

**MINUTES OF REGULAR MEETING
COBB COUNTY BOARD OF COMMISSIONERS
OCTOBER 25, 2022
7:00 PM**

The Regular Meeting of the Cobb County Board of Commissioners was held on Tuesday, October 25, 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 Gambrell
Commissioner Jerica Richardson
Commissioner Monique Sheffield

CALL TO ORDER

Chairwoman Cupid called the meeting to order at 7:05 p.m..

PRESENTATIONS

1. To present proclamations to National Senior Citizens Day honorees.

The Board presented proclamations to the National Senior Citizens Day honorees.

2. To present a proclamation to Board of Elections in preparation for the November 2022 election.

The Board presented a proclamation to the Board of Elections and staff in preparation for the November 2022 election.

3. To present a proclamation designating Cobb County as a Green Light for Veterans County.

Commissioner Birrell and Commissioner Gambrell presented a proclamation designating the month of October through November 11, 2022 as a *Green Light for Veterans* in Cobb County.

4. To present a proclamation recognizing the 40th anniversary of the East Cobb Quilters' Guild.

Commissioner Richardson presented a proclamation to the East Cobb Quilters' Guild recognizing their 40th anniversary.

PUBLIC COMMENT

1. Dave McFarland addressed the Board regarding Home Rule.
2. Hill Wright addressed the Board regarding Home Rule.
3. Valerie Richardson addressed the Board regarding Home Rule.
4. Salleigh Grubbs addressed the Board regarding Home Rule.
5. Matthew Stigall addressed the Board regarding Home Rule.
6. Leroy Emkin addressed the Board regarding Home Rule.

Chairwoman Cupid called for a brief recess at 8:06 p.m.; The meeting reconvened at 8:12 p.m.

CONSENT AGENDA

MOTION: Motion by Cupid, second by Sheffield, to **approve** the following items on the Consent Agenda; and **authorize** execution of the necessary documents by the appropriate County personnel.

Superior Court Administration

5. **To authorize the elimination of two part-time judicial assistant positions and the creation of one full-time administrative assistant position.**

To **authorize** the elimination of part-time positions 8510003 and 8510005, **authorize** the creation of one administrative assistant position (Grade 108) within Superior Court effective December 4, 2022, and **further authorize** the corresponding budget transactions.

Funding is available in the Superior Court's FY23 budget.

Juvenile Court

6. **To authorize the acceptance and appropriation of grant funds from the Criminal Justice Coordinating Council (CJCC) for the FY2022 Delinquency Prevention Grant.**

To **authorize** the acceptance and appropriation of grant funds from the CJCC, in the amount of \$26,060.00 as part of the FY22 Delinquency Prevention Grant Program; **authorize** corresponding budget transactions; **authorize** Court Administrator, Adolphus Graves to sign quarterly reimbursements on behalf of the county; and **further authorize** the Chairwoman to execute all necessary documents.

Increase revenue	270-190-G598-4467	CJCC	\$26,060.00
Increase expenditure	270-190-G598-6116	Supplies	\$ 1,980.00
	270-190-G598-6326	Professional Services	\$24,080.00
		TOTAL	\$26,060.00

7. **To authorize the acceptance and appropriation of grant funds from the Criminal Justice Coordinating Council (CJCC) for the FY2023 Juvenile Justice Prevention and Intervention Grant Program.**

To **authorize** the acceptance and appropriation of grant funds from the CJCC, in the amount of \$49,911.00 as part of the FY2023 Juvenile Justice Prevention and Intervention Grant Program; **authorize** corresponding budget transactions; **authorize** Court Administrator, Adolphus Graves to sign quarterly reimbursements on behalf of the county; and **further authorize** the Chairwoman to execute all necessary documents.

Increase revenue	270-190-G599-4467	CJCC	\$49,911.00
Increase expenditure	270-190-G599-6116	Supplies	\$13,080.00
	270-190-G599-6326	Professional Services	\$33,631.00
	270-190-G599-6400	Training	\$ 3,200.00
		TOTAL	\$49,911.00

Solicitor General

8. **To authorize the acceptance of grant funds from the Criminal Justice Coordinating Council's FY 2023 VOCA Continuation Grant Program and the Prosecuting Attorney's Council of Georgia to support the Solicitor General's Victim Witness Unit.**

To **authorize** the acceptance of funds awarded from the Prosecuting Attorney's Council of Georgia in the amount of \$56,412.00; **authorize** the corresponding budget and personnel transactions; **authorize** the transfer of the grant personnel from Unit SO95 to Unit S140 in the Grant Fund; **authorize** the Solicitor General's Office and the Finance Department to sign programmatic and financial reports for the Cobb County Solicitor General's Office Victim Witness Unit; and to **further authorize** the Chairwoman to execute the necessary documents.

Increase Revenue:	270-215-S140-4467	(CJCC)	\$56,412.00
Increase Expenditure:	270-215-S140-6012	(Salaries)	\$56,412.00

Water System

9. To approve final funding for the work order under the FY21-FY22 Stormwater Unit Price Contract with Butch Thompson Enterprises, Inc. for 3273 Willa Way, Program No. SW2176.

To **approve** final funding for the work order under the FY21-FY22 Stormwater Unit Price Contract with Butch Thompson Enterprises, Inc., a savings to the project in the amount of \$14,157.00, for 3273 Willa Way, Program No. SW2176; **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 3273 Willa Way, Program No. SW2176.

Decreased Encumbrance			
GAE 51009142110	510-500-5758-6496	SW2176-C	\$14,157.00
Transfer from:			
3273 Willa Way			
Drainage Contract R&M Service	510-500-5758-6496	SW2176-C	\$14,157.00
Transfer to:			
Stormwater Multi-year Budget			
Drainage Contract R&M Service	510-500-5758-6496	SW9999-Z	\$14,157.00

10. To approve an addition to the List of Prequalified Contractors for Cured-in-Place Sewer Pipe Rehabilitation Construction.

To **approve** an addition to the List of Prequalified Contractors for Cured-in-Place Sewer Pipe Rehabilitation Construction.

11. To approve contracts for the FY23 Stormwater Management Unit Price Contract, Program No. SWM2023.

To **approve** contracts for the FY23 Stormwater Management Unit Price Contract, Program No. SWM2023, with responsive and responsible firms; and **authorize** the Chairwoman to execute the necessary documents.

Funding for Drainage Contract Repair & Maintenance Service is available in the Water System's Adopted Operating Budget, Fund 500, Department 500, Unit 5600, Object 6496.

Funding for new and replacement stormwater infrastructure is available in the Water System's Stormwater Capital Projects Adopted CIP Budget, Fund 510, Department 500, Unit 5758, Object 6496, Program Number SW9999.

Transportation

12. To approve the Airport Capital Improvement Plan annual update for Cobb County International Airport - McCollum Field.

To **approve** the Airport Capital Improvement Plan annual update for Cobb County International Airport - McCollum Field; **authorize** submission of required grant applications to the Georgia Department of Transportation for FY23/24/25 projects; and **further authorize** the Airport Division Manager to submit the required FY23/24/25 grant applications on behalf of the Chairwoman.

13. To authorize procurement of contracted services for the installation of speed humps on Fern Street.

To **authorize** procurement of contracted services for the installation of five speed humps on Fern Street, between Powers Ferry Road and Smithstone Road, in an amount not to exceed \$37,483.72.

Available in the Public Facility Projects Fund, as follows:

Available: 380-050-4605-6512-TR528-O	Road Maintenance - Contractual	\$37,483.72
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Public Services Agency

PARKS

14. To approve a contract with CGS Waterproofing, LLC to provide construction services related to the exterior renovation of the large barn at Violet F. Stout Park, under the provisions of the Violet F. Stout Park Trust.

To **approve** a contract with CGS Waterproofing, LLC to provide construction services related to the exterior renovations of the large barn at Violet F. Stout Park, in an amount not to exceed \$113,650.00, under provision of the Violet F. Stout Trust; **authorize** the corresponding budget transactions; and **further authorize** the Chairwoman to execute the necessary documents.

Funding is available in the Violet F. Stout Trust:

010-105-3304-6494	\$113,650.00
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Senior Services

15. To authorize the submission of a grant application for the FFY24 Community Services Block Grant (CSBG) Program to provide assistance with emergency services including rental, mortgage, and utility payments for older adults in Cobb County.

To **authorize** the submission of a grant application for the FFY24 Community Services Block Grant Program.

Public Safety Agency

Police Department

16. To authorize the acceptance of a Department of Homeland Security grant passed through the Emergency Management Agency for the retention of supplies and equipment for the K9 Unit.

To **authorize** the acceptance of FY22 Homeland Security grant funds in an amount not to exceed \$54,000.00 from the Georgia Emergency Management Agency for a K9 replacement vehicle, equipment, supplies, and veterinarian supplies; **authorize** the corresponding budget transactions; and **further authorize** the Chairwoman to execute the necessary documents.

The following budget appropriations will account for the receipt and expenditure of the grant funds:

Increase revenue:	270-130-GR71-4493 (GEMA)	\$54,000.00
Increase expenditure:	270-130-GR71-8605 (Autos, Vans, Trucks, & Motorcycles)	\$48,000.00
	270-130-GR71-6144 (Animal Supplies)	\$ 3,000.00
	270-130-GR71-6324 (Veterinary Services)	\$ 3,000.00

17. To authorize the application and acceptance of U.S. Department of Justice Bulletproof Vest Partnership funding for the purchase of body armor.

To **authorize** the application and acceptance of U.S. Department of Justice Bulletproof Vest Partnership funding in an amount not to exceed \$43,757.00 for body armor purchases; **authorize** the corresponding budget transactions; and **further authorize** the Chairwoman to execute all necessary documents.

The following budget appropriations will account for the receipt and expenditure of the funds:

Increase revenue:	010-130-2100-4429 (U.S. Department of Justice)	\$43,757.00
Increase expenditure:	010-130-2100-6256 (Personal Protective Equipment)	\$43,757.00

Risk Management

18. To approve all interfund transfers for claims and safety equipment purchases to allow Risk Management to reimburse the appropriate departments.

To **approve** all interfund transfers for claims and safety equipment purchases; and **authorize** the corresponding budget transactions necessary for Risk Management to reimburse the appropriate department.

Sheriff's Office - Property Damage 22-00738

Decrease Expenditure:	710-055-8011-6605	Property Loss	\$100,107.50
Increase Expenditure:	710-055-8011-6594	Interfund Expense	\$100,107.50
Increase Revenue:	010-210-9240-4960	Interfund Revenue	\$100,107.50
Increase Expenditure:	010-210-9240-8005	Preliminary Estimates	\$100,107.50

Police - Auto Liability Damage Physical Damage 22-01404

Decrease Expenditure:	710-055-8011-6441	Physical Damage	\$11,679.00
Increase Expenditure:	710-055-8011-6594	Interfund Expense	\$11,679.00
Increase Revenue:	010-130-2100-4960	Interfund Revenue	\$11,679.00
Increase Expenditure:	010-130-2100-8605	Vehicles	\$11,679.00

Police - Auto Liability Physical Damage 22-01399

Decrease Expenditure:	710-055-8011-6441	Physical Damage	\$12,454.00
Increase Expenditure:	710-055-8011-6594	Interfund Expense	\$12,454.00
Increase Revenue:	010-130-2100-4960	Interfund Revenue	\$12,454.00
Increase Expenditure:	010-130-2100-8605	Vehicles	\$12,454.00

Finance

19. 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 said resolution is attached and made a part of these minutes.

Human Resources

20. The Board of Commissioners to approve the revisions to the Compensation Policy.

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

No additional funding is necessary.

County Clerk

21. To approve minutes.

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

- October 10, 2022 - Agenda Work Session
- October 11, 2022 - BOC Regular Meeting
- October 18, 2022 - BOC Zoning Hearing

CONSENT VOTE: **ADOPTED 5-0**

REGULAR AGENDA

County Manager

22. To approve a Letter Agreement for Professional Financial Advisory Services by and between Cobb County, Georgia and PFM Financial Advisors LLC to add an additional scope of work with PFM Group Consulting LLC to conduct an Organizational Performance Efficiency Review and Assessment on select departments within Cobb County Government.

Motion by Cupid, second by Richardson, to **approve** the Letter Agreement for Professional Financial Advisory Services by and between Cobb County, Georgia and PFM Financial Advisors LLC, in substantially the same form as presented, and any other necessary documents for said purpose to add an additional scope of work with PFM Group Consulting LLC in an amount not to exceed \$300,000.00 to conduct an Organizational Performance Efficiency Review and Assessment on select departments within Cobb County Government; **authorize** the necessary corresponding budget transactions; and **further authorize** the Chairwoman to execute the necessary documents. A copy of said Letter Agreement with Exhibit A is attached and made a part of these minutes.

Funding for this transaction will be made available with the following budget transactions:

Increase Expenditure: 010-020-0251-6326 (Professional Services) \$300,000.00

VOTE: **ADOPTED 3-2**, Commissioner Birrell and Commissioner Gambrill opposed

Sheriff

23. To authorize the Purchasing Director to purchase a 2022 EVT Electric Prisoner Transport Van from EVT. This will be done under a sole source purchase. The funding will come from the 2016 SPLOST project, Sheriff's Equipment, Program X1070.

Motion by Cupid, second by Birrell, to **authorize** the Purchasing Director to purchase a 2022 EVT Prisoner Transport Van from EVT, for an amount not to exceed \$126,000.00; **authorize** the corresponding budget transactions; and **further authorize** the Chairwoman to execute the necessary documents.

Funding is available in the 2016 SPLOST Sheriff's Office Equipment/Renovations Program Fund with the following budget transactions:

Decrease Exp.: 347-210-X107-8005-X1070-C	(Preliminary Estimates)	\$126,000.00
Increase Exp.: 347-210-X107-8610-X1070-P	(Specially Equipped Vehicles)	\$126,000.00

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, Countywide Improvements.

The purchase of Sheriff's Office capital equipment is an eligible capital improvement project/program under the 2016 SPLOST and is an approved project of Countywide Improvements - Sheriff's (Cobb County 2016 SPLOST, pg. 6) which provides for capital equipment replacement, including vehicles.

SPLOST Project Summary as of October 5, 2022:

Current Budget:	\$28,025,000.00
Current Expenditures:	\$ 8,498,898.12

VOTE: **ADOPTED 4-1**, Commissioner Gambrill opposed

24. To approve a purchase order with Riley Contracting, Inc., with the design, construction, and general conditions costs, for construction of a vehicle and equipment storage building at the Adult Detention Center.

Motion by Cupid, second by Richardson, to **authorize** the Purchasing Director to issue a purchase order, under sealed bid #22- 6687, to Riley Contracting. Inc. in an amount not to exceed \$165,700.00; **authorize** the corresponding budget transactions; and **further authorize** the Chairwoman to execute the necessary documents.

Funding is available from the 2016 SPLOST Sheriff's Office Equipment/Renovations Program Fund:

Decrease Exp.:	347-210-X107-8005-X1070-C Preliminary Estimates	\$165,700.00
Increase Exp.:	347-210-X107-8110-X1070-C Renovation of Bldgs. & Structures	\$165,700.00

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, Countywide Improvements. Sheriff's Equipment/Renovations is an eligible project/program under the 2016 SPLOST and is an approved project of the Countywide Improvements Work Program (Cobb County 2016 SPLOST, p.6) which provides for capital improvements.

SPLOST Project Summary as of October 5, 2022:

Current Budget:	\$28,025,000.00
Current Expenditures:	\$ 8,498,898.12

VOTE: **ADOPTED 5-0**

Transportation

25. **To approve Change Order No. 2 (final) to the sole source contract with 4 U Services, dba Stellar Services, for Transportation Technology - ProjectView Development and Support, Project No. X2532, CCDOT Contract No. 000867.**

Motion by Cupid, second by Birrell, to **approve** Change Order No. 2 (final) to the sole source contract with 4 U Services, dba Stellar Services, a savings to the contract in the amount of \$29,273.60, for Transportation Technology - ProjectView Development and Support, Project No. X2532, CCDOT Contract No. 000867; **authorize** the corresponding budget transactions; and **further authorize** the Chairwoman to execute the necessary documents.

A savings to the Transit Grant Fund, with the following budget transfer:

Decrease Encumbrance

GAE 20301221931:	203-050-T071-8676	Professional Svcs.	\$15,322.90
Transfer from:	203-050-T071-8676	Professional Svcs.	\$15,322.90
Transfer to:	203-050-T071-8005	Preliminary Est.	\$15,322.90

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

Decrease Encumbrance

GAE 34701221931:	347-050-X250-X250-8676-X2532-O	Professional Svcs.	\$2,367.05
Transfer from:	347-050-X250-X250-8676-X2532-O	Professional Svcs.	\$2,367.05
Transfer to:	347-050-X200-X200-8005-X2000-C	Preliminary Est.	\$2,367.05

The 2016 Special Purpose Local Option Saves 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, Traffic Management, Traffic Signals, and Planning.

Transportation Technology - ProjectView Development and Support is an eligible project/program under the Congestion Relief and Mobility Improvements - Traffic Management, Traffic Signals, and Planning Component of the 2016 SPLOST Transportation Improvements (Cobb County 2016 SPLOST, pp. 7, 23).

SPLOST Project Budget Summary as of October 5, 2022: Transportation Technology - ProjectView Development and Support

Budget:	\$1,150,013.80	Expended:	\$1,147,646.75
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A savings to Water System Miscellaneous County Roadway Improvements Adopted CIP Budget, with the following budget transfer:

Decrease Encumbrance

GAE 51001221931:	510-500-5756-8676-W4297-P	Professional Svcs.	\$11,583.65
Transfer from:	Project Mgmt. Info System Upgrade 510-500-5756-8676-W4297-P	Professional Svcs.	\$11,583.65
Transfer to:	Misc. County Roadway Improvements 510-500-5756-8005-W4702-Z	Preliminary Est.	\$11,583.65

VOTE: **ADOPTED 5-0**

26. To approve Project No. B2542-TO#1 to the 2022 Master Task Order Contract with Gresham Smith for development of a Comprehensive Safety Action Plan, CCDOT Contract No. 001987.

Motion by Cupid, second by Birrell, to **approve** Project No. B2542-TO#1 to the 2022 Master Task Order Contract with Gresham Smith, in an amount not to exceed \$219,301.00, for development of a Comprehensive Safety Action Plan, CCDOT Contract No. 001987; **authorize** the corresponding budget transaction; 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-B250-B250-8005-B2540-A	Preliminary Estimate	\$219,301.00
Transfer to:	348-050-B250-B250-6322-B2542-E	Planning Services	\$219,301.00

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.

Comprehensive Safety Action Plan is an eligible project/program under Traffic Management, Transportation Technology, and Planning Component of the 2022 SPLOST Transportation Improvements (Cobb County 2022 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 operation of the traffic system, improve the county's transportation technology systems, and develop long/short-term planning strategies.

SPLOST Project Summary as of October 5, 2022: Comprehensive Safety Action Plan (new project as of 10/25/22)

Budget:	\$0.00	Expended:	\$0.00
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Adjusted SPLOST Project Summary, following requested budget transfer:

Adjusted Budget:	\$219,301.00
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VOTE: **ADOPTED 5-0**

27. **To approve a Cobb Framework Agreement with the City of Marietta for 2022 Special Purpose Local Option Sales Tax Joint City Projects.**

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

Available in the 2022 SPLOST Transportation Improvements Program Fund, as follows:

Available:	348-055-B133-6574-B1303-A	Contributions	\$3,000,000.00
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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 Marietta 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 October 5, 2022: Joint Projects with Cities

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

28. **To approve Change Order No. 2 (final) to the Utility Relocation Agreement with Georgia Transmission Corporation for preliminary engineering and relocation of facilities on Cherokee Street, Project No. X2603, CCDOT Contract No. 001281.**

Motion by Birrell, second by Gambrill, to **approve** Change Order No. 2 (final) to the Utility Relocation Agreement with Georgia Transmission Corporation, a savings to the agreement in the amount of \$81,367.39, for preliminary engineering and relocation of facilities on Cherokee Street, Project No. X2603, CCDOT Contract No. 001281; **authorize** the corresponding budget transaction; 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 347032718609: 347-050-X260-X260-8786-X2603-U Utility Relocation \$81,367.39

Transfer from: 347-050-X260-X260-8786-X2603-U Utility Relocation \$81,367.39

Transfer to: 347-050-X260-X260-8741-X2606-R Preliminary Estimate \$81,367.39

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, Roadway Improvements.

Cherokee Street (joint project with Kennesaw) is an eligible project/program under the Safety and Operational Improvements – Roadway Improvements Component of the 2016 SPLOST Transportation Improvements (Cobb County 2016 SPLOST, pp. 7, 19).

SPLOST Project Summary as of October 5, 2022: Cherokee Street (joint project with Kennesaw)

Budget:	\$4,756,551.21	Expended:	\$4,496,444.12
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VOTE: **ADOPTED 5-0**

29. **To approve Project No. E10C04-TO#1 to the 2022 Master Task Order Contract with RS&H, Inc., for Cumberland Transit Center Site Selection Study, CCDOT Contract No. 001986.**

Motion by Richardson, second by Gambrill, to **approve** Project No. E10C04-TO#1 to the 2022 Master Task Order Contract with RS&H, Inc., in an amount not to exceed \$474,587.00, for Cumberland Transit Center Site Selection Study, CCDOT Contract No. 001986; **authorize** the corresponding budget transaction; and **further authorize** the Chairwoman to execute the necessary documents.

Funding is available in the 2011 SPLOST Transportation Improvements Program Fund, with the following budget transfer:

Transfer from:	345-050-E010-E10C-8721-E10C0-E	Preliminary Estimate	\$474,587.00
Transfer to:	345-050-E010-E10C-6322-E10C04-E	Planning Services	\$474,587.00

The 2011 Special Purpose Local Option Sales Tax (SPLOST), adopted by the Board of Commissioners on December 14, 2010, provides for capital improvements and anticipated corresponding budget funding to address, inter alia, Transit.

Cumberland Transit Center Site Selection Study is an eligible project/program under the Transit Component of the 2011 SPLOST Transportation Improvements (Cobb County 2011 SPLOST, pp. 10, 18). Cobb Parkway (US 41) Corridor improvements include park and ride lots for express bus and future corridor transit enhancements.

SPLOST Project Summary as of October 5, 2022: Cumberland Transit Center Site Selection Study (new project as of 10/25/22)

Budget:	\$0.00	Expended:	\$0.00
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Adjusted SPLOST Project Summary, following requested budget transfer:

Adjusted Budget:	\$474,587.00
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VOTE: **ADOPTED 5-0**

Support Services Agency

Information Services

30. To approve a contract with Hellmuth, Obata, & Kassabaum, Inc. (HOK) to provide design, pre-construction, construction management services, and to develop an RFP to select a design assist integrator/contractor to upgrade/replace the detention security systems in the Cobb County Adult Detention Center (CCADC) and Judicial Complex Facilities. This is a 2016 SPLOST project, Facilities Improvements Program X0920.

Motion by Cupid, second by Birrell, to **approve** a contract with Hellmuth, Obata, & Kassabaum, Inc. to provide design, pre-construction, construction management services, and to develop an RFP to select a design assist integrator/contractor to upgrade/replace the detention security systems in the Cobb County Adult Detention Center and Judicial Complex Facilities, in an amount not to exceed \$1,256,300.00; **authorize** a contingency fund in the amount of \$125,630.00; **authorize** the corresponding budget transactions; and **further authorize** the Chairwoman to execute the necessary documents.

Funding is available in the 2016 SPLOST Support Services Facilities Improvement Program Fund with the following budget transfers:

Transfer from:	347-035-X092-8005-X0920-A	(Preliminary Estimates)	\$1,381,930.00
Transfer to:	347-035-X092-8676-X0920-T	(Professional Services)	\$1,256,300.00
	347-035-X092-8005-X0920-T	(Contingency)	\$ 125,630.00

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, Facilities Improvements.

Building Security, Emergency/Life Upgrades is an eligible project/program under the 2016 SPLOST and is an approved project of the Support Services Facilities Improvements Work Program (Cobb County 2016 SPLOST, p.37) which provides for improvements to modernize life safety systems in County facilities including detention security systems.

SPLOST Project Summary as of October 5, 2022:

Building Security, Emergency/Life Upgrades (includes Revenue Above Projections approved on March 9, 2021)

Budget: \$11,860,101.00

Expended: \$4,248,452.09

VOTE: **ADOPTED 5-0**

County Attorney

31. To adopt a resolution amending Act 562, a local law that amended the local Act creating the Board of Commissioners of Cobb County, approved June 19, 1964 (Ga. L. 1964, Ex. Sess., p. 2075), as amended, particularly by an Act approved April 10, 2014 (Ga. L. 2014, p. 3893) so as to change the descriptions of the Commissioner districts; to provide for definitions and inclusions; to provide for continuation in Office of current members; to provide effective dates; to repeal conflicting laws; and for other purposes.

Motion by Cupid, second by Richardson, to **adopt** a resolution amending Act 562, a local law that amended the local Act creating the Board of Commissioners of Cobb County, approved June 19, 1964 (Ga. L. 1964, Ex. Sess., p. 2075), as amended, particularly by an Act approved April 10, 2014 (Ga. L. 2014, p. 3893) so as to change the descriptions of the Commissioner districts; to provide for definitions and inclusions; to provide for continuation in Office of current members; to provide effective dates; to repeal conflicting laws; and for other purposes. A copy of said resolution is attached and made a part of these minutes.

VOTE: **ADOPTED 3-2**, Commissioner Birrell and Commissioner Gambrell opposed

PUBLIC COMMENT

1. Christine Rozman addressed the Board regarding Home Rule.
2. William Parker addressed the Board regarding Home Rule.
3. Mindy Seger addressed the Board regarding Home Rule.
4. Caroline Holko addressed the Board regarding Home Rule.
5. Donna Court addressed the Board regarding Home Rule.
6. Sharman Southou addressed the Board regarding Home Rule.

APPOINTMENTS

32. To announce the reappointment of David Harris to the Neighborhood Safety Commission.

Commissioner Sheffield **announced** the reappointment of David Harris to the Neighborhood Safety Commission for a three-year term to expire on September 30, 2025.

33. To announce the reappointment of Cynthia Edwards to the Neighborhood Safety Commission.

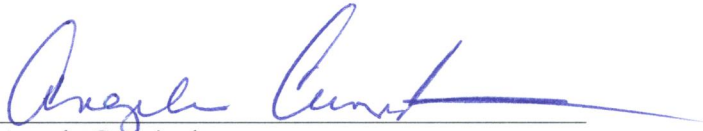
Commissioner Sheffield **announced** the reappointment of Cynthia Edwards to the Neighborhood Safety Commission for a three-year term to expire on September 30, 2025.

34. To announce the appointment of Thomas Shibley to the Transit Advisory Board.

Commissioner Birrell **announced** the appointment of Thomas Shibley to the Transit Advisory Board for a term balance to expire on December 31, 2022. This appointment will replace David Persson.

ADJOURNMENT

The meeting was adjourned at 9:52 p.m.



Angela Cunningham
Deputy County Clerk
Cobb County Board of Commissioners

COBB COUNTY BOARD OF COMMISSIONERS

RESOLUTION

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

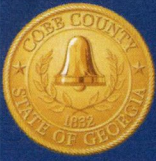
WHEREAS, Georgia Law, O.C.G.A. § 36-81-3 (b), requires each unit of government to operate under an annual balanced budget adopted by ordinance or resolution; and

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 25th of October 2022



Compensation Policy

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; 09/2022

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	September 2022
HR Next Review Date	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.

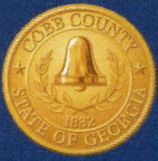
Sworn - Employees who are employed in positions requiring active Georgia POST Peace Officer Certification or active certification from the Georgia Firefighter Standards and Training Council and/or State of Georgia Emergency Medical Technician Certification. Sworn employees must take the oath of office 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.

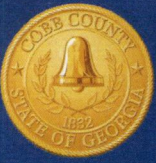
B. Merit Award Adjustments

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.
 - 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).
2. 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. Employees must have been employed a minimum of 90 days in the previous calendar year in order to be eligible for a merit increase. Merit increases become effective the first full bi-weekly in March for all eligible employees. Employees who did not have 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 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.



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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 a step that is consistent with the current salary guidelines.
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

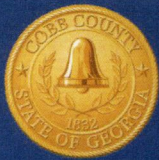
An employee may be transferred to another department in a position with the same pay grade, and such transfer will not change the employee's pay or the date from which eligibility for consideration for a merit increase shall be counted.

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:

- 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.



Compensation Policy

- 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:

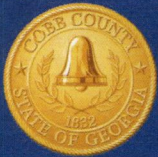
1. All employees whose salaries are below the minimum rates for the new grades will be brought to the minimum of the new grades in the proposed compensation plan.
2. Employees whose salaries are currently at or above the new range maximums will receive no adjustment in the implementation. Their base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

H. Supplemental Salaries

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 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.

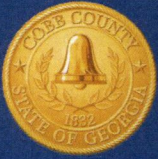
Example: Police officers must hold a Georgia POST certification and meet certain yearly criteria to continue to have official powers of arrest in the state of Georgia. Also, all Public Safety personnel are inherently exposed to a certain amount of danger and hazards which are endemic to Public Safety.



Compensation Policy

Categories of Specialty Pay:

1. Category I: Advanced Skill/Knowledge criteria- Each position is 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, and CCFD.
 - ii. Crisis Response Team
 - iii. Mobile Field Force
 - iv. Fire Communications Specialist
 - v. ~~Medical Operations Team~~
 - v. Paramedics non-ALS Station
 - vi. CIU
 - vii. Community Affairs
 - viii. Ranger Unit
 - ix. PIO
 - x. Homeland Security Unit
 1. Includes officers/deputies assigned full-time as a Federal Task Force Officer
 - xi. Tactical Dispatch
 - xii. Civilian Training Officers
 - vi.xiii. Crisis Negotiation Team (CNT)
 - b. The following positions are allowed 10% SP within Category I:
 - i. ~~OST~~ Certified Training Instructors assigned to CCFD Training Unit, Safety Village, DPS Training, Sheriff's Office Advanced Training or NCGLEA, or E911
 - ii. Specialty Investigators
 - iii. CCPD Persons Unit
 - iv. CCPD SVU
 - v. CCPD STEP Investigators
 - iv.vi. CCPD TBCU Investigators
 - v.vii. CCSO Fraud and Forgery
 - vi.viii. CCSO Fugitive Apprehension
 - vii. CCFD Fire Investigations
 - viii.ix. Field Training Officers (FTOs), Jail Training Officers (JTO), Post Certified Training Officers (CTO 911)
 - ix. ~~Deputy Sheriff III~~
 - x. Firefighter III
 - xi. Paramedics ALS Station
 - xi.xii. Fire Executive Officer
2. Category II: Additional Hazardous Exposure and advanced skill/knowledge/certification - Each position is 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.



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Example: *Explosive Ordinance Disposal (EOD).*

a. The following positions are allowed 10% SP within Category II:

- i. EOD
- ii. SWAT
- iii. Dive Team
- iv. Hazardous Material Response Team
- v. K-9
- vi. CCPD and CCSO Motor Unit

1. Personnel must be assigned to Motor Unit full-time to receive this Specialty Pay (SP).

vii. Technical Rescue Team

viii. VIPER

ix. MCS Organized Crime/Narcotics Unit

1. Personnel must be assigned full-time to receive this Specialty Pay (SP)

x. FAST

xi. Mounted Patrol

1. Personnel must be assigned to Mounted Unit full-time to receive this Specialty Pay (SP)

vii-xii. Medial Operations 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/CTOs/Medical Operations Team Members/FF IIIs.

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.*

Example 3: If a person is assigned to the Medical Operations Team or is appointed as FF III and is certified as a Paramedic, that person could receive 20% in Specialty Pay based upon their station assignment.

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.

iv. Sworn employees appointed to Deputy Sheriff III will receive specialty pay in the amount of \$1.40 per hour.

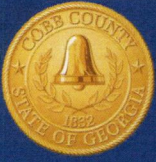
v. Sworn employees assigned to the K-9 unit will receive compensation for 1 hour per day at their regular rate of pay for the care of the canine.

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 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



Compensation Policy

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

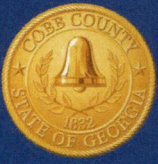
The Board of Commissioners may approve payments to employees as single or multiple non-cumulative payments that do not adjust base salary. Such payments will be based on available funding in accordance with eligibility criteria. Such payments will be administered as determined by the Board of Commissioners.

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.



Compensation Policy

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

REPORT OF ACCOMPLISHMENTS & COMMUNITY WORK PROGRAM

- DCA COMMENT:** Cost estimates must be identified within the new Community Work Program. Project LU-1 does not have a cost or funding source. If the cost or funding source is not known, then list the item as "TBD"
- COBB RESPONSE:** Verified comment and revised project LU-1 based on known cost estimate and funding source.
- DCA COMMENT:** The Report of Accomplishment omits the following items from the previous Community Work Program:
"Operate four WRFs to ensure quality of discharge to Allatoona Lake and Chattahoochee River meet or exceed regulatory requirements and make appropriate repairs and replacements"
- COBB RESPONSE:** Verified comment and revised the Report of Accomplishments to include the project
- DCA COMMENT:** Some items listed as "Ongoing" or "Postponed" in the Report of Accomplishments must be included in the new Community Work Program
- COBB RESPONSE:** Completed a wholesale review of the projects listed as "ongoing" and "postponed" in the Report of Accomplishments and revised as necessary to ensure they were listed in the Community Work Program.
- DCA COMMENT:** The Report of Accomplishments does not clearly indicate some projects are "completed", "underway", "postponed", or "not accomplished/cancelled"
- COBB RESPONSE:** Completed a wholesale review of the projects that did not indicate their status and made the necessary changes.
- DCA COMMENT:** Some projects are listed in the Report of Accomplishments as completed and ongoing. Need to rectify this by choosing the best status.
- COBB RESPONSE:** Verified the projects and listed the projects based on their best status. Completed a wholesale review of the projects that did not indicate their best status.
- DCA COMMENT:** If projects that were in the previous Community Work Program and are rewritten or renumbered in the new Community Work Program please highlight or note the change in the "explanation" section of the new Community Work Program.
- COBB RESPONSE:** Each task that was carried over from the previous Community Work Program to the new Community Work Program was noted in the new Community Work Program. Likewise, it was noted in the Report of Accomplishments as well.

COMMUNITY ENGAGEMENT

- DCA COMMENT:** List the Stakeholders who were invited and participated
- COBB RESPONSE:** Stakeholder list was added to the "Appendix 3: Community Engagement"

COMPREHENSIVE PLAN 5-YEAR UPDATE – PROPOSED LAND USE CHANGE ADDENDUM

- COMMENT:** Land use change for ZD-10 does not adequately reflect the site plan (which hasn't been submitted yet) for the development. The conceptual site plan that was approved during rezoning does not reflect the stipulations that were place on the tract during the approval process. Therefore, an adequate representation of the Future Land Use cannot be determined until a correct site plan has been submitted. Suggestion is to hold off on any changes to the Future Land Use until a correct site plan has been submitted to make sure the Future Land Use correctly identifies each of the different uses within the plan, which includes a new road, park area, and a commercial tract along Johnson Ferry Road. In addition, there is a Small Area Policy Guideline (NAC-P9) that specifies in more detail about the future

development for this tract. Once the Future Land Use changes and the site plan is approved NAC-P9 should be removed from the Comprehensive Plan.

RESPONSE:

Recommend holding off on amending Future Land Use map per ZD-10. If Board chooses to move forward with the approval of ZD-10, an addendum to ZD-10 would require eliminating the Small Area Policy Guideline NAC-P9 that is attached to the tract. The Small Area Policy Guideline that would be removed as noted below:

~~NAC-P9~~ Because of the unique circumstances associated with the Johnson Ferry Road/Waterfront Drive area of the East Planning Area, the Board of Commissioners is considering the following redevelopment scenario for the Johnson Ferry Estates Subdivision and the neighborhood activity center established therein:

~~Parcels not subject to an assemblage:~~

- ~~• The eleven (11) parcels, from southwest intersection of Johnson Ferry Road and Shallowford Road southward, with exclusive direct frontage on Johnson Ferry Road would be recommended for the NRC district and its permitted uses.~~
- ~~• The one parcel immediately west of the "Postel" property, southwest of the intersection of Johnson Ferry and Shallowford, on Shallowford Road would only be recommended for the Limited Retail Commercial (LRC) zoning district and its permitted uses.~~
- ~~• The nine parcels immediately west of the aforementioned LRC area on Shallowford Road, just past the western land lot line of Land Lot 467 in the 16th district would only be recommended for the Low Rise Office (LRO) district and its permitted uses. The westernmost parcel shall provide a twenty-five ft. (25') landscaped buffer along the western edge upon rezoning and development.~~

~~Parcels not subject to an assemblage:~~

- ~~• The nine parcels (9) with exclusive direct frontage on Waterfront Drive would be recommended (as part of an assemblage only) for a Neighborhood Retail Commercial (NRC) district and its permitted uses. It is very important to note that these parcels would only be entertained if all were combined together in conjunction with the four (4) parcels with exclusive direct frontage on Waterfront Drive as one rezoning application. Buffer and berm must be configured as shown on the conceptual plan contained in the Planning Division and Zoning Division offices:~~

~~Guidelines for parcels subject to an assemblage:~~

- ~~• All properties designated as subject to assemblage must be included in one rezoning application.~~
- ~~• Waterfront Drive to be addressed during the application for rezoning involving these parcels.~~
- ~~• The existing lake may be reconfigured to allow for better compliance and conformance with this conceptual redevelopment scenario. A minimum seventy five (75') foot buffer with a minimum ten (10') foot high berm (on western edge of 75' buffer) will be required along western land lot line of Land Lot 470. The buffer and berm shall be designed and constructed so to shield westerly residential properties from noise and lights which may result from the development of the assemblage.~~
- ~~• In order to diversify land use and enhance the livability of the existing activity center, vertical and horizontal mixed-use projects should be encouraged along with single-family dwelling units.~~

~~General Notes:~~

- ~~• Site-specific criteria, such as landscape materials, building materials and architectural style, lighting, signage, parking, etc. will be determined when the Planning Commission and the Board of Commissioners are presented with a complete assemblage as part of a rezoning application, as previously mentioned.~~
- ~~• A copy of the conceptual site plan is available through the Planning Division and Zoning Division of Cobb County.~~



October 26, 2022

Debra Blair
Deputy County Attorney
Cobb County Attorney's Office
100 Cherokee Street, Suite 350
Marietta, Georgia 30090

Dear Ms. Blair:

PFM Financial Advisors LLC ("PFMFA") currently provides financial advisory services to Cobb County, Georgia ("County") pursuant to a contract between PFMFA and Client, dated November 1, 2021 (the "FA Contract"), which FA Contract is currently in full force and effect.

County has requested that PFMFA provide certain consultant services under the FA Contract, as set forth on Exhibit A attached hereto (the "Services"), and PFMFA will provide such Services through its affiliate, PFM Group Consulting LLC ("PFMGC").

PFMFA and PFMGC each acknowledge and agree that such Services by PFMGC shall be provided pursuant to and under the terms of the FA Contract.

[Signature page follows]



Please have an authorized official of the County sign a copy of this letter agreement and return it to us to acknowledge the terms of this engagement.

Sincerely,

PFM FINANCIAL ADVISORS LLC

By: Lisa Lawrence

Name: LISA LAWRENCE

Title: Managing Director

PFM GROUP CONSULTING LLC

By: David Eichenthal

Name: David Eichenthal

Title: Managing Director

Accepted by:

Cobb County, Georgia

JoAnn K. Birrell
Commissioner JoAnn K. Birrell,
Vice Chair, Cobb County Board
Of Commissioners



Attest:

James L. Miley
County Clerk's Office

Approved as to form:

Debra F. Blum
County Attorney's Office

11/2/2022
Date

APPROVED
PER MINUTES OF
COBB COUNTY
BOARD OF COMMISSIONERS

10/25/22



EXHIBIT A

Proposed Scope of Work for Organizational Performance Efficiency Review and Assessment

PFM Group Consulting LLC ("PFM") is pleased to present Cobb County, Georgia with the below scope of work to begin the Organizational Performance Efficiency Review and Assessment ("Performance Assessment"). The proposed scope takes a cross-cutting, phased approach to the project.

Phase I: Assessment (Month 1)

Assuming a start date in November, PFM will conduct an initial assessment to prioritize areas for review. The assessment will consider both individual departments (e.g. Public Safety) as well as potential cross-cutting functions within County government (e.g. technology, human resources, finance, purchasing).

Over the course of one month, the PFM team will engage in a series of initial interviews with the County Manager, Deputy County Manager, heads of large departments, and members of the Board of Commissioners.

The goal of the interviews with County senior leadership is to ensure that the PFM team is focused on addressing those questions about departmental structure, staffing, and performance that matter most to leadership. For each of the interviews, PFM will provide an agenda and develop a discussion guide.

In addition, the PFM team will conduct a preliminary review of data and documents to be provided by the County. This would include financial statements, budgets, and FTE headcounts for each of the last five years; much of this data is already accessible on-line. In addition, PFM will ask the County for any performance data that is either regularly reported to the public or is used by the County Manager or individual departments for purposes of performance management.

Based on the interviews and the preliminary review of data and documents the PFM team will make a series of recommendations to the County Manager for priority departments and areas for review as part of Phase II and Phase III of the engagement. The recommendations will identify the priority departments and areas, the rationale for prioritization (e.g. feedback from interviews, budget, impact on County mission) and a specific timeline for each review.

PFM will deliver our findings and recommendations from the Phase I assessment in a high-level PowerPoint presentation to County senior leadership by no later than one month after the start date with a goal of the County selecting Phase II reviews by the end of the month.

Phase II: Priority Reviews (Months 2 - 5)

Based on the Phase I assessment and upon direction by the County Manager, PFM will begin the first of its reviews. Depending on the area(s) or department(s) selected, PFM anticipates that it would conduct two reviews as part of Phase II. Upon the selection of areas or departments, PFM will create specific project plans for the County's approval.



While the project plans may vary by department and would need to account for the potential review of a service area that cuts across multiple departments, it would generally include the following steps:

Research: Interviews with County and departmental leadership, line staff, stakeholders; data and document collection;¹ best practices; and comparisons to other jurisdictions.

Analysis: Depending on the departments or areas selected for review, analysis will typically focus on program or service utilization; service levels; service delivery models; organizational structure; staffing and span of control; costs; revenues; procurement; workforce; technology and customer service.² The analysis will also address other questions raised during the initial leadership interviews and the interview and roundtable process. At every turn, the goal will be identifying the County's current performance and capabilities and gauging those against the performance ideals identified in discussions with County leadership, staff, customers, and key stakeholders.

Reporting: PFM will employ a multi-step reporting approach leading up to delivery of final reports. While the specific scope and format of the reports will be finalized in consultation with County leadership, each is likely to include:

- A short (3 – 5 pages) **Executive Summary** detailing key findings and high level recommendations;
- A discussion of **Goals and Strategic Priorities**, including a review of the strategic plan, mission and vision, and key strategic initiatives;
- A review of **Structure**, including reporting relationship, span of control, and comparisons to other benchmark departments where appropriate;
- A summary of relevant **Policies and Procedures and Internal Controls**;
- An analysis of **Staffing and Budget** that details positions and job descriptions, provides an overview of current funding and spending, reviews historic trends, makes comparisons to best practices and benchmarks, and details opportunities and challenges;
- An **Operations Assessment** that includes a summary of operations, current staff workload, the relationship with internal and/or external customers, use of technology, use of performance management, employee training, a review of future needs, and comparisons to best practices;
- A detailed **Review of Results**, focused on key outcomes and trends over time;
- A set of **Recommendations** to improve efficiency and effectiveness, through changes in operations, policies, procedures, training, and internal controls;
- An **Implementation Plan**, providing a prioritization of recommendations;

¹ PFM's RFP response includes a list of typical documents and data requested as part of a departmental review. The document and data request would be modified if a review is focused on a cross cutting issue rather than a single department.

² PFM's RFP response includes a list of key questions that would be addressed as part of a department review. Those questions would be modified if a review is focused on a cross cutting issue rather than a single department.



- A set of **Key Performance Indicators** to measure efficiency and effectiveness in meeting County goals; and
- A **Summary of Fiscal Impacts**, including both the need for investments, as well as opportunities for savings and new revenue, including a discussion of fiscal impacts.

In each instance, recommendations will be put forward with an understanding of context. No County department or division operates in a vacuum, and the reports will recognize risks and costs involved in implementation of recommended improvements, as well as risks and costs associated with failure to act. The types of recommendations will depend on the departments under review: PFM's experience is that a "one-size-fits-all" approach does not provide for the type of tailored analysis that the Performance Assessment requires.

The implementation plan will set out the steps required for implementation, assign responsibility for action, and assign a priority level (immediate, near-term, or long-term) for initiating each recommendation.

In addition to the reports, the PFM team will deliver PowerPoint presentations summarizing project findings and recommendations – a long form presentation to County leadership and a short form that can be used for presentations by the County to the media and the public, if desired.

Phase III: Additional Departmental or Area Reviews (Upon Request)

If the County decides that it wants to go beyond the initial reviews in Phase II, PFM would develop a specific project plan and budget for selected additional department or area reviews. If those reviews are not included as part of Phase II reviews, they – along with other department or area reviews – could be completed as part of Phase III. Phase III contemplates additional funding in support of the project beyond the \$300,000 budget needed to complete Phase I and II.

Pricing

PFM proposes to perform Phases I and II work for \$300,000.

Phase I would be completed for \$50,000. The budget for the review(s) under Phase II would be \$250,000. Depending on the departments and areas selected for Phase II, we believe that would be sufficient for two reports.

Phase I will be for a fixed fee. As part of the project plans developed for reports under Phase II, PFM will provide a Phase II budget: the Phase II budget will provide total expected hours for each review and expected travel costs, not to exceed \$250,000. PFM will budget hourly costs for labor based on the \$300 per hour blended rate under the County's contract with PFM Financial Advisors for "Additional Services."

RESOLUTION AMENDING LOCAL LAW

Amending Act 562, a local Act that amended the local Act creating the Board of Commissioners of Cobb County, approved June 19, 1964 (Ga. L. 1964, Ex. Sess., p. 2075), as amended, particularly by an Act approved April 10, 2014 (Ga. L. 2014, p. 3893) so as to change the description of the commissioner districts; to provide for definitions and inclusions; to provide for continuation in office of current members; to provide effective dates; to repeal conflicting laws; and for other purposes.

WHEREAS, during the 2022 legislation session of the 156th General Assembly of the State of Georgia, the majority of the legislators representing Cobb County ("Cobb County's local delegation") supported House Bill 1256 ("HB 1256"), which redrew the electoral district lines for Districts 1 through 4 of the Cobb County Board of Commissioners in accordance with the description contained in Appendix A of HB 1256, which was attached to and made a part of HB 1256 and which was further identified as "User: HD038 Plan Name: CobbCC-HD-038-Draft3-2021 Plan Type: local";

WHEREAS, on January 25, 2022, the Cobb County Board of Commissioners considered the electoral district lines in proposed bill HB 1256 and the majority of the Board voted to adopt the revised electoral district lines set forth in that bill;

WHEREAS, HB 1256 was never voted upon by the General Assembly;

WHEREAS, the minority of Cobb County's local delegation supported House Bill 1154 ("HB 1154"), which redrew the electoral district lines for Districts 1 through 4 of the Cobb County Board of Commissioners in accordance with the description contained in Appendix A of HB 1154, which was attached to and made a part of HB 1154 and which was further identified as "User: HD046 Plan Name: CobbCC-HD046-2022 Plan Type: Local";

WHEREAS, HB 1154 was approved by the Georgia House of Representatives on February 14, 2022; approved by the Georgia Senate on February 24, 2022; and was signed by the Governor on March 2, 2022 and became effective as of March 2, 2022; and is now known as Act 562;

WHEREAS, Article 9, Section 2, Paragraph 1 of the Georgia Constitution confers upon Georgia counties the power to exercise home rule authority to amend or repeal local legislation provided the legislation does not address eight subject matters that are specifically enumerated within the Georgia Constitution or address other matters that have been preempted by general law;

WHEREAS, the drawing of electoral district lines does not fall within any of the eight enumerated subject areas set forth in the Home Rule Amendment to the Georgia Constitution where home rule authority has been preempted nor is redistricting preempted by general law;

WHEREAS, the electoral district boundary lines contained in HB 1256 were drawn by staff at the General Assembly's Office of Legislative & Congressional Reapportionment for the General Assembly, who have expertise in the drawing of electoral district lines;

WHEREAS, the electoral district lines established in HB 1256 satisfy all legal requirements contained in the United States Constitution, the Georgia Constitution, and the Voting Rights Act of 1965; and

WHEREAS, the electoral district lines established by HB 1256 satisfy the traditional redistricting principles of compactness, contiguity, respect for political boundaries, preserving communities of interest, and protection to incumbents.

NOW, THEREFORE, BE IT RESOLVED: in the exercise of its constitutional authority to amend or repeal local legislation, the Cobb County Board of Commissioners hereby amends an Act creating the Board of Commissioners of Cobb County, approved June 19, 1964 (Ga. L. 1964, Ex. Sess., p. 2075), as amended, particularly by an Act approved April 10, 2014 (Ga. L. 2014, p. 3893) so as to change the description of the commissioner districts, and as amended by Act 562 effective on March 2, 2022 (collectively "Local Legislation") as follows:

1. Section 2 of the Board of Commissioners' Local Legislation relating to the members of the Board of Commissioners and their districts is amended by striking it in its entirety and replacing in lieu thereof the following:

"SECTION 2.

(a) Those members of the Board of Commissioners of Cobb County who are serving as such on January 1, 2022, and any person selected to fill a vacancy in any such office shall continue to serve as such members until the regular expiration of their respective terms of office and upon the election and qualification of their respective successors.

(b) For purposes of electing members of the board of commissioners, other than the chairperson who is elected at large as provided in Section 3, Cobb County is divided into four commissioner districts. One member of the board shall be elected from each such district. Effective January 1, 2023, ~~the four commissioner districts shall be and correspond to those four numbered districts described in Appendix A attached to and made a part of this Act and further identified as 'User: HD046 Plan Name: Cobb CC-HD046-2022 Plan Type Local'~~ 'User: HD038 Plan Name: Cobb CC-HD038-Draft3-2021 Plan Type: local.' Appendix A also contains a map showing the boundary lines for the Cobb County Commission's electoral districts.

(c)(1) For the purposes of such plan:

(A) The term 'VTD' shall mean and describe the same geographical boundaries as provided in the report of the Bureau of the Census for the United States decennial census of 2020 for the State of Georgia. The separate numeric designations in a district description with are underneath a VTD heading shall mean and describe individual Blocks within a VTD as

provided in the report of the Bureau of the Census for the United States decennial census of 2020 for the State of Georgia; and

(B) Except as otherwise provided in the description of any district, whenever the description of any district refers to a named city, it shall mean the geographical boundaries of that city as shown on the census maps for the United States decennial census of 2020 for the State of Georgia.

(2) Any part of Cobb County which is not included in any district described in subsection (b) of this section shall be included within that district contiguous to such part which contains the least population according to the United States decennial census of 2020 for the State of Georgia.

(3) Any part of Cobb County which is described in subsection (b) of this section as being in a particular district shall nevertheless not be included within such district if such part is not contiguous to such district. Such noncontiguous part shall instead be included within that district contiguous to such part which contains the least population according to the United States decennial census of 2020 for the State of Georgia.”

2. Section 4 of the of the Cobb County Board of Commissioners’ Local Legislation relating to the effective date of electoral district lines is deleted in its entirety and inserted in lieu thereof the following:

“SECTION 4.

~~(a) The members of the Board of Commissioners of Cobb County shall be elected as provided in this subsection to the districts as newly described in this section. Effective January 1, 2023, the electoral district lines for Districts 1-4 of the Board of Commissioners of Cobb County are as described in Section 2(b) of this Act and in Appendix A to this Resolution. These electoral district lines will be used for elections for Cobb County Commission Districts 1-4 occurring on or after January 1, 2023. Elections occurring between March 2, 2022 and December 31, 2022 will be based upon the electoral district lines as originally established by unamended Act 562, identified as ‘User: HD046 Plan Name: CobbCC HD046 2022 Plan Type Local.’” Appendix B, attached hereto and made a part of this Act, contains a description of those electoral lines and also contains a map showing the boundary lines for the electoral districts for the Cobb County Board of Commission as established by Act 562, unamended.~~

~~(b) The chairperson and the members from Commissioner Districts 2 and 4 shall be elected at the general election on the Tuesday next following the first Monday in November, 2024. The members from Commissioner Districts 1 and 3 shall be elected at the general election on the Tuesday~~

next following the first Monday in November, 2022. All future successors to members of the board whose terms of office are to expire shall be elected at the time of the state-wide general election immediately preceding the expiration of such terms, shall take office the first day of January immediately following that election, and shall serve for terms of office of four years each. Members of the board shall serve for the terms of office specified thereof in this subsection and until their respective successors are elected and qualified.

(b) (c) All members of the board who are elected thereto shall be nominated and elected in accordance with Chapter 2 of Title 21 of the O.C.G.A., the 'Georgia Election Code.'

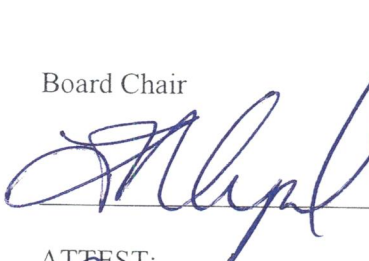
(e) (d) Commissioner Districts 1 through 4, as they exist immediately prior to January 1, 2023, shall continue to be designated as Commissioner Districts 1 through 4, respectively; ~~however, but as newly described under this Act, and on and after January 1, 2023, such members of the board serving from those former Commissioner Districts 2 and 4 1-4 shall be deemed to be serving from and representing their respective districts as newly described under this section."~~ as described in Section 2(b) and Appendix A."

3. Pursuant to Article 9, Section 2, Paragraph I(g), of the Georgia Constitution, the amendments to Cobb County's Local Legislation are enacted by the Cobb County Board of Commissioners pursuant to its constitutional home rule authority under Article 9, Section 2, Paragraph I (b)(2) of the Georgia Constitution and shall become legally effective upon the filing with the Georgia Secretary of State of a copy of the amendment, a copy of the required notice of publication, and an affidavit of a duly authorized representative of the newspaper attesting to such publication.

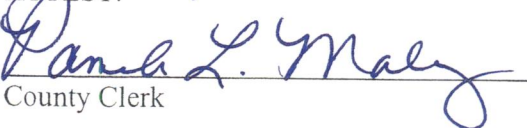
4. All local laws and parts of laws in conflict with this Act are repealed.

Adopted by the Cobb County Board of Commissioners this 25 day of October, 2022.

Board Chair

The seal of the Cobb County Board of Commissioners is circular. It features a bell in the center, surrounded by a wreath. The words "COBB COUNTY" are at the top, "BOARD OF COMMISSIONERS" is at the bottom, and "1832" is at the very bottom.

ATTEST:



County Clerk

Cobb County Commission Districts - 2022

Client: HD046
Plan: CobbCC-HD046-2022
Type: Local

