fayette County. The members of the Authority shall be appointed to serve for a term of one (1) year from the date of such appointment and until their successors shall have been selected and appointed.

Meetings are held on an as-needed basis, and generally not more than once a year. Said meetings take place at the Fayette County Administrative Complex, 140 Stonewall Avenue West, Fayetteville, Georgia.

Please take a few minutes to complete the application and return it with a resume, if available, to Tameca White, County Clerk, at [twhite@fayettecountyga.gov](mailto:twhite@fayettecountyga.gov) or 140 Stonewall Avenue, West, Suite 100, Fayetteville, GA 30214 **no later than 5:00 p.m. on Friday, September 20, 2019.**

If you have any questions, please call (770) 305-5103.

**NOTE: Information provided on this form is subject to disclosure as a public record under Georgia Open Records Law.**

NAME Alice Reeves

ADDRESS 201 Flat Creek Trail

Fayetteville GA 30214

TELEPHONE (home) n/a

(cell) [REDACTED]

(email address) Alice@AcctResources.com

Alice Reeves  
Signature

09/06/19  
Date





APPLICATION FOR APPOINTMENT  
Fayette County Public Facilities Authority

1. How long have you been a resident of Fayette County?  
59 yrs
2. Why are you interested in serving on the Public Facilities Authority?  
As the fifth generation of my family to call Fayette Co home, I'd like to see it continue strong for future generations.
3. What qualifications and experience do you possess that should be considered for appointment to the Public Facilities Authority?  
As a business owner, I understand the need for this type of authority.
4. List your recent employment experiences to include name of company and position.  
Owner of Accounting Resources
5. Do you have any past experience related to this position? If so, please describe.  
no
6. Are you currently serving on a commission/board/authority or in an elected capacity with any government?  
no
7. Have you attended any Public Facilities Authority meetings in the past two years and, if so, how many?  
no
8. Are you willing to attend seminars or continuing education classes at county expense?  
yes
9. What is your vision of the county's future related to the duties of the Public Facilities Authority?  
Managed growth along with managed debt has worked well for our County. I'd like to see that continue.
10. Would there be any possible conflict of interest between your employment or your family and you serving on the Public Facilities Authority?  
no
11. Are you in any way related to a County Elected Official or County employee? If so, please describe.  
Mary Parrott is my sister-in-law





APPLICATION FOR APPOINTMENT  
Fayette County Public Facilities Authority

12. Describe your current community involvement.

*I'm the President of the Fayette Co. Historical Society  
and past president of the American Business Women's Assoc.*

13. Have been given a copy of the county's Ethics Ordinance?

*yes*

*Bel member Coweta Fayette  
EMC Trust Board.*

14. Is there any reason you would not be able to comply with the ordinance?

*no*

# COUNTY AGENDA REQUEST

Department:

Presenter(s):

Meeting Date:

Type of Request:

**Wording for the Agenda:**

Consideration of the Public Facilities Authority Selection Committee's recommendation to reappoint Edward Outlaw to the Public Facilities Authority for a term beginning July 24, 2022 and expiring July 23, 2023.

**Background/History/Details:**

The Public Facilities Authority is a volunteer body, comprised of three (3) individuals who are appointed to one-year terms by the Fayette County Board of Commissioners.

Some of the duties include, but are not limited to, the acquisition, construction, equipping, maintaining, and operating of building and facilities, including facilities constituting a storm-water management system, and to sell or lease any or all such properties. The Public Facilities Authority meets infrequently, on an as-needed basis, approximately once a year.

**What action are you seeking from the Board of Commissioners?**

Approval to reappoint Edward Outlaw to the Public Facilities Authority for a term beginning July 24, 2022 and expiring July 23, 2023.

**If this item requires funding, please describe:**

Not applicable.

Has this request been considered within the past two years?

If so, when?

Is Audio-Visual Equipment Required for this Request?\*

Backup Provided with Request?

**\* All audio-visual material must be submitted to the County Clerk's Office no later than 48 hours prior to the meeting. It is also your department's responsibility to ensure all third-party audio-visual material is submitted at least 48 hours in advance.**

Approved by Finance

Reviewed by Legal

Approved by Purchasing

County Clerk's Approval

Administrator's Approval

**Staff Notes:**



**APPLICATION FOR APPOINTMENT**  
**Fayette County Public Facilities Authority**

Fayette County's **Public Facilities Authority** was established by the Fayette County Board of Commissioners and approved by act by the Georgia General Assembly. The Public Facilities Authority is comprised of three (3) members who shall be residents of Fayette County and who shall be appointed by the Board of Commissioner of Fayette County. The members of the Authority shall be appointed to serve for a term of one (1) year from the date of such appointment and until their successors shall have been selected and appointed.

Meetings are held on an as-needed basis, and generally not more than once a year. Said meetings take place at the Fayette County Administrative Complex, 140 Stonewall Avenue West, Fayetteville, Georgia.

Please take a few minutes to complete the application and return it with a resume, if available, to Tameca White, County Clerk, at [twhite@fayettecountyga.gov](mailto:twhite@fayettecountyga.gov) or 140 Stonewall Avenue, West, Suite 100, Fayetteville, GA 30214 **no later than 5:00 p.m. on Friday, September 20, 2019.**

If you have any questions, please call (770) 305-5103.

***NOTE: Information provided on this form is subject to disclosure as a public record under Georgia Open Records Law.***

NAME Ed Outlaw

ADDRESS 218 Shadowood Lane

Peachtree City, GA 30269

TELEPHONE (home) 770-631-2734

(cell) [REDACTED]

(email address) ed@outlaw-consulting.com

  
 Signature

9/15/2019

Date



**APPLICATION FOR APPOINTMENT**  
**Fayette County Public Facilities Authority**

**1. How long have you been a resident of Fayette County?**

I have been a resident of Peachtree City in Fayette County since 1998 (21 years).

**2. Why are you interested in serving on the Public Facilities Authority?**

I am interested in serving on the Public Facilities Authority to help our community and make Fayette County a better place to live.

**3. What qualifications and experience do you possess that should be considered for appointment to the Public Facilities Authority?**

I have financial experience as a tax incentive consultant and a CPA. Additionally, I have worked in the economic development area as part of my practice. I have experience as a Certified Energy Manager focusing on energy efficiency.

**4. List your recent employment experiences to include name of company and position.**

My past employment includes:

- President and Founder, Outlaw Consulting, 1998-present
- Partner, Consensus Energy, 2015 – present
- State and Local Tax Consultant, Deloitte, 1996-1998
- State and Local Tax Consultant, KPMG, 1995-1996
- Tax Consultant, Coopers & Lybrand, 1994-1995

**5. Do you have any past experience related to this position? If so, please describe.**

While I do not have direct past experience related to the Public Facilities Authority, my experience with financial, economic development, energy, and tax consulting has provided me with background that would be helpful as an appointed member of the Authority.

**6. Are you currently serving on a commission/board/authority or in an elected capacity with any government?**

No, I am not currently serving on a commission/board/authority, or in an elected capacity with any government. As described below, I am serving on 2 non-profit boards.

**7. Have you attended any Public Facilities Authority meetings in the past two years and, if so, how many?**

I have not attended any Public Facilities Authority meetings in the past.



**8. Are you willing to attend seminars or continuing education classes at county expense?**

Yes, I am willing to attend seminars or continuing education classes that can fit into my schedule.

**9. What is your vision of the county's future related to the duties of the Public Facilities Authority?**

The Public Facilities Authority should help secure, finance and maintain facilities in a cost-effective way to serve the needs of Fayette County government and citizens.

**10. Would there be any possible conflict of interest between your employment or your family and you serving on the Public Facilities Authority?**

I do not foresee any conflicts of interest between my family/employment and serving on the Public Facilities Authority.

**11. Are you in any way related to a County Elected Official or County employee? If so, please describe.**

I am not related to a County Elected Official or County Employee.

**12. Describe your current community involvement.**

I have been very involved in community service, both locally and more broadly. In particular:

- I have been a member of the Rotary Club of Peachtree City for over 20 years with positions including the following:
  - President, 2014-2015
  - Assistant Governor, 2016-2018
  - Dragon Boat Committee Member and trainer
  - Treasurer
  - Director of International Service
  - Interact Chair
- I currently chair the board of the Georgia Rotary Districts Character Education Program, Inc. (The organization that runs the Georgia Laws of Life Essay Contest).
- I currently serve on the board of Music In Common, Inc.

**13. Have been given a copy of the county's Ethics Ordinance?**

Yes, I have been given a copy of the county Ethics Ordinance

**14. Is there any reason you would not be able to comply with the ordinance?**

I do not see any reason why I would not be able to comply with the county Ethics Ordinance.

# COUNTY AGENDA REQUEST

Department:

Presenter(s):

Meeting Date:

Type of Request:

**Wording for the Agenda:**

Consideration of the Public Facilities Authority Selection Committee's recommendation to reappoint Thomas Gray to the Public Facilities Authority for a term beginning July 24, 2022 and expiring July 23, 2023.

**Background/History/Details:**

The Public Facilities Authority is a volunteer body, comprised of three (3) individuals who are appointed to one-year terms by the Fayette County Board of Commissioners.

Some of the duties include, but are not limited to, the acquisition, construction, equipping, maintaining, and operating of building and facilities, including facilities constituting a storm-water management system, and to sell or lease any or all such properties. The Public Facilities Authority meets infrequently, on an as-needed basis, approximately once a year.

**What action are you seeking from the Board of Commissioners?**

Approval to reappoint Thomas Gray to the Public Facilities Authority for a term beginning July 24, 2022 and expiring July 23, 2023.

**If this item requires funding, please describe:**

Not applicable.

Has this request been considered within the past two years?

If so, when?

Is Audio-Visual Equipment Required for this Request?\*

Backup Provided with Request?

**\* All audio-visual material must be submitted to the County Clerk's Office no later than 48 hours prior to the meeting. It is also your department's responsibility to ensure all third-party audio-visual material is submitted at least 48 hours in advance.**

Approved by Finance

Reviewed by Legal

Approved by Purchasing

County Clerk's Approval

Administrator's Approval

**Staff Notes:**





RECEIVED  
SEP 11 2019  
BY: [Signature]

APPLICATION FOR APPOINTMENT  
Fayette County Public Facilities Authority

Fayette County's **Public Facilities Authority** was established by the Fayette County Board of Commissioners and approved by act by the Georgia General Assembly. The Public Facilities Authority is comprised of three (3) members who shall be residents of Fayette County and who shall be appointed by the Board of Commissioner of Fayette County. The members of the Authority shall be appointed to serve for a term of one (1) year from the date of such appointment and until their successors shall have been selected and appointed.

Meetings are held on an as-needed basis, and generally not more than once a year. Said meetings take place at the Fayette County Administrative Complex, 140 Stonewall Avenue West, Fayetteville, Georgia.

Please take a few minutes to complete the application and return it with a resume, if available, to Tameca White, County Clerk, at [twhite@fayettecountyga.gov](mailto:twhite@fayettecountyga.gov) or 140 Stonewall Avenue, West, Suite 100, Fayetteville, GA 30214 **no later than 5:00 p.m. on Friday, September 20, 2019.**

If you have any questions, please call (770) 305-5103.

**NOTE: Information provided on this form is subject to disclosure as a public record under Georgia Open Records Law.**

NAME Thomas J. Gray (Tom)

ADDRESS 140 Stone Creek Ct.  
Fayetteville GA 30215

TELEPHONE (home) 770-460-6513

(cell) [Redacted]

(email address) [Redacted]

[Signature]  
Signature

9/11/19  
Date



APPLICATION FOR APPOINTMENT  
Fayette County Public Facilities Authority

1. How long have you been a resident of Fayette County?

30 years

2. Why are you interested in serving on the Public Facilities Authority?

yes

3. What qualifications and experience do you possess that should be considered for appointment to the Public Facilities Authority?

work in finance and accounting.

4. List your recent employment experiences to include name of company and position.

Fayette County School System

5. Do you have any past experience related to this position? If so, please describe.

Employment in finance + accounting.

6. Are you currently serving on a commission/board/authority or in an elected capacity with any government?

no

7. Have you attended any Public Facilities Authority meetings in the past two years and, if so, how many?

no

8. Are you willing to attend seminars or continuing education classes at county expense?

yes

9. What is your vision of the county's future related to the duties of the Public Facilities Authority?

Help advise the county to best secure funding for capital projects + related debt.

10. Would there be any possible conflict of interest between your employment or your family and you serving on the Public Facilities Authority?

no

11. Are you in any way related to a County Elected Official or County employee? If so, please describe.

no





APPLICATION FOR APPOINTMENT  
Fayette County Public Facilities Authority

12. Describe your current community involvement.

Treasurer for church

13. Have been given a copy of the county's Ethics Ordinance?

yes

14. Is there any reason you would not be able to comply with the ordinance?

no

# COUNTY AGENDA REQUEST

Department:

Presenter(s):

Meeting Date:

Type of Request:

**Wording for the Agenda:**

Consideration of a recommendation from the Selection Committee, comprised of Chairman Lee Hearn and Vice Chairman Edward Gibbons, to appoint Joy Peterson to the Fayette County Department of Family and Children Services Board for a term beginning July 1, 2022 and expiring June 30, 2027.

**Background/History/Details:**

The mission of the Georgia Department of Human Resources is to strengthen Georgia's families by supporting their self-sufficiency and helping them protect vulnerable children and adults by being a resource for families; not a substitute. County Boards help to achieve the mission by making the Division of Family and Children's Services programs more meaningful to the families and children they are designed to serve. With the help of Board Members, the Division of Family and Children Services will help disadvantaged individuals and families progress toward independence in many aspects of their lives.

Fayette County's Board of Family and Children Services is made up of five volunteering citizens from across the county. Each Board member serves as a link between the County's Department of Family and Children's Services (DFCS) and the local Fayette County community.

Chairperson of the DFCS Board Josh Shelton and DFCS Director Holly Line also participated in the interviews.

**What action are you seeking from the Board of Commissioners?**

Approval to appoint Joy Peterson to the Fayette County Department of Family and Children Services Board for a term beginning July 1, 2022 and expiring June 30, 2027.

**If this item requires funding, please describe:**

Not Applicable.

Has this request been considered within the past two years?

If so, when?

Is Audio-Visual Equipment Required for this Request?\*

Backup Provided with Request?

**\* All audio-visual material must be submitted to the County Clerk's Office no later than 48 hours prior to the meeting. It is also your department's responsibility to ensure all third-party audio-visual material is submitted at least 48 hours in advance.**

Approved by Finance

Reviewed by Legal

Approved by Purchasing

County Clerk's Approval

Administrator's Approval

**Staff Notes:**



APPLICATION FOR APPOINTMENT
Fayette County Board of Family and Children Services

Thank you for your interest in being considered for appointment to the Fayette County Board of Family and Children Services.

The Fayette County Board of Family and Children Services is made up of five volunteering citizens from across the county. Each appointment is for a five-year term, or for the unexpired term of a resigning member. Please do not apply if you will be unable to attend a minimum of eighty percent (80%) of all meetings.

Please take a few minutes to complete the form and answer the questions below and return it with a resume, if available, to Tameca Smith, County Clerk, 140 Stonewall Avenue, West, Suite 100, Fayetteville, GA 30214 or tsmith@fayettecountyga.gov no later than 5:00 p.m. on Friday, May 6, 2022.

If you have any questions, please call (770) 305-5103.

NOTE: Information provided on this form is subject to disclosure as a public record under Georgia Open Records Law.

NAME Joy Peterson

ADDRESS 309 Spooner Drive, McDonough, GA 30252

TELEPHONE (home) 678-462-8018

(cell) [Redacted]

(email address) peterson.joy@fcboe.org

Joy E. Peterson
Signature

4/20/2022
Date



**APPLICATION FOR APPOINTMENT**  
**Fayette County Board of Family and Children Services**

1. How long have you been a resident of Fayette County? I am not a current resident of Fayette County.
2. Why are you interested in serving on the Fayette County Board of Family and Children Services (DFACS)? I believe I could contribute insight and knowledge that would positively impact children in Fayette County.
3. What qualifications and experience do you possess for appointment to the DFACS Board?  
I have extensive experience working with at-risk students and families. Additionally, I have experience in planning for successful student outcomes and working on projects that impact diverse stakeholder groups.
4. List your recent employment experiences to include name of company and position.  
Fayette County Public Schools Coordinator of Federal Programs, resume attached for employment history
5. Do you have any past experience relating to the DFACS Board? If so, please describe.  
No
6. Are you currently serving on a commission/board/authority or in an elected capacity with any government?  
No
7. Have you attended any DFACS Board meetings in the past two years and, if so, how many?  
No
8. Are you willing to attend seminars or continuing education classes at county expense?  
Yes
9. What is your vision of the county's future related to the duties of the DFACS Board?  
I would support work that positively impacted Fayette County families ensuring that all have the opportunity for positive outcomes and access to support services and resources.
10. Would there be any possible conflict of interest between your employment or your family and you serving on the DFACS Board?  
No
11. Are you in any way related to a County Elected Official or County employee? If so, please describe.  
No
12. Describe your current community involvement.  
I do not reside in Fayette County, but I do work closely with schools and the community in a professional capacity in relation to educational programming, federal funding, and parent/family engagement.
13. Have you been provided a copy of the county's Ethics Ordinance?  
Yes
14. Is there any reason you would not be able to comply with the Ethics Ordinance?  
No



# JOY E. PETERSON

309 Spooner Drive, McDonough, GA 30252

8

## ***Professional Summary***

A dedicated leader in k-12 education with a focus on school/system improvement, student achievement, and operational management. Provides a data-driven approach to organizational management and educational leadership while maintaining a focus on teaching and learning. Committed to improving k-12 education, dedicated to student/teacher success, and driven by factual, data-driven problem solving that increases school/system capacity to provide quality educational services.

## ***Experience***

### **Coordinator, Federal Programs**

**2021-present**

*Fayette County Public Schools • Fayetteville, GA*

- Provides direct leadership, guidance, and performance evaluations to Federal Program department staff.
- Provides direct oversight for all components of the Consolidated LEA Improvement Plan, Comprehensive Needs Assessment, District Improvement Planning, and Consolidated Application.
- Oversees all federal program budgets and ensures program accountability.
- Collaborates with the finance department to ensure effective spending, timely drawdowns, and allowable funding.
- Facilitates all federal program audits and monitoring.
- Manages data, planning, and program development for Title I-A, Title II-A, Title III, and Title IV-A.
- Manages and facilitates Title I school-wide programs to include parent/family engagement for district Title I schools.
- Directs provisions for Foster Care students.
- Manages funding, program requirements, and accountability for Elementary and Secondary School Emergency Relief (ESSER I, II, III, and related sub-grants).

### **Director, Accountability**

**2018-2021**

*Georgia Cyber Academy • Atlanta, GA*

- Oversaw all processes and staff in relation to Cognia Accreditation.
- Coordinated district improvement planning in relation to accountability systems.
- Oversaw school/district audits/monitoring through GaDOE, the SCSC, the DOAA, and other applicable agencies with a successful history of completion.
- Ensured the LEA was compliant as defined by audit requirements.
- Maintained knowledge, provided support, and managed state and charter accountability systems (ex. CCRPI, CPF, Annual Report submissions).
- Provided oversight and guidance in data collection and analysis.
- Reviewed, analyzed, and utilized data to improve educational programming.
- Participated and provided oversight to district improvement planning teams to ensure state/federal requirements are met.
- Ensured ongoing, internal monitoring of programming and procedures.
- Oversaw the preparation of program-related budgets.
- Maintained and grew positive, collaborative relationships with GaDOE systems of support.
- Collaborated with leaders in the evaluation and planning of program-related tools, activities, and

personnel to ensure the efficiency and effectiveness of program initiatives.

- Provided program expertise and technical assistance to local school and district personnel.
- Ensures the overall school/district program is compliant with Federal and State laws.
- Remained current on laws/requirements and met with related staff to interpret and implement regulations; attended state and national level conferences, trainings, and technical assistance meetings.
- Advised the school/district in policy and procedure development.
- Provided supervision, evaluation, support, and leadership to the following teams: Accountability, Federal Programs, and Grants.
- Conducted performance management evaluations of staff managers in the department.
- Oversaw the selection and staffing of personnel for department positions.

### **Director, Federal Programs**

**2016-2018**

*Georgia Cyber Academy • Atlanta, GA*

- Provided direct leadership, guidance, and performance evaluations to Federal Program leaders in the Title I-A, Title II-A, Title III-A, Title IV-A, Homeless Education, Migrant Education, Foster Care Planning, Community Partnerships, and guidance towards Teacher Development, and Data Teams
- Provided direct oversight for all components of the Consolidated LEA Improvement Plan, Comprehensive Needs Assessment, District Improvement Planning, and Consolidated Application.
- Oversaw all federal program budgets in excess of 4.9 million dollars and ensured program accountability.
- Collaborated with the finance department to ensure effective spending, timely drawdowns, and allowable funding.
- Facilitated all federal program audits and monitoring.
- Provided oversight and guidance in data collection and analysis.
- Implemented a system for Federal Program accountability records maintenance to include internal and external monitoring.
- Managed data, planning, and program development for Title I-A, Title II-A, Title III, and Title IV-A.
- Managed programs for ESOL, Homeless Education, Foster care, Migrant, Family Engagement, Family and Student Success, and Community Partners.

### **Coordinator, Title I**

**2015-2016**

*K12-Georgia Cyber Academy • Atlanta, GA*

- Managed Title I-A, funds/budget in excess of 4.1 million dollars, and ensured program accountability.
- Ongoing management, completions, and revision of the Consolidated Application
- Ongoing management of the Comprehensive LEA Improvement Plan to include the Comprehensive Needs Assessment, Parent Involvement Policy, District Improvement, School-Wide Plan, Foster care Transportation Plan and all related Educational Programs.
- Parent involvement/engagement policies and planning.
- Policies and planning for Homeless and Migrant student populations.
- Conducted Title I parent meetings.
- Reviewed, analyzed, and utilized school achievement data to improve educational programming.
- Managed needs assessments and annual reviews within the district and across schools.
- Monitored and maintained inventory to meet federal guidelines and local controls.
- Monitored and approved Title I and II funded expenditures and employees.
- Managed data and planning for the Title II Effectiveness Plan

**Elementary Data & Achievement Coordinator****2014-2015***K12-Georgia Cyber Academy • Atlanta, GA*

- Monitored student achievement across the school/s and district.
- Provided data reports and analysis to school and system leaders.
- Successfully led the school/district in the Data-Driven Instruction initiative to include coordination, planning, and presentation of system-wide professional development.
- Provided ongoing professional development during the school year and summer to include topics related to Data-Driven Instruction, assessment, data analysis, and utilizing data reports.
- Completed assessment data analysis reports and made curriculum, instruction, and assessment recommendations.
- Completed operational data reports/analysis related to student withdrawals, compliancy, assessment inventory/continual program monitoring, student/teacher retention, sustained enrollment, teacher effectiveness, pass rates, state reporting, Title I, and Title IIA.
- Monitored, made recommendations, and provided professional development related to School/District Improvement Planning and goal creation.
- Served as state testing site coordinator and monitored/analyzed state testing data outcomes.

**Teacher – Virtual Education****2010-2014***Georgia Cyber Academy • Atlanta, GA*

- General education instructor for a 4<sup>th</sup> grade at-risk student population.
- General education instructor for 5<sup>th</sup> grade summer school students.
- Skilled user of a Blackboard Collaborate (virtual classroom).
- Served successfully as a Grade Level Chairperson and Math Curriculum Chairperson.
- Served successfully as a Math Curriculum Chairperson.
- Assigned yearly as a teacher mentor.
- Proficient in the use of Microsoft Offices programs such as PowerPoint, Excel, and Word.
- Served as LEA for IEP meetings.
- Served as state testing site coordinator.

**Teacher – Brick and Mortar Education****1998-2010***Bethlehem Elementary School • Henry County Schools • Locust Grove, GA**Cotton Indian Elementary School • Henry County Schools • Stockbridge, GA**Brown Elementary School • Clayton County Schools • Jonesboro, GA*

- General education classroom teacher in 1<sup>st</sup> grade and 2<sup>nd</sup> grade.
- Early Intervention Program teacher in kindergarten-5<sup>th</sup> grade.
- Served as a teacher leader, planning, and conducting professional development sessions.
- Served successfully as a Grade Level and Content Chairperson.
- Lead Teacher for the Student Instructional Extension Program kindergarten-1<sup>st</sup> grade.

***Certifications/Memberships***

University of Georgia, Charter Schools Financial Management Certification

Educational Leadership • P-12

Early Childhood Education • P-5

TKES/LKES Credentialed

GaDOE – Member, Committee of Practitioners

## **Professional Training and Programs**

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*Educational Leadership P-12 • Data-Driven Instruction (professional development coordinator/presenter) • Formative Instructional Practices • Reading First (trainer) • In-Tech • Symphony of Styles • CCGPS (trainer) • Exemplar Math (trainer) • NCLB (presenter) • Collaborative Planning(trainer) • Differentiated Instruction (presenter)• School Operations • Virtual Education • Data Analysis • RTI (Trainer) • Assessment Programs (professional development coordinator/presenter) • Study Island (administrator) • Scantron Performance Series Assessment (administrator) • Infinite Campus (District) • SharePoint • Microsoft Office (Excel, PowerPoint, Word) • Best Practices in Virtual Education • Federal Programs • Title I • Title II • Title IV • Family Engagement • Homeless Education Programming • Charter School Management Best Practices • Student Achievement and Virtual Education (presenter) • Virtual Education / Instructional Practices (presenter)*

## **Education**

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### **Valdosta State University • Ed. S • Performance Based, Ed Leadership**

- 4.0 GPA

### **Augusta State University • M. Ed • Performance Based, Ed Leadership**

- 4.0 GPA
- Selected presenter for graduate research studies

### **Florida State University • Bachelors • Early Childhood Education**

- Dean's List
- Elizabeth Bell Smith Endowed Scholarship recipient
- National Honor's Society member
- National Association for the Education of Young Children Member
- Assistant Teacher Educational Research Center for Child Development



*References and additional information • available upon request*



# OTHER APPLICANT(S)



APPLICATION FOR APPOINTMENT  
Fayette County Board of Family and Children Services

Thank you for your interest in being considered for appointment to the Fayette County Board of Family and Children Services.

The Fayette County Board of Family and Children Services is made up of five volunteering citizens from across the county. Each appointment is for a five-year term, or for the unexpired term of a resigning member. Please do not apply if you will be unable to attend a minimum of eighty percent (80%) of all meetings.

Please take a few minutes to complete the form and answer the questions below and return it with a resume, if available, to Tameca Smith, County Clerk, 140 Stonewall Avenue, West, Suite 100, Fayetteville, GA 30214 or [tsmith@fayettecountyga.gov](mailto:tsmith@fayettecountyga.gov) no later than **5:00 p.m. on Friday, March 25, 2022.**

If you have any questions, please call (770) 305-5103.

*NOTE: Information provided on this form is subject to disclosure as a public record under Georgia Open Records Law.*

NAME Cynthia Padilla Pearson

ADDRESS 145 Braemar Drive, Fayetteville, GA 30215

TELEPHONE (home) [REDACTED]

(cell) [REDACTED]

(email address) [REDACTED]

Cynthia Padilla Pearson  
Signature

03/29/2022  
Date

1. How long have you been a resident of Fayette County?

2018- Present and in 2002-2004; 2010-2017

2. Why are you interested in serving on the Fayette County Board of Family and Children Services (DFACS)?

I am interested in serving on the Fayette County Board of Family and Children Services, because of my distinct experience in working with families and children in crisis and collaborating with community partners to provide access to safe and stable homes for families. My long-time connections to Fayette County as a FCHS graduate and returning to start my family in this County, brings on another responsibility to serve the County in a capacity that best aligns with my interests and past/current experiences.

3. What qualifications and experience do you possess for appointment to the DFACS Board?

I am a member of the American Academy of Experts in Traumatic Stress, certified trauma specialist and advanced restorative justice practitioner. I am a career victims' rights advocate that has spent 13 years in the court system supporting survivors of complex trauma, developing trauma-informed community programs, and providing law enforcement specific training. I am a member of the State of Georgia's Human Trafficking Task Force, Fulton County Family Violence Task Force, Spelman College's Coordinated Community Response Team, and regularly guest lectures on victimology, traumatology, and social work protocols to undergraduate and graduate students. I spent many years working in the juvenile and adult systems and have a lived awareness and experience with the interplay between programs and departments that involve DFACS.

4. List your recent employment experiences to include name of company and position.

May 2020- Present, Atlanta Volunteer Lawyers Foundation (AVLF) Program Manager, Standing with Survivors- Mobile Advocacy Program

- Supervise staff and manage the mobile advocacy unit that provides direct victim-services to survivors of intimate partner abuse in Fulton County, Atlanta, GA.
- Coordinate and implement standardized training curricula for school staff, law enforcement, landlords, etc., about intimate partner abuse and the resources available to survivors and those working with survivors
- Engage and enhance current or potential stakeholders at varied levels of leadership within communities and government entities to increase collaborative services and funding opportunities
- Serve as the subject matter expert in trauma-informed approaches to direct victim services and lead staff member in public events speaking on behalf of the agency
- Manage program policies and practices and continuous analysis of statistics, data of client assistance, and program efficacy including areas for development and expansion

January 2019- May 2020, Atlanta Volunteer Lawyers Foundation (AVLF), Legal Education and Outreach Coordinator, Mobile Advocacy Program

- Created and conduct training & outreach events in Atlanta communities to educate and inform the public (including but not limited to school staff, law enforcement, landlords, etc.) about intimate partner abuse
- Gathered information from the communities served and determined creative and unique ways to connect with survivors and ensure they have access to legal guidance and other resources
- Provided direct victim services to survivors of intimate partner abuse by assisting in completing temporary protective orders and/or social service requests
- Developed mobile advocacy program practices as the single staff member and conducted 35+ trainings with Atlanta Police Department and other Fulton County agencies in one year

January 2017- January 2019, Atlanta Volunteer Lawyers Foundation (AVLF) Legal Navigator, Safe & Stable Families

- Served as the first point of contact for survivors of domestic violence entering the Safe Families Office (SFO), the walk-in clinic shared by AVLF and Partnership Against Domestic Violence in the Fulton County Courthouse, greeting and directing them to the appropriate person or area for assistance
- Assisted in training interns and volunteers to provide quality services to SFO clients and assisted in interviewing potential interns and volunteers.

- Supported Domestic Violence and Family Law Staff Attorneys by preparing and e-filing pleadings, conducting phone intakes for family law program and assisted with coordinating family law consultations
- Built and maintained relationships with all project partners including staff and directors of Fulton County Courts, law enforcement, and served as a liaison between survivors and partners.

November 2014-December 2016, Fulton County Juvenile Court, Judicial Case Manager

- Managed a senior judge's court calendar, scheduling dates and times for hearings, motions, and trials
- Delegated daily work assignments to judicial staff and drafted court orders and other documents for judge's review and official signature
- Developed and published the first Judicial Case Management Manual for new employees
- Trained new hires and served as a lead staff member for the Clerk's Office regarding troubleshooting

October 2008-November 2014, Office of the Fulton County District Attorney, Victim-Witness Advocate

- Maintained annual caseload of approximately 1500 cases involving victim/witness contact and social services
- Provided crisis intervention services to adult/juvenile felony crime victims and their families
- Served as lead advocate and assisted in training new attorneys and represented the Office in external engagements
- Conducted "court school" in preparation of testimonies by re-enacting trials/examination of witnesses
- Supervised and trained interns and volunteers and provide annual evaluations for college course credit
- Trained staff on unified criminal justice software

May 2008-August 2008, Office of the Fulton County Solicitor General, Intern, Victim/Witness Assistance Program

- Provided crisis intervention services to misdemeanor crime victims and their families
- Assisted victims with filing Family Violence and Stalking Temporary Protective Orders by assuring they meet the legal criteria and accompanying them during interviews with attorneys and court hearings

November 2004-January 2008, World of Coca-Cola Atlanta / The Coca-Cola Company, Sales Ambassador

- Assisted Spanish speaking guests and international delegates with simultaneous interpretations and translations
- Informed guests of company facts and navigated the museum features and products

5. Do you have any experience relating to the DFACS Board? If so, please describe.

No past experiences.

6. Are you currently serving on a commission/board/authority or in an elected capacity with any government?

No

7. Have you attended any DFACS Board meetings in the past two years and, if so, how many?

No

8. Are you willing to attend seminars or continuing education classes at county expense?

Yes

9. What is your vision of the county's future related to the duties of the DFACS Board?

My vision of the county's future related to the duties of the DFACS Board is to focus on capacity-building, trauma-informed programming that centers the growth of children and their families. I believe it is critically important for Boards such as these to be innovative and steer into directions that focus on achieving long-term economic independence, conflict management techniques, and co-create solutions that are empathetic and inclusive in nature.

10. Would there be any possible conflict of interest between your employment or your family and you serving on the DFACS Board?

No

11. Are you in any way related to a County Elected Official or County employee? If so, please describe.

No

12. Describe your current community involvement.

Georgia Collective for Transformative Solutions, Domestic Violence Advocate, Generation Latina, Inc. (GLINC)

13. Have you been provided a copy of the county's Ethics Ordinance?

Yes

14. Is there any reason you would not be able to comply with the Ethics Ordinance?

No

# CYNTHIA PADILLA PEARSON

## GET IN TOUCH WITH ME:

Telephone: 678 852 6955

Email: [REDACTED]

LinkedIn: @cynthiapadillapearson

## PERSONAL PROFILE

Experienced social justice professional with a demonstrated history of working in the non-profit and government sector. Skilled in Nonprofit Organizations, Judiciary, Crisis Intervention, Program and Data Management, and Community Outreach. Strong social and protective services experience with a Master of Science (M.S.) focused in Conflict Management & Trauma Specialist. Cynthia is originally from Puerto Rico, and since moving to Georgia in 2004, she now enjoys sweet tea with her parents.

## ACCOMPLISHMENTS

- M T Unbound Poicing: Reimagine Public Safety Accelerator, Team Leader
- Georgia State University Alumni Association 40 Under 40 Honoree
- GA Collective for Transformative Solutions, Member
- American Academy of Experts in Traumatic Stress, Member
- Certified Clinical Trauma Specialist Arizona Trauma Institute
- Racial Equity Committee Staff Development & Relationships Lead
- Georgia's Statewide Human Trafficking Coalition, Member  
Workgroups: Law Enforcement and Prosecution, and Victim Services, 2020 present
- Spartan College Coordinate Community Response Team 2019 present
- Featured in the Atlanta Journal of Constitution
- Elected Secretary of the Fulton County Family Violence Task Force 2019 2020
- Victim Advocate of the Year Excellence Award, 2013
- Victim Advocate of the Month, 2012
- Victim Advocate of the Year, 2010
- Juvenile Court Staff of the Year, 2010

## SKILLS & LANGUAGE

Proven track record of successfully working with a wide array of functional groups internally and externally.

Public Speaking

Communication

Instructional Design

Conflict Management

Program Management

Trauma Informed Approaches

Governmental Relations

Public Notary Expires 03/2023

Advanced Restorative Justice Certification

Bilingual Spanish

## ACADEMIC HISTORY

### Kennesaw State University

*MS in Conflict Management (2011)*

- Honors Graduate, GPA: 4.0
- Thesis Juvenile Victim Offender Mediation: Balanced and Restorative Justice principles in juvenile victim offender mediation and comparative case dispositions between North and South Fulton families.

### Georgia State University

*BS in Criminal Justice (2008)*

- Nehemiah Trotter Student Leadership Award, 2008
- Martin Luther King, Jr. Torch of Peace Award, 2008
- NASPA Minority Undergraduate Fellows Program, 2007 2008
- Student Judicial Board Justice, 2006 2008
- Lambda Theta Alpha Latin Sorority, Inc., Delta Beta Chapter Founder & President, 2005 2008

## NON PROFIT PARTNERS

Arthur M. Blank Family Foundation

Jones Day Foundation

Annie E. Casey Foundation

The Love Project 404

Partnership Against Domestic Violence

Georgia Coalition Against Domestic Violence

Westside Future Fund

City of Refuge

Epipsy Foundation of Georgia

Generación Latino, Inc (GL NC)



# CYNTHIA PADILLA PEARSON

## PROFESSIONAL CAREER

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### Program Manager, Mobile Advocacy Unit

#### Atlanta Volunteer Lawyers Foundation (AVLF), May 2020- Present

- Supervise staff and manage the mobile advocacy unit that provides direct victim services to survivors of intimate partner abuse in Fulton County, GA.
- Coordinate and implement standardized training curriculum for school staff, law enforcement, and courts, etc., about intimate partner abuse and the resources available to survivors and those working with survivors
- Engage and enhance current or potential stakeholders at varied levels of leadership within communities and government entities to increase collaborative services and funding opportunities
- Serve as the subject matter expert in trauma-informed approaches to direct victim services and lead staff member in public events speaking on behalf of the agency
- Manage program policies and practices and continuous analysis of statistics, data of client assistance, and program efficacy including areas for development and expansion
- Solicit, engage, and manage grant funding totaling \$1.3 million
- Manage roving domestic violence training with Fulton County law enforcement agencies including Atlanta Police Department

### Legal Education and Outreach Coordinator, Mobile Advocacy Unit

#### Atlanta Volunteer Lawyers Foundation (AVLF), January 2019- May 2020

- Developed mobile advocacy program practices as the single staff member and conducted 35+ trainings with Atlanta Police Department and other Fulton County agencies in one year
- Created and conducted training & outreach events in Atlanta communities to include school staff, law enforcement, and judges about intimate partner abuse
- Developed program strategy, delivery, and communicating results to senior leadership
- Gathered data and information from communities and determined creative and unique ways to connect with survivors and ensure they have access to legal guidance and other resources
- Provided direct victim services to survivors of intimate partner abuse by assisting in completing temporary protective orders and/or social service requests

### Legal Navigator

#### Atlanta Volunteer Lawyers Foundation (AVLF), January 2017- January 2019

- Served as the first point of contact for survivors of domestic violence entering the Safe Families Office (SFO), the walk-in clinic shared by AVLF and Partnership Against Domestic Violence in the Fulton County Courthouse, greeting and directing them to the appropriate person or area for assistance
- Trained interns and volunteers to provide quality services to SFO clients and assisted in interviewing potential interns and volunteers.
- Supported Domestic Violence and Family Law Staff Attorneys by preparing and editing pleadings, conducting phone intakes for family law program and assisted with coordinating family law consultations
- Built and maintained relationships with a project partners including staff and directors of Fulton County Courts, law enforcement, and served as a liaison between survivors and partners

### Judicial Case Manager

#### Fulton County Juvenile Court, November 2014-December 2016

- Managed a senior judge's court calendar; scheduling dates and times for hearings, motions, and trials
- Delegated daily work assignments to judicial staff and drafted court orders and other documents for judge's review and signature
- Developed and published the first Judicial Case Management Manual for new employees
- Trained new hires and served as a lead staff member for the Clerk's Office regarding software troubleshooting

### Victim-Witness Advocate,

#### Office of the Fulton County District Attorney, October 2008-November 2014

- Maintained annual caseload of approximately 1500 cases involving victim/witness contact and social services
- Provided crisis intervention services to adult/juvenile felony crime victims and their families
- Served as lead advocate and assisted in training new attorneys and represented the Office in external engagements
- Conducted courtroom preparation of testimonies by re-enacting trials/examination of witnesses
- Supervised and trained interns and volunteers and provide annual evaluations for college course credit
- Trained staff on unified criminal justice software

### Intern, Victim/Witness Assistance Program

#### Office of the Fulton County Solicitor General, May 2008-August 2008

- Provided crisis intervention services to misdemeanor crime victims and their families
- Assisted victims with filing Family Violence and Stalking Temporary Protective Orders by assuring they meet the legal criteria

### Sales Ambassador

#### World of Coca-Cola Atlanta/ The Coca-Cola Company, November 2004-January 2008

- Assisted Spanish speaking guests and international delegates with simultaneous interpretations and translations
- Informed guests of company facts and navigated the museum features and products



# CYNTHIA PADILLA PEARSON

OWNER, PRINCIPAL CONSULTANT

## PROFILE

A career victims' rights advocate that has spent 12 years in the court system supporting trauma victims and developing trauma-informed programs. Cynthia has worked for the Atlanta Judicial Circuit Solicitor General, District Attorney, and Fulton County Juvenile Court. She has numerous hours in conflict management practice, providing victim services, law enforcement training, and community-based program development. Cynthia is a certified trauma specialist with a Master's degree in conflict management.

## SKILLS

**American Academy of Experts in Traumatic Stress**  
Member

**Certified Clinical Trauma Specialist**  
Arizona Trauma Institute

**Certified Advanced Restorative Justice Practitioner**  
Kennesaw State University

**Bilingual- Spanish**

**Public Notary- Expires 03/28/2023**

## NOTED AWARDS

**Georgia State University- 40 under 40 Alumni Award, Class of 2022**

**Michigan Institute of Technology- Unbundling Policing: Reimagine Public Safety Challenge Accelerator**

## CAREER SPOTLIGHT

**Atlanta Public Schools, Atlanta GA**  
**November 2021-January 2022**

- Developed 6-trauma learning sessions for staff as part of their Teacher Wellness Program in collaboration with The Namaste Project.

**Essex County Schools of Technology, NJ**  
**July 2021-August 2021**

- Provided instructional design for social emotional learning curriculum for summer school students.

**The Namaste Project, Atlanta, GA**  
**January 2021-Present**

- Serve as lead consultant for trauma and conflict management expert.

**National Association of Masterminds and Cocurricular Advancement (NAMCA)**  
**August 2020-Present**

- Provide conflict management strategies and trauma-informed approaches to association members on a quarterly basis.

**Breathe Diversity, LLC**  
**2019-Present**

- Senior consultant on DEI initiatives and organizational management workshops.

**The Conflict Summit**  
**October 2020**

- Facilitated non-violent communication workshop to attendees "Making the C.U.T."

## EDUCATION

**Kennesaw State University**

Master of Science in Conflict Management, 2011

- Thesis- Juvenile Victim-Offender Mediation: Balanced and Restorative Justice principles in juvenile victim-offender mediation and comparative case dispositions between North and South Fulton families.

**Georgia State University**

Bachelor of Science in Criminal Justice, 2008

- Nell Hamilton Trotter Student Leadership Award
- Martin Luther King Jr. Torch of Peace Award
- NASPA Minority Undergraduate Fellows Program
- Student Judicial Board Justice
- Lambda Theta Alpha Latin Sorority, Inc., Delta Beta Chapter Founder & President, 2005-2008





# CYNTHIA PADILLA PEARSON

OWNER, PRINCIPAL CONSULTANT

## ACCOMPLISHMENTS

GA Collective for Transformative Solutions, Member

Georgia's Statewide Human Trafficking Coalition,  
Member-Workgroups: Law Enforcement and  
Prosecution, and  
Victim Services, 2020-present

Spelman College Coordinated Community Response  
Team 2019-present

Featured in the Atlanta Journal of Constitution

Elected Secretary of the Fulton County Family Violence  
Task Force 2019-2020

Victim Advocate of the Year Excellence Award, 2013  
Victim Advocate of the Month, 2012  
Victim Advocate of the Year, 2010  
Juvenile Court Staff of the Year, 2010

## HOW I HELP


- Leadership team coaching
- Strategies for Change Management
- Building Partnerships
- Mindful Parenting Program
- Trauma- Informed Approach (3 Part Series)
- Serving Survivors of Complex Trauma
- Conflict Management design
- Case Evaluation for Human Resources

## HOW TO REACH ME

cynthia@traumaconflictconsulting.com

Cell: [REDACTED]

www.traumaconflictconsulting.com

 @traumaconflictconsulting

# COUNTY AGENDA REQUEST

Department:

Presenter(s):

Meeting Date:

Type of Request:

**Wording for the Agenda:**

Consideration of a recommendation from the Selection Committee, comprised of Commissioners Edward Gibbons and Eric Maxwell to nominate Brenda Marie Parker, Roger Cochran and Michael Hofrichter to the Fayette County Hospital Authority for consideration of appointment to serve a term beginning June 1, 2022 and expires May 31, 2026.

**Background/History/Details:**

The Fayette County Hospital Authority was established by the Fayette County Board of Commissioners on February 2, 2000 when it was determined that a Hospital Authority would serve the citizens through financing projects as provided by the Hospital Authorities Law. While the Hospital Authority has no operational or oversight authority it does provide the ability to issue tax-free bonds and is able to offer the hospital a low-cost opportunity for capital funding. The Hospital Authority is comprised of five volunteer members who serve for four-year terms. Appointments to the Hospital Authority comprise a distinguished blend of business and community leaders willing to serve voluntarily in support of the community through service on the authority.

Three potential appointees are nominated by the Fayette County Board of Commissioners for each open position. There is currently one open position. Upon receiving the nominees, the Hospital Authority will either select a nominee or decline the nominees.

If approved by the Board, the applicants will be provided to the Hospital Authority for possible appointment.  
The incumbent is John Woody.

**What action are you seeking from the Board of Commissioners?**

Approval of a recommendation from the Selection Committee, comprised of Commissioners Edward Gibbons and Eric Maxwell to nominate Brenda Marie Parker, Roger Cochran and Michael Hofrichter to the Fayette County Hospital Authority for consideration of appointment to serve a term beginning June 1, 2022 and expires May 31, 2026.

**If this item requires funding, please describe:**

Not applicable.

Has this request been considered within the past two years?

If so, when?

Is Audio-Visual Equipment Required for this Request?\*

Backup Provided with Request?

**\* All audio-visual material must be submitted to the County Clerk's Office no later than 48 hours prior to the meeting. It is also your department's responsibility to ensure all third-party audio-visual material is submitted at least 48 hours in advance.**

Approved by Finance

Reviewed by Legal

Approved by Purchasing

County Clerk's Approval

Administrator's Approval

**Staff Notes:**



APPLICATION FOR APPOINTMENT  
Fayette County Hospital Authority

The Fayette County Hospital Authority was established by the Fayette County Board of Commissioners on February 2, 2000 when it was determined that a Hospital Authority would serve the citizens through financing projects as provided by the Hospital Authorities Law. While the Hospital Authority has no operational or oversight authority it does provide the ability to issue tax-free bonds and is able to offer the hospital a low-cost opportunity for capital funding.

The Fayette County Hospital Authority comprised of five volunteer members who serve for four-year terms. Appointments to the Hospital Authority comprise a distinguished blend of business and community leaders willing to serve voluntarily in support of the community through service on the authority. Potential appointees are nominated to the Hospital Authority by the Fayette County Board of Commissioners. Upon receiving nominees from the Fayette County Board of Commissioners, the Hospital Authority will either select a nominee or decline the nominees.

Please take a few minutes to complete the form and answer the questions below and return it with a resume, if available, to Tameca Smith, County Clerk, at [tsmith@fayettecountyga.gov](mailto:tsmith@fayettecountyga.gov) or 140 Stonewall Avenue, West, Suite 100, Fayetteville, GA 30214 **no later than 5:00 p.m. on Friday, February 25, 2022.**

If you have any questions, please call (770) 305-5103.

*NOTE: Information provided on this form is subject to disclosure as a public record under Georgia Open Records Law.*

NAME : Brenda Marie Parker

ADDRESS : 202 Tangley Trail, Peachtree City, GA, 30269

TELEPHONE : (cell) [REDACTED] (home) \_\_\_\_\_

EMAIL ADDRESS : [REDACTED]

Signature

March 25, 2022

Date



APPLICATION FOR APPOINTMENT  
Fayette County Hospital Authority

1. How long have you been a resident of Fayette County?  
I have been a resident of Fayette County for nearly two years. My family and I moved here from the City of Decatur in May 2020.
2. Why are you interested in serving on the Fayette County Hospital Authority?  
I am interested in serving on the Fayette County Hospital Authority because I would like to use my knowledge, skills, and experience in healthcare to serve my community.
3. What qualifications and experience do you possess for appointment to the Hospital Authority?  
I have many qualifications and experiences that I will bring to the Hospital Authority, should I be afforded the opportunity to serve. I am a licensed pharmacist in the state of Georgia and bring over 20 years of experience in various healthcare settings. During my career, I have successfully worked with different stakeholders to achieve business results and, ultimately, better health outcomes for diverse populations. I have supervised teams and departments, developed clinic-based and telehealth programs, and managed operational budgets to meet staffing and programmatic targets.
4. List your recent employment experiences to include name of company and position.  
Most recently, I work at Amgen (a biotechnology company) where I develop, manage, and execute projects with integrated delivery networks and managed care organizations to address social risks and improve health outcomes for patients with cardiovascular disease, oncological disorders, and severe asthma. At the same time, I am an independent consultant with ALYKA Health Technologies. Prior to my time at Amgen, I led a department of more than 50 clinical and non-clinical staff at Kaiser Permanente to address care gaps and improve healthcare quality measure performance.
5. Do you have any past experience relating to the Hospital Authority? If so, please describe.  
I do not have any past experience related to the Hospital Authority.
6. Are you currently serving on a commission/board/authority or in and elected capacity with any government?  
I do not serve on a governmental commission/board/authority nor am I serving in an elected capacity with any government.



7. Have you attended any Hospital Authority meetings in the past two years and, if so, how many?  
I have not attended any Hospital Authority meetings in the past two years.
8. Are you willing to attend seminars or continuing education classes at county expense?  
Yes, I am willing to attend seminars or continuing education.
9. Based on the qualifications listed in Press Release, what qualifies you to be a member of the Hospital Authority?
  - I do not possess a license to practice medicine or nursing, however, I do possess a license to practice pharmacy.
  - I have worked effectively as a team member and as a team leader across personal and professional settings. At GlaxoSmithKline, I was a part of two teams that won a quality improvement award that highlighted teamwork, leadership, and improved health outcomes for patients.
  - Throughout my career, I have developed cooperative relationships to achieve desired results and outcomes. At Kaiser Permanente, I had to work with C-suite executives, physicians, mid-level providers, pharmacists, nurses, and administrative staff to develop programs and embed services within existing processes in medical offices across the Atlanta Metropolitan Area.
  - I have leadership experience in the communities in which I have worked and lived. In my professional communities, I have held leadership roles for the American College of Clinical Pharmacy and the Georgia chapter for the Academy of Managed Care Pharmacy. In my physical communities, I have served as a church volunteer and engaged in political activities with local organizations.
  - I have experience working in many healthcare settings. I have met with health systems, integrated delivery networks, managed care organizations, and community partners throughout my career. I have been directly employed by one of the largest Medicare sponsors (Humana) and innovative health systems (Kaiser Permanente) and partnered with public health departments to develop collaborative care agreements for pharmacist-administer immunization programs, health systems to address avoidable emergency department visits related to asthma management, and community organizations to help low-income individuals access medications.
  - I have financial management experience, including forecasting, staffing,

and program evaluation.

- I have familiarity with hospital licensure and regulatory requirements as it relates to hospital quality and patient safety. Admittedly, this has not been the focus of my experiences but I'm willing to continue to learn more about these issues. I do have certification as a Healthcare Professional in Healthcare Quality (CPHQ) and engage with the Georgia Association for Healthcare Quality.

10. What is your vision of the county's future related to the duties of the Hospital Authority?

My vision of the county's future, related to the duties of the Hospital Authority, to maintain and/or improve the health of Fayette County residents through the responsible appropriation of funds that achieve these aims.

11. Would there be any possible conflict of interest between your employment or your family and you serving on the Hospital Authority?

No, there are no known conflicts of interest.

12. Are you in any way related to a County Elected Official or County employee? If so, please describe.

I am not related, in any way, to a County Elected Official or County employee.

13. Describe your current community involvement.

At present, I am a volunteer with the Guest Services team at Southside Church and serve on the leadership teams for the Fayette County Republican Party and Greater Fayette Republican Women's Club. I have met with the Executive Director at the Healing Bridge Clinic and submitted my information to the Fayette CARE Clinic to volunteer in whatever capacity is needed based on my license (PharmD) and experience (grant writing, program management, patient assistance programs). I have started the process to begin a non-profit organization that works with economically disadvantaged women in Fayette and surrounding counties as they prepare to enter/re-enter the workforce.

14. Have you been provided a copy of the county's Ethics Ordinance?

Yes, I have received a copy of the county's Ethics Ordinance.

15. Is there any reason you would not be able to comply with the Ethics Ordinance?

There is no reason that I would not be able to comply with the Ethics Ordinance as I read and understand them.

**Brenda Marie Parker**

202 Tangle Trail | Peachtree City, GA 30269

**EDUCATION AND TRAINING****Doctor of Philosophy, Health Services and Policy Research** 2022

Georgia State University, School of Public Health, Atlanta, GA

Dissertation: *A Longitudinal Examination of the Sociality of Cardiovascular Disease and its Most Common Risk Factor, Hypertension*

Chair: Xiangming Fang, PhD

**Master of Public Health, Health Care Outcomes Management** 2011

Emory University, Rollins School of Public Health, Atlanta, GA

Thesis: *Intracranial Injury and Mortality Associated with Motorcycle-Related Hospitalizations: Differences in Incidence and Costs on the Basis of Universal Motorcycle Helmet Legislation in the United States*

Chair: Walter Burnett

**Residency, Community Pharmacy Practice** 2006

ASHP-APhA Accredited Post-Graduate Year 1 (PGY1) Residency

University of Kentucky, College of Pharmacy, Lexington, KY

Honors: **Member** (*Residency Committee*), **Immunizing Team Leader** (*Kroger Pharmacy*)**Doctor of Pharmacy** 2005

University of Georgia, College of Pharmacy, Athens, GA

Minor: *Nutrition Science*Honors: **Dean's List**, **Presidential Scholar****PROFESSIONAL LICENSURE****Registered Pharmacist**

Kentucky Board of Pharmacy, License Number 012912

2005-2023

Georgia Board of Pharmacy, License Number RPH022685

2005-2022

**CERTIFICATIONS****Professional in Healthcare Quality (CPHQ)** 2019-2022

National Association for Healthcare Quality

**Improvement Advisor (IA)** 2019

Kaiser Permanente Improvement Institute

**Pharmacotherapy Specialist (BCPS)** 2015-2022

Board of Pharmaceutical Specialties

**PROFESSIONAL EXPERIENCE****Senior Manager, Value Based Partnerships**

Amgen, Value and Access Communications, Atlanta, GA

2021-present

- Lead the ideation, creation, and execution of asthma-, cardiovascular-, oncology- and osteoporosis-related population health projects with health system, integrated delivery network, and payer partners

- Manage project budgets, deliverables, and timelines to
- Lead external engagements with various healthcare quality organizations, e.g. NCQA, NQF, and PQA

### **Senior Manager, Population Health and Quality (Cardiovascular, Bone Health)**

*Amgen, Medical Value and Access Communications, Atlanta, GA*

2019-2021

- Led the coordination, design, interpretation, and delivery of population health and healthcare quality resources, e.g. benchmarking tools, quality metrics reports, for selected payers, IDNs, and health systems to improve health outcomes
- Led external engagements with various healthcare quality organizations, e.g. NCQA, NQF, and PQA
- Participated in healthcare quality metrics development initiatives aligned with key therapeutic areas, e.g. migraine, cardiovascular disease, and bone

### **Adjunct Investigator, Center for Clinical and Outcomes Research**

*Kaiser Foundation Health Plan, Atlanta, GA*

2017-2020

- Identified, led, and/or participated in internal and external collaborative health services and population health research
- Prepared grant proposals to support collaborative research aligned with public and private research
- Disseminated findings of collaborative research through conference presentation and/or manuscript publication.

### **Director, Population Health and Quality Performance**

*Kaiser Foundation Health Plan, Atlanta, GA*

2016-2019

- Developed, implemented, and coordinated regional population health activities based on disease surveillance and risk stratification in Commercial, Marketplace, Medicare, and Special Needs Plan populations
- Directed day to day operations, including performance accountability and metrics, logistics, and budgets, as well as staff selection, training, coaching, and supervision
- Improved quality performance measures through care coordination, process improvement, and program alignment with The Southeast Permanente Medical Group (TSPMG) and in alignment with CMS regulations and NCQA HEDIS/CMS Medicare STAR measure requirements.

### **Regional Outcomes Liaison (Georgia, Florida, and South Carolina)**

*Sanofi – Evidence Based Medicine (EBM), US Medical Affairs, Atlanta, GA*

2015-2016

- Served as the principal field-based scientific resource for external population-based healthcare decision makers involved in pharmaceutical selection, access, and health care policy decisions
- Engaged in scientific exchange regarding clinical, pharmacoeconomic, health outcomes, and health policy information requests
- Led population health management activities with managed care organizations and health systems to improve quality of care

### **Director, Population Analytics and Economics (Regional and National Accounts)**

*GlaxoSmithKline – Population Analytics and Center for Economic Affairs, Atlanta, GA*

2010-2015

- Developed and implemented analytic strategies with account management teams to aid contract negotiations, minimize product access barriers, address customer concerns, and maximize appropriate sales opportunities using healthcare data



- Engaged regional and national managed care and pharmacy benefit management organizations in population health management activities to improve quality of care through evidence-based identification and evaluation principles
- Led interactions with internal teams (account management, payer marketing, care management, contract and analytics, and research and development) to identify key opportunities and appropriate resources to meet customer needs

### **Manager, Health Economics and Outcomes Research (Cardiovascular/Diabetes)**

*Boehringer Ingelheim – Health Economics and Outcomes Research, Danbury, CT* 2009-2010

- Designed and implemented HEOR studies and economic models/tools to support brand value propositions and secure market access/formulary acceptance within cardiovascular and diabetes therapeutic areas through project and vendor management
- Developed effective and innovative communication strategies and deliverables to support brand plans and publication strategies
- Supported field-based representatives via the incorporation and delivery of HEOR value propositions for maximizing product revenues, reimbursement, preferred formulary access, and product pull-through across all managed market

### **Clinical Pharmacist**

*Humana – RxMentor, Formulary Utilization Management, Louisville, KY* 2006-2009

- Delivered comprehensive medication therapy management services to members and providers to decrease potential risks of medication use and gaps in care, and optimize health outcomes
- Increased depth and breadth of medication therapy management program through development of standard operating policies and procedures, expanded collaboration with population management programs, and creation of quality improvement initiatives
- Managed commercial and Part D formularies and associated relationships, presented drug monographs and coverage determination recommendations in cardiovascular and respiratory therapeutic areas as P&T member, and assisted in the development and maintenance of retrospective drug utilization review initiatives using pharmacy claims data

### **Staff Pharmacist, PRN**

*Kroger, Walgreen's, and Target Pharmacies, Lexington/Louisville, KY* 2005-2009

- Provided pharmacy consulting services to patients regarding the effective usage of medications, awareness with drug interactions and offering preventive healthcare services such as immunizations.
- Ensured the proper compounding, dispensation, review and verification of prescribed medications within regulatory guidelines, company policies and procedures.
- Supported the efficient workflow of the pharmacy and assisted the pharmacy manager in identifying ways to optimize pharmacy financials, inventory management and enhance customer experience.

## **PROFESSIONAL ASSOCIATIONS**

**American Public Health Association (APHA)** 2017-2019

**National Association of Healthcare Quality (NAHQ)** 2016-present

**Academy Health** 2011-2019

**Academy of Managed Care Pharmacy (AMCP)** 2006-2018

- **President**, *Academy of Managed Care Pharmacy - Georgia Affiliate* 2018
- **President-Elect**, *Academy of Managed Care Pharmacy - Georgia Affiliate* 2017
- **Co-Diplomat**, *University of Georgia College of Pharmacy* 2015-2018

**American College of Clinical Pharmacy (ACCP)** 2007-2010

- **Chair**, *Health Outcomes Practice and Research Network* 2010
- **Chair-Elect**, *Health Outcomes Practice and Research Network* 2009
- **Secretary/Treasurer**, *Health Outcomes Practice and Research Network* 2008

**American Society of Health System Pharmacists (ASHP)** 2003-2006

- **Member**, *Education Sub-Committee* 2006

**American Pharmacists Association (APhA)** 2001-2010

## FACULTY APPOINTMENTS

**Clinical Assistant Professor of Pharmacy Practice** 2009  
Sullivan University College of Pharmacy

**Community-Based Faculty Member** 2007-2009  
University of Kentucky College of Pharmacy

## TEACHING EXPERIENCE

### Lecturer

*Georgia State University School of Public Health, Atlanta, GA* Spring 2022  
PH 8290 Population Health Informatics: Team-taught, multidisciplinary survey course for Master level and above students

- Lectures: Population Health Management; Integrated Delivery Network Case Studies

### Lecturer

*Georgia State University School of Public Health, Atlanta, GA* Fall 2019

- PH 8290 Population Health Informatics: Team-taught, multidisciplinary survey course for Master level and above students
  - Lectures: Population Health Management; Integrated Delivery Network Case Studies

### Lecturer

*Georgia State University School of Public Health, Atlanta, GA* Spring 2018

- PH 8250 Health Economics and Policy: Required course for Master and Doctorate level students
  - Lectures: Public Policy in Medical Care Delivery section

### Lecturer

*The University of Kentucky College of Pharmacy, Lexington, KY* Spring 2006

- PPS 832 Advance Community Practice Management: Elective course for pharmacy students
  - Lecture: Niche Markets & Innovative Pharmacy Care Services

**Small Group Facilitator***The University of Kentucky College of Pharmacy, Lexington, KY*

Fall 2005

- Contemporary Aspects of Pharmacy Practice I and II: Elective course for pharmacy students
  - Topics: Otitis Media; Urinary Tract Infections; Diabetes Mellitus

**Lecturer***The University of Kentucky College of Pharmacy, Lexington, KY*

Fall 2005

- PPS 813 Geriatric Pharmacy: Elective course for pharmacy students
  - Lecture: Osteoporosis Management in the Community Pharmacy

**PUBLICATIONS**

Chen, Y., **Parker, M.**, Zheng, X., & Fang, X. (2021). Health insurance coverage of migrant workers in China. *The Chinese Economy*, 1-11. <https://doi.org/10.1080/10971475.2021.1996550>

**Parker, M.**, Fang, X., Self-Brown, S. R., & Rahimi, A. (2021). Establishing how social capital is studied in relation to cardiovascular disease and identifying gaps for future research—A scoping review protocol. *Plos one*, 16(4), e0249751. <https://doi.org/10.1371/journal.pone.0249751>

**Parker, M.**, Fang, X., & Bradlyn, A. (2020). Costs and effectiveness of a culturally tailored communication training program to increase cultural competence among multi-disciplinary care management teams. *BMC Health Services Research*, 20(1), 1-7. <https://doi.org/10.1186/s12913-020-05662-z>

Liu, J., Zheng, X., **Parker, M.**, & Fang, X. (2020). Childhood left-behind experience and employment quality of new-generation migrants in China. *Population Research and Policy Review*, 39(4), 691-718. <https://doi.org/10.1007/s11113-020-09568-w>

Shen, Z., **Parker, M.**, Brown, D., & Fang, X. (2017). Effects of public health insurance on labor supply in rural China. *China Agricultural Economic Review*. <https://doi.org/10.1108/CAER-12-2016-0194>

Meyers M, **Parker M**, Candrilli S, Sander SD. Glycemic Control and Treatment Prescription Patterns in Patients with Type 2 Diabetes Mellitus within a National Electronic Medical Record Database [abstract]. *Diabetes*. 2010; 59(suppl 1).

Burke JP, Sander SD, **Parker M**, Moran J, Thayer S. Prevalence of Renal Insufficiency in Medicare Advantage Beneficiaries with Type 2 Diabetes Mellitus Enrolled in a Large, US National Health Plan [abstract]. *Diabetes*. 2010;59(suppl 1).

**Parker M**, Divine H, Grise B, Taylor C, and Wilkerson L. Community Pharmacists' Impact on Hypertension Management: An MTM Model. [Abstract] *Journal of the American Pharmacists Association*. March/April 2006. 46(2):248.

## PRESENTATIONS

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### *Oral*

#### **Culturally Tailored Communication Training to Improve Cultural Competency Among Multi-Disciplinary Care Management Teams: A Pilot Program.**

American Public Health Association 2017 Annual Meeting. Atlanta, GA.

#### **Determinants of Rural Migrant Workers' Health Insurance Participation in China.**

China Agricultural Economic Review – International Food Policy Research Institute (CAER IFPRI) 9<sup>th</sup>/2017 Annual Conference. Beijing, China.

#### **Spillover Effects of Chronic Disease of Spousal Labor Supply in China.**

International Health Economics Association 12<sup>th</sup>/2017 World Congress. Boston, MA.

### *Poster*

#### **Usual Source of Care as a Moderator between Race / Ethnicity and Blood Pressure Control.**

Academy Health 2019 Annual Research Meeting. Washington, DC.

#### **A Qualitative Analysis of Nursing Perceptions Regarding Cultural Competency Training within an Integrated Health System.**

Academy Health 2019 Annual Research Meeting. Washington, DC.

#### **Reducing CHF Readmissions in an Integrated Delivery Network: A Multi-Disciplinary Quality Improvement Initiative.**

Institute for Healthcare Improvement (IHI) 2018 National Forum on Quality Improvement in Health Care. Orlando, FL.

#### **Progress Towards Health Equity: Health Insurance Participation of Migrant Workers in China.**

American Public Health Association 2018 Annual Meeting. San Diego, CA.

#### **Overcoming Clinical Inertia in Diabetes Management: A Systems-Level, Multi-Disciplinary Quality Improvement Journey.**

Institute for Healthcare Improvement (IHI) 2017 National Forum on Quality Improvement in Health Care. Orlando, FL.

#### **Improving Cultural Competency Among Multi-Disciplinary Care Management Teams: A Descriptive Analysis of a Pilot Training Program.**

Academy Health 2017 Annual Research Meeting. New Orleans, LA.

#### **Effects of Public Health Insurance on Labor Supply in Rural China.**

Consortium of Universities for Global Health 8<sup>th</sup>/2017 Annual Conference. Washington, D.C.

#### **Prevalence of Renal Insufficiency in a Commercially-Insured Population with Type 2 Diabetes Mellitus Enrolled in a Large, US National Health Plan.**

ISPOR 15<sup>th</sup>/2010 Annual International Meeting. Atlanta, GA.

**Health Care Costs and Resource Utilization of Patients with Type 2 Diabetes Mellitus Within a National US Managed Care Population.**

ISPOR 15<sup>th</sup>/2010 Annual International Meeting. Atlanta, GA.

**HOT in ACCP: A History of the American College of Clinical Pharmacy's Health Outcomes Practice and Research Network.**

ACCP 2009 Annual Meeting. San Diego, CA.

**Evaluation of Alcohol Dependence in College Students.**

ACCP 2009 Annual Meeting. San Diego, CA.

**Impact of Medication Therapy Management in a Commercial Population.**

AMCP 2008 Annual Meeting and Showcase. Kansas City, MO.

**Pharmacy Involvement in a Nurse-Run Diabetes Case Management Program: Multidisciplinary Collaboration in Managing a High-Risk Diabetes Population of a National Managed Care Health Plan.**

ACCP 2008 Spring Forum Meeting. Phoenix, AZ.

**SERVICE EXPERIENCE**

<b>Peer Reviewer</b> PLOS ONE	2019
<b>Mentored Peer Reviewer</b> Child Maltreatment	2019
<b>Abstract Reviewer, <i>Disparities and Health Equity</i></b> Academy Health Annual Research Meeting	2019
<b>Peer Reviewer</b> Journal of Healthcare Quality	2018-present
<b>Sponsor, <i>Population Health Management Rotation</i></b> Inroads and Kaiser Permanente	2017-2018
<b>Member, Measure Development Team 11 (Polypharmacy)</b> Pharmacy Quality Alliance	2016-2017
<b>Member</b> Medical Reserve Corps, Cobb and Douglas County	2011-2016
<b>Technical Advisory Panel Member, Efficiency Resource Use</b> National Quality Forum	2011-2012

**Peer Reviewer** 2008-2010  
The Annals of Pharmacotherapy

**Member** 2007-2009  
Medical Reserve Corps, Oldham County

**Peer Reviewer** 2007-2010  
Journal of the American Pharmacists Association

## GRANTS

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### Received

**Expanding the Abdominal Aortic Aneurism and Pulmonary Nodule SureNet Program** 2019  
Lokahi Small Project Grant, Kaiser Permanente  
Awarded \$47,950 over a one-year period

**Using Natural Language Processing to Identify Asplenic Patients in Need of Immunizations** 2019  
Lokahi Small Project Grant, Kaiser Permanente  
Awarded \$12,000 over a one-year period

**Community Pharmacists' Impact on Hypertension Management: An MTM Model** 2006  
Incentive Grant: Practitioner Innovation in Pharmaceutical Care, American Pharmacists Association Foundation  
Awarded \$1,000 over a one-year period

### Not Funded

**Understanding the Relationship between Patient Trust in the Healthcare System and Social Determinants of Health** 2018  
Building Trust and Mutual Respect to Improve Health Care, Academy Health / Robert Wood Johnson Foundation





**APPLICATION FOR APPOINTMENT**  
Fayette County Hospital Authority

The Fayette County Hospital Authority was established by the Fayette County Board of Commissioners on February 2, 2000 when it was determined that a Hospital Authority would serve the citizens through financing projects as provided by the Hospital Authorities Law. While the Hospital Authority has no operational or oversight authority it does provide the ability to issue tax-free bonds and is able to offer the hospital a low-cost opportunity for capital funding.

The Fayette County Hospital Authority comprised of five volunteer members who serve for four-year terms. Appointments to the Hospital Authority comprise a distinguished blend of business and community leaders willing to serve voluntarily in support of the community through service on the authority. Potential appointees are nominated to the Hospital Authority by the Fayette County Board of Commissioners. Upon receiving nominees from the Fayette County Board of Commissioners, the Hospital Authority will either select a nominee or decline the nominees.

Please take a few minutes to complete the form and answer the questions below and return it with a resume, if available, to Tameca Smith, County Clerk, at [tsmith@fayettecountyga.gov](mailto:tsmith@fayettecountyga.gov) or 140 Stonewall Avenue, West, Suite 100, Fayetteville, GA 30214 **no later than 5:00 p.m. on Friday, February 25, 2022.**

If you have any questions, please call (770) 305-5103.

*NOTE: Information provided on this form is subject to disclosure as a public record under Georgia Open Records Law.*

NAME : ROGER COCHRAN

ADDRESS : 390 HEATHERDEN AVE  
FAYETTEVILLE, GA 30214

TELEPHONE : (cell) [REDACTED] (home) [REDACTED]

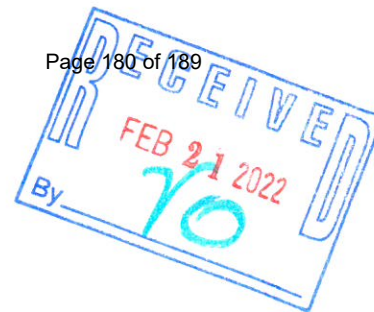
EMAIL ADDRESS : [REDACTED]

  
Signature

2/23/2022  
Date

**APPLICATION FOR APPOINTMENT**  
**Fayette County Hospital Authority**  
**Roger Cochran, PhD**  
**Feb 19 2022**

Page 180 of 189



1. How long have you been a resident of Fayette County?

10 Years: Peachtree City

4 Years: Fayetteville

2. Why are you interested in serving on the Fayette County Hospital Authority?

I've been professionally involved in community health care planning my entire career and education. I would like to use that experience for the betterment of my community.

3. What qualifications and experience do you possess for appointment to the Hospital Authority?

**Training:**

PhD in Medical Sociology and Gerontology (Georgia State University)

MS in Health Systems (Georgia Institute of Technology)

MA in Anthropology (University of Colorado)

ABD in Population Anthropology (University of North Carolina-Chapel Hill)

BS in Industrial Management (Georgia Institute of Technology)

**Experience:** All in both public and for-profit health care positions as shown (in 4) below.

4. List your recent employment experiences to include name of company and position.

Morgan Health Care Consulting

Owner/Partner (emeritus)

America Medical International

Manager for Corporate Development

North Central Georgia Health Systems Agency (Atlanta) (NCGHSA)

Associate Director and

Director of Project Review

Southwest Georgia Health Systems Agency (Albany) (SWGHS)

Director of Project Review and

Executive Director

5. Do you have any past experience relating to the Hospital Authority? If so, please describe.

Some decades ago, while Associate Director of the North Central Georgia Health Systems Agency, I conducted a public hearing in Fayetteville on an application by a for profit hospital chain to establish a hospital in Fayetteville. That application was not approved by the Board of Directors of the NCGaHSA (one of whom was Ferrel Sams, Jr, MD, of Fayetteville).

6. Are you currently serving on a commission/board/Authority or in an elected capacity with any government?

No.



**APPLICATION FOR APPOINTMENT  
Fayette County Hospital Authority  
Roger Cochran, PhD  
Feb 19 2022**

7. Have you attended any Hospital Authority meetings in the past two years and, if so, how many?

No.

8. Are you willing to attend seminars or continuing education classes at county expense?

Yes.

9. Based on the qualifications listed in Press Release, what qualifies you to be a member of the Hospital Authority?

Extensive graduate education in health related social sciences (MSHS and PhD) and a long career of professional experience with health care organizations

10. What is your vision of the county's future related to the duties of the Hospital Authority?

Fayette County continues to grow and become increasingly ethnically diverse. The HA must be sensitive to the needs of both an expanding population and one that is 4.4% Asian, 4.7% White-Hispanic, 22.5% Black or African American Non-Hispanic, and is 62.2% White Non-Hispanic to best serve the community.

While the County Health Ranking of Fayette County for both Health Outcomes and Health Factors is very high (#3 out of 159 Counties) this is an invitation to explore whether parts of our community do not participate, as fully as the majority in our very fortunate position, as one of the healthiest counties in Georgia (by the County Health Rankings metrics). Only Forsyth and Oconee Counties rank above us in this metric.

11. Would there be any possible conflict of interest between your employment or your family and you serving on the Hospital Authority?

No

12. Are you in any way related to a County Elected Official or County employee? If so, please describe.

No

13. Describe your current community involvement.

I have participated in two inter-racial reconciliation/understanding groups organized in the Trillith community where we live. I have an ongoing participation in a Fayette County meditation group. I am an active member of a Fayette County political party.

14. Have you been provided a copy of the county's Ethics Ordinance?

Yes.

15. Is there any reason you would not be able to comply with the Ethics Ordinance?

No.



APPLICATION FOR APPOINTMENT  
Fayette County Hospital Authority

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If you have any questions, please call (770) 305-5103.

*NOTE: Information provided on this form is subject to disclosure as a public record under Georgia Open Records Law.*

NAME : MICHAEL J. HOFRICHTER

ADDRESS : 125 TARRAGON DRIVE  
FAYETTEVILLE, GA 30215

TELEPHONE : (cell) [REDACTED] (work) (770) 460-1118  
(home)                     

EMAIL ADDRESS : mhofrichter@rhkpc.com

  
Signature

18 MAR 20  
Date



**R O G E R S  
H O F R I C H T E R  
& K A R R H L L C**

Main Office &  
Mailing Address  
225 S. Glynn St. Ste. A  
Fayetteville, GA 30214

770. 460. 1118 *Tel*  
877. 670. 6747 *Toll free*  
770. 460. 1920 *Fax*  
[www.roholaw.com](http://www.roholaw.com)

**GREG ROGERS  
MICHAEL HOFRICHTER  
& HEATHER KARRH**  
*Attorneys at Law*

## **Hospital Authority Applicant Michael J. Hofrichter**

The following are my responses to the Application for Appointment to the Hospital Authority:

### **1. How long have you been a resident of Fayette County?**

I have been a resident of Fayette County for 25 years, and I have operated a business here for 28 years.

### **2. Why are you interested in serving on the Fayette County Hospital Authority?**

I have the time and interest to serve on the Hospital Authority, and I possess deep knowledge of local issues and affairs. Maintaining the high quality of the hospital, both as a major employer, and the primary provider of health services in Fayette County, should be our top priority.

### **3. What qualifications and experience do you possess for appointment to the Hospital Authority?**

I am a practicing attorney, and have managed an eight person lawfirm in Fayette County since 1993. I am a disability advocate for various claim types (military veterans, social security disability, disability insurance, etc). I am also solely responsible for firm payroll, budgeting, ERISA plan administration, and cost management for annual revenue of approximately \$2M. I am proud that 6 of our 8 employees have been with our firm for more than 20 years.

I have also served on various community boards, including Fayette County Chamber of Commerce (Chairman, 2002), Fayette County Bar Association (President, 2001), Metro Fayette Kiwanis Club (President, 1997), Fayette Community Foundation, Fayette Fire Foundation (current), and Boy Scout Troop 75 (current).

### **4. List your recent employment experiences to include name of company and position.**

Since 1993, I have been a practicing attorney and managing partner with Rogers, Hofrichter & Karrh, LLC, a Fayette County lawfirm.



**5. Do you have any past experience relating to the Hospital Authority? If so, please describe.**

No.

**6. Are you currently serving on a commission/board/authority or in any elected capacity with any government?**

I am a board member with the Fayette Fire Foundation, and I prepared its initial non-profit incorporation paperwork, as well as its Mission Statement, Bylaws, and Articles of Incorporation. I also recently cycled off the Fayetteville Mainstreet Board, where I had served since 2005.

**7. Have you attended any Hospital Authority meetings in the past two years and, if so, how many?**

No.

**8. Are you willing to attend seminars or continuing education classes at county expense?**

Yes.

**9. Based on the qualifications listed in Press Release, what qualifies you to be a member of the Hospital Authority?**

I have broad perspectives as a long-time resident, business owner, community volunteer, and as a disability advocate representing several thousand individuals with various health conditions and medical needs. I have extensively dealt with insured and uninsured clients, with private healthcare insurers, and with various government healthcare providers (Medicare, Medicaid, Tricare, etc). I can provide knowledge and insight to this board, and I am looking forward to serving if asked.

**10. What is your vision of the county's future related to the duties of the Hospital Authority?**

I have seen the hospital expand from a nascent entity in mid-1990s, to what it has become today – nationally recognized for excellence in health care delivery. The hospital should strive to maintain this excellence through thoughtful and deliberate decisions necessary to meet the expanding medical needs of the community.

**11. Would there be any possible conflict of interest between your employment or your family and you serving on the Hospital Authority?**

No.

**12. Are you in any way related to a County Elected Official or County employee? If so, please describe.**

No.

**13. Describe your current community involvement.**

I serve on the Fayette Fire Foundation executive committee, committee member with Boy Scout Troop 75 in Peachtree City, and I have been a basketball coach with Peachtree City Youth Basketball Association for five years.

**14. Have you been provided a copy of the county's Ethics Ordinance?**

Yes, and I have read it completely.

**15. Is there any reason you would not be able to comply with the Ethics Ordinance?**

No.

## Michael J. Hofrichter

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### Contact Info

125 Tarragon Drive • Fayetteville, GA 30215 •   
mhofrichter@rhkpc.com

### Education

Juris Doctor, Univ. of Georgia School of Law  
B.A., Bowling Green State University, with honors

### Employment History

- 1993 - present Partner, and managing member of Rogers, Hofrichter & Karrh, LLC. Practice areas include workers compensation, veterans' disability benefits, Social Security disability (Medicare/Medicaid), and life, health and disability insurance.
- 1990 - 1993 Swift, Currie, McGhee & Hiers. Insurance defense attorney representing employers and insurers.

### Professional Honors

AV Preeminent Rated (Peer/Judicial) Martindale Hubbell  
Georgia Super Lawyers (2013 to present)

### Community Leadership Positions

- 2015 - present Board of Directors, Fayette Fire Foundation (founding member)
- 2019 - present Committee member Boy Scout Troop 75 (Peachtree City UMC)
- 2015 - 2019 Committee member Cub Scout Pack 201 (Providence UMC)
- 2005 - 2012, 2016 - 2019 Board of Directors, Mainstreet Foundation, City of Fayetteville
- 2003 - 2012 Board of Directors, Fayette Community Foundation
- 2002 Chairman, Fayette County Chamber of Commerce
- 1999 - 2003 Board of Directors, Fayette County Chamber of Commerce
- 2001 President, Fayette County Bar Association
- 1997 President, Metro Fayette Kiwanis Club
- 1994 - 2002 Member, Metro Fayette Kiwanis Club

### Personal

Married 18 years to Denise Hofrichter, a staff member at St. Gabriel Catholic Church  
Son, Luke, a sixth grader at Rising Starr Middle School



**Purchasing Department**  
 140 Stonewall Avenue West, Ste 204  
 Fayetteville, GA 30214  
 Phone: 770-305-5420  
 www.fayettecountyga.gov

To: Steve Rapson  
 Through: Ted L. Burgess *TLB*  
 From: Natasha M. Duggan *NMD*  
 Date: May 23, 2022  
 Subject: **Contract 1825-B: Annual Contract for Waterline Extension**  
**Task Order 13: Longview Road Loop - Revised**

The Water System must respond to needs for emergency or other non-routine repairs, extensions, or similar work on the water distribution system. On October 8, 2020, the Board of Commissioners awarded Contract 1825-B to Shockley Plumbing Co., Inc. which allows task orders to be issued to establish a not-to-exceed or fixed price for each project. The contract was renewed for Fiscal Year 2022.

Task Order 13 requests approval to extend 500 linear feet (LF) of an 8" DIP water main and appurtenances along Longview Road between Brogdon Road and Bethea Drive. This waterline will provide a loop to service a dead-end line on Bethea Road. Without this loop extension, Bethea Road will have no water service during Phillips Dam reconstruction. The original estimate for the work was obtained in February. Since then, the cost of materials has increased, and the estimate has been revised.

Specifics of the proposed task order are as follows:

<b>Contract Name</b>	#1825-B: Annual Contract for Waterline Extension	
<b>Contractor</b>	Shockley Plumbing Co., Inc.	
<b>Type of Contract</b>	Annual, indeterminate quantity, fixed unit price contract	
<b>Task Order 13</b>	Longview Road Loop	
<b>Not to Exceed Amount</b>	\$131,000.00	
<b>Budget:</b>		
<b>Fund</b>	<b>507</b>	<b>Water System CIP</b>
<b>Org Code</b>	507	
<b>Object</b>	117607	
<b>Project</b>	8WTEX	Waterline Extensions
<b>Available</b>	\$505,539.52	As of 5/23/2022

Approved by: *Steve Rapson* Date: 5/23/22

Place on County Administrator's Report?  Yes  No On Agenda Dated: 6/9/2022





# SHOCKLEY PLUMBING, INC.

1749 HABERSHAM CHURCH ROAD  
PERKINS, GEORGIA 30442

**K.R. SHOCKLEY**  
Mobile: (770) 550-5083  
Fax: (478) 982-4131

**R.W. SHOCKLEY**  
Mobile: (770) 550-5085  
E-mail: robertshockley@att.net

*Revised Estimate*

~~INVOICE~~ NO. 4146

DATE: 2-17-2022

JOB: *Longview*

*John, James,*

*Please allow this estimate to revise estimate # 4143.*

*Labor*

*Eastside of Longview \$55,000 - \$68,000*

*Westside of Longview \$73,000 - \$86,000*

*Materials:*

~~*\$35,000*~~ *\$45,000*

*Materials Revised: 5-23-2022*

*Totals*

*Eastside \$90,000 - 103,000*

*Westside ~~\$108,000 - 121,000~~*

*\$118,000 - \$131,000*

*Thank You*

*Rw Shockley*



