

**MINUTES OF REGULAR MEETING
COBB COUNTY BOARD OF COMMISSIONERS
FEBRUARY 24, 2026
7:00 PM**

The Regular Meeting of the Cobb County Board of Commissioners was held at 7:00 p.m., on Tuesday, February 24, 2026, at the David Hankerson Building, 100 Cherokee Street, Marietta, Georgia, in the Board of Commissioners Meeting Room. Present and comprising a quorum of the Board were:

Chairwoman Lisa Cupid
Commissioner Erick Allen
Commissioner JoAnn Birrell
Commissioner Keli Gambrill
Commissioner Monique Sheffield

CALL TO ORDER

Chairwoman Cupid called the meeting to order at 7:02 p.m.

PRESENTATIONS

1. **To present certificates of recognition to Eagle Scouts Lyndell Harris II, Brandon King, and Robert Brown.**

Chairwoman Cupid presented certificates of recognition to Eagle Scouts Lyndell Harris II, Brandon King, and Robert Brown.

2. **To present Certificates of Recognition to Ioana Bovo-Nicolescu, Director of Cobb Senior Services and Judy Byler for their extraordinary compassion, attentiveness, and unwavering commitment to the well-being of others.**

Commissioner Sheffield presented Certificates of Recognition to Ioana Bovo-Nicolescu, Director of Cobb Senior Services and Judy Byler for their extraordinary compassion, attentiveness, and unwavering commitment to the well-being of others.

PUBLIC COMMENT

1. Taylor Arnold addressed the Board regarding license plate readers and Flock Safety.
2. Gerald Rose addressed the Board regarding the death of Kyle Bassinga in Fair Oaks Park.
3. Mr. King addressed the Board regarding the death of Kyle Bassinga in Fair Oaks Park.
4. Stephan Sellers addressed the Board regarding the death of Kyle Bassinga in Fair Oaks Park.
5. Grace Blomberg addressed the Board regarding the death of Kyle Bassinga in Fair Oaks Park.
6. Monica DeLancy addressed the Board regarding the We Thrive in Riverside Renters Association community update.
7. Ross Cavitt addressed the Board regarding hiring practices and the appointment of County leadership.
8. Denny Wilson addressed the Board regarding the use of the Nextdoor App and Austell Gas price gauging.

Chairwoman Cupid called for a brief recess from 7:49 p.m. until 7:52 p.m.

CONSENT AGENDA

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

Sheriff's Office

3. **To approve a Purchase Agreement with MaxAir Mechanical Inc., for the purchase and installation of one hydronic boiler unit, and one domestic boiler unit, for the Cobb County Adult Detention Center, under Omnia Partners Contract # 159053.**

To **approve** a Purchase Agreement and Cobb County Supplemental Terms with MaxAir Mechanical Inc., for the purchase and installation of one hydronic boiler unit, and one domestic boiler unit, for the Cobb County Adult Detention Center, under Omnia Partners Contract #159053, in the amount of \$1,147,209.00; **authorize** the corresponding budget transactions; and **further authorize** the Chairwoman to execute the necessary documents.

Funding is available in the Sheriff's Office FY2026 budget.

010-210-9240-8435

Superior Court Administration

4. **To authorize the acceptance of additional grant funds from the Judicial Council of Georgia's FY26 American Rescue Plan Act (ARPA) to support the Superior Court of Cobb County's court-ordered psychological evaluations.**

To **authorize** the acceptance of additional grant funds from the Judicial Council of Georgia's FY26 American Rescue Plan Act in the amount of \$36,403.00; **authorize** the corresponding budget and accounting transactions; **authorize** Superior Court Administration or designee and the Finance Department or designee, to sign programmatic and finance reports; and **further authorize** the Chairwoman to execute the necessary documents.

Funding will be available with the following budget appropriations:

Increase Revenue	270-225-S098-4496	State Grants	\$36,403.00
Increase Expenditure	270-225-S098-6326	Professional Services	\$36,403.00

Juvenile Court

5. **To authorize the application for grant funds from the Criminal Justice Coordinating Council (CJCC) for the Cobb County Juvenile Drug Treatment Court.**

To **authorize** the application for grant funds from the Criminal Justice Coordinating Council for the Cobb County Juvenile Drug Treatment Program; and **further authorize** the Chairwoman to execute any necessary documents.

6. **To authorize the application for grant funds from the Criminal Justice Coordinating Council (CJCC) for the Cobb County Family Treatment Court Program.**

To **authorize** the application for grant funds from the Criminal Justice Coordinating Council for Cobb County Family Treatment Court; and **further authorize** the Chairwoman to execute any necessary documents.

State Court Administration

7. **To authorize the application for grant funding from the Criminal Justice Coordinating Council for the Cobb County DUI Court Program.**

To **authorize** the application for grant funding from the Criminal Justice Coordinating Council for the Cobb County DUI Court Program.

Water System

8. **To approve a Memorandum of Agreement with the Cobb County-Marietta Water Authority to temporarily connect to Cobb County water mains to provide water service to Bartow County.**

To **approve** a Memorandum of Agreement with Cobb County-Marietta Water Authority to temporarily connect to Cobb County water mains to provide water service to Bartow County; and **authorize** the Chairwoman to execute the necessary document.

9. **To approve final funding for the work under the FY24 Stormwater Management Unit Price Contract with D&H Construction Company, for 4710 Covenant Way, Program No. SW2280.**

To **approve** final funding for the work order under the FY24 Stormwater Management Unit Price Contract with D&H Construction Company, a savings to the project in the amount of \$37,803.86, for 4710 Covenant Way, Program No. SW2280; **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 4710 Covenant Way, Program No. SW2280.

Decrease Encumbrance:

GAE 51008132410	510-500-5758-6496	SW2280-C	\$37,803.86
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Transfer from:

4710 Covenant Way

Drainage Contract R&M Service	510-500-5758-6496	SW2280-C	\$37,803.86
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Transfer to:

Stormwater Multi-Year Budget

Drainage Contract R&M Service	510-500-5758-6496	SW9999-Z	\$37,803.86
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10. **To approve final funding for the work under the FY24 Stormwater Management Unit Price Contract with W.E. Contracting Co. Inc., for 3872 Vinyard Trace, Program No. SW2297.**

To **approve** final funding for the work order under the FY24 Stormwater Management Unit Price Contract with W.E. Contracting Co. Inc., a savings to the project in the amount of \$35,825.40, for 3872 Vinyard Trace, Program No. SW2297; **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 3872 Vinyard Trace, Program No. SW2297.

Decrease Encumbrance:

GAE 51005282413	510-500-5758-6496	SW2297-C	\$35,825.40
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Transfer from:

3872 Vinyard Trace

Drainage Contract R&M Service	510-500-5758-6496	SW2297-C	\$35,825.40
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Transfer to:

Stormwater Multi-Year Budget

Drainage Contract R&M Service	510-500-5758-6496	SW9999-Z	\$35,825.40
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11. **To approve an agreement with Woolpert, Inc. for professional services for FY26 Collection System Flow Monitoring Services, Program No. C0179, and to approve Supplemental Agreement No. 4 to the agreement with ADS, LLC (d/b/a ADS Environmental Services) for FY21 Collection System Flow Monitoring Services, Program No. C0161.**

To **approve** an agreement with Woolpert, Inc., in the amount not to exceed \$740,174.15, for professional services for FY26 Collection System Flow Monitoring Services, Program No. C0179, and Supplemental Agreement No. 4 to the agreement with ADS, LLC (d/b/a ADS Environmental Services), for a time extension of 120 days, for FY21 Collection System Flow Monitoring Services, Program No. C0161; **authorize** the corresponding budget transaction; and **further authorize** the Chairwoman to execute the necessary documents.

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

Transfer from:

FY21 Collection System Flow Monitoring Services

Preliminary Estimates	510-500-5752-8005	C0161-Z	\$740,174.15
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Transfer to:

FY26 Collection System Flow Monitoring Services

Engineering - Basic Fees	510-500-5752-8225	C0179-E	\$740,174.15
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12. **To approve a work order under the FY25-FY26 Stormwater Management Unit Price Contract with K M Davis Contracting Co., Inc. for 2676 Catawba Drive, Program No. SW1987.**

To **approve** a work order under the FY25-FY26 Stormwater Management Unit Price Contract with K M Davis Contracting Co., Inc. in the amount of \$341,364.71, for 2676 Catawba Drive, Program No. SW1987; **authorize** the corresponding budget transaction; and **further authorize** the Chairwoman to execute the necessary documents.

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

Transfer from:

Stormwater Multi-Year Budget:

Drainage Contract R&M Service	510-500-5758-6496	SW9999-Z	\$341,364.71
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Transfer to:

2676 Catawba Drive

Construction	510-500-5758-8260	SW1987-C	\$341,364.71
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13. **To approve a work order under the FY25-FY26 Stormwater Management Unit Price Contract with Wade Coots Company Inc. for 340 Renae Lane, Program No. SW2357.**

To **approve** a work order under the FY25-FY26 Stormwater Management Unit Price Contract with Wade Coots Company Inc., in the amount of \$99,641.15, for 340 Renae Lane, Program No. SW2357; **authorize** the corresponding budget transaction; and **further authorize** the Chairwoman to execute the necessary documents.

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

Transfer from:

Stormwater Multi-Year Budget			
Drainage Contract R&M Service	510-500-5758-6496	SW9999-Z	\$99,641.15

Transfer to:

340 Renae Lane			
Construction	510-500-5758-8260	SW2357-C	\$99,641.15

14. **To approve a work order under the FY25-FY26 Stormwater Management Unit Price Contract with Ardito Construction Company Inc. for 3276 Shadowridge Drive, Program No. SW2358**

To **approve** a work order under the FY25-FY26 Stormwater Management Unit Price Contract with Ardito Construction Company, in the amount of \$144,766.53, for 3276 Shadowridge Drive, Program No. SW2358; **authorize** the corresponding budget transaction; and **further authorize** the Chairwoman to execute the necessary documents.

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

Transfer from:

Stormwater Multi-Year Budget			
Drainage Contract R&M Service	510-500-5758-6496	SW9999-Z	\$144,766.53

Transfer to:

3276 Shadowridge Drive			
Construction	510-500-5758-8260	SW2358-C	\$144,766.53

Transportation

15. **To amend a previously approved action regarding approval of a non-reimbursable Contract for Acquisition of Right-of-Way with the Georgia Department of Transportation, and approve a reimbursable Contract for Acquisition of Right-of-Way with the Georgia Department of Transportation for Cumberland Sweep, Segment C, State P.I. No. 0017806, Cobb County Project No. TR519.**

To **amend** a previously approved action regarding approval of a non-reimbursable Contract for Acquisition of Right-of-Way with the Georgia Department of Transportation, which will now not be executed; **approve** a reimbursable Contract for Acquisition of Right-of-Way with the Georgia Department of Transportation for Cumberland Sweep, Segment C, State P.I. No. 0017806, Cobb County Project No. TR519; **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:	380-050-4638-4638-4466-TR519-R	GDOT Revenue	\$5,116,800.00
Increase Expenditure:	380-050-4638-4638-8741-TR519-R	Preliminary Estimate	\$5,115,800.00

Public Services Agency

PARKS

16. **To authorize acceptance of a donation in the amount of \$1,000.00 from the National Recreation & Park Association (NRPA) for Cobb PARKS Natural Resources Unit participating in and winning the Pollinator Bioblitz.**

To **authorize** the acceptance of a donation in the amount of \$1,000.00 from the National Recreation & Park Association (NRPA) for Cobb PARKS Natural Resources Unit participating in and winning the Pollinator Bioblitz; and **further authorize** the corresponding budget transactions.

Increase Revenue:	010-105-3380-4920	(Gifts & Donations)	\$ 1,000.00
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17. **To authorize acceptance of additional grant funds in the amount of \$5,000.00 from the Georgia Recreation & Park Association for a Building Opportunities for Out-of-School Time (BOOST) Grant 2.0.**

To **authorize** the acceptance of an additional \$5,000.00 in GRPA BOOST Grant (2026) funds; **authorize** the corresponding budget transactions; and **further authorize** the Chairwoman or the PARKS Director to execute the necessary documents.

Increase Revenue:	270-105-G298-4508	(Local Grants)	\$5,000.00
Increase Expenditure:	270-105-G298-6193	(Recreation Programming)	\$5,000.00

18. To authorize acceptance of a donation of materials and supplies from Due West Methodist Church for various holiday lighting, inflatables, and structural displays.

To **authorize** an acceptance of a donation of materials and supplies from Due West Methodist Church with an estimated value of \$80,000.00; and **further authorize** the Chairwoman or PARKS Director to execute any necessary documents.

Support Services Agency

Information Technology Services

19. To approve a sole source contract with Tyler Technologies (Tyler) to provide e-filing technology software services for the Cobb County Probate Court (Probate Court).

To **approve** a sole source contract with Tyler Technologies to provide e-filing technology software services for Cobb County Probate Court; and **authorize** the Chairwoman or the Procurement Services Director to execute the necessary documents.

Public Safety

Fire and Emergency Services

20. To authorize the acceptance of a donation from CL Zioncheck for the procurement of equipment and associated supplies, in preparation for an arson detection canine.

To **authorize** the acceptance of a donation, in the amount of \$25,000.00, from CL Zioncheck for the procurement of equipment and associated supplies in preparation for an arson detection canine; **authorize** the corresponding budget transactions and any future donations; and **further authorize** the Chairwoman to execute any necessary documents.

Increase Revenue:	270-130-G290-4920	Gifts & Donations	\$25,000.00
Increase Expenditure:	270-130-G290-6183	Specialty Vehicle Equipment & Supplies	\$10,000.00
	270-130-G290-6144	Animal Supplies	\$10,000.00
	270-130-G290-6258	Accountable Equipment	\$ 5,000.00

21. **To authorize the appropriation of revenue generated through external agency participation in Cobb County Fire and Emergency Services (CCFES) training programs and to establish a dedicated budgetary reserve for the retention and reinvestment of these funds into departmental training initiatives.**

To **authorize** the appropriation of revenue generated through external agency participation in Cobb County Fire and Emergency Services (CCFES) training programs, and to establish a dedicated budgetary reserve for the retention and reinvestment of these funds into departmental training initiatives; and **further authorize** the Chairwoman to execute any necessary documents.

Increase Revenue:	230-130-1000-4576	Training Class Fee
Increase Expenditure:	230-130-1000-6155	Education & Training Materials & Supplies

Community Development

22. **To review a summary of the appeal hearing conducted by the License Review Board on February 24, 2026, for H & H Restaurant Group Kennesaw, LLC doing business as E M Bop.**

To **affirm** the decision of the License Review Board, following the review of the summary of the appeal hearing of February 5, 2026, to approve the application for a liquor, beer, wine, and Sunday sales pouring license for Restaurant Group Kennesaw, LLC doing business as E M Bop, 1155 Ernest W Barrett Pkwy, NW, Ste. 212, Kennesaw, GA 30144, Chang Won Hon, licensee.

23. **To approve an annexation notice of Non-Objection with stipulations per HB 489 Intergovernmental Agreement and HB 2 regarding a petition for the annexation of a tract of land that totals 0.27 acres located on the southern side of Lower Roswell Road, west of Clearwater Drive.**

To **approve** an annexation Notice of Non-Objection with Stipulations per HB 489 Intergovernmental Agreement and HB 2 regarding a petition for the annexation of Land Lots 1205, 1206, and 1243 of the 16th District, Cobb County, Georgia, Parcel number 16120600330, into the City of Marietta. A copy of the Non Objection letter is attached and made a part of these minutes.

24. **To adopt a resolution instituting a temporary moratorium on rezoning applications and permit applications for new data centers in unincorporated Cobb County**

To **adopt** a resolution instituting a temporary moratorium on rezoning applications and permits for new data centers in unincorporated Cobb County. A copy of said resolution is attached and made a part of these minutes.

Human Resources

25. To approve the revision of the Tuition Assistance Policy.

To **approve** the revision of the Tuition Assistance Policy. A copy of the Tuition Assistance Policy is attached and made a part of these minutes.

26. To approve the revision of the Rules and Standards of the Cobb County Civil Service Board.

To **approve** the revision of the Rules and Standards of the Cobb County Civil Service Board. A copy of the Rules and Standards is attached and made a part of these minutes.

Finance

27. 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.

CDBG

28. To authorize the acceptance and allocate additional funding for the Community Services Block Grant program provided by the Georgia Department of Human Services.

To **accept** and **allocate** additional funding for the Community Services Block Grant program provided by the Georgia Department of Human Services; **authorize** the corresponding budget transactions; and **further authorize** the Chairwoman to execute the necessary documents.

The budget appropriations, as shown in Attachment A, account for the additional funds in the amount of \$28,891.54. Attachment A is attached and made a part of these minutes.

County Clerk

29. To approve minutes.

To approve the minutes from the following meetings:

- February 4-6, 2026 - BOC Retreat
- February 9, 2026 - Agenda Work Session
- February 10, 2026 - BOC Regular Meeting
- February 17, 2026 - BOC Zoning

CONSENT VOTE: **ADOPTED 5-0**

REGULAR AGENDA

Transportation

30. To approve a Consultant Services Agreement with BCC Engineering, LLC, d/b/a Heath & Lineback Engineers, Inc., for preliminary engineering design of Austell Powder Springs Road Trail, State P.I. No. 0020664, Cobb County Project No. B2439, Cobb DOT Contract No. 002396.

Motion by Sheffield, second by Birrell, to **approve** a Consultant Services Agreement with BCC Engineering, LLC, d/b/a Heath & Lineback Engineers, Inc., in an amount not to exceed \$1,160,174.88, for preliminary engineering design of Austell Powder Springs Road Trail, State P.I. No. 0020664, Cobb County Project No. B2439, Cobb DOT Contract No. 002396; **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-B240-B240-8721-B2439-E	Preliminary Estimate	\$1,160,174.88
Transfer to:	348-050-B240-B240-8722-B2439-E	Engineering	\$1,160,174.88

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, Federal/State/Local Match Improvements.

Austell Powder Springs Road Trail is an eligible project/program under the Federal/State/Local Match Improvements Component of the 2022 SPLOST Transportation Improvements, pending sufficient Federal, State, or other grant assistance becoming available (2022 Cobb Renewal, pp. 1, 21, 23). SPLOST funding for the Federal/State/Local Match Improvements will be used to leverage available matching funds to deliver key operational and safety improvements to the county's transportation system.

SPLOST Project Summary as of February 2, 2026: Austell Powder Springs Road Trail

Budget:	\$1,703,000.00	Expended:	\$12,772.50
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VOTE: ADOPTED 5-0

31. **To approve a 2026 Countywide Micro Surfacing contract with Asphalt Paving Systems, Inc., for micro surfacing of County-maintained streets, Project No. B2931, Cobb DOT Contract No. 002471.**

Motion by Allen, second by Gambrill, to **approve** a 2026 Countywide Micro Surfacing contract with Asphalt Paving Systems, Inc., in an amount not to exceed \$1,454,375.61, for micro surfacing of County-maintained streets, Project No. B2931, Cobb DOT Contract No. 002471; **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-B290-B290-8005-B2900-A	Preliminary Estimate	\$1,454,375.61
Transfer to:	348-050-B290-B290-8762-B2931-C	Turnkey Construction	\$1,454,375.61

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, Roadway Resurfacing.

2026 Countywide Micro Surfacing is an eligible project/program under the Roadway Resurfacing Component of the 2022 SPLOST Transportation Improvements (2022 Cobb SPLOST Renewal, pp. 1, 12). SPLOST funds will be used for resurfacing activities, including milling, patching, leveling, and resurfacing of various roadways throughout the county.

SPLOST Component Summary as of February 2, 2026: Roadway Resurfacing

Budget:	\$237,414,341.07	Encumbered/Expended:	\$176,889,140.47
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VOTE: ADOPTED 5-0

32. **To approve a contract with Azimuth Contractors, LLC for Holly Springs Road at Sandy Plains Road, Project No. B2313, Cobb DOT Contract No. 002436.**

Motion by Birrell, second by Sheffiled, to **approve** a contract with Azimuth Contractors, LLC, in an amount not to exceed \$1,367,887.52, for Holly Springs Road at Sandy Plains Road, Project No. B2313, Cobb DOT Contract No. 002436; **authorize** the corresponding budget transactions; and **further authorize** the Chairwoman to execute the necessary documents.

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

Transfer from:	348-050-B230-B230-8005-B2313-C	Preliminary Estimate	\$ 848,844.00
	348-050-B230-B230-8005-B2303-A	Preliminary Estimate	\$ 376,407.52
Transfer to:	348-050-B230-B230-8762-B2313-C	Turnkey Construction	\$1,225,251.52

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, Operational and Safety Improvements.

Holly Springs Road at Sandy Plains Road is an eligible project/program under the Operational and Safety Improvements Component of the 2022 SPLOST Transportation Improvements (2022 Cobb SPLOST Renewal, pp. 1, 15). SPLOST funds will be used to make operational and safety improvements at intersections and corridors throughout the county.

SPLOST Project Summary as of February 2, 2026: Holly Springs Road at Sandy Plains Road

Budget:	\$1,000,000.00	Expended:	\$527.60
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Adjusted SPLOST Project Summary, following requested budget transfer:

Adjusted Budget:	\$1,376,407.52
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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	\$146,496.00
Transfer to:	Cobb DOT Holly Springs Road-Sandy Plains Road Imprvs.		
	510-500-5756-8260-W4498-C	Construction	\$142,636.00
	510-500-5756-8265-W4498-M	Materials and Supplies	\$ 1,000.00
	510-500-5756-8810-W4498-T	Contingency	<u>\$ 2,860.00</u>
		Total:	\$146,496.00

VOTE: ADOPTED 5-0

33. To approve a contract with Glosson Enterprises, LLC for drainage system repairs on Chimney Springs Drive, Project No. B2205, Cobb DOT Contract No. 001845.

Motion by Birrell, second by Sheffield, to **approve** a contract with Glosson Enterprises, LLC, in an amount not to exceed \$217,333.00, for drainage system repairs on Chimney Springs Drive, Project No. B2205, Cobb DOT Contract No. 001845; **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	\$187,333.00
Transfer to:	348-050-B220-B220-8762-B2205-C	Turnkey Construction	\$187,333.00

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.

Chimney Springs 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 February 2, 2026: Drainage System

Budget:	\$40,296,492.43	Encumbered/Expended:	\$23,935,050.84
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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	\$31,600.00
Transfer to:	Cobb DOT Chimney Springs Drive - Utility Allow.		
	510-500-5756-8260-W5140-C	Construction	\$30,000.00
	510-500-5756-8265-W5140-M	Materials and Supplies	\$ 1,000.00
	510-500-5756-8810-W5140-T	Contingency	<u>\$ 600.00</u>
		Total:	\$31,600.00

VOTE: ADOPTED 5-0

34. **To approve a contract with D&H Construction Company, Inc., for drainage system repairs on Dungan Drive, Project No. B22183, Cobb DOT Contract No. 002517.**

Motion by Gambrell, second by Allen, to **approve** a contract with D&H Construction Company, Inc., in an amount not to exceed \$164,971.50, for drainage system repairs on Dungan Drive, Project No. B22183, Cobb DOT Contract No. 002517; **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	\$139,971.50
Transfer to:	348-050-B220-B220-8762-B22183-C	Turnkey Construction	\$139,971.50

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.

Dungan 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 February 2, 2026: Drainage System

Budget:	\$40,296,492.43	Encumbered/Expended:	\$23,935,050.84
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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	\$26,500.00
Transfer to:	Cobb DOT Dungan Drive Drainage - Utility Allow.		
	510-500-5756-8260-W5141-C	Construction	\$25,000.00
	510-500-5756-8265-W5141-M	Materials and Supplies	\$ 1,000.00
	510-500-5756-8810-W5141-T	Contingency	<u>\$ 500.00</u>
		Total:	\$26,500.00

VOTE: ADOPTED 5-0

35. **To approve a contract with D&H Construction Company, Inc., for drainage system repairs on Boxwood Trace, Project No. B22198, Cobb DOT Contract No. 002518.**

Motion by Gambrill, second by Allen, to **approve** a contract with D&H Construction Company, Inc., in an amount not to exceed \$269,694.75, for drainage system repairs on Boxwood Trace, Project No. B22198, Cobb DOT Contract No. 002518; **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	\$86,829.88
Transfer to:	348-050-B220-B220-8762-B22198-C	Turnkey Construction	\$86,829.88

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.

Boxwood Trace 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 February 2, 2026: Drainage System

Budget:	\$40,296,492.43	Encumbered/Expended:	\$23,935,050.84
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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	\$31,600.00
Transfer to:	Cobb DOT Boxwood Trace - Utility Allowance		
	510-500-5756-8260-W5139-C	Construction	\$30,000.00
	510-500-5756-8265-W5139-M	Materials and Supplies	\$ 1,000.00
	510-500-5756-8810-W5139-T	Contingency	<u>\$ 600.00</u>
		Total:	\$31,600.00

Available in the Water System CIP Budget, with the following budget transfer:

Transfer from:	Stormwater Multi-Year Budget 510-500-5758-6496-SW9999-Z	Drainage R&M Svc.	\$152,864.87
Transfer to:	Cobb DOT Boxwood Trace Drainage 510-500-5758-8260-SW2383-C	Construction	\$152,864.87

VOTE: **ADOPTED 5-0**

36. **To approve Supplemental Agreement No. 1 to the Consultant Services Agreement with Thomas & Hutton Engineering, Co., for engineering design of Chattahoochee River Trail Pilot, Phase 2, State P.I. No. 0019617, Cobb County Project No. B2432, Cobb DOT Contract No. 002054.**

Motion by Sheffield, second by Birrell, to **approve** Supplemental Agreement No. 1 to the Consultant Services Agreement with Thomas & Hutton Engineering, Co., in an amount not to exceed \$958,853.09, for engineering design of Chattahoochee River Trail Pilot, Phase 2, State P.I. No. 0019617, Cobb County Project No. B2432, Cobb DOT Contract No. 002054; **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-B240-B240-8721-B2432-E	Preliminary Estimate	\$958,853.09
Transfer to:	348-050-B240-B240-8722-B2432-E	Engineering	\$958,853.09

Increase Encumbrance			
GAE 34810102341:	348-050-B240-B240-8722-B2432-E	Engineering	\$958,853.09

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, Federal/State/Local Match Improvements.

Chattahoochee River Trail Pilot, Phase 2 is an eligible project/program under the Federal/State/Local Match Improvements Component of the 2022 SPLOST Transportation Improvements, pending sufficient Federal, State, or other grant assistance becoming available (2022 Cobb Renewal, pp. 1, 21, 24). SPLOST funding for the Federal/State/Local Match Improvements will be used to leverage available matching funds to deliver key operational and safety improvements to the county's transportation system.

SPLOST Project Summary as of February 2, 2026: Chattahoochee River Trail Pilot, Phase 2

Budget:	\$3,137,000.00	Expended:	\$291,942.27
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VOTE: **ADOPTED 5-0**

37. **To approve a Memorandum of Understanding with the Georgia Department of Transportation for Incident Management - Dynamic Message/Overhead Lane Signs, State P.I. No. 0007742, Cobb County Project No. B2523.**

Motion by Gambrill, second by Allen, to **approve** a Memorandum of Understanding with the Georgia Department of Transportation, in an amount not to exceed \$355,562.77, for Incident Management - Dynamic Message/Overhead Lane Signs, State P.I. No. 0007742, Cobb County Project No. B2523; **authorize** payment to the Georgia Department of Transportation for associated project costs; **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-B250-8005-B2520-A	Preliminary Estimate	\$355,562.77
Transfer to:	348-050-B250-8762-B2523-C	Turnkey Construction	\$355,562.77

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.

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

SPLOST Project Summary as of February 2, 2026: Incident Management – Dynamic Message/Overhead Lane Signs (new project as of 02/24/26)

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

Adjusted Budget:	\$355,562.77
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VOTE: **ADOPTED 5-0**

38. To approve the submission of proposed grant applications to Congressional delegation members for Fiscal Year 2027 Congressionally Directed Spending funding requests for the following four projects: Stilesboro Road at Old Mountain Road Intersection Safety Improvements, Project No. B2459; Cumberland Transit Center, Project No. B2457; Noonday Creek Trail Extension, Project No. B2455; and Austell Powder Springs Road Trail, Project No. B2439.

Motion by Cupid, second by Sheffieldd, to **approve** the submission of proposed grant applications to Congressional delegation members for Fiscal Year 2027 Congressionally Directed Spending funding requests for the following four projects: Stilesboro Road at Old Mountain Road Intersection Safety Improvements, Project No. B2459; Cumberland Transit Center, Project No. B2457; Noonday Creek Trail Extension, Project No. B2455; and Austell Powder Springs Road Trail, Project No. B2439.

VOTE: **ADOPTED 5-0**

PUBLIC COMMENT

1. Jacob Williams, Boy Scout, addressed the Board regarding deforestation problems.

ADJOURNMENT

The meeting was adjourned at 8:17 p.m.



Leila Washington
Deputy County Clerk
Cobb County Board of Commissioners



COBB COUNTY
COMMUNITY DEVELOPMENT AGENCY

Jessica Guinn, AICP

P.O. Box 649

Director

Marietta, GA 30061-0649

Phone (770) 528-2128 Fax: (770) 528-2126

jessica.guinn@cobbcounty.gov

CERTIFIED MAIL

7020 0090 0000 6545 4837

February 2, 2026

The Honorable R. Steve Tumlin., Jr
Mayor
City of Marietta
205 Lawrence Street
Marietta, Georgia 30060

**Re: Petition for Annexation- Malones Automotive, Inc - Land Lot(s) 1205, 1206, 1243,
District 16, Parcel 16120600330, 1920 Lower Roswell Road, Cobb County, Georgia;
Notice of Non-Objection with Stipulations**

Dear Mayor Tumlin:

We are in receipt of the above-referenced annexation and rezoning request. Please accept this response to the annexation proposal for an automotive repair shop. The subject property is currently zoned GC (General Commercial) and is within an area identified as NAC (Neighborhood Activity Center), according to the Cobb County Future Land Use Map. The subject parcel has the required contiguity with the existing Marietta boundary for annexation, and no unincorporated islands will be created or extended. The applicant plans to demolish the current tire shop (County) and the convenience store with fuel sales (City) to build a new 12-bay automotive repair shop.

Any existing developed GC zone/use outside a CAC (Community Activity Center) or a RAC (Regional Activity Center) shall be deemed a grandfathered, nonconforming use, requiring a rezoning application consistent with the comprehensive plan before redevelopment. The proposed City of Marietta zoning district of CRC is only acceptable within the Neighborhood Activity Center Future Land Use Category if located at the intersection of at least an arterial roadway, per the County's Major Thoroughfare Plan, according to Exhibit A of the HB 489 Intergovernmental Agreement.

Reference No. # 23

**Petition for Annexation- Malones Automotive, Inc - Land Lot(s) 1205, 1206, 1243, District 16,
Parcel 16120600330, 1920 Lower Roswell Road, Cobb County, Georgia; Notice of Non-Objection
with Stipulations**

Based on this information, Cobb County does not object to the pending request with the following stipulation in accordance with the Intergovernmental Agreement and O.C.G.A. § 36-36-112:

1. Require a 20-foot landscape screening buffer adjacent to all residentially zoned property; and,
2. Replace the existing 6-foot wood fence in the rear of the property, ensuring the adjacent residentially zoned property is protected from unsightly views and unreasonable sounds.

In summary, please accept this letter as the County's formal **notice of non-objection with stipulations** to the proposed annexation. Please see the attached comments from the Cobb County departments below. If you have any questions or need additional information, please contact Donald Wells, Intergovernmental Coordinator, at (770) 528-2199 or donald.wells@cobbcounty.gov.

**Petition for Annexation- Malones Automotive, Inc - Land Lot(s) 1205, 1206, 1243, District 16,
Parcel 16120600330, 1920 Lower Roswell Road, Cobb County, Georgia; Notice of Non-Objection
with Stipulations**

Sincerely,

Lisa Cupid, Chair

cc: Jackie McMorris, County Manager – VIA E-mail
Bill Volckmann, Deputy County Manager – VIA E-mail
H. William Rowling, Jr., County Attorney- VIA E-mail
Brian Johnson, Senior Associate County Attorney, VIA E-mail
Jessica Guinn, Community Development Director – VIA E-mail
Pamela Mabry, County Clerk – Via E-Mail
Phillip Westbrook, Senior Planner- Via E-mail
Sarah Ciccone, Planning & Zoning Director, City of Marietta– Via E-Mail
Shelby Little, Planning and Zoning Manager, City of Marietta– Via E-Mail

**Petition for Annexation- Malones Automotive, Inc - Land Lot(s) 1205, 1206, 1243, District 16,
Parcel 16120600330, 1920 Lower Roswell Road, Cobb County, Georgia; Notice of Non-Objection
with Stipulations**

[signature page continued]

Sincerely,



Keli Gambrell, District 1 Commissioner

cc: Jackie McMorris, County Manager – VIA E-mail
Bill Volckmann, Deputy County Manager – VIA E-mail
H. William Rowling, Jr., County Attorney- VIA E-mail
Brian Johnson, Senior Associate County Attorney, VIA E-mail
Jessica Guinn, Community Development Director, Cobb County – VIA E-mail
Pamela Mabry, County Clerk – Via E-Mail
Phillip Westbrook, Senior Planner, Cobb County- Via E-mail
Sarah Ciccone, Planning & Zoning Director, City of Marietta– Via E-Mail
Shelby Little, Planning and Zoning Manager, City of Marietta– Via E-Mail

**Petition for Annexation- Malones Automotive, Inc - Land Lot(s) 1205, 1206, 1243, District 16,
Parcel 16120600330, 1920 Lower Roswell Road, Cobb County, Georgia; Notice of Non-Objection
with Stipulations**

[signature page continued]

Sincerely,



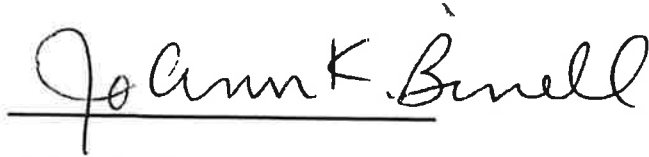
Erick Allen, District 2 Commissioner

cc: Jackie McMorris, County Manager – VIA E-mail
Bill Volckmann, Deputy County Manager – VIA E-mail
H. William Rowling, Jr., County Attorney- VIA E-mail
Brian Johnson, Senior Associate County Attorney, VIA E-mail
Jessica Guinn, Community Development Director, Cobb County – VIA E-mail
Pamela Mabry, County Clerk – Via E-Mail
Phillip Westbrook, Senior Planner, Cobb County- Via E-mail
Sarah Ciccone, Planning & Zoning Director, City of Marietta– Via E-Mail
Shelby Little, Planning and Zoning Manager, City of Marietta– Via E-Mail

**Petition for Annexation- Malones Automotive, Inc - Land Lot(s) 1205, 1206, 1243, District 16,
Parcel 16120600330, 1920 Lower Roswell Road, Cobb County, Georgia; Notice of Non-Objection
with Stipulations**

[signature page continued]

Sincerely,

A handwritten signature in black ink that reads "JoAnn K. Birrell". The signature is written in a cursive style with a horizontal line underneath the name.

JoAnn K. Birrell, District 3 Commissioner

cc: Jackie McMorris, County Manager – VIA E-mail
Bill Volckmann, Deputy County Manager – VIA E-mail
H. William Rowling, Jr., County Attorney- VIA E-mail
Brian Johnson, Senior Associate County Attorney, VIA E-mail
Jessica Guinn, Community Development Director, Cobb County – VIA E-mail
Pamela Mabry, County Clerk – Via E-Mail
Phillip Westbrook, Senior Planner, Cobb County- Via E-mail
Sarah Ciccone, Planning & Zoning Director, City of Marietta– Via E-Mail
Shelby Little, Planning and Zoning Manager, City of Marietta– Via E-Mail

**Petition for Annexation- Malones Automotive, Inc - Land Lot(s) 1205, 1206, 1243, District 16,
Parcel 16120600330, 1920 Lower Roswell Road, Cobb County, Georgia; Notice of Non-Objection
with Stipulations**

[signature page continued]

Sincerely,

Monique Sheffield, District 4 Commissioner

cc: Jackie McMorris, County Manager – VIA E-mail
Bill Volckmann, Deputy County Manager – VIA E-mail
H. William Rowling, Jr., County Attorney- VIA E-mail
Brian Johnson, Senior Associate County Attorney, VIA E-mail
Jessica Guinn, Community Development Director, Cobb County – VIA E-mail
Pamela Mabry, County Clerk – Via E-Mail
Phillip Westbrook, Senior Planner, Cobb County- Via E-mail
Sarah Ciccone, Planning & Zoning Director, City of Marietta– Via E-Mail
Shelby Little, Planning and Zoning Manager, City of Marietta– Via E-Mail

County Staff Comments and Recommendations

1920 Bells Ferry Road
City of Marietta

Water System- Christopher Duggan

Water service for the proposed annexed properties is provided by Marietta Water.
Sewer service for the proposed annexed properties is provided by Marietta Water.
Because Marietta Water will continue to own and maintain water and sewer facilities in public rights-of-way and public easements, there would be no infrastructure loss.

Planning- Historic Preservation-Mandy Elliott

No comment

Cobb County Fire Marshal's Office-Rock Toler

No comment

Stormwater Management- Andrew Heath

No comment

Cobb DOT-Wilson Collins

Lower Roswell Road, classified as an arterial road, is located within the right-of-way fronting Parcel PIN: 16120600330 (1920 LOWER ROSWELL RD). As this annexation creates a contiguous city boundary thought to the eastern property corner of Parcel PIN: 16120600330 (1920 LOWER ROSWELL RD), the right-of-way, roadway, and any associated stormwater infrastructure within this newly defined boundary—along with all related maintenance responsibilities, including but not limited to asphalt, pavement markings, signage, and mowing—will transfer to the City of Marietta. The attached graphic [Exhibit "A"] illustrates the roadway and known drainage infrastructure located within the new boundary.

Site Plan Review- Dave Griffin

No comment

Cemetery Preservation Committee- Helga Hong

No comment

Annexation Location Map

January 2026

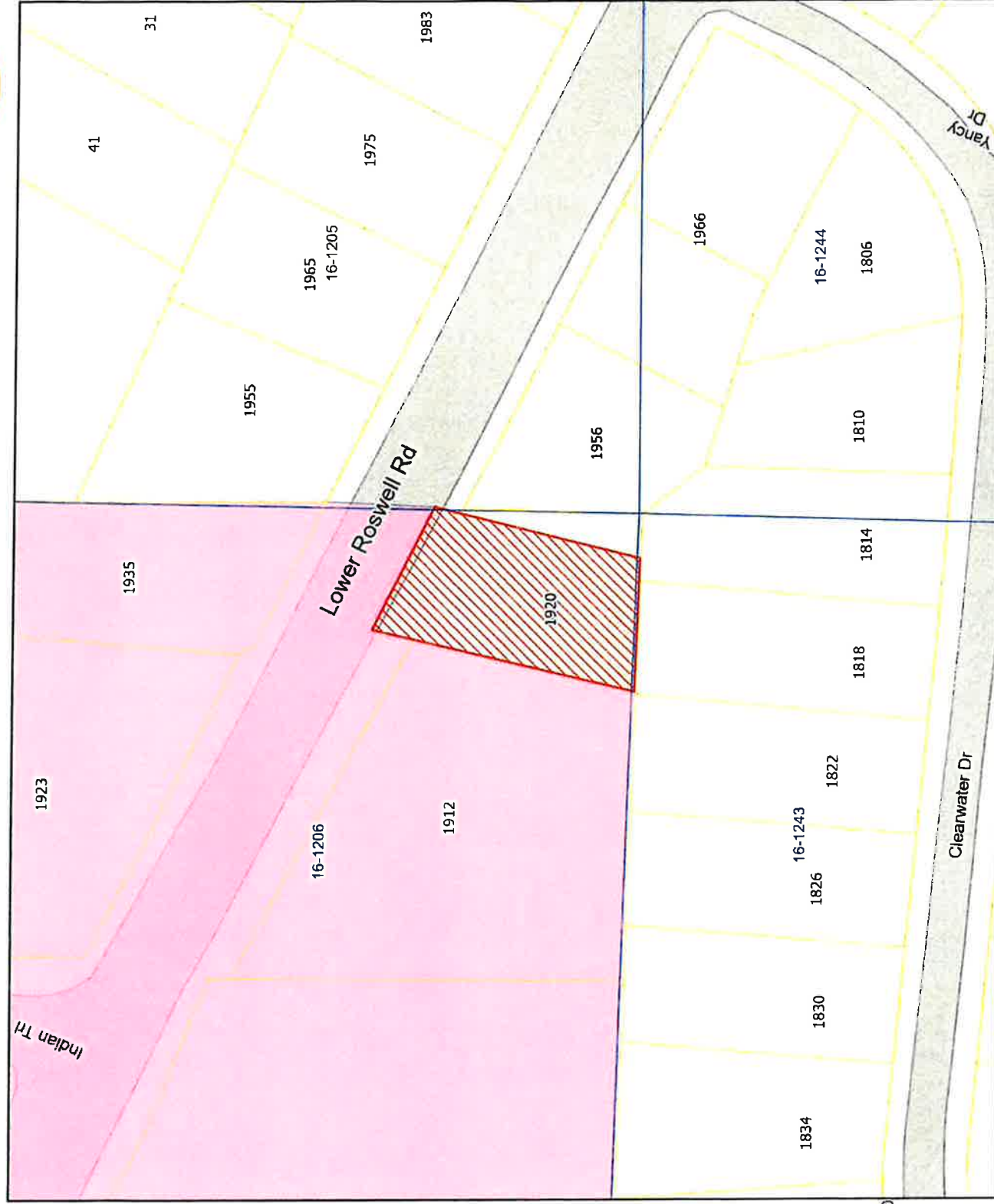
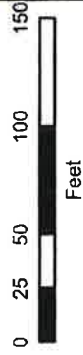


20th District
Land Lots: 1205, 1206,
& 1243
Parcel: 16120600330

Acreage: $\approx$ 0.27

Legend

- De/Annexations
- Acworth
- Austell
- Kennesaw
- Mableton
- Marietta
- Powder Springs
- Smyrna
- Unincorporated
- Parcels



**RESOLUTION INSTITUTING A TEMPORARY MORATORIUM
ON THE ACCEPTANCE OF REZONING AND PERMIT APPLICATIONS FOR NEW
DATA CENTERS IN UNINCORPORATED COBB COUNTY AND FOR OTHER
PURPOSES**

WHEREAS, Cobb County is a political subdivision of the State of Georgia; and

WHEREAS, the Board of Commissioners is the county governing authority; and

WHEREAS, the Board of Commissioners finds in recent years, the State of Georgia and metro Atlanta have seen a proliferation of new data centers constructed or in the planning stages; and

WHEREAS, the Board of Commissioners finds that these facilities can impact local infrastructure and power and water utilities significantly; and

WHEREAS, the Board of Commissioners finds that these facilities can present negative impacts to nearby properties, including noise pollution and air quality impacts resulting from cooling systems and backup generators, as well as undesirable aesthetic impacts; and

WHEREAS, Cobb County's current zoning code, adopted in 1972, provides no regulations specific to data centers; and

WHEREAS, the Board of Commissioners has authorized staff to engage a consultant to draft a Unified Development Code (UDC), which includes data centers as a new use and provides appropriate regulations; and

WHEREAS, the Georgia General Assembly is considering legislation related to data centers, including establishing a statewide moratorium on data centers in order to allow time to review the impact of data centers and to provide for appropriate regulations;

NOW, THEREFORE, BE IT RESOLVED by the Cobb County Board of Commissioners that in order to accomplish the foregoing, a temporary moratorium is instituted on the acceptance of rezoning and permit applications for new data centers in order for Cobb County to review and amend its current ordinances and regulations. This moratorium shall be for 180 days or until Cobb County has properly amended its ordinances regarding data centers.

The above Resolution was read and approved by the Cobb County Board of Commissioners, Georgia on the 24th day of February, 2026.

Approved:


Honorable Lisa N. Cupo, Chairwoman
Cobb County Board of Commissioners




Pam Mabry, County Clerk
(SEAL)

APPROVED
PER MINUTES OF
COBB COUNTY
BOARD OF COMMISSIONERS
2/24/26



Tuition Assistance Policy

Effective Date: October 1990

BOC Amended: 8/1991; 12/1994; 3/2008; 8/2010; 1/2026

Owner	Board of Commissioners (BOC)
Reviewer(s)	Human Resources
Approver(s)	Board of Commissioners (BOC)
Related Policies	Career Planning Policy
Related Standards	N/A
Storage Location	iCobb
HR Last Review Date	December 2023
HR Next Review Date	December 2026
HR Review Cycle	Every 3 years

1. PURPOSE

To provide financial assistance to county employees seeking to further their education.

2. SCOPE

This policy applies to all full-time county employees. If you have questions regarding this policy, contact Human Resources.

3. POLICY

It is the policy of the County to develop a better educated and more highly skilled work force by providing financial assistance to its employees seeking to further their education in accordance with the guidelines established below.

A. Eligibility requirements for financial assistance include the following:

1. Only full-time employees are eligible.
2. The employee must have completed a minimum of twelve (12) months of service with the County.
3. The employee must disclose any other eligibility for financial assistance and the County will consider financial assistance in addition to other available assistance not to exceed actual expenses.

B. Financial assistance will be provided only for courses of study which are directly related to the employee's present job or which will enhance the employee's potential for advancement to a position with the County which the individual has a reasonable expectation of achieving. It is intended for those employees seeking to obtain a degree. The committee will only consider undergraduate (associate and bachelor), masters, and Juris Doctorate degrees for approval. PhD and certificate programs will not be eligible.

C. In addition, courses or programs must be offered by accredited institutions of learning or agencies.

D. Courses which management specifically requests or directs an employee to take may not be funded under this policy. These courses are to be funded from the department's training budget.

E. Class attendance and completion of study assignments shall be accomplished outside of the employee's regular working hours. It is expected that educational activities will not interfere with the employee's work, and



Tuition Assistance Policy

unsatisfactory job performance during enrollment may result in forfeiture of financial assistance and termination of employment.

F. An employee who is terminated during enrollment because of a reduction in force or elimination of the job, or who is unable to complete the course because of transfer within the County, shall be reimbursed for the full amount of the costs incurred up to the date of termination or transfer.

G. An employee who voluntarily leaves the County or is terminated for cause prior to completing a course shall not be reimbursed for the expenses associated with the course.

H. If the employee leaves the County voluntarily or is terminated for cause within 12 months of receiving a tuition reimbursement, the employee must repay the full amount reimbursed by the County for the preceding 12 months. If the employee's status changes to part-time within 12 months of being reimbursed for a course, the employee must repay the reimbursed amount. Procedures for repayment of funds are as follows:

1. Repayment of funds to the County will be deducted from the employee's final payroll checks that cover final earned wages and any leave payouts.
2. If the employee's final checks do not cover the total repayment amount, the employee must repay the remaining balance to Cobb County.
3. If the employee must repay any funds to Cobb County, a repayment schedule not to exceed six months will be approved by the Finance Department, the Tuition Committee Chairperson, and the employee's Department Manager or Elected Official.
4. Employees whose status changes to part-time within 12 months of being reimbursed will repay through payroll deductions approved by the Finance Department, not to exceed six months.

I. Records will be maintained by the Human Resources Department of all educational programs completed by each employee, as well as the amounts reimbursed.

J. To guarantee reimbursement of educational costs, requests for educational assistance must be approved prior to enrollment. Written requests shall be submitted to the Tuition Assistance Committee through the employee's supervisor and department head. The supervisor and the department head shall recommend either approval or disapproval of the request and forward the application to the Human Resources department. In recommending approval or disapproval, the supervisor and department head may consider such factors as the employee's record of performance, disciplinary history, attendance, whether the employee is in a working test period at the time of the request, and the needs of the department. The final decision shall be made by the Tuition Assistance Committee.

K. All applications for tuition assistance shall be submitted within deadlines established by the Tuition Assistance Committee. All classes are to begin in the date range for the term. The date ranges are as follows: Spring Term – December 1st to April 30th, Summer Term – May 1st to July 31st, Fall Term – August 1st – November 30th. The Tuition Assistance Committee has the discretion to accept late applications and approve classes that begin up to a week before the start of the date range for the term when there is a valid reason to do so.

L. In determining whether or not to approve a request for financial assistance, supervisors, department heads and the Tuition Assistance Committee are directed to consider the following factors:

1. The nature and purpose of the course of study.



Tuition Assistance Policy

2. The benefits to be derived by the employee and the County; and
3. The level of responsibility and length of service of the employee.

M. Upon completion of the course, the employee shall submit to the Human Resources department a certified transcript of grades received and receipt for tuition incurred. The County will then reimburse the employee for tuition and any fees required by the school up to the term cap set by the committee (see section N). No more than two (2) classes are eligible for reimbursement per term. Applications will be classified as overdue and ineligible for reimbursement 30 days after completion of a course, if transcripts and grades have not been submitted.

N. A grade of "B" or better must be earned in order for the employee to be reimbursed by the County.
Employees shall not be reimbursed for a grade of "Pass" or "Satisfactory".

Reimbursements are calculated with a maximum term allowance per student decided by the committee based on the available budget and the number of students enrolled. Additionally, reimbursements will be subject to an annual cap also based on the available budget and the number of students enrolled. Each will be established at the beginning of each fiscal year. For example, the annual cap may be established at \$1250 per student. The maximum term allowance may be \$500.00 per student. Therefore, each student is eligible to receive \$500.00 per term up to the annual cap of \$1250.00. If the student is enrolled all three quarters, the student is eligible for \$500 for the first and second term and \$250.00 the third term. If the student only participates the second and third term, the student is eligible for \$500 for the second and third term; they have not met the annual cap.

The Tuition Assistance administrator will notify all participants of the term allowance and the annual cap upon approval of the application from the committee.

Should participation in the Tuition Assistance Program substantially change during the fiscal year, the Tuition Assistance Committee may need to adjust the reimbursement amounts to remain within the approved budget. Notice of any changes will be included in your approval letter for the term.

O. The Tuition Assistance Committee is composed of departmental representatives appointed by the County Manager. The Committee shall operate under the following procedures:

1. The final decision to approve/disapprove applications is made by the Committee.
2. The Committee has the responsibility for interpretation of the Tuition Assistance Policy.

P. The County makes no commitment that additional coursework or the completion of a degree will bring an employee either a job promotion or a salary increase beyond that to which the employee might otherwise be entitled.

4. EXCEPTIONS

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

5. NON-COMPLIANCE

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



Tuition Assistance Policy

REVISION HISTORY

Version ID	Revision Date	Author	Reason for Revision
	10-1990		Adoption
	08-1991		Revision
	12-1994		Revision
	03-2008		Revision
	08-2010		Revision
v.1.0-2020	09-2020		Reformat

**RULES AND STANDARDS
OF THE
COBB COUNTY CIVIL SERVICE BOARD**

COBB COUNTY, GEORGIA

Adopted: December 10, 1996
Amended: February 24, 2026

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RULE 1. DEFINITIONS

- Par. 1.1 "Act" or "The Act" or "Civil Service Act" means Act 733, approved by the Governor March 10, 1964, as amended.
- Par. 1.2 "Appointing Authority" means a department head, elected official, or division head.
- Par. 1.3 "Board" means the Cobb County Civil Service Board as provided in Act 733, approved by the Governor, March 10, 1964, as amended.
- Par. 1.4 "Civil Service" means the Cobb County Civil Service System established under Section 2 of the Act.
- Par. 1.5 "Class" means a group of positions sufficiently similar as to the duties performed, degree of supervision exercised or required, minimum requirements of training, experience, and such other characteristics, that the same title, the same tests of fitness, and same schedule of compensation may be applied to each position in the group; and which has been recognized as such in the Classification Plan established by the Board of Commissioners.
- Par. 1.6 "Classified Position" means a position occupied by a person who receives a salary or wages in whole or in part from Cobb County and which may be placed under the Cobb County Civil Service System pursuant to the terms of "the act."
- Par. 1.7 "Command Staff Appointments" shall be appointments in the Sheriff's Office, Police Department, and Fire Department to certain management and administrative positions held by officers with the title of Deputy Sheriff Major; Deputy Sheriff Captain; Deputy Sheriff, Lieutenant Colonel; Deputy Sheriff Colonel; Police Captain; Police Major; Deputy Police Chief; Fire Captain; Fire Captain (40 Hour); Fire Battalion Chief; Fire Division Chief; Fire District Chief; Chief Fire Investigator; Deputy Fire Marshall; and Deputy Fire Chief. Employees filling command staff appointments shall retain permanent status in the position they held prior to such appointment.
- Par. 1.8 "Delinquency" means negligence or failure in doing what is required.
- Par. 1.9 "Demotion" means a reduction of an employee to a position of a different class with a lower salary grade.
- Par. 1.10 "Department" means any county department under the Civil Service System and designated as a department by the Board of Commissioners. Department shall not mean the Office of the County Manager or Board of Commissioners or Clerk to the Board of Commissioners.

- Par. 1.11 “Director” means the Human Resources Director of Cobb County.
- Par. 1.12 “Employee” means an occupant of a “position” as hereinafter defined under the civil service system.
- Par 1.13 “Family Member” means spouse, son, daughter, father, mother, brother, sister, stepfather, stepmother, stepson, stepdaughter, stepbrother, stepsister, son-in-law, or daughter-in-law. These relationships shall include those arising from adoption.
- Par. 1.14 “Full-time Employee” means an incumbent of a position under the civil service system authorized by the Board of Commissioners as full-time who works 30 hours or more each week on a continuous basis, who is eligible for benefits.
- Par. 1.15 “Governing Authority” means the Cobb County Board of Commissioners.
- Par. 1.16 “Incompetence” means the lack of abilities or the incapability of doing the job. Skills, knowledge and abilities are inadequate, unsuitable or obsolete to perform at minimally acceptable standards of performance.
- Par. 1.17 “Inefficiency” means unproductive, wasteful use of time, energy or material, or repeated errors and mistakes.
- Par. 1.18 “Insubordination” means the unwillingness or refusal to perform assigned work, or deliberate failure to comply with written or verbal instructions from a proper supervisory authority.
- Par. 1.19 “Misconduct” means mismanagement of job responsibilities and county property, improper behavior, or violation of county policies, state or federal law.
- Par. 1.20 “Negligence” means careless disregard for or lack of attention to job related matters.
- Par. 1.21 “Part-time Employee” means an incumbent of a position not under the civil service system authorized by the Board of Commissioners as part-time who works less than 30 hours per week on a continuous basis, who is not eligible for benefits.
- Par. 1.22 “Per Diem Employee” means an incumbent of a position not under the civil service system authorized by the Board of Commissioners as per diem who works for an approved daily fee for each day worked, who is not eligible for benefits.
- Par. 1.23 “Promotion” means advancing an employee to a different class with a higher salary grade.
- Par. 1.24 "Position" means a group of current duties and responsibilities assigned or delegated by competent authority, requiring the full-time employment of one person.

- Par. 1.25 "Public Notice" unless otherwise expressly stated, means a written notice on a bulletin board accessible to the public during business hours and other publicity as may be deemed necessary by the Director to assure reasonable notice to those concerned.
- Par. 1.26 "Unclassified Position" means a position occupied by a person who receives a salary or wages in whole or in part from Cobb County and which is either precluded from being placed under the Cobb County Civil Service System by law or which is one of the following types of positions:
- a) A position established as the head of a department;
 - b) A position established as the head of a division of a department;
 - c) A position held by an elected official;
 - d) A position head by an individual who is appointed by such elected official to serve on a policy making level, is under the direct supervision of the selecting elected official, and has regular contact with such official, or is an immediate advisor to the elected official with respect to the constitutional or legal powers of his office and is appointed by the elected official; or
 - e) A position occupied by a person in a managerial capacity, which person consents in writing to accept such managerial position knowing that such employment is in an "unclassified position" as defined in this paragraph and which position is approved as an "unclassified position" by the Cobb County Civil Service Board. The Human Resources Director shall review each request for a position to be approved as an "unclassified position" pursuant to this subparagraph and report to the Civil Service Board regarding the Human Resources Director's opinion of said request.
- Par. 1.27 "Unfitness" means incapable or unable to perform the duties assigned with or without reasonable accommodation for any reason.
- Par. 1.28 "Unlawful discrimination" means different treatment with respect to an employee's compensation, terms, conditions or privileges of employment because of race, color, religion, national origin, sex, age, disability, or other protected class as established by applicable state or federal law.

RULE 2. CIVIL SERVICE BOARD

SECTION 2.100 CIVIL SERVICE BOARD

Par. 2.101 Organization of Board

- A. The Board shall consist of five (5) members who shall be appointed or elected as pursuant to the Civil Service Code.
- B. A vacancy in the membership of the Board caused by a member's death, resignation, disqualification, removal for cause, or other condition shall be filled in the same manner as the member of the post in which the vacancy occurred was appointed. Except, if less than one year of the term remains at the time the vacancy occurs, then such vacancy shall be filled by appointment of the Board of Commissioners to fill the unexpired term. Notwithstanding the foregoing, the Board of Commissioners shall have the right to make an interim appointment during any time a vacancy exists.
- C. The Board shall, at the regular meeting in January each year, elect one member to act as Chairman for a term of one year, or until a successor is duly elected. At the same time the Board shall elect one of its members to act as Vice-Chairman for the same term and to act for the Chairman in his absence. If the office of Chairman is vacated because of death, resignation, or in any other manner, before the expiration of his or her term as Chairman, the Board shall elect a successor at its next meeting, and that person shall serve as Chairman for the unexpired term.
- D. Meetings of said Board shall be held as frequently as may be required for the discharge of its duties.
- E. Meetings of the Board may be called by the Director or any quorum of the Board upon giving twenty-four hours advance notice in writing to each member of the Board and Appointing Authority whose interests might be affected by such meeting.
- F. All meetings of the Board shall be open to the public.
- G. The Board shall adopt procedures for the conduct of its activities. Meetings of the Board may be informal, subject to such rules of order as may be declared by the Chairman of the Board. The Chairman may participate fully in all hearings, including but not limited to offering a motion, seconding a motion, or voting on an issue or appeals before the Board.
- H. Three members of the Board shall constitute a quorum for the transaction of all business.
- I. The time and place of each meeting of the Board; names of the Board members present; all official acts of the Board; the votes of each member except when the acts are unanimous, shall be recorded in the minutes. The original minutes or a true copy thereof, upon approval of the Board, shall be open to inspection by Appointing Authorities and the public.
- J. All decisions resulting from a hearing conducted by the Board shall be typewritten,

subscribed to by the Board members concurring, and filed as a part of its proceedings with the minutes.

- K. The several Appointing Authorities shall have the right to attend or to be represented at and to participate in meetings of the Board, but shall be without voting power.

SECTION 2.200 Duties of the Board.

Par. 2.201 It shall be the duty, function, and responsibility of the Board within the scope of this Rule:

- A. To represent the interest of the public in the improvement of personnel administration in the departments covered by the Civil Service System.
- B. To hear appeals from any civil service employee, who claims to have been improperly suspended, demoted, discharged, unlawfully discriminated against, or improperly dismissed or adversely affected pursuant to a reduction-in-force.
 - 1. The Board's authority regarding an appeal by an employee who claims he or she was dismissed or adversely affected due to a reduction- in-force shall be limited to whether the action was in fact due to shortage of work, shortage of funds, abolishment of position, or other material changes in duties or organization to reduce the overall staff of the organization.
 - 2. In conducting hearings and rendering decisions, the board shall determine whether the appointing authority, department head or person whose action is being appealed had authority to exercise such action and did exercise such action for cause within the Rules and Standards of the Civil Service Board. If so found, the board shall affirm the action of the appointing authority. In the event that the board finds that the action appealed is contrary to the Rules and Standards of the Civil Service Board, the board shall reverse such an action. The board shall not modify the terms and conditions of said action of the person, appointing authority or department head, but may in its order of affirmance or reversal make recommendations of disposition which shall have persuasive force only.
 - 3. In addition, the board may recommend amendments to the Rules and Standards of the Civil Service Board to the governing authority, so as to carry forth purposes of such recommendation disposition, and when such rules and standards have been approved and adopted by the governing authority of Cobb County, they shall be binding upon all parties affected by the civil service.
- C. To meet as may be required for the discharge of its duties.
- D. To avoid the appearance of impropriety, bias, or prejudice. To that end, no member of the Civil Service Board shall:
 - 1. Preside, act, serve, deliberate, or vote in any case or proceeding in which the member

has a financial interest;

2. Preside, act, serve, deliberate, or vote in any case or matter when the member has a family member that has a direct interest in the result of the case or matter;
3. Preside, act, serve, deliberate, or vote in any case or matter when the member has a family member who is employed by Cobb County in the appointing authority's department that is involved in the case or matter.

Any Board member who has a relationship or interest in such case or matter that prohibits the member from sitting on such case or matter should disqualify himself or herself. If the member does not do so, any person appearing before the Board may object to a Board member participating in the case or matter. If the Board member does not disqualify himself after such an objection is made, the Board, excluding the challenged member, will determine whether the member shall participate.

SECTION 2.300 Removal of Board Members for Cause

Par. 2.301 No board member of said civil service board may be removed prior to the expiration of their term except for cause, after having been given notice and afforded a public and open hearing before the governing authority of said county, pursuant to procedures established by said governing authority. Prior to said hearing, said member shall be served personally or by registered or certified mail addressed to his residence as shown in the files of the governing authority at least ten (10) days before the date set for hearing, with written specifications of charges. Any person or persons desiring a board member be removed for cause must file a petition with the Clerk of the governing authority stating the reasons such member should be removed for cause. The Clerk will have the duty of notifying said member of the petition and serve the petition on said member. The Clerk will notify said member and the petitioning party or parties of the date scheduled for a hearing before the governing authority. In no event will that date exceed sixty (60) days from the date said member is served with the petition. Service shall be deemed completed on the date personally served or three (3) days from the date of mailing.

Par. 2.302 For "cause" shall include, but not be limited to:

- Exhibiting bias or prejudice;
- A demonstrated contempt for rules and/or proceedings;
- Disruptive or disorderly conduct;
- An inability to perform the functions of the position;
- Violation of the oath of office; or
- Any other good cause.

RULE 3. GENERAL PROVISIONS

SECTION 3.100 PROHIBITION OF POLITICAL ACTIVITY

Par. 3.101 No person shall be appointed to, or demoted or dismissed from any position under the Civil Service System or in any way favored or unlawfully discriminated against with respect to

employment under the Civil Service System because of his or her political or religious opinions or affiliations.

Par. 3.102 No employee holding a position under the civil service system shall participate in political activity, except as follows:

- A. An employee may:
 - 1. Exercise his or her right as a citizen privately to express his or her opinion;
 - 2. Cast his or her vote; or
 - 3. Run for political office provided that the office sought is outside the boundaries of Cobb County, Service ~~and~~ in the elected office must not create a conflict of interest for the employee.
- B. If the governing authority finds that a conflict of ~~interest~~ loyalty exists, notice of same must be given to the employee, and the employee must relinquish the elective office within thirty (30) days or be subject to dismissal.
- C. An employee may actively support a candidate for political office if for an elective office outside the boundaries of Cobb County, by:
 - 1. Contributing monetarily to the candidate's campaign;
 - 2. Speaking on behalf of the candidate;
 - 3. Passing out campaign literature; and
 - 4. Displaying a candidate's political signs.
- D. Any such activity as described in paragraph C above shall not be conducted during working hours, and the employee must not represent himself or herself as an employee of Cobb County.
- E. At no time shall an employee, in support of a candidate, engage in activity that would bring his or her employment with Cobb County into disrepute.

Par. 3.103. No person shall seek or attempt to use any political endorsement in connection with any appointment to a position under the Civil Service System, or to secure a promotion, an increase in pay, or any advantage in employment.

Par. 3.104. No person shall use or promise to use, directly, or indirectly, any official authority or influence, whether possessed or anticipated, to secure for any person an appointment or advantage in appointment to a position under the Civil Service System, or an increase in pay, or any other

advantage in employment in any such position for the purpose of influencing the vote or political action of any person, or for any consideration.

Par. 3.105. It is the intention, in adopting these rules, to provide protection to employees from the political process, not to impede the rights of employees to exercise their right to free speech. In addressing the issue of prohibited political activity by an employee, the Board will consider the nature of the activity, the nature of the employee's responsibilities, whether the political activity is partisan or nonpartisan, and whether there is a realistic potential for conflict between the employee's position with Cobb County and the political activity involved.

SECTION 3.300 RECORDS

Par. 3.301 Records Open to Public. All records of the Civil Service Board shall be considered public records and may be inspected and/or copied for a fee, upon application made to the office of the Director during scheduled office hours.

RULE 4. ELIGIBILITY

SECTION 4.100 WORKING TEST

Par. 4.101 The first twelve months of service in a position to which an employee fills a vacant position pursuant to the Cobb County Employment Policy constitute a working test period. The Board may fix a different length for the working test period as it applies to positions of one or more classes. Such a period shall not be fixed at less than three months nor more than eighteen months. Any change in the length of the working test shall apply to all positions in the class or classes affected, but shall not affect the length of the working test of employees who are serving in such status at the time of the change. If the employee is absent for more than a four week period during his or her working test period, the working test will be extended for the period of absence. The Board also may extend the working test period based on a request from the appointing authority after hearing any input from the employee. The working test shall be utilized for the most effective adjustment of a new employee and for the elimination of any employee whose performance does not meet the required standard of work during the working test period.

Par. 4.102 At any time during a working test period an employee may be disciplined or separated from his position under the Civil Service System without right of appeal or hearing, but the reasons given for the separation shall be filed with the Board. An employee serving a working test period because of promotion within the civil service system retains civil service status in the lower class and may be demoted to the lower class without right of appeal or hearing.

Par 4.103 An employee who makes a lateral career move within the civil service system shall be required to serve a working test period as provided in Par.4.101 in the new position. While serving a working test period in the position, the employee retains civil service status in the former position.

Par 4.104 Supervisors of working test employees should evaluate those employees periodically during the working test period. Whether formal or informal procedures are used, it is the responsibility of the supervisor to point out areas of deficiency and inform the employee in the correct and expected manner to perform the job. It shall be the responsibility of the department head to obtain a statement in writing from the proper supervisor to the effect that the services of each employee appointed for an initial appointment working test period have or have not been satisfactory and that the employee is or is not recommended to be retained. The statement shall contain an appraisal of the value of the employee's service upon the employee's performance evaluation form. The department head shall obtain this statement prior to the completion of the working test period, and make a recommendation to the Director. No working test employee shall be considered to have attained civil service status as an employee of Cobb County until certified by the Director. If the employee is not certified as a civil service status employee, the department head shall notify the employee in writing in advance of the date on which the employee's services are to be terminated, and transmit a copy to the Director.

SECTION 4.200 EMPLOYEES COVERED

Par.4.201 (Rev. 1/99) Included in the jurisdiction of the Cobb County Civil Service Board and as members of said Cobb County Civil Service System shall be all eligible personnel in the following departments:

- Communications Department
- Community Development
- County Attorney's Office
- Elections and Registration Department
- Facilities Management
- Finance Department
- Fleet
- Human Resources
- Information Technology Services Department
- Juvenile Court
- Medical Examiner's Office
- Parks, Recreation, and Cultural Affairs Department
- ~~Property Management~~
- Public Safety Department (includes Police, Fire & Emergency Services, 911 EMA, and Animal Services)
- ~~Purchasing Department~~
- Procurement
- Senior Services
- Sheriff's Office
- Tax Assessor Department
- Tax Commissioner's Office
- Department of Transportation
- Water System

Employees of classified positions in these departments are covered under the Civil Service System as described in the following paragraphs.

Par. 4.202 Employees who have completed their working test period in a classified position in a civil service department shall be a part of the Civil Service System.

Par. 4.203 Employees who are a part of the Civil Service System and transfer to another position of the same class shall retain the same status as he or she obtained in the position from which he or she was transferred.

Par.4.204 An employee covered by the civil service system as defined in 4.202 who is demoted shall retain civil service status in the former position.

Par.4.205 Employees who have been promoted will serve a working test period in their new assignment but will retain civil service status in the lower position. An employee serving a working test because of promotion may be demoted to the lower class without right of appeal or hearing.

Par. 4.206 Employees appointed to "Command Staff" positions as defined in the rules, serve in those appointments at the pleasure of the Appointing Authority, which may revoke those appointments, without being subject to these rules. Civil Service status does not extend to the "Command Staff" appointment, but employees will retain civil service status in the position he or she held at the time of such appointment.

SECTION 4.300 EMPLOYEES NOT COVERED

Par. 4.301 Employees serving in a part-time, temporary, or per diem positions, all Cobb County board of education employees, all appointed boards, members of commissions or authorities, court reporters, the County Manager and employees of his or her office, personal staff of the Board of Commissioners, all judges and their personal staff, and any other persons or officials expressly exempt by law.

Par. 4.302 Employees serving in a working test period as described in section 4.100 of these rules.

Par. 4.303 Employees making a lateral career move to a Civil Service Department. An employee who makes a lateral career move to a position in the Civil Service System from a position outside the Civil Service System will serve the same working test period as all employees who are covered by these rules.

Par.4.304 Departments not covered by Civil Service. No employee in a department not covered by civil service is covered under the Civil Service System.

Par.4.305 Unclassified Employees. Employees in positions in Civil Service Departments which are precluded from being under the Civil Service System by law are defined as unclassified.

RULE 5. ADMINISTRATIVE LEAVE

Par. 5.101 An Appointing Authority may, upon written notice stating reasons therefore, place an employee on administrative leave with pay when said employee is the subject of an investigation for an alleged violation for a period not to exceed 30 working days, unless extended by the County Manager.

Par.5.102 Employees placed on Administrative Leave shall have no right of appeal to the Civil Service Board.

RULE 6. ACTS THAT CAN BE APPEALED

SECTION 6.100 SUSPENSION

Par. 6.101 An Appointing Authority may, upon written notice stating the reasons therefore, suspend an employee without pay for:

- Delinquency;
- Negligence or inefficiency in performing the duties of the position held;
- Unfitness to perform assigned duties;
- Insubordination;
- Misconduct reflecting discredit on the department;
- Political activity in violation of Section 3.100;
- Abandonment of position or failure to return to work from an approved leave of absence; or
- Other good cause,

for a period not to exceed thirty calendar days in one calendar year, provided however that such suspension may be extended for not more than ninety additional calendar days, with the approval of the Civil Service Board.

Par. 6.102 A suspended employee must appeal in writing to the Board within ten calendar days from the date of the act complained of by the employee. The decision of the Board shall be final. If the Board exonerates an employee for the charges upon which his suspension is based, such employee shall be reinstated to the position from which he or she was suspended and shall be paid any salary and benefit lost as a result of the suspension.

SECTION 6.200 DEMOTION FOR CAUSE

Par. 6.201 An Appointing Authority may, upon written notice stating the reasons therefore, demote an employee for:

- Delinquency;
- Negligence or inefficiency in performing the duties of the position held;
- Unfitness to perform assigned duties;
- Insubordination;
- Misconduct reflecting discredit on the department;
- Political activity in violation of Section 3.100;
- Abandonment of position or failure to return to work from an approved leave of absence; or
- Other good cause.

Par. 6.202 A demoted employee must appeal in writing to the Board within ten calendar days from

the date of the act complained of by the employee. If the Board exonerates an employee from the charges on which the demotion is based, such employee shall be reinstated to the position from which he or she was demoted and shall be paid any salary and benefits lost as a result of the demotion.

SECTION 6.300 DISMISSALS

Par 6.301 The Appointing Authority may, upon written notice stating specific reasons therefore, and after allowing the employee an opportunity to refute the charges, dismiss any employee for good cause. The Appointing Authority may suspend an employee without pay when proposing termination. The Appointing Authority shall send a copy of the notice to the Board. For the purpose of these rules, "good cause" for dismissal shall be:

- Delinquency;
- Negligence or inefficiency in performing the duties of the position held;
- Unfitness to perform assigned duties;
- Insubordination;
- Misconduct reflecting discredit on the department;
- Political activity in violation of Section 3.100;
- Abandonment of position or failure to return to work from an approved leave of absence or;
- Other good cause.

Par. 6.302 A terminated employee must appeal in writing to the Board within ten calendar days from the date of the act complained of by the employee. If the Board exonerates an employee from the charges on which the termination is based, such employee shall be reinstated to the position from which he or she was terminated and shall be paid any salary and benefits lost as a result of the termination.

SECTION 6.400 UNLAWFUL DISCRIMINATION

Par. 6.401 An employee under the Civil Service System who feels that he or she has been unlawfully discriminated against may appeal this action to the Civil Service Board. Unlawful discrimination shall mean different treatment with respect to an employee's compensation, terms, conditions, or privileges of employment because of race, color, religion, national origin, sex, age, disability, or other protected class as established by state or federal law.

Par. 6.402 If an appeal is filed by an employee on the basis of unlawful discrimination, such appeal shall be filed with the Director and include the date, time, place, name and specific act of unlawful discrimination. The employee must appeal in writing within ten calendar days from the date of the act complained of by the employee.

SECTION 6.500 REDUCTION-IN-FORCE

Par. 6.501 An appeal by an employee dismissed or adversely affected due to reduction shall be limited to whether the dismissal was in fact due to:

- Shortage of work;
- Shortage of funds;
- Abolishment of a position; or
- Other material changes in duties or organization to reduce the overall staff of the organization.

Par. 6.502 An adversely affected employee pursuant to a reduction-in-force must appeal in writing to the Board within ten calendar days from the date of the act complained of by the employee.

RULE 7. APPEAL PROCEDURES

SECTION 7.100 FILING AN APPEAL

Par. 7.101 Any employee who has been suspended, demoted or dismissed, or who believes unlawful discrimination has been exercised, or who has been adversely affected pursuant to a reduction-in-force, may file an appeal to the Civil Service Board for a hearing. Such an appeal must be filed in writing with the Board not later than ten calendar days from the date of the act complained of by the employee.

Par. 7.102 The Director will promptly transmit copies of an appeal to the Appointing Authority concerned.

Par. 7.103 The Director will designate an appropriate time and place to conduct the hearing when a quorum of the Board can be present. The appellant and the Appointing Authority concerned shall be notified in writing at least ten (10) working days in advance of the time and place designated for hearing the appeal, and shall have the right to present witnesses, to give evidence and to have legal representation. All appeals shall be heard and determined by the Board within sixty (60) days from the date said appeal is filed with the Board, or as soon as reasonably possible thereafter as determined by the board as provided in Section 7.201. No such hearing shall be held in closed or executive session.

SECTION 7.200 REQUEST FOR CONTINUATION

Par. 7.201 A continuation of an appeal will be granted by the Board if the following conditions are met:

- A. It is the first time the hearing has been scheduled; and
- B. A written request verifying each party's agreement to the continuation and conditions is received in the office of the Director prior to the meeting; and
- C. The agreement stipulates that both parties waive the right to have the appeal heard and determined within 60 days. If the appellant requests the continuation, the agreement also waives any claim to back pay or benefits during the period beginning with the scheduled date of the appeal until the date the appeal is heard.

Par. 7.202 Any request for continuation not meeting the above stated conditions must be requested in person at the scheduled meeting. Both parties should be in attendance and prepared to go forward should the Civil Service Board deny the requested continuation.

SECTION 7.300 HEARING PROCEDURES

Par. 7.301 In the hearing of an appeal before the Board, parties may represent themselves or be represented by counsel. The Civil Service Board does not provide an attorney for either side. The proceedings shall be as informal as is compatible with justice. The following procedures shall prevail:

- A. The Chairman will call for the hearing.
 - 1. Charges against the employee are read.
 - 2. Appeal letter from the employee is read.
- B. All witnesses to testify in the case will be sworn by the Civil Service Board Attorney.
- C. Opening statement will be offered.
 - 1. Opening statement is offered by the Appointing Authority.
 - 2. Opening statement is offered by the Employee.
- D. Presentation of evidence.

The Board shall hear evidence upon the charges and specifications as filed by the Appointing Authority, and shall not consider any additional evidence beyond the scope of the charges, and may exclude evidence which is purely cumulative. The evidence of each party may be supported by the submission of pertinent documents

 - 1. The Appointing Authority presents evidence.
 - a. Witness may be cross-examined by the Employee.
 - b. Any Board member may ask questions to witnesses.
 - 2. The Employee presents evidence.
 - a. Witness may be cross-examined by the Appointing Authority.
 - b. Any Board member may ask questions to witnesses.
- E. The Appointing Authority may present rebuttal evidence.
- F. Closing Arguments are offered.
 - 1. Closing Arguments are offered by the Appointing Authority.

2. Closing Arguments are offered by the Employee.
 3. Closing Arguments are offered by the Appointing Authority.
- G. After due consideration, the Board will then consider the case and render its judgment affirming or disaffirming the action of the Appointing Authority. The Board shall not modify the terms and conditions of said action of the Appointing Authority, but may in its order of affirmance or reversal make recommendation of disposition which shall have persuasive force only.
1. The Board may vote immediately.
 2. The Board may retire and discuss the case before a vote.
- H. A majority vote shall constitute the decision of the Board. In the event of a tie, no decision shall be deemed to have been reached, and the matter shall be submitted for rehearing by the full Board.

RULE 8. AMENDMENTS

SECTION 8.100

If, and when it seems desirable in the interest of good administration, the Board, by simple majority vote, may make recommendations as to amendments, additions to, or changes in these Rules, to the Governing Authority of Cobb County. Such amendments shall be effective upon adoption by the Board of Commissioners.

RULE 9. EFFECTIVE DATE

SECTION 9.100

These rules and standards shall be effective upon adoption by the 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 24th of February 2026

Reference No. # 27

FFY2026 Community Services Block Grant Allocation Recommendations

Organization/Program Description	FFY2026 Allocation	FFY2026 Carryover #1 Net Allocation +/-	FFY2026 Total Allocation	Fund	Dept	Unit	Revenue	Object
Education								
Advocates for Bartow's Children, Inc. dba Advocates for Children - Family Support Services	\$ 15,000.00	\$ 2,592.77	\$ 17,592.77	220	310	C26W	4457	6574
The Center for Children and Young Adults, Inc. - GED Literacy Program	\$ 17,500.00	\$ 2,592.77	\$ 20,092.77	220	310	C26T	4457	6574
Cobbworks, Inc. - Comprehensive Adult Literacy Program	\$ 30,000.00	\$ 2,592.77	\$ 32,592.77	220	310	C26D	4457	6574
Los Niños Primero - Youth Summer Program & Parent Education Classes	\$ 7,500.00	\$ -	\$ 7,500.00	220	310	C26P	4457	6574
Youth Empowerment Through Learning, Leading & Servicing, Inc. - Afterschool Program and Community Action Café Teen Program	\$ 20,000.00	\$ 2,592.77	\$ 22,592.77	220	310	C26S	4457	6574
Health								
Ser Familia, Inc. - Income/Mental Health Services	\$ 30,000.00	\$ 2,592.77	\$ 32,592.77	220	310	C26H	4457	6574
Housing								
Anchor of Hope, Inc. - Eviction Prevention Program	\$ 7,500.00	\$ -	\$ 7,500.00	220	310	C26G	4457	6574
Cobb County Senior Services - Emergency Assistance Program	\$ 27,500.00	\$ 2,592.77	\$ 30,092.77	220	310	C26E	4457	6594
Latin American Association - Homelessness Prevention Program	\$ 20,000.00	\$ 2,592.77	\$ 22,592.77	220	310	C26N	4457	6574
liveSAFE Resources, Inc. - Domestic Violence Shelter Services	\$ 25,000.00	\$ 2,592.77	\$ 27,592.77	220	310	C26Q	4457	6574
MUST Ministries, Inc. - Elizabeth Inn Emergency Shelter Program	\$ 32,291.00	\$ 2,592.77	\$ 34,883.77	220	310	C26L	4457	6574
The Extension, Inc. - Residential Recovery Program for Homeless Men & Woman's Program	\$ 30,000.00	\$ 2,592.77	\$ 32,592.77	220	310	C26M	4457	6574
The Salvation Army, A Georgia Corporation	\$ 12,500.00	\$ (12,500.00)	\$ -	220	310	C26J	4457	6574
The Center for Family Resources, Inc. - Short-Term Housing Program	\$ 20,000.00	\$ 2,592.77	\$ 22,592.77	220	310	C26B	4457	6574
Zion Baptist Church of Marietta - Housing Assistance & Counseling Services	\$ 30,000.00	\$ 2,592.77	\$ 32,592.77	220	310	C26C	4457	6574
Zion Keepers, Inc.- Housing Assistance Program	\$ 32,291.00	\$ 2,592.77	\$ 34,883.77	220	310	C26R	4457	6574
Income								
Family Promise of Cobb County- Budgeting, Life Skills and Income Management Services	\$ 15,000.00	\$ 2,592.77	\$ 17,592.77	220	310	C26U	4457	6574
Employment								
Davis Direction Foundation - Recovery and Re-Entry Program	\$ 15,000.00	\$ 2,592.76	\$ 17,592.76	220	310	C26F	4457	6574
Administration								
Program Administration	\$ 64,270.00	\$ 1,000.00	\$ 65,270.00	220	310	C26A	4457	6312
Administrative Svc (Cobb County Indirect Cost)	\$ -	\$ -	\$ -	220	310	C26A	4457	6581
Audit	\$ -	\$ -	\$ -	220	310	C26A	4457	6302
Administration Support	\$ 2,500.00	\$ 1,500.00	\$ 4,000.00	220	310	C26A	4457	6572
Database Management & Software Training	\$ 10,000.00	\$ -	\$ 10,000.00	220	310	C26A	4457	6262
TOTAL	\$ 463,852.00	\$ 28,891.54	\$ 492,743.54					