

**MINUTES OF REGULAR MEETING
COBB COUNTY BOARD OF COMMISSIONERS
SEPTEMBER 27, 2022
7:00 PM**

The Regular Meeting of the Cobb County Board of Commissioners was held on Tuesday, September 23, 2022 at 7:00 p.m. in the second-floor public meeting room at 100 Cherokee Street, Cobb County Building, Marietta, Georgia. Present and comprising a quorum of the Board were:

Chairwoman Lisa Cupid
Commissioner JoAnn Birrell
Commissioner Keli Gambrill
Commissioner Jerica Richardson
Commissioner Monique Sheffield

CALL TO ORDER

Chairwoman Cupid called the meeting to order at 7:04 p.m.

PUBLIC HEARING

1. **To conduct a public hearing prior to expending \$100,000.00 or more for transit planning, engineering, and environmental services for Cumberland Transit Center Site Selection Study, Project E10C04; Marietta Transit Center Site Selection Study, Project E10C05; and South Cobb Transit Center Site Selection Study, Project X2417.**

Karl Von Hagel, Transportation Deputy Director, requested a public hearing prior to expending \$100,000.00 or more for transit planning, engineering, and environmental services for: Cumberland Transit Center Site Selection Study, Project E10C04; Marietta Transit Center Site Selection Study, Project E10C05; and South Cobb Transit Center Site Selection Study, Project X2417.

Chairwoman Cupid opened the public hearing and asked those wishing to speak to come forward to address the Board. Following two speakers, the Public Hearing was closed.

No official action was taken by the Board.

2. **To conduct a public hearing and approve the Chattahoochee Corridor Plan Certificate of Compliance for remodel of an existing single-family residence at 4217 Paces Ferry Road.**

Jessica Guinn, Community Development Agency Director, requested a public hearing prior to approval of a Chattahoochee Corridor Certificate of Compliance for remodel of an existing single-family residence at 4217 Paces Ferry Road.

Chairwoman Cupid opened the Public Hearing and asked those wishing to speak to come forward to address the Board. There being no speakers, the Public Hearing was closed and the following motion was made:

Motion by Richardson, second by Birrell, to **approve** the Chattahoochee Corridor Certificate of Compliance for remodel of an existing single-family residence at 4217 Paces Ferry Road, in Land Lot 973 & 974 of the 17th District, Cobb County, GA; subject to the rules and guidelines of the Metropolitan River Protection Act and all applicable Cobb County development standards and regulations.

VOTE: ADOPTED 5-0

3. To conduct the second public hearing to solicit comments and input on the proposed amendments to Chapters 2 (Administration), 18 (Building Regulations), 54 (Fire Prevention and Protection), 78 (Licenses, Permits and Businesses), 83 (Nuisances), 90 (Parks and Recreation), 102 (Solid Waste), 106 (Streets, Sidewalks and Other Public Places), 110 (Subdivisions), and 134 (Zoning).

Jessica Guinn, Community Development Agency Director, presented information regarding the recommended changes to the Cobb County Code amendments to Chapters 2 (Administration), 6 (Alcoholic Beverages), 18 (Building Regulations), 54 (Fire Prevention and Protection), 78 (Licenses, Permits and Businesses), 83 (Nuisances), 90 (Parks and Recreation), 102 (Solid Waste), 106 (Streets, Sidewalks and Other Public Places), 110 (Subdivisions), and 134 (Zoning).

Clerk's Note: During the presentation, Ms. Guinn stated Chapter 102 Solid Waste had been withdrawn from this amendment cycle at the 9/13/22 Board of Commissioners' Public Hearing.

Chairwoman Cupid opened the Public Hearing and asked those wishing to speak to come forward to address the Board. Following 23 speakers, the Public Hearing was closed.

Chapter 18 - Building Regulations

Motion by Cupid, second by Sheffield, to **approve** Chapter 18 - Building Regulations, as presented and revised in the draft amendment package 1, distributed September 22, 2022 to be effective January 1, 2024.

VOTE: **ADOPTED 5-0**

Chapter 2 - Administration

Motion by Cupid, second by Richardson, to **approve** Chapter 2 - Administration as presented in draft amendment package 1, distributed September 22, 2022.

VOTE: **ADOPTED 5-0**

Chairwoman Cupid called a brief recess from 8:58 p.m. – 9:10 p.m.

Chapter 54- Fire Prevention and Protection

Motion by Cupid, second by Birrell, to **approve** Chapter 54 - Fire Prevention and Protection, as presented in draft amendment package 1, distributed September 22, 2022.

VOTE: **ADOPTED 5-0**

Chapter 78 - Licenses, Permits and Businesses

Motion by Cupid, second by Sheffield, to **approve** Chapter 78 - *Licenses, Permits and Businesses*, as presented and revised in draft amendment package 1, distributed September 22, 2022 with the following additional changes:

- *Add effective of January 1, 2023 to (b) 4*
- *Add written notification to adjacent property owners to (e) 2 (d)*
- *Add the following sentence to the end of (h) 1 – No more than one short-term rental certificate shall be issued per dwelling unit.*
- *Add provision regulating notice to (h) 8 e.*

VOTE: **ADOPTED 4-1; Gambrill opposed**

Chapter 83 - Nuisances

Motion by Cupid, second by Birrell, to **approve** Chapter 83 - *Nuisances*, as presented and revised in the draft amendment package 1, distributed September 22, 2022.

VOTE: **ADOPTED 5-0**

Chapter 90 - Parks and Recreation

Motion by Cupid, second by Birrell, to **approve** Chapter 90 - *Parks and Recreation*, as presented and revised in draft amendment package 1, distributed September 22, 2022.

VOTE: **ADOPTED 5-0**

Chapter 106 - Streets, Sidewalks and Other Public Places

Motion by Cupid, second by Birrell, to **approve** Chapter 106 - *Streets, Sidewalks and Other Public Places*, as presented and revised in the draft amendment package 1, distributed September 22, 2022.

VOTE: **ADOPTED 5-0**

Chapter 110 - Subdivisions

Motion by Cupid, second by Birrell, to **approve** Chapter 110 - *Subdivisions*, as presented and revised in the draft amendment package 1, distributed September 22, 2022

VOTE: **ADOPTED 5-0**

Chapter 134 - Zoning

Chapter 134-1 Definitions

Motion by Cupid, second by Birrell, to **approve** Chapter 134-1 - *Definitions*, as presented and revised in the draft amendment package 1, distributed September 22, 2022 with the following changes:

- *Modify (1) under the definition to Heavy automotive establishment to read: A maximum of one (1) vehicle per designated parking space shall be parked outside overnight.*
- *Modify (1) under the definition of Light automotive establishment to read: A maximum of one (1) vehicle per designated parking space shall be parked outside overnight.*

VOTE: **ADOPTED 5-0**

Chapter 134-121 Generally

Motion by Cupid, second by Richardson, to **approve** Chapter 134-121 – *Generally*, as presented and revised in the draft amendment package 1, distributed September 22, 2022 with the following changes:

- *Modify 134-121 (8)(a) from 30 days to 15 business days*

VOTE: **ADOPTED 5-0**

Chapter 134-162, 134-206, 134-207, 134-217, 134-219, 134-221, 134-228, 134-230, 134-231, 134-266, 134-324 and 134-325 through 134-340

Motion by Cupid, second by Sheffield, to **approve** the above chapters, as presented and revised in the draft amendment package 1, distributed September 22, 2022.

VOTE: **ADOPTED 5-0**

Clerk's Note – After discussion with the County Attorney, it was confirmed that due to a typographical error there will be no changes made to 134-191.

Mr. Bill Rowling, County Attorney, requested the Board add an effective date for the changes to Chapter 110; thereafter, the following motion was made:

Motion by Cupid, second by Birrell, to **add** October 1, 2022 as the effective date for the changes to Chapter 110 - *Subdivisions*.

VOTE: **ADOPTED 5-0**

PUBLIC COMMENT

1. Amy Barnes addressed the Board regarding due process.
2. Abby Shiffman addressed the Board regarding the Library System.
3. Donna Port addressed the Board regarding support of District 2 Commissioner.
4. Karissa Blue addressed the Board regarding Blue Eden Community Garden.
5. Craig Harfoot addressed the Board regarding the Code Amendment process.

CONSENT AGENDA

MOTION: Motion by Cupid second by Birrell, to **approve** the following items on the Consent Agenda, *as revised* with the exception to Items 43 & 49 which were pulled from the Consent Agenda and heard on the Regular Agenda (See Items 56 & 57 of these Minutes); and **authorize** execution of the necessary documents by the appropriate County personnel.

Superior Court Administration

4. **To authorize the application for grant funds from the Criminal Justice Coordinating Council for the Drug Treatment Court.**

To **authorize** the application for grant funds from the Criminal Justice Coordinating Council for the Drug Treatment Court; and **further authorize** the Chairwoman and Superior Court Administrator to execute the necessary documents.

5. **To authorize the application for grant funds from the Criminal Justice Coordinating Council for the Veterans Accountability and Treatment Court.**

To **authorize** the application for grant funds from the Criminal Justice Coordinating Council for the Veterans Accountability and Treatment Court, and **further authorize** the Chairwoman and Superior Court Administrator to execute the necessary documents.

6. **To authorize the application for grant funds from the Criminal Justice Coordinating Council for the Mental Health Court.**

To **authorize** the application for grant funds from the Criminal Justice Coordinating Council for the Mental Health Court; and **further authorize** the Chairwoman and Superior Court Administrator to execute the necessary documents.

7. **To authorize the application for grant funds from the Criminal Justice Coordinating Council for the Mental Health Court.**

To **authorize** the application for grant funds from the Criminal Justice Coordinating Council for the Mental Health Court; and **further authorize** the Chairwoman and Superior Court Administrator to execute the necessary documents.

8. **To authorize the application for grant funds from the Criminal Justice Coordinating Council for the Drug Treatment Court.**

To **authorize** the application for grant funds from the Criminal Justice Coordinating Council for the Drug Treatment Court; and **further authorize** the Chairwoman and Superior Court Administrator to execute the necessary documents.

9. **To authorize the application for grant funds from the Judicial Council of Georgia for the Cobb Judicial Circuit.**

To **authorize** the application for grant funds from the Judicial Council of Georgia for the Cobb Judicial Circuit; and **further authorize** the Chairwoman or the Superior Court Administrator to execute the necessary documents.

Juvenile Court

10. **To authorize the application, acceptance and appropriation of grant funds from the Criminal Justice Coordinating Council (CJCC) under the Victims of Crimes Act (VOCA) continuation grant program to support the Juvenile Court of Cobb County, Court Appointed Special Advocate (CASA) Program.**

To **authorize** the application, acceptance and appropriation of funding from the Victims of Crime Act Grant Program in the amount of \$205,805.00, for the period October 1, 2022 through September 30, 2023; **authorize** the transfer of all personnel from Unit F061 and F062 to Unit F073 in the grant fund; **authorize** the corresponding budget transactions; and **further authorize** the Chairwoman to execute the necessary documents.

Increase revenue	270-190-FO73-4467	(CJCC)	\$205,805.00
Increase expenditure	270-190-FO73-6012	(Salaries)	\$124,857.00
	270-190-FO73-6034	(FICA)	\$ 9,552.00
	270-190-FO73-6052	(Workers Comp)	\$ 1,636.00
	270-190-FO73-6044	(Retirement)	\$ 32,318.00
	270-190-FO73-6036	(Medical Insurance)	\$ 26,524.00
	270-190-FO73-6400	(Training)	\$ 5,193.00
	270-190-FO73-6326	(Professional Services)	\$ 4,325.00
	270-190-FO73-6394	(Registration Fees)	\$ 1,400.00
TOTAL			\$205,805.00

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State Court Administration

11. To authorize the application for supplemental grant funding from the Georgia Accountability Court Funding Committee.

To **authorize** the application for supplemental grant funds from the Georgia Accountability Court Funding Committee.

Water System

12. To approve final funding for the emergency work and payment to Wade Coots Company, Inc. for Tramore Park Sewer Emergency Repairs, Program No. S3038.

To **approve** final funding for the emergency work with Wade Coots Company, Inc., a savings to the emergency work in the amount of \$27,313.00, for Tramore Park Sewer Emergency Repairs, Program No. S3038; **authorize** the corresponding budget transactions; and **further authorize** the Chairwoman to execute the necessary documents.

No additional funding is required for the Water System's Tramore Park Sewer Emergency Repairs, Program No. S3038.

Decrease Encumbrance:

GAE 51003232106	510-500-5755-8260	S3038-C	\$27,313.00
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Transfer from:

Tramore Park Sewer Emergency Repairs

Construction	510-500-5755-8260	S3038-C	\$27,313.00
Materials & Supplies	510-500-5755-8265	S3038-M	\$10,000.00
Contingency	510-500-5755-8810	S3038-T	<u>\$ 3,700.00</u>
Total			\$41,013.00

Transfer to:

Unidentified New/Replacement Sewer
Lines

Preliminary Estimates	510-500-5755-8005	S2503-Z	\$41,013.00
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13. **To approve a construction contract with Smith Pipeline, Inc. for Philmont Estates Phase 1 and Lakewood Estates Water Main Replacement, Program No. W2403.**

To **approve** a construction contract with Smith Pipeline, Inc., in the amount of \$1,949,165.00, for Philmont Estates Phase 1 and Lakewood Estates Water Main Replacement, Program No. W2403; **authorize** the corresponding budget transactions; and **further authorize** the Chairwoman to execute the necessary documents.

Funding is available in the Water System's CIP Budget as follows:

Transfer from:

Unidentified New/Replacement Water
Mains

Preliminary Estimates	510-500-5754-8005	W1503-Z	\$2,003,040.00
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Transfer to:

Philmont Estates Phase 1 and Lakewood Estates Water Main
Replacement

Construction	510-500-5754-8260	W2403-C	\$1,949,165.00
Interest Expense on Retainage	510-500-5754-6613	W2403-A	\$ 4,875.00
Materials & Supplies	510-500-5754-8265	W2403-M	\$ 10,000.00
Contingency	510-500-5754-8810	W2403-T	\$ 39,000.00
Total			\$2,003,040.00

14. To approve final funding for the work order under the Unit Price Contract for Water, Sewer, and Miscellaneous Services with Site Engineering, Inc. for Hartman Road Sewer Crossing, Program No. S1139.

To **approve** final funding for the work order under the Unit Price Contract for Water, Sewer, and Miscellaneous Services with Site Engineering, Inc., a savings to the work order in the amount of \$36,057.22, for Hartman Road Sewer Crossing, Program No. S1139; **authorize** the corresponding budget transactions; and **further authorize** the Chairwoman to execute the necessary documents.

No additional funding is required for the Water System's Harman Road Sewer Crossing, Program No. S1139.

Decrease Encumbrance:

GAE 51002092108	510-500-5755-8260	S1139-C	\$36,057.22
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Transfer from:

Hartman Road Sewer Crossing

Construction	510-500-5755-8260	S1139-C	\$36,057.22
Easements & Right-of-Way	510-500-5755-8020	S1139-R	\$15,000.00
Materials & Supplies	510-500-5755-8265	S1139-M	\$ 1,000.00
Contingency	510-500-5755-8810	S1139-T	<u>\$ 2,715.00</u>
Total			\$54,772.22

Transfer to:

Unidentified New/Replacement Sewer Lines

Preliminary Estimates	510-500-5755-8005	S2503-Z	\$54,772.22
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15. **To approve a construction contract with Ray Campbell Contracting Co., Inc. for White View Drive Water Main Replacement, Program No. W2413.**

To **approve** a construction contract with Ray Campbell Contracting Co., Inc. in the amount of \$337,942.50, for White View Drive Water Main Replacement, Program No. W2413; **authorize** the corresponding budget transactions; and **further authorize** the Chairwoman to execute the necessary documents

Funding is available in the Water System's CIP Budget as follows:

Transfer from:

Unidentified New/Replacement Water Mains

Preliminary Estimates	510-500-5754-8005	W1503-Z	\$352,202.50
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Transfer to:

White View Drive Water Main Replacement

Construction	510-500-5754-8260	W2413-C	\$337,942.50
Materials & Supplies	510-500-5754-8265	W2413-M	\$ 7,500.00
Contingency	510-500-5754-8810	W2413-T	<u>\$ 6,760.00</u>
Total			\$352,202.50

16. To approve final funding for the work order under the Unit Price Contract for Water, Sewer, and Miscellaneous Services with K. M. Davis Contracting Co., Inc. for Bloombridge Way Sewer Outfall Replacement, Program No. S2079.

To **approve** final funding for the work order under the Unit Price Contract for Water, Sewer, and Miscellaneous Services with K. M. Davis Contracting Co., Inc., a savings to the work order in the amount of \$12,950.70, for Bloombridge Way Sewer Outfall Replacement, Program No. S2079; **authorize** the corresponding budget transactions; and **further authorize** the Chairwoman to execute the necessary documents.

No additional funding is required for the Water System's Bloombridge Way Sewer Outfall Replacement, Program No. S2079.

Decrease Encumbrance:

GAE 51004132114	510-500-5755-8260	S2079-C	\$12,950.70
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Transfer from:

Bloombridge Way Sewer
Outfall Replacement

Construction	510-500-5755-8260	S2079-C	\$12,950.70
Easements & Right-of-Way	510-500-5755-8020	S2079-R	\$ 5,000.00
Materials & Supplies	510-500-5755-8265	S2079-M	\$ 1,000.00
Contingency	510-500-5755-8810	S2079-T	<u>\$ 2,960.00</u>
Total			\$21,910.70

Transfer to:

Unidentified New/Replacement
Sewer Lines

Preliminary Estimates	510-500-5755-8005	S2503-Z	\$21,910.70
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17. To authorize the Chairwoman to execute easements for Galleria Area Outfall Sewer Replacement, Program No. S2065.

To **authorize** the Chairwoman to execute easements for Galleria Area Outfall Sewer Replacement, Program No. S2065.

18. **To approve final funding for the work order under the Unit Price Contract for Water, Sewer, and Miscellaneous Services with Wade Coots Company, Inc. for Post Oak Tritt Road at Sewell Mill Creek Sewer Replacement, Program No. S2082.**

To **approve** final funding for the work order under the Unit Price Contract for Water, Sewer, and Miscellaneous Services with Wade Coots Company, Inc., a savings to the work order in the amount of \$6,576.00 for Post Oak Tritt Road at Sewell Mill Creek Sewer Replacement, Program No. S2082; **authorize** the corresponding budget transactions; and **further authorize** the Chairwoman to execute the necessary documents.

No additional funding is required for the Water System's Post Oak Tritt at Sewell Mill Creek Sewer Replacement, Program No. S2082.

Decrease Encumbrance:

GAE 51005112111	510-500-5755-8260	S2082-C	\$6,576.00
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Transfer from:

Post Oak Tritt Road at Sewell Mill Creek Sewer Replacement

Construction	510-500-5755-8260	S2082-C	\$ 6,576.00
Easements & Right-of-Way	510-500-5755-8020	S2082-R	\$ 1,000.00
Materials & Supplies	510-500-5755-8265	S2082-M	\$ 500.00
Contingency	510-500-5755-8810	S2082-T	<u>\$ 2,490.00</u>
Total			\$10,566.00

Transfer to:

Unidentified New/Replacement Sewer Lines

Preliminary Estimates	510-500-5755-8005	S2503-Z	\$10,566.00
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19. **To convey by quit claim deed to the underlying property owner any County rights associated with a sanitary sewer easement for an abandoned sanitary sewer located in Land Lot 352 of the 17th District.**

To **convey** by quit claim deed to the underlying property owner, Siasim Old Concord, LLC, any County rights associated with an easement for an abandoned sanitary sewer located in Land Lot 352 of the 17th District; and **authorize** the Chairwoman to execute the necessary documents. A copy of Attachment I is attached and made a part of these minutes.

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20. To approve final funding for the work order under the Unit Price Contract for Water, Sewer, and Miscellaneous Services with Ray Campbell Contracting Co., Inc. for Griggs Street Water Main Replacement, Program No. W2415.

To **approve** final funding for the work order under the Unit Price Contract for Water, Sewer, and Miscellaneous Services with Ray Campbell Contracting Co., Inc., a savings to the work order in the amount of \$22,257.77 for Griggs Street Water Main Replacement, Program No. W2415; **authorize** the corresponding budget transactions; and **further authorize** the Chairwoman to execute the necessary documents.

No additional funding is required for the Water System's Griggs Street Water Main Replacement, Program No. W2415.

Decrease Encumbrance:

GAE 51004272112	510-500-5754-8260	W2415-C	\$22,257.77
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Transfer from:

Griggs Street Water Main Replacement

Construction	510-500-5754-8260	W2415-C	\$22,257.77
Materials & Supplies	510-500-5754-8265	W2415-M	\$ 4,734.37
Contingency	510-500-5754-8810	W2415-T	<u>\$ 1,660.00</u>
Total			\$28,652.14

Transfer to:

Unidentified New/Replacement Water Mains

Preliminary Estimates	510-500-5754-8005	W1503-Z	\$28,652.14
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21. To approve a unit price contract with Duke's Root Control, Inc. for FY23-FY24 Sewer Root Control.

To **approve** a unit price contract with Duke's Root Control, Inc. for FY23- FY24 Sewer Root Control; and **authorize** the Chairwoman to execute the necessary documents.

Funding is available in the Water System's System Maintenance Sewer Line Repair and Maintenance Service FY23 Operating Budget for Fund 500, Department 500, Unit 5400, Object 6516.

Transportation

22. To approve the updated List of Roadways to establish speed zones for the posting of speed limits and for the use of speed detection devices.

To **approve** the updated List of Roadways, List Number 09-2022-02, to establish speed zones for the posting of speed limits and for the use of speed detection devices; and **authorize** the Chairwoman to execute the necessary documents.

23. To approve a contract with Butch Thompson Enterprises, Inc., for Concrete Repairs: Districts 2 and 3, Project No. TR528, CCDOT Contract No. 001977.

To **approve** a contract with Butch Thompson Enterprises, Inc., in an amount not to exceed \$279,794.38, for Concrete Repairs: Districts 2 and 3, Project No. TR528, CCDOT Contract No. 001977; **authorize** the corresponding budget transaction; and **further authorize** the Chairwoman to execute the necessary documents.

Available in the Public Facility Projects Fund, with the following budget transfer:

Transfer from:	380-050-4605-4605-6512-TR528-O	Contracted Services	\$279,794.38
Transfer to:	380-050-4605-4605-8762-TR528-C	Turnkey Construction	\$279,794.38

24. To approve Supplemental Agreement No. 1 to the Agreement for ProjectView Support with Stellar Services, Inc., for implementation and support of the Transit Division upgrades for Transportation Technology - ProjectView Development and Support, CCDOT Contract No. 001784.

To **approve** Supplemental Agreement No. 1 to the Agreement for ProjectView Support with Stellar Services, Inc., in a net amount not to exceed \$56,300.00, for implementation and support of Transit Division upgrades for Transportation Technology - ProjectView Development and Support, CCDOT Contract No. 001784; **authorize** the corresponding budget transactions; and **further authorize** the Chairwoman to execute the necessary documents.

Available with the following reallocation and budget transfers within the Transit Grant Fund, for issuance of a new GAE:

Decrease GAE 20302082235:	203-050-T081-6326	Professional Services	\$4,935.00
Transfer from:	203-050-T081-6326	Professional Services	\$4,935.00
Transfer to:	203-050-T081-8005	Preliminary Estimate	\$4,935.00

Issue New GAE:

Transfer from:	203-050-T085-8005	Preliminary Estimate	\$61,235.00
Transfer to:	203-050-T085-6326	Professional Services	\$61,235.00

25. **To approve Supplemental Agreement No. 2 to the contract with Walton Signage, Ltd., for regional bus stop signage equipment and related services, Project No. T068, CCDOT Contract No. 001361.**

To **approve** Supplemental Agreement No. 2 to the contract with Walton Signage, Ltd., in an amount not to exceed \$94,367.46, for regional bus stop signage equipment and related services, Project No. T068, CCDOT Contract No. 001361; **authorize** the corresponding budget transaction; and **further authorize** the Chairwoman to execute the necessary documents.

Available in the Transit Grant Fund, with the following budget transfer:

Transfer from:	203-050-T068-8005 Preliminary Estimate	\$94,367.46
Transfer to:	203-050-T068-6199 Transit Signs/Sign Equipment	\$94,367.46
Increase GAE 20301221930:	203-050-T068-6199 Transit Signs/Sign Equipment	\$94,367.46

26. **To approve the 2022 annual update to the Cobb County Department of Transportation Title VI Plan.**

To **approve** the 2022 annual update to the Cobb County Department of Transportation Title VI Plan. A copy of the 2022 annual update to the Cobb County Department of Transportation Title VI Plan is attached and made a part of these minutes.

27. **To adopt a resolution authorizing the submission of a Reconnecting Communities Pilot Program grant application to the U.S. Department of Transportation for the East-West Connector Corridor Improvements planning project.**

To **adopt** a resolution authorizing the submission of a Reconnecting Communities Pilot Program grant application to the U.S. Department of Transportation for the East-West Connector Corridor Improvements planning project; **designate** Laraine Vance and Drew Raessler as the authorized Department representatives for all matters associated with the RCP Program grant application; and **authorize** the Chairwoman, or her designee, to execute the necessary documents. A copy of said Resolution is attached and made a part of the minutes.

28. **To adopt a resolution authorizing the submission of a Reconnecting Communities Pilot Program grant application to the U.S. Department of Transportation for the Cumberland Core Loop, also known as Cumberland Sweep, planning project.**

To **adopt** a resolution authorizing the submission of a Reconnecting Communities Pilot Program grant application to the U.S. Department of Transportation for the Cumberland Core Loop, also known as Cumberland Sweep, planning project; **designate** Laraine Vance and Drew Raessler as the authorized Department representatives for all matters associated with the RCP Program grant application; and **authorize** the Chairwoman, or her designee, to execute the necessary documents. A copy of said Resolution is attached and made a part of the minutes.

29. **To approve a Project Framework Agreement with the Georgia Department of Transportation for preliminary engineering design of Noonday Creek Trail at SR 3 and Noonday Creek – Pedestrian Bridge, Project No. TR525, GDOT P.I. No. 0017989.**

To **approve** a Project Framework Agreement with the Georgia Department of Transportation for preliminary engineering design of Noonday Creek Trail at SR 3 and Noonday Creek – Pedestrian Bridge, Project No. TR525, GDOT P.I. No. 0017989; **authorize** the corresponding budget transactions; and **further authorize** the Chairwoman to execute the necessary documents.

Appropriate receipt of revenue from the Georgia Department of Transportation to the Public Facility Projects Fund, as follows:

Increase Revenue:	380-050-4594-4594-4466-TR525-E	GDOT Revenue	\$1,954,262.00
Increase Expenditure:	380-050-4594-4594-8721-TR525-E	Preliminary Estimate	\$1,954,262.00

30. **To approve a Cobb Framework Agreement with the Town Center Community Improvement District for preliminary engineering design of Noonday Creek Trail at SR 3 and Noonday Creek – Pedestrian Bridge, Project No. TR525, GDOT P.I. No. 0017989.**

To **approve** a Cobb Framework Agreement with the Town Center Community Improvement District for preliminary engineering design of Noonday Creek Trail at SR 3 and Noonday Creek – Pedestrian Bridge, Project No. TR525, GDOT P.I. No. 0017989; **authorize** the corresponding budget transactions; and **further authorize** the Chairwoman to execute the necessary documents.

Appropriate receipt of revenue from the Town Center Community Improvement District to the Public Facility Projects Fund, as follows:

Increase Revenue:	380-050-4594-4594-4505-TR525-E	CID Revenue	\$488,565.50
Increase Expenditure:	380-050-4594-4594-8721-TR525-E	Preliminary Estimate	\$488,565.50

31. **To adopt a resolution authorizing the submission of a Georgia Outdoor Stewardship Program grant application to the Georgia Department of Natural Resources to assist with funding construction of Chattahoochee River Trailhead.**

To **adopt** a resolution authorizing the submission of a Georgia Outdoor Stewardship Program grant application to the Georgia Department of Natural Resources to assist with funding construction of Chattahoochee River Trailhead; **designate** Drew Raessler, Department of Transportation Director, as the authorized representative for all matters associated with this grant application; and **further authorize** the Chairwoman, or her designee, to execute the necessary documents. A copy of said Resolution is attached and made a part of the minutes.

37. **To authorize the application for and acceptance of the 2022 PLA Digital Literacy Workshop Incentive Grant from the Public Library Association.**

To **authorize** the application for and acceptance of the 2022 PLA Digital Literacy Workshop Incentive Grant in the amount of \$7,000.00; **authorize** the corresponding budget transactions; and **further authorize** the Chairwoman or Helen Poyer, Library Director, to execute the necessary documents.

Increase Revenue:	270-080-L100-L106-4506	(Other Local Revenue)	\$7,000.00
Increase Expenditure:	270-080-L100-L106-6204	(Other Supplies)	\$7,000.00

Support Services Agency

Information Services

38. **To approve a sole source contract with Schneider Geospatial to host and support the Tax Assessor's public web portal.**

To **approve** a sole source contract with Schneider Geospatial, in an amount not to exceed \$196,344.00, to host and support the Tax Assessor's public web portal; **authorize** the corresponding budget transactions; and **further authorize** the Chairwoman to execute the necessary documents as approved by the County Attorney's Office.

Funding for FY 2023 is available in the Information Services operating budget as follows:

010-035-0400-6349	(IT Subscription Service)	\$45,384.00
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39. **To approve the transfer of appropriated funding from the IS FY 2022 General Fund budget to the IS Surveillance and Access Control System Update 380 Fund budget and to authorize contract negotiations with Astro Integrated Systems to implement a video call box/intercom system.**

To **approve** the transfer of appropriated funding from FY 2022 General Fund budget to the IS Surveillance and Access Control System Update 380 Fund budget in the amount of \$300,000.00; **authorize** negotiations for final scope of services and fees with Astro Integrated Systems to implement a video call box/intercom system for Superior Court Judges and staff; and **authorize** the corresponding budget transactions.

Funding will be available in the IS Surveillance and Access Control System Update 380 Program Fund, with the following transfers:

Decrease Expenditure:	010-035-0400-6326	Professional Services	\$300,000.00
Increase Expenditure:	010-035-0400-6594	Interfund Expense	\$300,000.00
Increase Revenue:	380-035-4736-4960	Interfund Revenue	\$300,000.00
Increase Expenditure:	380-035-4736-6326	Professional Services	\$300,000.00

Property Management

40. **To approve a contract with Astro Integrated Systems of Georgia for the purchase and installation of the County's enterprise access control system for the Superior Court Senior Judges Courtroom 4200 and holding cells.**

To **approve** a contract with Astro Integrated Systems of Georgia, in the amount of \$105,728.43, for the purchase and installation of the County's enterprise access control system for the Superior Court courtroom 4200 and holding cells, located at 70 Haynes Street, Marietta; and **authorize** the corresponding budget transactions.

Funding is available with the following transfers:

Decrease Expenditure:	010-035-0400-6326	(Professional Services)	\$105,728.43
Increase Expenditure:	010-035-0400-6594	(Interfund Expense)	\$105,728.43
Increase Revenue:	380-035-4736-4960	(Interfund Revenue)	\$105,728.43
Increase Expenditure:	380-035-4736-6326	(Professional Services)	\$105,728.43

41. **To authorize funding transfer from FY22 Designated District Capital Contingency to the Public Facilities Projects Fund for interior improvements at the South Cobb Regional Library.**

To **authorize** funding transfer, in the amount of \$525,000.00, from FY22 Designated District Capital Contingency to the Public Facilities Projects Fund for interior improvements at the South Cobb Regional Library, 805 Clay Road, Mableton; **authorize** the corresponding budget transactions; and **further authorize** the Chairwoman to execute the necessary documents.

Funding will be available with the following budget transactions:

Decrease Expenditure:	010-015-0145-8820	District 4 Capital Contingency	\$525,000.00
Increase Expenditure:	010-015-0145-6594	Interfund Expense	\$525,000.00
Increase Revenue:	380-080-4637-4960	Interfund Revenue	\$525,000.00
Increase Expenditure:	380-080-4637-8005	Preliminary Estimates	\$525,000.00

Public Safety Agency

42. **To approve changes to the fee schedule for Cobb County Wrecker Zone Holders that perform tows within the police districts.**

To **approve** changes to the fee schedule for Cobb County Wrecker Zone Holders that perform tows within the police districts. A copy of the fee schedule attached and made a part of these minutes.

Public Services Agency

PARKS

32. To approve expenditures with W.E. Contracting, through Cobb County Master Contract Agreement, to fund crib wall improvements at Cobblestone Golf Course, a capital improvement project.

To **approve** expenditures with W. E. Contracting, through Cobb County Master Agreement, for renovations and replacement of crib walls at Cobblestone Golf Course, in an amount not to exceed \$212,202.00; **authorize** the corresponding budget transactions; and **further authorize** the Purchasing Director to execute the necessary documents.

Decrease Expenditure:	010-105-3200-8005 (Preliminary Estimates)	\$212,202.00
Increase Expenditure:	010-105-3200-8024 (Land Improvements or Development)	\$212,202.00

33. To authorize the transfer of FY2022 capital contingency funding to the Public Facilities Project Fund in support of Oregon Park/Swingtime Property for capital improvements.

To **authorize** the transfer of FY2022 capital contingency funding, in the amount of \$1,000,000.00, to the Public Facilities Project Fund in support of Oregon Park/Swingtime Property for capital improvements; **authorize** the corresponding budget transactions; and **further authorize** the Chairwoman to execute the necessary documents.

Funding will be available with the following budget transactions:

Decrease Expenditure:	010-015-0145-8820	District 1 Capital Contingency	\$1,000,000.00
Increase Expenditure:	010-015-0145-6594	Interfund Expense	\$1,000,000.00
Increase Revenue:	380-105-4737-4960	Interfund Revenue	\$1,000,000.00
Increase Expenditure:	380-105-4737-8005	Preliminary Estimates	\$1,000,000.00

34. **To authorize the transfer of FY2022 capital contingency funding to the Public Facilities Project Fund in support of District 4 Pocket Parks for capital improvements.**

To **authorize** the transfer of FY2022 capital contingency funding, in the amount of \$275,000.00, to the Public Facilities Project Fund in support of District 4 Pocket Parks capital improvements; **authorize** the corresponding budget transactions; and **further authorize** the Chairwoman to execute the necessary documents.

Funding will be available with the following budget transactions:

Decrease Expenditure:	010-015-0145-8820	District 4 Capital Contingency	\$275,000.00
Increase Expenditure:	010-015-0145-6594	Interfund Expense	\$275,000.00
Increase Revenue:	380-105-4738-4960	Interfund Revenue	\$275,000.00
Increase Expenditure:	380-105-4738-8005	Preliminary Estimates	\$275,000.00

Library System

35. **To authorize the application for and acceptance of 2022 GHRAC Historical Records Grant from the Georgia Historical Records Advisory Council.**

To **authorize** the application for and acceptance of the 2022 GHRA Historical Records Grant from the Georgia Historical Records Advisory Council in the amount of \$3,500.00; **authorize** the corresponding budget transactions; and **further authorize** the Chairwoman or Helen Poyer, Library Director, to execute the necessary documents.

Increase Revenue:	270-080-L100-L105-4506	(Other Local Revenue)	\$3,500.00
Increase Expenditure:	270-080-L100-L105-6204	(Other Supplies)	\$3,500.00

36. **To authorize acceptance of the Rosalynn Carter Butterfly Trail LSTA Grant from the Board of Regents, Georgia Public Library Service.**

To **authorize** the acceptance of the Rosalynn Carter Butterfly Trail LSTA Grant in the amount of \$275.00; **authorize** the corresponding budget transactions; and **further authorize** the Chairwoman or Helen Poyer, Library Director, to execute the necessary documents.

Increase Revenue:	270-080-L100-L104-4455	(Georgia Public Library Service)	\$275.00
Increase Expenditure:	270-080-L100-L104-6204	(Other Supplies)	\$275.00

43. To authorize the purchase of Public Safety vehicles.

This item was heard as a Regular Item (See Item 56 of these Minutes).

Community Development

44. To review a summary of the appeal hearing conducted by the License Review Board on September 1, 2022 for Canton Cook Cobb, LLC doing business as Canton Cook.

To **affirm** the decision of the License Review Board, following the review of the summary of the appeal hearing of September 1, 2022 to approve the application for a beer and wine pouring license for Canton Cook Cobb, LLC d/b/a Canton Cook, 2063 Canton Rd., Marietta, GA 30066, Lisheng Xu, licensee.

45. To review a summary of the appeal hearing conducted by the License Review Board on September 1, 2022 for Puleo Crafts, LLC d/b/a Board and Brush.

To **affirm** the decision of the License Review Board, following the review of the summary of the appeal hearing of September 1, 2022 to approve the application for a bottlehouse license for Puleo Crafts, LLC d/b/a Board and Brush, 2323 Shallowford Rd., Suite 107, Marietta, GA 30066, Lillian Puleo, licensee.

46. To review a summary of the appeal hearing conducted by the License Review Board on September 1, 2022 for 876 Nyamminz, LLC d/b/a 876 Nyamminz.

To **affirm** the decision of the License Review Board, following the review of the summary of the appeal hearing of September 1, 2022 to approve the application for a beer and wine pouring license for 876 Nyamminz, LLC d/b/a 876 Nyamminz, 1475 Terrell Mill Rd., Suite 106, Marietta, GA 30067, Rena Rose-Bailey, licensee.

Risk Management

47. To authorize Risk Management to bind insurance coverage for Property Insurance including Boiler Machinery, Excess Casualty, Crime Insurance, Fiduciary Liability, Cyber Liability, Excess Cyber Liability, Aviation Liability, Marine Liability, Terrorism Insurance, and Mable House Historic Property Insurance coverage effective October 1, 2022

To **authorize** Risk Management to bind insurance coverage for Property Insurance including Boiler Machinery, Excess Casualty, Crime Insurance, Fiduciary Liability, Cyber Liability, Aviation Liability, Marine Liability, Terrorism Insurance, and Mable House Historic Property Insurance coverage effective October 1, 2022, and **further authorize** the Chairwoman to execute all documents necessary.

Funding is available in the FY23 adopted budget under 710-055-8011.

Finance

48. **To adopt a resolution adopting all budget amendments set forth in agenda items on this date.**

To **adopt** a resolution adopting all budget amendments set forth in agenda items on this date. A copy of the said resolution is attached and made a part of these minutes.

49. **To request that the Board of Commissioners authorize the prepayment in full of the Association County Commissioners of Georgia Leasing Program Certificates of Participation (Cobb County Courthouse Parking Deck Project), Series 2010.**

This item was heard as a Regular Item (See Item 57 of these Minutes).

50. **To authorize all budget transactions necessary for the final close-out of the FY2022 budgets of the General Fund and other Operating Funds.**

To **authorize** all budget transactions necessary for the final close-out of the FY2022 budgets of the General Fund and other operating funds, and direct the County Manager to review and bring these transactions before the Board of Commissioners for final approval at a later date.

As necessary for the FY2022 year-end close-out of the General Fund and other operating funds:

Increase/Decrease Revenue Appropriations to match actual receipts
Increase/Decrease Expenditure Appropriations to match actual expenditures
Increase Fund Balance/Retained Earnings Appropriations to prevent deficits

CobbWorks

51. **To accept a Workforce Innovation and Opportunity Act grant award from the Technical College System of Georgia for CobbWorks, Inc. to provide education, training, and employment services for Dislocated Workers.**

To **authorize** the acceptance of a Dislocated Worker program grant award in the amount of \$285,024.00 from the Technical College System of Georgia for CobbWorks, Inc., the local Workforce Development Board, to provide training and employment services for dislocated workers; **authorize** the corresponding budget transactions; and **further authorize** the Chairwoman to execute the necessary documents.

Funding for this Workforce Innovation and Opportunity Act grant will be appropriated in the WIOA Fund as follows:

Increase Revenue:

276-120-WP22-WP22DW-4430 (Federal Grant Revenue)	\$285,024.00
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Increase Expenditures:

276-120-WP22-WP22DW-A-Varies (Admin)	\$ 28,502.00
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276-120-WP22-WP22DW-P-Varies (Program)	<u>\$256,522.00</u>
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Total Grant:	\$285,024.00
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52. **To accept a Workforce Innovation and Opportunity Act grant award from the Technical College System of Georgia for CobbWorks, Inc. to provide education, training, and employment services for adult workers.**

To **authorize** the acceptance of an Adult Program grant award in the amount of \$105,503.00 from the Technical College System of Georgia for CobbWorks, Inc., the local Workforce Development Board, to provide training and employment services for dislocated workers; **authorize** the corresponding budget transactions; and **further authorize** the Chairwoman to execute the necessary documents.

Funding for this Workforce Innovation and Opportunity Act grant will be appropriated in the WIOA Fund as follows:

Increase Revenue:

276-120-WP22-WP22AD-4430 (Federal Grant Revenue)	\$105,503.00
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Increase Expenditures:

276-120-WP22-WP22AD-A-Varies (Admin)	\$ 10,550.00
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276-120-WP22-WP22AD-P-Varies (Program)	<u>\$ 94,953.00</u>
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Total Grant: (See Attachment Details)	\$105,503.00
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53. To accept a Workforce Innovation and Opportunity Act grant award from Cobb County Community Services Block Grant Program for CobbWorks, Inc. to provide education and training for eligible clients.

To **authorize** the acceptance of the Cobb County Community Services Block Grant award in the amount of \$10,000.00 for CobbWorks, Inc., the local Workforce Development Board, to provide educational training for Cobb County residents; **authorize** corresponding budget transactions; and **further authorize** the Chairwoman to execute the necessary documents.

Funding for this CSBG grant will be appropriated in the Cobb Literacy Council / CobbWorks, Inc.

54. To accept a Workforce Innovation and Opportunity Act grant award from the Technical College System of Georgia for CobbWorks, Inc. to provide education training and employment services for Dislocated Workers.

To **accept** a grant award in the amount of \$400,000.00 from the Technical College System of Georgia for CobbWorks, Inc., the local Workforce Development Board, to provide education, training, and employment services to Dislocate Workers; **authorize** the corresponding budget transactions; and **further authorize** the Chairwoman to execute the necessary documents.

Funding for this Workforce Innovation and Opportunity Act grant will be appropriated in the WIOA Fund as follows:

Increase Revenue:

276-120-WF20-COVID3-A &P-4430/Vary	\$400,000.00
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Increase Expenditure:

276-120-WF20-COVID-A	\$ 40,000.00
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276-120-WF20-COVID-P	<u>\$360,000.00</u>
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Total Grant Award:	\$400,000.00
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County Clerk

55. To approve minutes.

To **approve** minutes from the following meetings:

- September 12, 2022 - Agenda Work Session
- September 13, 2022 - BOC Regular Meeting
- September 20, 2022 - BOC Zoning Hearing

CONSENT VOTE: **ADOPTED 5-0**; with the exception to Agenda Item 31 which was *ADOPTED 4-1, Commissioner Gambrill opposed.*

Fire and Emergency Services

56. To authorize the purchase of Public Safety Vehicles.

Motion by Cupid, second by Birrell to **authorize** the purchase of Public Safety replacement vehicles using available State Contracts, Sourcewell (formerly NJPA), and other Contracted Pricing Agreements, for the procurement of replacement vehicles per Fleet Management's Vehicle Replacement Schedule, in an amount not to exceed \$10,000,000.00 as part of the 2022 Cobb County Special Purpose Local Option Sales Tax; **authorize** the corresponding budget transactions; and **further authorize** the Chairwoman to execute the necessary documents.

Funding is available in the 2022 SPLOST Fund as follows:

348-130-B106-B1061-8605 (Autos, Vans, Trucks and Motorcycles) Phase A \$10,000,000.00

VOTE: **ADOPTED 5-0**

Finance

57. To request that the Board of Commissioners authorize the prepayment in full of the Association County Commissioners of Georgia Leasing Program Certificates of Participation (Cobb County Courthouse Parking Deck Project), Series 2010.

Motion by Cupid, second by Richardson to **authorize** the prepayment in full of the Association County Commissioners of Georgia Leasing Program Certificates of Participation (Cobb County Courthouse Parking Deck Project), Series 2010; **authorize** the related discharge of the Trust Indenture, purchase of the Parking Deck, cancellation of the Deed to Secure Debt and Security Agreement, and other necessary or appropriate actions related thereto; **authorize** the corresponding budget transactions; and **further authorize** the execution of the necessary or appropriate documents.

Funding will be made available with the following budget transactions:

Increase Revenue:	010-014-0140-4980	(Fund Balance)	\$5,225,000.00
Increase Expenditure:	010-0140-0140-6594	(Transfer-out)	\$5,225,000.00
Increase Revenue:	240-110-4821-4960	(Transfer-in)	\$5,225,000.00
Increase Expenditures:	240-110-4821-6930	(Principal)	\$5,180,000.00
	240-110-4821-6931	(Interest)	\$ 45,000.00

Amounts above will be subject to change based on the final terms of the prepayment letter, the date of prepayment and the funds then available within the Parking Deck Fund.

VOTE: **ADOPTED 5-0**

Transportation

58. To approve a Department of the Army License with the U.S. Army Corps of Engineers for bridge maintenance on Mars Hill Road over Allatoona Creek, Project No. X2115.

Motion by Gambrill, second by Birrell, to **approve** a Department of the Army License with the U.S. Army Corps of Engineers for bridge maintenance on Mars Hill Road over Allatoona Creek, Project No. X2115; and **authorize** the Chairwoman to execute the necessary documents.

VOTE: **ADOPTED 5-0**

59. To approve a Cobb Framework Agreement with the City of Powder Springs for Powder Springs - Marietta Street Traffic Signal System Preservation, Project No. B2553.

Motion by Sheffield, second by Birrell, to **approve** a Cobb Framework Agreement with the City of Powder Springs for Powder Springs - Marietta Street Traffic Signal System Preservation, Project No. B2553; **authorize** the corresponding budget transactions; and **further authorize** the Chairwoman to execute the necessary documents.

Appropriate receipt of revenue from the City of Powder Springs to the 2022 SPLOST Transportation Improvements Program Fund, as follows:

Increase Revenue: 348-050-B250-B250-4506-B2553-A Other Local Revenue \$900,000.00
Increase Expenditure: 348-050-B250-B250-8005-B2553-A Preliminary Estimate \$900,000.00

The 2022 Special Purpose Local Option Sales Tax (SPLOST), adopted by the Board of Commissioners on July 14, 2020, provides for capital improvements and anticipated corresponding budget funding to address, inter alia, Traffic Management, Transportation Technology, and Planning.

Powder Springs - Marietta Street Traffic Signal System Preservation is an eligible project/program under the Traffic Management, Transportation Technology, and Planning Component of the 2022 SPLOST Transportation Improvements (2022 Cobb SPLOST Renewal, pp. 1, 18). SPLOST funding for Traffic Management, Transportation Technology, and Planning will be used to replace and upgrade the county's traffic signal infrastructure, install traffic signals at locations that satisfy traffic signal warrant(s) as established in the current version of the Manual on Uniform Traffic Control Devices, optimize the operations of the traffic system, improve the county's transportation technology systems, and develop long and short-term planning strategies.

SPLOST Project Summary as of September 7, 2022: Powder Springs - Marietta Street Traffic Signal System Preservation (new project as of 09/27/22)

Budget:	\$0.00	Expended:	\$0.00
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VOTE: **ADOPTED 5-0**

60. To approve a Cobb Framework Agreement with the City of Powder Springs for 2022 Special Purpose Local Option Sales Tax Joint City Projects.

Motion by Sheffield, second by Birrell, to **approve** a Cobb Framework Agreement with the City of Powder Springs, in an amount not to exceed \$3,000,000.00, for 2022 Special Purpose Local Option Sales Tax Joint City Projects; **authorize** the corresponding budget transactions; and **further authorize** the Chairwoman to execute the necessary documents.

Available in the 2022 SPLOST Fund, with the following budget transactions:

Decrease Expenditure:	348-055-B134-8005-B1304-A	Preliminary Estimate	\$3,000,000.00
Increase Expenditure:	348-055-B134-6574-B1304-A	Contributions	\$3,000,000.00

The 2022 Special Purpose Local Option Sales Tax (SPLOST), adopted by the Board of Commissioners on July 14, 2020, provides for capital improvements and anticipated corresponding budget funding to address, inter alia, Joint City Projects.

City of Powder Springs Joint Projects with the County are eligible projects/programs under the Joint City Projects Component of the 2022 SPLOST (2022 Cobb SPLOST Renewal, pp. 1, 45, Appendix A). SPLOST funding for Joint City Projects will provide for capital improvement projects selected by each municipality for specific benefit to the community, as identified in Appendix A.

SPLOST Component Summary as of September 7, 2022: Joint Projects with Cities

Budget:	\$18,000,000.00	Encumbered/Expended:	\$0.00
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VOTE: **ADOPTED 5-0**

61. **To approve Change Order No. 1 (final) to the contract with C.W. Matthews Contracting Company, Inc., for: McCollum Parkway at Ben King Road, Project No. X2309; Big Shanty Road Sidewalk, Project No. X2704; and McCollum Parkway Multi-Use Trail, Project No. E7350, CCDOT Contract No. 001490.**

Motion by Birrell, second by Sheffield, to **approve** Change Order No. 1 (final) to the contract with C.W. Matthews Contracting Company, Inc., a savings to the contract in the amount of \$1,031,308.60, for: McCollum Parkway at Ben King Road, Project No. X2309; Big Shanty Road Sidewalk, Project No. X2704; and McCollum Parkway Multi-Use Trail, Project No. E7350, CCDOT Contract No. 001490; **authorize** the corresponding budget transactions; and **further authorize** the Chairwoman to execute the necessary documents.

A savings to the 2016 SPLOST Transportation Improvements Program Fund, with the following budget transfer:

Decrease Encumbrance

GAE 34703102026: 347-050-X230-X230-8762-X2309-C Turnkey Construction \$638,194.04

Transfer from: 347-050-X230-X230-8762-X2309-C Turnkey Construction \$638,194.04

Transfer to: 347-050-X260-X260-8761-X2606-C Preliminary Estimate \$638,194.04

The 2016 Special Purpose Local Option Sales Tax (SPLOST), adopted by the Board of Commissioners on July 22, 2014, provides for capital improvements and anticipated corresponding budget funding to address, inter alia, Intersection Improvements.

McCollum Parkway at Ben King Road (joint project with Kennesaw) is an eligible project/program under the Safety and Operational Improvements – Intersection Improvements Component of the 2016 SPLOST TIP (Cobb County 2016 SPLOST, pp. 7, 16). McCollum Parkway at Ben King Road (joint project with Kennesaw) includes intersection improvements.

SPLOST Project Summary as of September 7, 2022: McCollum Parkway at Ben King Road (Joint Project with Kennesaw)

Budget: \$3,829,589.87 Expended: \$3,032,315.69

A savings to the 2016 SPLOST Transportation Improvements Program Fund, with the following budget transfer:

Decrease Encumbrance

GAE 347031020261: 347-050-X270-X270-8762-X2704-C Turnkey Construction \$73,105.46

Transfer from: 347-050-X270-X270-8762-X2704-C Turnkey Construction \$73,105.46

Transfer to: 347-050-X270-X270-8761-X2704-C Preliminary Estimate \$73,105.46

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To approve Change Order No. 1 (final) to the contract with C.W. Matthews Contracting Company, Inc., for: McCollum Parkway at Ben King Road, Project No. X2309; Big Shanty Road Sidewalk, Project No. X2704; and McCollum Parkway Multi-Use Trail, Project No. E7350, CCDOT Contract No. 001490. (Cont.)

The 2016 SPLOST, adopted by the Board of Commissioners on July 22, 2014, provides for capital improvements and anticipated corresponding budget funding to address, inter alia, Sidewalks.

Big Shanty Road Sidewalk is an eligible project/program under the Pedestrian Improvements – Sidewalks Component of the 2016 SPLOST TIP (Cobb County 2016 SPLOST, pp. 7, 14). Pedestrian Improvements within Commission District 3 include construction of sidewalks and other pedestrian improvements along roadways in the vicinity of schools, activity center multi-modal facilities (transit stops/shelters, etc.), and other congested areas, to include pedestrian bridges where needed.

SPLOST Project Summary as of September 7, 2022: Big Shanty Road Sidewalk

Budget:	\$387,463.77	Expended:	\$313,740.81
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A savings to the 2011 SPLOST Transportation Improvements Program Fund, with the following budget transfer:

Decrease Encumbrance

GAE 34503102026:	345-050-E007-E735-8762-E7350-C	Turnkey Construction	\$188,534.87
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Transfer from:	345-050-E007-E735-8762-E7350-C	Turnkey Construction	\$188,534.87
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Transfer to:	345-050-E000-E000-8761-E0000-C	Preliminary Estimate	\$188,534.87
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The 2011 SPLOST, adopted by the Board of Commissioners on December 14, 2010, provides for capital improvements and anticipated corresponding budget funding to address, inter alia, Sidewalks.

McCollum Parkway Multi-Use Trail (formerly known as McCollum Parkway Sidewalk) is an eligible project/program under the Pedestrian Improvements – Sidewalks Component of the 2011 SPLOST TIP (Cobb County 2011 SPLOST, pp. 10, 16). Fill-In-The-Gaps improvements include construction of sidewalks along roadways throughout the County.

SPLOST Project Summary as of September 7, 2022: McCollum Parkway Multi-Use Trail

Budget:	\$1,027,999.41	Expended:	\$804,868.97
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A savings to the Water System DOT Projects - Relocate Lines Adopted CIP Budget, with the following budget transfers:

Decrease Encumbrance

GAE 51003102026:	510-500-5756-8260-W4404-C	Construction	\$131,474.23
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Transfer from:	McCollum Parkway at Ben King Road		
	510-500-5756-8260-W4404-C	Construction	\$131,474.23
	510-500-5756-8265-W4404-M	Materials & Supplies	\$ 5,000.00
	510-500-5756-6613-W4404-A	Interest Expense on Ret.	\$ 1,330.00
	510-500-5756-8810-W4404-T	Contingency	<u>\$ 10,640.00</u>
		Total	\$148,444.23

Transfer to:	DOT Projects - Relocate Lines		
	510-500-5756-8005-W4069-Z	Preliminary Estimate	\$148,444.23

VOTE: ADOPTED 5-0

62. To ratify previous action by the County Manager authorizing emergency drainage repairs on Hyatt Drive, and approve Project No. B2245 to the 2021 Countywide Unit Price Contract with Advanced Sports Construction, LLC for said repairs, CCDOT Contract No. 001979.

Motion by Gambrill, second by Richardson, to **ratify** previous action by the County Manager authorizing emergency drainage repairs on Hyatt Drive, in response to a void; **approve** Project No. B2245 to the 2021 Countywide Unit Price Contract with Advanced Sports Construction, LLC, in an amount not to exceed \$395,825.00, for said repairs, CCDOT Contract No. 001979; **authorize** the corresponding budget transactions; and **further authorize** the Chairwoman to execute the necessary documents.

Available in the 2022 SPLOST Transportation Improvements Program Fund, with the following budget transfer:

Transfer from:	348-050-B220-B220-8005-B2201-A	Preliminary Estimate	\$380,825.00
Transfer to:	348-050-B220-B220-8762-B2245-C	Turnkey Construction	\$380,825.00

The 2022 Special Purpose Local Option Sales Tax (SPLOST), adopted by the Board of Commissioners on July 14, 2020, provides for capital improvements and anticipated corresponding budget funding to address, inter alia, Drainage System.

Hyatt Drive is an eligible project/program under the Drainage System Component of the 2022 SPLOST Transportation Improvements (2022 Cobb SPLOST Renewal, pp. 1, 14). SPLOST funding for drainage system improvements will provide for the repair and replacement of existing drainage facilities within the county right- of-way.

SPLOST Component Summary as of September 7, 2022: Drainage System

Budget:	\$10,086,879.47	Encumbered/Expended:	\$1,671,922.69
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Available in the Water System DOT Projects - Relocate Lines Adopted CIP Budget, with the following budget transfers:

Transfer from:	DOT Projects - Relocate Lines		
	510-500-5756-8005-W4069-Z	Preliminary Estimate	\$16,800.00
Transfer to:	Hyatt Drive - Utility Allowance		
	510-500-5756-6496-W5066-C	Drainage Contract R&M SVC.	\$15,000.00
	510-500-5756-8265-W5066-M	Material and Supplies	\$ 1,500.00
	510-500-5756-8810-W5066-T	Contingency	\$ 300.00
		Total:	\$16,800.00

VOTE: **ADOPTED 5-0**

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63. To approve Change Order No. 1 (final) to the contract with Chatfield Contracting, Inc., for drainage system repairs on Rockcrest Court, Project No. B2224, CCDOT Contract No. 001910.

Motion by Birrell, second by Cupid, to **approve** Change Order No. 1 (final) to the contract with Chatfield Contracting, Inc., a savings to the project in the amount of \$55,734.90, for drainage system repairs on Rockcrest Court, Project No. B2224, CCDOT Contract No. 001910; **authorize** the corresponding budget transactions; and **further authorize** the Chairwoman to execute the necessary documents.

A savings to the 2022 SPLOST Transportation Improvements Program Fund, with the following budget transfer:

Decrease Encumbrance

GAE 34806142261: 348-050-B220-B220-8762-B2224-C Turnkey Construction \$31,479.90

Transfer from: 348-050-B220-B220-8762-B2224-C Turnkey Construction \$31,479.90

Transfer to: 348-050-B220-B220-8761-B2224-C Preliminary Estimate \$31,479.90

The 2022 Special Purpose Local Option Sales Tax (SPLOST), adopted by the Board of Commissioners on July 14, 2020, provides for capital improvements and anticipated corresponding budget funding to address, inter alia, Drainage System.

Rockcrest Court is an eligible project/program under the Drainage System Component of the 2022 SPLOST Transportation Improvements (2022 Cobb SPLOST Renewal, pp. 1, 14).

SPLOST Component Summary as of September 7, 2022: Drainage System

Budget:	\$10,086,879.47	Encumbered/Expended	\$1,671,922.69
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A savings to the Water System DOT Projects – Relocate Lines Adopted CIP Budget, with the following budget transfers:

Decrease Encumbrance

GAE 51006142261: 510-500-5756-6496-W5059-C Drainage Contract R&M Svc. \$24,255.00

Transfer from:	949 Rockcrest Ct. Drainage - Utility Allow.	
	510-500-5756-6496-W5059-C Drainage Contract R&M Svc.	\$24,255.00
	510-500-5756-8265-W5059-M Materials & Supplies	\$ 800.00
	510-500-5756-8810-W5059-T Contingency	\$ 500.00
	Total:	\$25,555.00

Transfer to:	DOT Projects - Relocate Lines	
	510-500-5756-8005-W4069-Z Preliminary Estimate	\$25,555.00

VOTE: **ADOPTED 5-0**

64. To approve Change Order No. 1 (final) to the contract with Advanced Sports Construction, LLC for drainage system repairs on Jane Drive, Project No. D2852, CCDOT Contract No. 001716.

Motion by Sheffield, second by Birrell, to **approve** Change Order No. 1 (final) to the contract with Advanced Sports Construction, LLC, a savings to the project in the amount of \$21,974.00, for drainage system repairs on Jane Drive, Project No. D2852, CCDOT Contract No. 001716; **authorize** the corresponding budget transactions; and **further authorize** the Chairwoman to execute the necessary documents.

A savings to the 2005 SPLOST Transportation Improvements Program Fund, with the following budget transfer:

Decrease Encumbrance

GAE 34009282133:	340-050-7502-D285-8762-D2852-C	Turnkey Construction	\$13,065.00
Transfer from:	340-050-7502-D285-8762-D2852-C	Turnkey Construction	\$13,065.00
Transfer to:	340-050-7500-D000-8761-D0000-C	Preliminary Estimate	\$13,065.00

The 2005 Special Purpose Local Option Sales Tax (SPLOST), adopted by the Board of Commissioners on June 14, 2005, provides for capital improvements and anticipated corresponding budget funding to address, inter alia, Drainage System Improvements.

Jane Drive is an eligible project/program under the Infrastructure Preservation – Drainage System Improvements Component of the 2005 SPLOST Transportation Improvements (Cobb County 2005 SPLOST, pp. 3, 23).

SPLOST Component Summary as of September 7, 2022: Drainage System Improvements

Budget:	\$14,941,395.70	Encumbered/Expended:	\$14,899,515.30
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A savings to the Water System DOT Projects - Relocate Lines Adopted CIP Budget, with the following budget transfers:

Decrease Encumbrance

GAE 51009282133:	510-500-5756-6496-W5040-C	Drainage Contract R&M Svc.	\$ 8,909.00
Transfer from:	6400 Jane Drive Drainage -	Utility Allow.	
	510-500-5756-6496-W5040-C	Drainage Contract R&M Svc.	\$ 8,909.00
	510-500-5756-8265-W5040-M	Materials & Supplies	\$ 1,000.00
	510-500-5756-8810-W5040-T	Contingency	\$ 200.00
		Total:	\$10,109.00
Transfer to:	DOT Projects - Relocate Lines		
	510-500-5756-8005-W4069-Z	Preliminary Estimate	\$10,109.00

VOTE: **ADOPTED 5-0**

65. **To approve an Intergovernmental Agreement with Cobb County Board of Education for the donation of right-of-way and temporary construction easement for Chestnut Lake Drive Sidewalk, Project No. X2730.**

Motion by Richardson, second by Gambrill, to **approve** an Intergovernmental Agreement with Cobb County Board of Education for the donation of right-of-way and temporary construction easement on a tract of land identified as project parcel no. 2, tax parcel no. 01001100130, 1st District, Second Section of Cobb County, Georgia, for Chestnut Lake Drive Sidewalk, Project No. X2730; **authorize** acceptance of the donation of required right-of-way for said project; and **further authorize** the Chairwoman to execute the necessary documents.

VOTE: **ADOPTED 5-0**

66. **To determine that circumstances are such that it is necessary to proceed with condemnation proceedings by Declaration of Taking under O.C.G.A §32-3-4, et. seq., on one parcel on Mableton Parkway Pedestrian Improvements, Phase 2, Project No. X2770.**

Motion by Sheffield, second by Birrell, to **determine** that circumstances are such that it is necessary to proceed with condemnation proceedings by Declaration of Taking under O.C.G.A. §32-3-4, et. seq.; **authorize** the commencement of condemnation proceedings on one parcel on Mableton Parkway Pedestrian Improvements, Phase 2, Project No. X2770; **adopt** a Resolution and Order in form substantially similar to that presented and as approved by the County Attorney's Office; and **further authorize** the Chairwoman to execute the necessary documents. A copy of Attachment I is attached and made a part of these minutes.

VOTE: **ADOPTED 5-0**

67. **To approve Supplemental Agreement No. 1 to Resurfacing Contract 2022-4 Local Roads (District 4) with Magnum Paving, LLC for resurfacing at the CobbLinc Maintenance Facility, CCDOT Contract No. 001793.**

Motion by Birrell, second by Sheffield, to **approve** Supplemental Agreement No. 1 to Resurfacing Contract 2022-4 Local Roads (District 4) with Magnum Paving, LLC, in an amount not to exceed \$198,066.59, for resurfacing at the CobbLinc Maintenance Facility, CCDOT Contract No. 001793; **authorize** the corresponding budget transactions; and **further authorize** the Chairwoman to execute the necessary documents.

Available in the Transit Operating Fund, with the following budget transfers:

Transfer from:	200-050-4802-8110	Renovation of Buildings and Structures	\$101,066.47
	200-050-4802-8768	Paving	\$ 97,000.12
Transfer to:	200-050-4802-8762	Turnkey Construction	\$198,066.59

VOTE: **ADOPTED 5-0**

68. **To authorize the transfer of General Fund Undesignated Contingency funding for White Boulevard Sidewalk, Project No. TR531.**

Motion by Sheffield, second by Birrell, to **authorize** the transfer of General Fund Undesignated Contingency funding to the Department's Public Facility Projects Fund, in the amount of \$200,000.00, for White Boulevard Sidewalk, Project No. TR531; and **further authorize** the corresponding budget transactions.

Funding will be available with the following budget transactions:

Decrease Expenditure: 010-015-0145-8820	District 4 Capital Contingency	\$200,000.00
Increase Expenditure: 010-015-0145-6594	Interfund Transfer - Expense	\$200,000.00
Increase Revenue: 380-050-4739-4960-TR531-C	Interfund Transfer - Revenue	\$200,000.00
Increase Expenditure: 380-050-4739-8005-TR531-C	Preliminary Estimate	\$200,000.00

VOTE: **ADOPTED 5-0**

NON-AGENDA ITEM

Motion by Cupid, second by Richardson to **add** the following Non-Agenda Item from Fire and Emergency Services to the Regular Agenda.

VOTE: **ADOPTED 5-0**

Fire and Emergency Services

69. **To authorize the acceptance of a donation from Mr. Jack Milkey**

Motion by Cupid, second by Richardson to **authorize** the acceptance of a donation for Fire Station 4, in the amount of \$5,000.00, for equipment; authorize the corresponding budget transactions; and **further authorize** the related appropriations.

Appropriate receipt of revenue as follows:

Increase Revenue: 270-130-1000-4920 (Gifts and Donations)	\$5,000.00
Increase Expense: 270-130-1000-8818 (Standard Restricted Reserve Contingency)	\$5,000.00

VOTE: **ADOPTED 5-0**

Public Services Agency

PARKS

70. **To apply for the Improving Neighborhood Outcomes in Disproportionally Impacted Communities Grant through the Governor's Office of Planning and Budget for park development, renovations and revitalization.**

Motion by Gambrill, second by Richardson, to **authorize** application for the Improving Neighborhood Outcomes in Disproportionally Impacted Communities through the State of Georgia office of Planning and Budget; **authorize** the corresponding budget transactions; and **further authorize** the Chairwoman to execute the necessary documents.

VOTE: **ADOPTED 5-0**

Support Services Agency

Information Services

71. **To approve the transfer of appropriated funding from the IS FY 2022 General Fund budget to the IS 2016 SPLOST Fund budget and approve the recommended ranking of the three most qualified firms for configuration and implementation of an enterprise Information Technology Service Management (ITSM) System. This is a 2016 SPLOST project, Technology Improvements Program X0020.**

Motion by Cupid, second by Richardson, to **approve** the transfer of appropriated funding from the IS FY 2022 General Fund budget to the IS 2016 SPLOST Fund budget in the amount of \$413,500.00; **approve** the recommended ranking of the three most qualified firms for configuration and implementation of an enterprise Information Technology Service Management (ITSM) System; 2016 SPLOST project, Technology Improvements Program X0020; **authorize** negotiations for final scope of services and fees beginning with the top ranked firm; and **further authorize** the corresponding budget transactions.

Funding will be available in the 2016 SPLOST Program Fund, with the following transfers:

Decrease Expenditure: 010-035-0400-8005	Estimates	\$413,500.00
Increase Expenditure: 010-035-0400-6594	Interfund Expense	\$413,500.00
Increase Revenue: 347-035-X002-4960-X002-X0020-A	Interfund Revenue	\$413,500.00
Increase Expenditure: 347-035-X002-8005-X002-X0020-A	Estimates	\$413,500.00

The 2016 Special Purpose Local Option Sales Tax (SPLOST), adopted by the Board of Commissioners on July 22, 2014, provides for capital improvements and anticipated corresponding budget funding to address, inter alia, Technology Improvements.

The Information Technology Service Management (ITSM) Project is an eligible project/program under the 2016 SPLOST. "Business Technology Transformation" is an approved project of the Support Services Technology Improvements Work Program (Cobb County 2016 SPLOST, p. 38) which provides for IT Service Management and provides systems and solutions that allow employees to focus on mission-critical activities.

SPLOST Project Summary as of September 7, 2022 Business Technology Transformation X0020:

Budget: \$23,358,000.00 Expended: \$12,371,023.95

VOTE: **ADOPTED 4-1**, Gambrell opposed

Property Management

72. Withdrawal of request to authorize a fund balance appropriation and approve Supplemental Agreement No. 1 to the contract with Batson-Cook Company to establish the Guaranteed Maximum Price for the renovation and expansion of Gritters Library and Northeast Cobb Community Center, 2016 SPLOST Program, X0530 and 2022 SPLOST Program, B06301.

This item was withdrawn from the Agenda.

Human Resources

73. To approve revisions to the Compensation Policy.

To **approve** revisions to the Compensation Policy. A copy of the approved Compensation Policy is attached and made a part of these minutes.

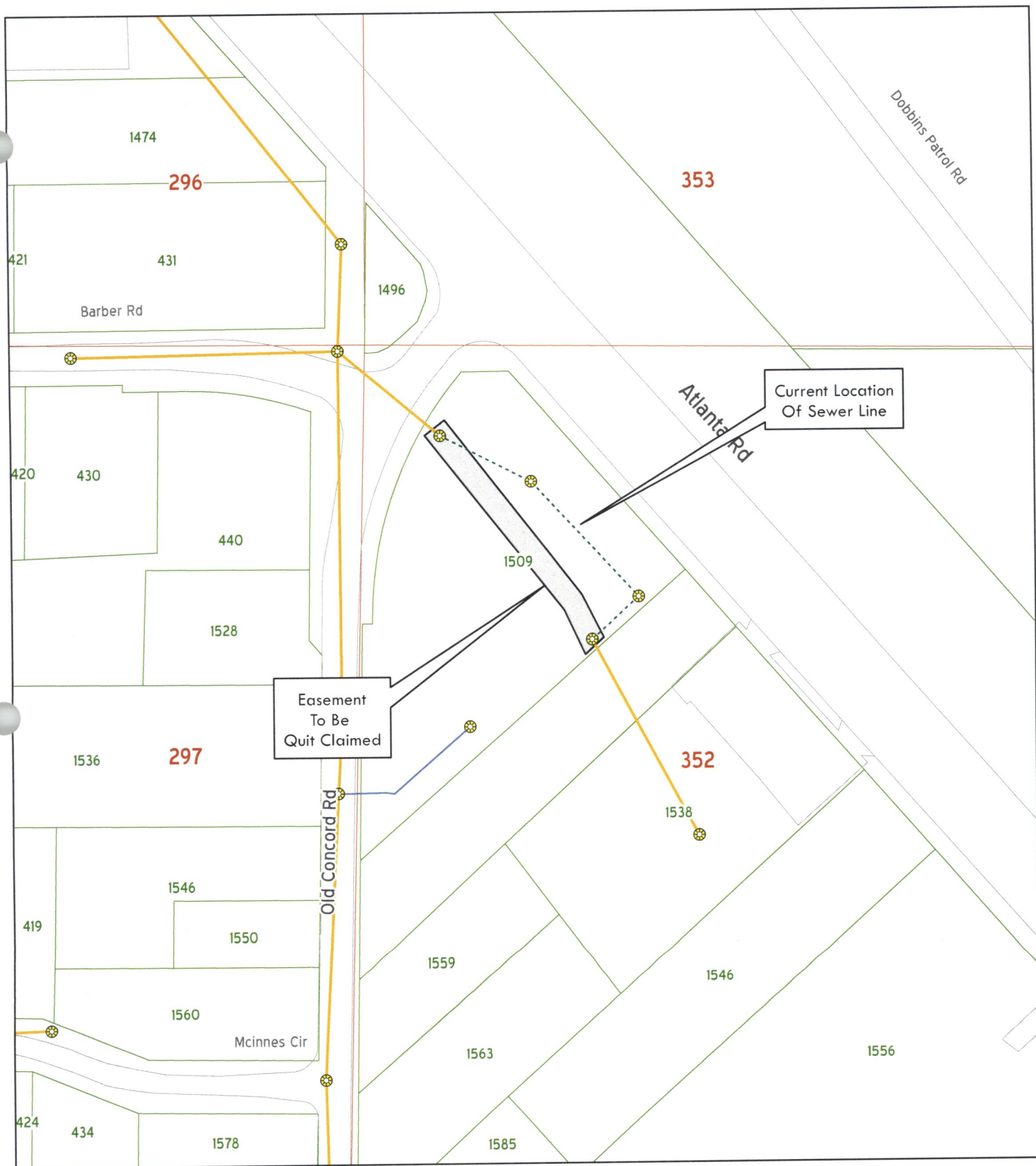
No additional funding is necessary.

VOTE: **ADOPTED 5-0**

ADJOURNMENT

The meeting was adjourned at 11:36 p.m.


Pamela. L. Mabry
County Clerk
Cobb County Board of Commissioners



1:1,200



Project: Siasim Old Concord, LLC
(1509 Old Concord Rd.)
Land Lot(s): 352
District(s): 173
Commission District(s): 3



**COBB COUNTY
DEPARTMENT OF TRANSPORTATION**

TITLE VI PLAN

Approved by:
Cobb County Board of Commissioners
on _____



Cobb County...Expect the Best!

Reference No.

26

**Cobb County
Department of Transportation**

Title VI Plan

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Section 1

Policy Statement and Authorities

A. Policy Statement

The Cobb County Department of Transportation (Cobb DOT) assures that no person shall on the grounds of race, color, national origin, age, disability 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. Cobb DOT further assures every effort will be made to ensure non-discrimination in all 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 Cobb DOT distributes federal aid funds to a sub-recipient, Cobb DOT will include Title VI language in all written agreements and will monitor for compliance.

The Cobb DOT Contract Compliance Manager 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.

Lisa N. Cupid
COBB COUNTY BOARD OF COMMISSIONERS

Chairwoman of the Cobb County Board of
Commissioners

Title

Date

B. Authorities

Title VI of the 1964 Civil Rights Act provides that no person in the United States shall on the grounds of race, color, or national origin be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under any program or activity receiving federal financial assistance. The Federal-Aid Highway Act of 1973 added sex to the list of prohibitive factors. The Rehabilitation Act of 1973 added disability. The Age Discrimination Act of 1975 added age. 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, whether or not such programs and activities are federally assisted.

Section 2

Organization and Staffing

A. Organization

Pursuant to 23 CFR 200, Cobb DOT has appointed a Title VI Coordinator. The hierarchy for Cobb DOT Title VI Program, is described in Appendix A. It includes an organizational chart illustrating the level and placement of Title VI responsibilities.

B. Plan Administration

The Cobb DOT Transportation Division Manager acts as the Title VI Administrator responsible for the implementation of the Cobb DOT Title VI Plan. The Administrator ensures compliance with Cobb DOT's policy and the federal requirements including 23 CFR Part 200 and 49 CFR Part 21. Grants compliance and Title VI coordination are performed under the authority of the Administrator. The Administrator also designated Specialists to assist the Coordinator.

The Cobb DOT Contract Compliance Manager acts as the Title VI Coordinator to assist with the administration of the Plan. The Coordinator reports directly to the Administrator.

Specialists designated by the Administrator for each Division administering Federal Highway Administration (FHWA) federal-aid assists the Coordinator with Title VI compliance of contractors, subcontractors, consultants, suppliers and other sub-recipients. The Specialists ensures applicable Title VI provisions and requirements are included in contractual agreements to prime contractors and sub-recipients. The Specialists assist with statistical data gathering for their respective divisions on race, color, sex, national origin, disability, and age of participants.

Section 3

Coordinator and Division Specialist Responsibilities

A. Coordinator Responsibilities:

1. Title VI Plan Compliance – Ensure compliance with the assurances, policy, and Plan objectives. Perform reviews to assess administrative procedures, staffing, resources, and provide recommendations to the Administrator.
2. Title VI Plan Update - Review and update the Cobb DOT Title VI Plan annually as required for approval by the Administrator. Submit any amended Plan to the Georgia Department of Transportation (GDOT).
3. Data Collection - Review the statistical data gathering process performed by the Specialists periodically to ensure sufficiency of data for meeting the requirements of the Plan.
4. Public Dissemination - Ensure the Specialists develop and disseminate Title VI program information to Cobb DOT employees and sub-recipients, including contractors, subcontractors, consultants, and sub-consultants and beneficiaries, as well as the general public. Public dissemination may include postings of official statements, inclusion of Title VI language in contracts or other agreements and website postings. Ensure proposed projects, hearings, meetings, or formation of public advisory boards are advertised in newspapers or other media reaching the affected community. Ensure the full utilization of available minority publications or media, and, where appropriate, provide written or verbal information in languages other than English.
5. Elimination of Discrimination - Establish procedures for promptly resolving deficiencies, as needed. Recommend procedures to identify and eliminate discrimination discovered in any Cobb DOT processes.
6. Complaints – Review written Title VI complaints received by Cobb DOT following the procedural guidelines in Section 5, Complaint Procedures. Ensure every effort is made to resolve complaints informally at the local or regional level.
7. Legislative and Procedural Information - Maintain and update the Plan as necessary to comply with federal laws, rules and regulations, GDOT guidelines and other resource information pertaining to implementation and administration of Title VI. Make information available to other county departments or to the public as requested or required.
8. Annual Accomplishment and Goal Report - Prepare a Title VI Annual Accomplishment and Goal Report annually.

B. Planning Division Specialist Responsibilities

1. Invite participation of a cross section of the populace from social, economic, and ethnic groups in the planning process by disseminating written program information to minority media and ethnic organizations, and providing public service announcements for all local media, when forming citizen advisory committees or planning board, and requesting involvement.
2. Obtain demographic data at community meetings and public hearings pertaining to transportation design projects.
3. Conduct evening meetings in a variety of community buildings throughout Cobb County to ensure access to public meetings, including those along transit routes; ensure translation services are available if anticipated; and ensure public meetings are held in predominantly minority communities when transportation projects will specifically impact those communities.

C. Right-of-Way Division Specialist Responsibilities

1. Manage and coordinate the appraisal and acquisition of real property and relocation assistance services for Cobb DOT projects. Include appraisal of property, negotiation of terms and conditions for acquisition, and assistance in the relocation of displaced individuals, businesses, farm operations, nonprofit organizations, and property management.
2. Ensure equal opportunity in all aspects of procuring real estate service contracting and appraisal agreements and adhere to the Cobb County vendor procurement policies in the acquisition of contracted services.
3. Use current GDOT directories for a list of certified fee appraisers when seeking services, maintain data on awards to minority and female appraisers and provide data to the Coordinator.
4. Follow the guidelines and applicable laws and regulations, including Title VI and Section 504 for property acquisition.
5. Apprise affected property owners, tenants, and others involved in right-of-way acquisition of their rights and options regarding negotiation, relocation, condemnation and other aspects of the acquisition process. Provide copies of GDOT relocation assistance literature.
6. Incorporate Title VI language and assurance statements in all surveys of property owners and tenants after the conclusion of all business. Coordinate the preparation of deeds, permits and leases to ensure the inclusion of the appropriate clauses, including Title VI Assurances.
7. Ensure appraised values and communications associated with the appraisal and negotiation operations result in equitable treatment.
8. Ensure comparable replacement dwellings are available and assistance is given to all displaced persons and entities by the property acquisition process.
9. Maintain statistical data including race, color, sex, national origin, disability, and age on all persons relocated by federally-funded projects.

D. Pre-Construction/Environmental Division Specialist Responsibilities

1. Recommend consultant firms for final selection, negotiation and award; administer awarded consultant contracts.
2. Request qualifications from consulting engineering firms specializing in various aspects of civil engineering which may relate to Cobb DOT projects and the development of construction plans and special provisions for roads and bridges, design work associated with structures, performing environmental studies for Cobb DOT projects. Ensure consultant selection is from Cobb DOT's approved list; is consistent with Cobb County vendor policies; and, adheres to GDOT regulations.
3. Comply with Cobb DOT's Disadvantaged Business Enterprise (DBE) goals when selecting consultants and contractors; include Title VI Assurances and provision language in all federally funded consultant contracts; and, periodically review to ensure compliance with current laws and regulations. Maintain and update demographic data on the utilization of women and minority-owned consulting firms. Provide a copy of the award letter to the Coordinator for use in preparing the Annual Report.
4. Fulfill Cobb DOT's responsibility for transportation, Capital Improvement Program (CIP) and environmental permitting for projects. Perform studies to assess various environmental factors as they relate to the implementation of Cobb DOT's projects, including evaluating demographic data.
5. Adhere to the National Environmental Policy Act (NEPA) depending on the scope, complexity, and impacts of the project.
6. Complete NEPA Categorical Exclusion and NEPA Environmental Assessment as required. Monitor compliance with Title VI requirements in all aspects of conducting Environmental Impact

Statements (EIS) or Assessments (EIA) and provide a comprehensive summary of the demographic and environmental data elements to be considered by the EIS/EIA process to the Coordinator including updated summary lists as applicable. Ensure there are no violations of the federal Civil Rights Act, as amended, as a result of Cobb DOT's federal-aid projects.

7. Ensure dissemination of information and foster participation from affected populations. Place public notices in applicable general and minority media if available and appropriate; select accessible locations and times for public hearings or meetings; and, arrange for translation services, as needed, particularly in projects impacting predominantly minority communities. Ensure the public has information pertaining to their rights to call or write Cobb DOT to view plans and discuss environmental problems.
8. Obtain demographic data at community meetings and public hearings pertaining to the transportation design project. Prepare a map of the federal-aid transportation projects and include demographic data of the neighborhoods affected by the projects.
9. Assist in integrating environmental considerations and regulatory requirements into Cobb DOT projects.
10. Provide technical expertise for project analyses and use environmental policies, procedures, manuals and training.
11. Study and evaluate all necessary environmental aspects of a proposed project, including social and economic aspects.
12. Environmental Impact Statements - Ensure that available census data are included as a part of all Environmental Impact Statements/Assessments (EIS/EIA) for projects receiving FHWA or other federal assistance.

E. Construction Division Specialist Responsibilities

1. Administer transportation construction projects in compliance with this Title VI Plan.
2. Coordinate the gathering of information using the "Voluntary" Title VI Statistical Data Form found in **Appendix B**.
3. Review all federally funded projects for application of DBE goals. As appropriate, include DBE provisions in those projects with designated goals. Include Title VI language in bid announcements and applicable construction documents, as stipulated in Cobb DOT's Title VI Policy Statement and Assurances.
4. Award construction contracts based on lowest responsive bidder, as well as meeting DBE requirements. Include Title VI language in prime contract award letters to encourage use of DBE subcontractors and vendors.
5. Ensure that prime contractors with DBE requirements award contracted work to qualified DBEs which perform commercially useful functions.
6. Monitor all construction to ensure nondiscrimination throughout all operations.
7. Coordinate the gathering of construction information regarding DBE participation for the Annual Report.

Section 4

Sub-Recipient Review and Remedial Action Procedures

A. Title VI Review of Sub-recipients of Federal-Aid Highway Funds

The Coordinator and the Specialists will assist GDOT in periodically conducting Title VI compliance reviews. The Coordinator and the Specialists will review select sub-recipients of federal-aid highway or other federal funds to ensure adherence to Title VI requirements. Cobb DOT will work cooperatively to periodically confirm operational guidelines provided to consultants, contractors, and sub-recipients include Title VI language, provisions, and related requirements, as applicable.

B. Post-Grant Reviews

The Coordinator and the Specialists will conduct periodic post-grant reviews of select sub-recipients of federal highway funds or other federal funds, for roads, sidewalks, bridges, construction, etc. to ensure adherence to Title VI requirements. The Coordinator and the Specialists will periodically confirm that operational guidelines provided to consultants, contractors and sub-recipients include Title VI language and provisions and related requirements, where applicable.

C. Remedial Action

When irregularities occur in the administration of federal-aid highway programs at either Cobb DOT or sub-recipient levels, corrective action will be taken to resolve identified Title VI issues. Cobb DOT will seek the cooperation of the consultant, contractor or other sub-recipient in correcting deficiencies found during periodic reviews. Cobb DOT will provide technical assistance and guidance, upon request, to support voluntary compliance by the sub-recipient. When conducting Title VI compliance reviews, Cobb DOT will document and provide to GDOT any recommended remedial action agreed upon by Cobb DOT and the sub-recipient within a period not to exceed forty-five (45) calendar days.

Sub-recipients placed in a deficiency status will be given a reasonable time, but not to exceed ninety (90) days after receipt of the deficiency letter, to voluntarily correct deficiencies. When a sub-recipient fails or refuses to voluntarily comply with requirements within the allotted time frame, Cobb DOT will submit to GDOT copies of the case file and a recommendation that the sub-recipient be found in noncompliance.

A follow-up review will be conducted within 180 days of the initial review to ascertain if the sub-recipient has complied with the Title VI requirements in correcting deficiencies previously identified. If the sub-recipient refuses to comply, Cobb DOT and GDOT may, with FHWA's concurrence, initiate sanctions per 49 CFR Part 21 including but not limited to:

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

Section 5

Complaint Procedures

A. Overview

These procedures apply to all complaints filed under Title VI of the Civil Rights Act of 1964 and all related regulations and directives, relating to any program or activity administered by Cobb DOT, as well as to sub-recipients, consultants, and contractors. Intimidation or retaliation of any kind is prohibited by law.

B. Right to File Formal Complaints

These procedures do not deny the right of the complainant to file formal complaints with other state or federal agencies or to seek private counsel for complaints alleging discrimination. These procedures are part of an administrative process that does not provide for remedies that include punitive damages or compensatory remuneration for the complainant.

C. Complaint Resolution

Initial interviews with the complainant and the respondent will include requests for information regarding specifically requested relief and settlement opportunities. The option of informal mediation meeting(s) between the affected parties and the Coordinator may be used for resolution, at any stage of the process. The Coordinator will make every reasonable effort to pursue a resolution to the complaint.

D. 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 Acts of 1964, the American with Disabilities Act of 1990, Section 504 of the Vocational Rehabilitation Act of 1973 or the Civil Rights Restoration Act of 1987, as amended, may file a complaint with Cobb DOT. A complaint may also be filed by a representative on behalf of such a person. All complaints will be referred to the Cobb DOT Title VI Coordinator 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, Cobb DOT or the Title VI Coordinator 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. If a person makes a verbal complaint of discrimination to an officer or employee of Cobb DOT, the person shall be interviewed by the Title VI Coordinator. If necessary, the Title VI Coordinator will assist the person in documenting the complaint in

writing and will submit the written version of the complaint to the person for signature. The complaint shall then be handled according to Cobb DOT's investigative procedures.

4. Within 10 days, the Title VI Coordinator 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. Cobb DOT 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 Cobb DOT.
 - 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 Cobb DOT has taken or proposed to resolve the issue raised in the complaint.
6. Within 60 days, the Title VI Coordinator will investigate the allegation and based on the information obtained, will render a recommendation for action in a report of findings to the Title VI Administrator of Cobb DOT. 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 Title VI Administrator of Cobb DOT 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 Cobb DOT. The Title VI Coordinator will also provide GDOT with a copy of this decision and summary of findings upon completion of 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. 7th Floor
Atlanta, Ga 30308
(404) 631-1497

Exhibit 1

Title VI Notice to the Public

The Cobb County Department of Transportation (Cobb DOT) hereby gives public notice of its policy to assure full compliance with Title VI of the Civil Rights Act of 1964, the Civil Rights Restoration Act of 1987, and related statutes and regulations in all programs and activities. Title VI requires that no person shall, on the grounds of race, color, sex, disability, age, or national origin be excluded from the participation in, be denied the benefits of, or be otherwise subjected to discrimination under any federal aid highway program or other activity for which Cobb DOT receives federal financial assistance.

Any person who believes they have been aggrieved by an unlawful discriminatory practice under Title VI has a right to file a formal complaint with Cobb DOT. Any such complaint must be in writing and filed with Cobb DOT Title VI Coordinator within one hundred eighty (180) calendar days following the date of the alleged discriminatory occurrence. Title VI Discrimination Complaint Forms may be obtained from the Cobb County website at no cost to the complainant or by calling (770) 528-1600.

Exhibit 2

Title VI Assurances

49 CFR Part 21.7

Cobb County Department of Transportation (*hereinafter referred to as Cobb DOT*), hereby gives assurances:

1. That no person shall on the grounds of race, color, national origin or sex be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under any program or activity conducted by Cobb DOT regardless of whether those programs and activities are federally-funded or not. Activities and programs which Cobb DOT hereby agrees to carry out in compliance with Title VI and related statutes include but are not limited to:
 - Planning
 - Right-of-Way
 - Pre-Construction
 - Environmental
 - Construction
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 (regarding 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, properties, discounts or other federal financial assistance extended after the date hereof to Cobb DOT 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 Cobb County.
5. That Cobb DOT 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.

Cobb DOT, 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 in 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 ground of race, color, national origin or sex in consideration for an award.

6. That Cobb DOT shall insert the clauses of **Appendix D** of this Agreement in every contract subject to the Act and the Regulations.

7. Cobb DOT agrees that the United States has a right to seek judicial enforcement regarding any matter arising under the Act, the Regulations, and this agreement.

Exhibit 3

Implementation Procedures

This agreement shall serve as Cobb DOT'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 Cobb County, or in recognition of the public interest to be served by such sale or lease to Cobb County, and
5. any Federal agreement, arrangement, or other contract which has as one of its purposes, the provision of assistance.

Cobb DOT shall:

1. Issue a policy statement, signed by the Chairwoman of Cobb County Board of Commissioners, which expresses its commitment to the nondiscrimination provisions of Title VI. The policy statement shall be circulated throughout Cobb County'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 Chairwoman of Cobb County Board of Commissioners 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 Chairwoman of Cobb County Board of Commissioners. 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 complaint by race, color, national origin, age 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 Cobb DOT's report of investigation, will be forwarded to GDOT's Office

of Equal Employment Opportunity (EEO) within 10 days of the date the complaint was received by Cobb DOT.

6. Collect statistical data (race, color, national origin, gender) of participants in, and beneficiaries of the programs and activities conducted by Cobb DOT.
7. Conduct Title VI reviews of Cobb DOT and sub-recipient contractor/consultant program areas and activities. Revise where applicable, policies, procedures and directives to include Title VI requirements.
8. Attend 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 Coordinator 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 Coordinator. List any major problem(s) identified and corrective action taken. Include a summary and status report on any Title VI complaints filed with Cobb DOT.

Sanctions

In the event Cobb DOT 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 Cobb DOT under the program from which the failure or refusal occurred until satisfactory assurance of future compliance has been received from Cobb DOT.
- c) Take such other action that may be deemed appropriate under the circumstances, until compliance or remedial action has been accomplished by Cobb DOT.
- d) Refer the case to the Department of Justice for appropriate legal proceedings.

SIGNED FOR THE GEORGIA DEPARTMENT OF TRANSPORTATION:

Signature

**Director of the Office of Equal Employment
Opportunity**

Title

Date

SIGNED FOR COBB COUNTY DEPARTMENT OF TRANSPORTATION:

Signature

**Chairwoman of the Cobb County Board of
Commissioners**

Title

Date

Appendix A

Drew Raessler
Cobb County DOT Director

J. D. Lorens
Operations Deputy Director

(Vacant)
Program Management Deputy
Director

Karl Von Hagel
Intermodal Deputy Director

Michael Francis
Transportation Division Manager
Title VI & ADA Administrator/LAP

Patrick Lewis
Right of Way
Manager

Laura Beall
Planning Division
Manager

Theo Letman
Transit Division
Manager

Russ Ford
Pre-Construction
Engineering
Manager

**Annie San
Nicolas**
Right of Way
Specialist

Amy Ma
Planning
Specialist

Derrick Walker
Transit Operations
Manager

**Gabriel Colon
Vega**
Construction
Manager

Dyan Merced
Pre-Construction/
Environmental
Specialist

Denise Hatabian
Construction
Specialist

Stefanie Taylor
Contract Compliance
Manager/
Title VI Coordinator

**COBB COUNTY
DEPARTMENT OF
TRANSPORTATION
ORGANIZATION CHART
TITLE VI**

Appendix B

COBB COUNTY, GEORGIA DEPARTMENT OF TRANSPORTATION

TITLE VI "VOLUNTARY" STATISTICAL DATA FORM (Used for Government Monitoring Purposes)

Cobb County, Georgia, Department of Transportation (Cobb DOT) hereby gives public notice that it is its policy to assure full compliance with Title VI of the Civil Rights Act of 1964 and all related regulations and directives. Cobb DOT assures that no person shall on the grounds of race, color, sex, national origin, disability, or age as provided by Title VI of the Civil Rights Act of 1964, the Federal-Aid Highway Act of 1973, the Rehabilitation Act of 1973, the Age Discrimination Act of 1975, 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, whether such programs and activities are federally assisted or not.

Cobb DOT is obtaining the following information for recordkeeping in compliance with federal regulations and for developing and monitoring nondiscrimination enforcement programs. All information is considered strictly private and confidential and will be used only for purposes of the Title VI Civil Rights Act. This form is not part of the bid document and has no bearing on the decision to award. Your participation is strictly voluntary.

Instructions for Submission: **DO NOT INCLUDE WITH THE BID PROPOSAL**

This form should be submitted separately in a non-identifying envelope addressed to:

Cobb County Purchasing Department, 122 Waddell Street, Marietta, GA 30060.

Project Name: _____ Project Number: _____

(Please place an "x" in the appropriate space)

Owner Gender: _____ Male _____ Female

Owner Race/Ethnicity: _____ White/Caucasian _____ Hispanic or Latino
_____ Black or African American _____ Asian
_____ Native American or Alaska Native _____ two or more Races
_____ Native Hawaiian or other Pacific Islander

Disability: Any person who (1) has a physical or mental impairment that substantially limits one or more major life activities; (2) has a record of such impairment; or (3) is regarded to have such impairment.
_____ Yes _____ No

Minority Owned Business: _____ Yes _____ No

Disadvantaged Business Enterprise (DBE) company: _____ Yes _____ No

Number of Employees: _____

Staff Race/Ethnicity make-up: _____ White/Caucasian _____ Hispanic/Latino
(provide % on line)
_____ Black or African American _____ Asian
_____ Native American or Alaska Native _____ two or more Races
_____ Native Hawaiian or other Pacific Islander

Appendix C

COBB COUNTY, GEORGIA DEPARTMENT OF TRANSPORTATION

TITLE VI COMPLAINT FORM

Any person who believes they have been aggrieved by an unlawful discriminatory practice under Title VI has a right to file a formal complaint with Cobb County, Georgia Department of Transportation (Cobb DOT). The complaint must be in writing using this form and must be filed with the Cobb DOT Title VI Coordinator within 180 calendar days following the date of the alleged discrimination. The following information is necessary to assist Cobb DOT in processing your complaint. Please complete all sections of this form and mail to:

Cobb DOT Title VI Coordinator
Cobb County Department of Transportation
1890 County Services Parkway
Marietta, GA 30008-4014

Should you require any assistance in completing this form, please contact the Cobb DOT Title VI Coordinator.

1. Complainant's Name _____
 - Address _____
 - City, State, Zip Code _____
 - Telephone Number (home) _____
2. Person discriminated against (if other than the complainant)
 - Name _____
 - Address _____
 - City, State, Zip Code _____
 - Telephone Number (home) _____
3. Which of the following best describes the reason you believe the alleged discrimination took place?
Race _____ Color _____ Sex _____ National Origin _____
Disability _____ Age _____
4. On what date did the alleged discrimination take place? _____

5. In your own words, describe the alleged discrimination. Explain what happened and who you believe was responsible. Please use the back of this form if additional space is required.

6. Have you filed this complaint with any other federal, state or local agency, or with any federal or state court? Yes _____ No _____

If yes, check all that apply:

federal agency _____ federal court _____ state agency _____ state court _____

local agency _____

7. Please provide information for a contact person at the agency or court where the complaint was filed.

Name _____

Address _____

City, State, Zip Code _____

Telephone Number _____

Please sign below. You may attach any written materials or other information that you believe may be relevant to your complaint.

Complainant's Signature

Date

Appendix D

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 Cobb County Department of Transportation (Cobb DOT), Georgia Department of Transportation (GDOT), 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, Cobb County shall impose such contract sanctions as it or the USDOT may determine to 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 Cobb County or USDOT may direct as a means of enforcing such provisions including sanctions for non-compliance.

Provided, however, that in that 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.

RESOLUTION

Resolution authorizing the submission of a Reconnecting Communities Pilot Program grant application to the U.S. Department of Transportation for the East-West Connector Corridor Improvements planning project.

WHEREAS, on June 30, 2022, the U.S. Department of Transportation (USDOT) announced a Fiscal Year 2022 solicitation for Reconnecting Communities Pilot (RCP) Program discretionary grant funding proposals for projects that reconnect communities by removing, retrofitting, or mitigating highways or other transportation facilities that create barriers to community connectivity, including to mobility, access, or economic development; and

WHEREAS, applications are due by October 13, 2022, and will be competitively selected for award based on predetermined evaluation criteria; and

WHEREAS, the County is an eligible applicant and desires to submit an application for financial assistance with planning studies to advance the East-West Connector Corridor Improvements project from Austell Road to I-285, to develop context sensitive safety solutions for various transportation modes, and explore innovative technology along the corridor; and

WHEREAS, the East-West Connector Corridor Improvements project is included in the CobbForward Comprehensive Transportation Plan 2050, as adopted by the Board of Commissioners on February 8, 2022, which provides recommendations for transportation and transit system improvements resulting from robust public participation and technical analysis related to funding future transportation investments within the County to meet the changing needs of the County's residents, businesses, and visitors; and

WHEREAS, the total RCP Program grant funding requested for the East-West Connector Corridor Improvements planning project is \$1,800,000.00, which includes federal funds in the amount of \$1,440,000.00, and required local match funds in the amount of \$360,000.00, should the RCP grant funds be awarded.

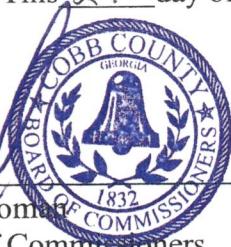
NOW, THEREFORE, BE IT RESOLVED that the Cobb County Board of Commissioners supports the County's submission of an RCP Program grant application to the USDOT for the aforementioned project.

CERTIFICATION

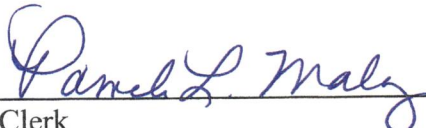
The undersigned duly qualified Chairwoman of the Cobb County Board of Commissioners, acting on behalf of the Cobb County Board of Commissioners, certifies that the foregoing is a true and correct copy of a resolution adopted at a legally convened meeting of the Cobb County Board of Commissioners held on September 27, 2022.

This 29th day of September, 2022


Lisa N. Cupid, Chairwoman
Cobb County Board of Commissioners



Attest:


Clerk
Cobb County Board of Commissioners

RESOLUTION

Resolution authorizing the submission of a Reconnecting Communities Pilot Program grant application to the U.S. Department of Transportation for the Cumberland Core Loop, also known as Cumberland Sweep, planning project.

WHEREAS, on June 30, 2022, the U.S. Department of Transportation (USDOT) announced a Fiscal Year 2022 solicitation for Reconnecting Communities Pilot (RCP) Program discretionary grant funding proposals for projects that reconnect communities by removing, retrofitting, or mitigating highways or other transportation facilities that create barriers to community connectivity, including to mobility, access, or economic development; and

WHEREAS, applications are due by October 13, 2022, and will be competitively selected for award based on predetermined evaluation criteria; and

WHEREAS, the County is an eligible applicant and agrees to submit an application for financial assistance with preliminary engineering and further planning to advance, develop, and design the Cumberland Sweep project, a consolidated initiative to enhance various transportation modes, which includes the infrastructure and operation of an autonomous vehicle (AV) shuttle and explore innovative transit solutions and technology; and

WHEREAS, the Cumberland Core Loop, also known as the Cumberland Sweep, project is included in the CobbForward Comprehensive Transportation Plan 2050, as adopted by the Board of Commissioners on February 8, 2022, which provides recommendations for transportation and transit system improvements resulting from robust public participation and technical analysis related to funding future transportation investments within the County to meet the changing needs of the County's residents, businesses, and visitors; and

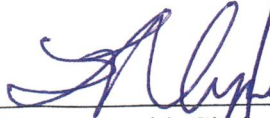
WHEREAS, the total RCP Program grant funding requested for the Cumberland Sweep planning project for a RCP grant is \$3,763,000.00, which includes federal funds in the amount of \$2,000,000.00, and local match funds in the amount of \$1,763,000.00 committed by the Cumberland Community Improvement District, which exceeds the minimum requirement, should the RCP Program grant funds be awarded.

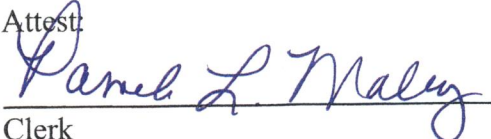
NOW, THEREFORE, BE IT RESOLVED that the Cobb County Board of Commissioners supports the County's submission of an RCP Program grant application to the USDOT for the aforementioned project on behalf of the Cumberland Community Improvement District.

CERTIFICATION

The undersigned duly qualified Chairwoman of the Cobb County Board of Commissioners, acting on behalf of the Cobb County Board of Commissioners, certifies that the foregoing is a true and correct copy of a resolution adopted at a legally convened meeting of the Cobb County Board of Commissioners held on September 27, 2022.

This 29th day of September, 2022


 Lisa N. Cupid, Chairwoman
 Cobb County Board of Commissioners

Attest:

 Clerk
 Cobb County Board of Commissioners

RESOLUTION

Resolution authorizing the submission of a Georgia Outdoor Stewardship Program grant application to the Georgia Department of Natural Resources for Chattahoochee River Trailhead.

WHEREAS, on August 1, 2022, the Georgia Department of Natural Resources (GA DNR) announced a Fiscal Year 2022-2023 solicitation for Georgia Outdoor Stewardship Program (GOSP) project funding proposals; and

WHEREAS, applications are due by October 14, 2022, and will be competitively selected for award based on predetermined evaluation criteria; and

WHEREAS, on June 23, 2020, the Cobb County Board of Commissioners adopted the Chattahoochee Riverlands Greenway Study including a concept design of a pilot site located on Cobb County-owned property between SR 139/Mableton Parkway and SR8/US 78/US 278/Veterans Memorial Highway in Cobb County (Project No. X2780); and

WHEREAS, the County desires to submit an application for funding assistance with construction of a trailhead at the northeastern corner of SR 139/Mableton Parkway and Discovery Boulevard providing access to the Chattahoochee River Trail; and

WHEREAS, the County commits to maintain, manage and secure the property for at least three years beyond the project completion date once the trailhead is open for public use; and

WHEREAS, the total construction costs are estimated at \$6,000,000.00 for the Chattahoochee River Trailhead project, the total requested for the GOSP grant is \$4,000,000.00, which includes 75 percent state funds in the amount of \$3,000,000.00. Should the GOSP grant be awarded, acceptance of funding will impose certain obligations upon Cobb County and will require the County to commit a 25 percent local share of the funding requested, in the amount of \$1,000,000.00. The Trust for Public Land has committed to contribute \$2,000,000.00 towards the total construction costs.

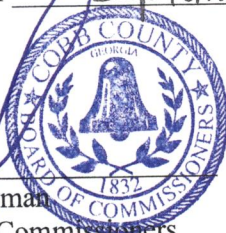
NOW, THEREFORE, BE IT RESOLVED that the Cobb County Board of Commissioners supports the County's submission of a GOSP grant application to the GA DNR for the aforementioned project.

CERTIFICATION

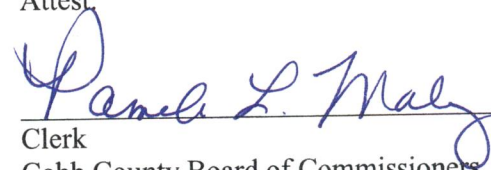
The undersigned duly qualified Chairwoman of the Cobb County Board of Commissioners, acting on behalf of the Cobb County Board of Commissioners, certifies that the foregoing is a true and correct copy of a resolution adopted at a legally convened meeting of the Cobb County Board of Commissioners held on September 27, 2022.

This 29th day of September, 2022


Lisa N. Cupid, Chairwoman
Cobb County Board of Commissioners



Attest:


Pamela L. Maly
Clerk
Cobb County Board of Commissioners

APPROVED
PER MINUTES OF
COBB COUNTY
BOARD OF COMMISSIONERS
9/27/22

Proposed Fee Schedule 2022

Zone Wrecker Holders

A. Standard Wrecker

Vehicles / Trailers having a (G.V.W.R) Gross Vehicle Rating of 14,500 lbs. or less.

Light Vehicle Tow \$185 base charge

Operational Time \$185 per hour*

**Operational time fees will be assessed in ¼ hour increments for time in excess of one hour on the scene.*

Any additional wreckers needed for this category at the scene will require the documented approval of the wrecker supervisor and will carry the rate that applies to the equipment used to complete the tow operation.

B. Heavy Wrecker

Vehicles / Trailers having a (G.V.W.R) Gross Vehicle Weight Rating in Excess of 14,500 lbs.

Heavy Vehicle Tow \$650 base charge

Operational Time \$650 per hour*

**Operational time fees will be assessed in ¼ hour increments for time in excess of one hour on the scene.*

Any additional wreckers needed for this category at the scene will require the documented approval of the wrecker supervisor and will carry the rate that applies to the equipment used to complete the tow operation.

C. Specialized Equipment

Rotator Wrecker Recovery \$950 base charge
(Utilizing a rotating boom for commercial recovery operations only)

Operational Time \$950 per hour*

**Operational time fees will be assessed in ¼ hour increments for time in excess of one hour on the scene.*

Specialized equipment charges may be assessed, in lieu of or in conjunction with the Standard or Heavy wrecker fees, for recovery operations that require specialized equipment, based on equipment requirements to complete the tow operation. (i.e. If a tow operation requires both a heavy wrecker and a rotator wrecker to complete then both charges will apply; if only the rotator wrecker is required to complete the tow operation then only the specialized equipment charge will apply.)

Specialized equipment charges may be required for either light or heavy vehicle tows as determined by the zone wrecker supervisor.

D. **Impounded Vehicles Towed to Police Headquarters or other County Locations for Processing:**

All vehicles impounded by the Department of Public Safety and towed for processing, and afterward towed to the contractor's storage area, shall be charged only ONE basic tow fee.

E. **Daily Storage Rates:**

Storage fees may be charged at the rates below if the vehicle is not recovered by the owner within twenty-four (24) hours of the tow/impound:

1. Category A Vehicles \$40 per day
2. Category B Vehicles \$75 per day

F. Administrative Fees:

A one-time administrative fee of \$150 may be charged if the vehicle is not recovered by the owner within forty-eight (48) hours of the tow/impound.

G. Fuel Surcharge:

A fuel surcharge may be assessed based on the cost of fuel as determined by the weekly retail gas prices for the Lower Atlantic region posted by the US Department of Energy on the website www.eia.doe.gov.

No surcharge added when cost of fuel is less than \$3.00 per gallon

3% surcharge added when cost of fuel is \$3.00-\$4.00 per gallon

4% surcharge added when cost of fuel is \$4.00-\$5.00 per gallon

5% surcharge added when cost of fuel is more than \$5.00 per gallon

Capped at 5%

Resolution

COBB COUNTY BOARD OF COMMISSIONERS

RESOLUTION

ADOPTING ALL BUDGET AMENDMENTS
SET FORTH IN AGENDA ITEMS ON THIS DATE

WHEREAS, Georgia Law, O.C.G.A. § 36-81-3 (b), requires each unit of government to operate under an annual balanced budget adopted by ordinance or resolution; and

WHEREAS, Cobb County Code 2-49 provides for revisions to the adopted budget during the year only by formal action of the commission in a regular meeting; and

WHEREAS, in official opinion date February 24, 1999, the Attorney General of the State of Georgia concluded that all amendments to the budgets of local government must be adopted by ordinance or resolution;

NOW, THEREFORE, BE IT RESOLVED the Cobb County Board of Commissioners does hereby adopt all such budget amendments as are set forth in agenda items which are adopted by the Board of Commissioners without change this date, as well as other such budget amendments as shall be specifically detailed in motions adopted by the Board of Commissioners this date.

This 27th of September 2022

ATTACHMENT 1

PROJECT NAME:	Mableton Parkway Pedestrian Improvements, Phase 2
PROJECT NUMBER:	X2770
PARCEL NUMBER:	1
PROPERTY OWNER:	Jerry M. Andes, et al
TAX PARCEL I.D. NUMBER:	18019000020
ACQUISITION: Temporary Construction Easement:	 1,615.89 square feet (0.012% of total tract)
APPROXIMATE REMAINING PROPERTY:	3.32 acres
LOCATION OF STRUCTURE:	More than 35 feet
CONTACTS: First: Last:	 7/25/2022 08/30/2022
ACQUISITION AGENT:	Janis Killian
ZONING: HIGHEST & BEST USE:	 Commercial Commercial
MISCELLANEOUS:	Negotiations to acquire the required right-of-way and easements from the property owner are underway. In order meet project deadlines, condemnation authority is requested. Ongoing negotiations are continuing.

*September 27, 2022

Reference No.

666



Compensation Policy

Revised Agenda Item # 70

Effective Date: February 1995

BOC Amended: 10/1998; 2/2007; 3/2010; 11/2013; 11/2014; 10/2015; 9/2016; 3/2017; 9/2017; 10/2018; 6/2019; 10/2019; 1/2020; 5/2020; 11/2020; **XXXXXX**

Owner	Board of Commissioners (BOC)
Reviewer(s)	Human Resources
Approver(s)	Board of Commissioners (BOC)
Related Policies	N/A
Related Standards	N/A
Storage Location	iCobb
HR Last Review Date	October 2020 September 2022
HR Next Review Date	October 2022 September 2024
HR Review Cycle	Every 2 years

1. PURPOSE

To provide regulations concerning the compensation of approved county positions.

2. SCOPE

This policy applies to full-time and part-time positions. If you have questions regarding this policy, contact Human Resources.

3. DEFINITIONS

Market Control Point (MCP) - represents a fair and competitive salary based on market pay levels and indicates that internal salary progression for individual employees is reasonable and promotes pay equity.
For certain classifications, the market control point is the midpoint of the range.

Grade and Step Plan - A salary structure with standard progression rates based on acceptable performance. This structure is established for sworn/certified classifications.

Sworn - Employees who are employed in positions requiring active Georgia POST Peace Officer Certification or active certification from the Georgia Firefighter Standards and Training Council and/or State of Georgia Emergency Medical Technician Certification. Sworn employees must take the oath of office to hold such position and have authorized powers such as power of arrest.

4. POLICY

The Compensation Plan is designed as a fair and equitable method of payment for employees in the county. The plan shall establish a basic salary schedules as approved by the Board of Commissioners. The salary ranges will include minimum and maximum rates of pay for all positions included in the classification plans. The compensation of each employee is the product of the basic salary structure and the components that shall be used to adjust employee compensation

A. Compensation Plan Structure Adjustments

Cobb County has established a Classification and Pay Schedule for all graded classifications. Each year the Board of Commissioners will decide on the applicability and the ability of Cobb County to apply an adjustment to the salary structure. These adjustments will be considered based on various factors that may include indexes, market reviews, and budgetary constraints. Structure adjustments will



Compensation Policy

be implemented through a percentage increase which will be applied equally to all salary ranges.

As part of the County's compensation plan, the Board of Commissioners has implemented a Grade and Step Plan for certain graded sworn positions to provide a structure for movement within a salary range and across grades.

B. Merit Award Adjustments

The merit award adjustment will be used to reward employees for job performance. When deemed appropriate, the Board of Commissioners may approve Merit Award Adjustments for all employees as part of the annual budget process.

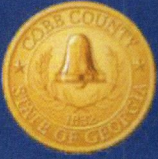
1. Increases are awarded to employees whose job performance is described as either "meets" or "exceeds" performance expectations. The performance appraisal instrument is essential to administering this process effectively. The merit award program is based upon the principle that performance that is described as either meets or exceeds should be rewarded, because such performance is a greater contribution to the jurisdiction than unsatisfactory or needs improvement.
 - i. Merit award adjustments for non-step employees are a percentage of the Market Control Point (MCP) of the grade/range for the employee's classification base compensation for their grade/range.
 - ii. Merit award adjustments as part of the Grade and Step plan will move employees to the next step of their grade (excluding those serving in the working test for the classifications of Deputy Sheriff I, Firefighter I, and Police Officer I).

— The job performance of all employees is reviewed and appraised once a year. Under the "common review date" plan, all appraisals will be completed and submitted to Human Resources by January 31. ~~(e Employees must have been~~ employed a minimum of 90 days in the previous year) ~~of each calendar year; in order to be eligible for a merit increase. If~~ Merit increases become effective the first full bi-weekly in March. ~~October of the next fiscal year for all eligible employees~~ Inserted space below

2. Inserted space above ~~Employees who were not employed during the rating period and~~ Employees who do did not have a receive a performance evaluation for the previous year on file with Human Resources by January 31 are not eligible for a merit increase.
3. If a merit increase would cause an employee to exceed the salary range on the merit effective date, then the employee shall be provided non-cumulative payment(s) which shall not increase the employee's base salary or rate of pay.

C. Starting Rates for New Employees

1. In most cases, a new employee will be paid the minimum rate of pay for the position. The minimum rate of pay for each position is based on the assumption that a new employee meets the minimum qualifications stated in the class specification. In the event that qualified applicants cannot be located for a given position, consideration should be given to holding the position and creating a lower level position which will reflect lower level duties and corresponding lower entrance requirements.
2. If a selected candidate exceeds the minimum qualifications stated in the class specification



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and will not accept appointment at the minimum rate of pay for the position, the candidate may be appointed at a higher rate within the salary range with the approval of the Human Resources Director, upon verification that the request will not result in a salary inequity. However, every effort should be made to recruit a qualified candidate who will accept appointment at the minimum rate of pay for the position.

3. Persons beginning employment covered under the Grade and Step plan will begin at step one of the relevant classification. These new employees will be eligible to advance to the next classification after satisfactorily completing the working test period for the entry classification.
4. Experienced employees entering an entry classification under the lateral programs authorized by the County Manager will have base pay calculated on eligible service. The lateral employee will then be placed in ~~the step immediately above the calculated base pay~~ a step that is consistent with the current salary guidelines. Certified Peace Officers who meet eligibility requirements, may be eligible to be hired as Police Officer II or Deputy Sheriff II. Depending on their creditable service, they can hire in at step 2 for two (2) – three (3) years of service or step 3 for four (4) + years of service.
5. Difficulty of recruitment may require payment of a higher rate of pay. If difficulty of recruitment at the minimum rate of pay for a class specification persists, consideration may be given to assigning a higher pay rate or reevaluation of the position to determine if a higher pay grade is indicated. Positions above the minimum rate must be secured within the framework of the budget of the department employing the individual.

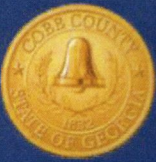
D. Employee Transfers

An employee may be transferred to another department in a position with the same pay grade, and such transfer will not change the employee's pay or the date from which eligibility for consideration for a merit increase shall be counted.

E. Promotional Increases

1. When an employee is promoted or advanced to a position in a higher grade, the employee's salary will increase at least to the minimum of the new grade. If an employee is promoted or advanced to a position one grade or more higher, the increase will be at least the minimum of the new grade or at least a percentage increase of the MCP that will not create a salary inequity that cannot be justified. The maximum increase will be 15% of the MCP unless an equity adjustment is warranted. The County Manager, with the recommendation of the Human Resources Director and the requesting management, is granted the authority to make the appropriate adjustment to the salaries of the incumbents to avoid any inequity. No employee's salary will be set below the minimum or increased above the maximum of a salary range.
 - (a) Typical promotions are one to four pay grades. On the rare occasion where a promotion is more than four pay grades, the maximum 15% increase is not sufficient without causing an inequity with other incumbents. In these instances, the County Manager, with the recommendation of the Human Resources Director, is granted the authority to approve the promotional increase requested by management. Such approval must be documented in a letter of justification from management and placed in the employee's file.

Procedures for determining a promotional increase are:



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- i. The department head will recommend the amount of the promotional increase within the standards stated in this policy.
 - ii. The Human Resources Director will ensure that the standards of these policies are met before processing the recommended change.
 - iii. The decision regarding a promotional increase will reflect the promoted employee's experience, seniority and performance in comparison with other employees' backgrounds in the same job or in the same department. Final approval for promotional salary rates and pay adjustments will be determined by the Human Resources Director upon verification the adjustment will not result in a salary inequity.
2. Employees working in classifications with a Grade and Step plan who are promoted to another classification within the grade and step plan will have their salary adjusted to the corresponding salary rate for their step on the promotion classification. i.e. Police Officer II at Step 5 promoted to Police Sergeant will receive a pay adjustment to the current corresponding amount approved for Step 5 for Police Sergeant.

F. Effects of Demotion

When an employee is demoted to a lower position, the employee shall be paid at a rate which is within the approved range for the position. The rate of pay will be set by the County Manager in consultation with the Human Resources Director, taking into consideration the circumstances surrounding, and the reasons for, the demotion. Typically, demotions will follow the promotional policy in reverse and the employee's salary amount should be reduced by the amount it was increased when the promotion occurred. An employee who is demoted in a reduction in force action shall have his/her salary reduced to a point on the lower range which will cause a 5% reduction in compensation. All salary adjustments are limited to the salary range approved for the position.

G. Pay Plan Improvements

Whenever a new or different scale of salaries is made applicable to a class of positions, persons employed in these positions will receive salary adjustments as follows:

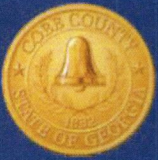
1. All employees whose salaries are below the minimum rates for the new grades will be brought to the minimum of the new grades in the proposed compensation plan.
2. Employees whose salaries are currently at or above the new range maximums will receive no adjustment in the implementation. Their base salaries shall be "frozen" until such time as the pay structure is adjusted upward and their current salaries are incorporated.

H. Supplemental Salaries

H. Supplemental Salaries

All individuals who are currently being paid a "Specialty Pay" (SP) augmentation of their salary should not experience any decrease in compensation by the proposed SP guidelines that would not take effect until after approval by the Cobb County Board of Commissioners (BOC) on such date as directed.

Specialty Pay: Any additional pay that is given in consideration for advanced knowledge, qualifications and/or certifications needed to effectively execute the official responsibilities and



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duties of their assigned position, and/or are exposed to above than average exposure to hazards in the execution of their official duties and/or responsibilities.

Specialty Pay does not refer to normal activities of the Public Safety function, which foundationally has specific qualifications, certifications, and/or meet yearly requirements to continue to hold such position. These are qualifications, certifications, and/or yearly requirements which are universal to the Public Safety job function and are a foundational requirement for all personnel who are in like positions.

Example: Police officers must hold a Georgia POST certification and meet certain yearly criteria to continue to have official powers of arrest in the state of Georgia. Also, all Public Safety personnel are inherently exposed to a certain amount of danger and hazards which are endemic to Public Safety.

Categories of Specialty Pay:

1. Category I: Advanced Skill/Knowledge criteria- Each position is accessed assessed to determine if the individual needs to have an advanced knowledge and/or certification to adequately execute the duties of the position. These positions would receive either a 5% or a 10% SP, based on the determination made within this policy.
 - a. The following positions are allowed 5% SP within Category I.
 - i. Investigators/Recruiting and Background and general investigations at CCPD, CCSO, & CCFD, & E911
 - ii. Crisis Response Team
 - iii. Mobile Field Force
 - iv. Fire Communications Specialist
 - v. Medical Operations Team
 - vi. Paramedics non-ALS Station
 - b. The following positions are allowed 10% SP within Category I:
 - i. POST Certified Training Instructors assigned to CCFD Training Unit, Safety Village, DPS Training, Sheriff's Office Advanced Training or NCGLEA, or E911
 - ii. Investigators
 - iii. CCPD Persons Unit
 - iv. CCPD SVU
 - v. CCSO Fraud and Forgery
 - vi. CCSO Fugitive Apprehension
 - vii. CCFD Fire Investigations
 - viii. Field Training Officers (FTOs) Jail Training Officers (JTO)
 - ix. Deputy Sheriff III
 - x. Firefighter III
 - xi. Paramedics ALS Station
2. Category II: Additional Hazardous Exposure and advanced skill/knowledge/certification - Each position is accessed assessed to determine if the individual's position will expose the employee to additional hazards beyond foundational hazards endemic to their job function in order to execute their official duties and are expected to obtain and maintain an advanced skill/knowledge/certification to execute their official duties.
 - a. The following positions are allowed 10% SP within Category II:
 - i. EOD
 - ii. SWAT
 - iii. Dive Team
 - iv. Hazardous Material Response Team



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v. K-9

vi. CCPD and CCSO Motor Unit

1. Personnel must be assigned to Motor Unit full-time to receive this SP.

vii. Technical Rescue Team

ii. Employees will receive only one (1) SP pay designation in the event personnel meet required criteria in more than one SP area, with the exception of FTOs/JTOs.

Example 1: If a person is assigned to SWAT and also as a DPS Instructor, both having a 10% SP designation, the person would only get 10% and not 20%.

Example 2: If a person is a FTO/JTO and also assigned to CCPD EOD, that person could receive 20% in SP based on their FTO/JTO status.

iii. Sworn and civilian employees assigned to the Adult Detention Center up to and including the rank of Lieutenant will receive specialty pay in the amount of \$1.30 per hour.

Specialty pay will be discontinued in the event the employee is reassigned to a different position not eligible for specialty pay.

H. Supplemental Salaries

1. Some groups of employees receive salary jointly from Cobb County and other government agencies, i.e., extension service staff, superior court judicial assistants. In this employment situation, employees will be eligible to receive salary and adjustments to salary as provided in this policy for the portion of total salary paid by Cobb County. Salary and adjustments to salary paid by other agencies are due to the employee and will not impact the supplement paid by Cobb County, except to establish the minimum and maximum total salary recognized by Cobb County.

2. Specialty Pay

a. Civilian

i. Employees will receive one supplemental pay designation or 5% of Market Control Point (MCP) for the following assignments

- Civilian Training Officer
- Fire Communication Specialist (911)
- Tactical Dispatch (911)

ii. Employees will receive two supplemental pay designations or 10% of Market Control Point (MCP) for the following assignments

- Recruitment and Background Investigator (911)
- POST/Certified Training Officers (CTO 911)

iii. Employees assigned to the Adult Detention Center will receive specialty pay in the amount of \$1.30 per hour.

b. Sworn

Employees in the Sheriff's Office and Public Safety Departments assigned in designated areas, will receive supplemental pay of 5% or 10% of Market Control



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Point (MCP) for that assignment. Employees in sworn classifications up to and including Deputy Sheriff Lt, Police Lt and Fire Battalion Chief are eligible for this pay. These assignments are made at the discretion of the Sheriff or Department Directors of each affected agency.

i. Employees will receive one supplemental pay designation or 5% of Market Control Point (MCP) for the following assignments:

- Bomb Squad
- Community Affairs
- Crisis Negotiations Team (CNT)
- Critical Response Team
- Deputy Sheriff III
- Deputy Training Instructor
- Detention Training Officer
- Dive Team
- Hazardous Materials Response Team (HazMat)
- Investigator
- K9 Unit
- Medical Operations Team
- Mobile Field Force
- Motorcycle Unit
- Paramedics BLS Station
- Ranger Unit
- SWAT
- Technical Rescue Team (TRT)

ii. Employees will receive two supplemental pay designations or 10% of Market Control Point (MCP) for the following assignments

- DPS Instructor
- Fire Executive Officer
- Firefighter III
- Paramedics ALS Station
- POST/Certified Training Officers (FTO/CTO/JTO)
- Quality Assurance Specialist

iii. Sworn and civilian employees assigned to the Adult Detention Center up to and including the rank of Lieutenant will receive specialty pay in the amount of \$1.30 per hour.

iii.iv. **Sworn employees assigned to the K-9 unit will received compensation of 1 hour per day at their regular rate of pay for the care of the canine.**

Specialty pay will be discontinued in the event the employee is reassigned to a different position not eligible for specialty pay.

I. Shift Differential

Shift Differential is defined as additional pay received by full-time employees for working non-traditional hours that are generally less desirable or more hazardous. Shift differential shall not apply



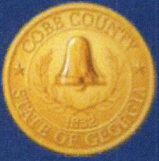
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to 24-hour shifts. This policy outlines guidelines to be utilized in determining shifts and calculating pay for applicable employees.

- a. Shift Definition: Departments utilize a number of different shifts. Therefore, the following are guidelines utilized by department heads to determine shift assignment for employees under this policy. The department head will have final authority regarding shift designation.
 - i. Day Shift is defined as official shift assignment in which the majority of the total regularly scheduled hours falls between 8AM and 4PM. Shifts that are evenly split between morning shift hours and day shift hours (i.e. 4AM to 12PM) will be considered day shift for the purposes of this policy.
 - ii. Evening Shift is defined as official shift assignment in which the majority of the total regularly scheduled hours falls between 4PM and 12AM. Shifts that are evenly split between day shift hours and evening shift hours (i.e. 12PM to 12AM) will be considered evening shift for the purposes of this policy.
 - iii. Morning Shift is defined as official shift assignment in which the majority of the total regularly scheduled hours falls between 12AM and 8AM. Shifts that are evenly split between evening shift hours and morning shift hours (i.e. 6PM to 6AM) will be considered morning shift for the purposes of this policy.
- b. Only full-time employees are eligible to receive shift differential. Part time employees are not eligible to receive shift differential.
- c. Shift Differential Pay shall apply as follows:
 - i. Employees assigned to day shift shall not receive shift differential pay.
 - ii. Employees assigned to evening shift shall receive an additional \$0.50 per hour for all hours worked including hours outside their normally scheduled shift. This shall include on-call, standby pay, and leave pay.
 - iii. Employees assigned to morning shift shall receive an additional \$1.00 per hour for all hours worked including hours outside their normally scheduled shift. This shall include on-call, standby pay, and leave pay.
 - iv. Shift transfers must occur only after the required HR transaction deadline notice has been met so that pay rates can be adjusted in advance of such transfer. A copy of all shift transfer orders must be provided to Human Resources in advance of the HR transaction deadline.

J. Non-Cumulative Payments

The Board of Commissioners may approve payments to employees as single or multiple non-cumulative payments that do not adjust base salary. Such payments will be based on available funding in accordance with eligibility criteria. Such payments will be administered as determined by the Board of Commissioners.



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5. EXCEPTIONS

Exceptions to this policy must be justified and approved in advance by the Board of Commissioners.

6. NON-COMPLIANCE

Violations of this policy may include disciplinary action according to applicable County policies.

REVISION HISTORY

Version ID	Revision Date	Author	Reason for Revision
	02-1995		Adoption
	10-1998		Revision
	02-2007		Revision
	03-2010		Revision
	11-2013		Revision
	11-2014		Revision
	10-2015		Revision
	09-2016		Revision
	03-2017		Revision
	09-2017		Revision
	10-2018		Revision
	06-2019		Revision
	10-2019		Revision
	01-2020		Revision
	05-2020		Revision
v.1.0-2020	11-2020	Human Resources	Reformat
	09-2022	Human Resources	Revision

