

**MINUTES OF REGULAR MEETING
COBB COUNTY BOARD OF COMMISSIONERS
JUNE 9, 2026
9:00 AM**

The Regular Meeting of the Cobb County Board of Commissioners was held at 9:00 a.m., on Tuesday, June 9, 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 JoAnn Birrell
Commissioner Keli Gambrill
Commissioner Monique Sheffield

Commissioner Erick Allen, not present

CALL TO ORDER

Chairwoman Cupid called the meeting to order at 9:02 a.m.

PRESENTATIONS

1. **To present a proclamation to the Daughters of the American Revolution (DAR) for America 250.**

Commissioner Birrell presented a proclamation to the Daughters of the American Revolution for America 250.

PUBLIC COMMENT

- Kristen Meers Royce addressed the Board regarding the proposed roundabout; item #10
- Gregg Mausz addressed the Board regarding the proposed roundabout; item #10
- Brenna Wiley addressed the Board regarding the proposed roundabout; item #10
- Ryan Wallace addressed the Board regarding the proposed roundabout; item #10
- Charlene Williams addressed the Board regarding surviving gang stalking and law enforcement.
- Christine Rozman addressed the Board regarding the Chairwoman's non-profit and the Board of Elections.
- Vicki Reece addressed the Board regarding the proposed roundabout; item #10
- Tracy Stevenson addressed the Board regarding data centers.

MOTION: Motion by Cupid, second by Birrell, to **approve** the following items on the Consent Agenda, *as revised; with the exception of item 10 which was moved to the Regular Agenda* (See item 24 of these minutes); and **authorize** execution of the necessary documents by the appropriate County personnel.

CONSENT AGENDA

Probate Court

2. To authorize the appropriation of e-filing revenue to fund improvements within the Cobb County Probate Court.

To **authorize** the standard reserve appropriation of e-filing revenue funds received by the Probate Court and other corresponding budget transactions; and **further authorize** Chairwoman to execute necessary documents.

Prior to purchasing approved improvements, funds will be transferred from this Reserve Contingency to the proper expenditure account. Any unspent funds at the end of the fiscal year will be reserved into the subsequent fiscal year budget for Probate Court improvements.

Increase Revenue:	010-205-9156-4603	E-Filing Fee
Increase Expenditure:	010-205-9156-8818	Reserve Contingency

District Attorney

3. To authorize the acceptance of grant funds from the Criminal Justice Coordinating Council's FY2026 Violence Against Women Act to support the District Attorney's Victim Witness Unit.

To **authorize** the acceptance of the FY2026 Violence Against Women Grant for the District Attorney's Victim Witness Unit in the amount of \$96,628.00; **authorize** the corresponding budget and personnel transactions; **authorize** the District Attorney's Office and Finance Department to sign programmatic and finance reports for the Cobb District Attorney's Victim Witness Unit; and **further authorize** the Chairwoman to execute the necessary documents.

Increase Revenue:	270-170-F104-4467	CJCC	\$96,628.00
Increase Expenditure:	270-170-F104-6012	Salaries & Fringe	\$91,486.20
	270-170-F104-6116	Supplies	\$500.00
	270-170-F104-6394	Registration	\$1,325.00
	270-170-F104-6400	Training	\$3,316.80

4. To approve a contract with the Georgia Department of Human Services and the Cobb Judicial Circuit District Attorney to provide Child Support Services to the citizens of Cobb County.

To **approve** the SFY 2027 Contract with the Georgia Department of Human Services and the Cobb Judicial Circuit District Attorney, in the amount of \$1,131,874.00; **approve** a supplemental contribution of \$571,451.00 to the program; **authorize** the transfer of all personnel from Unit G376

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to Unit G377; **authorize** the corresponding budget transactions; and **further designate** the District Attorney as the signature authority for all documents related to ongoing Department of Human Services agreements with Cobb Judicial Circuit District Attorney, for this and all future fiscal years.

Funding will be available with the following appropriations:

Increase Revenue:	270-170-G377-4433	Federal	\$ 747,036.85
	270-170-G377-4452	State	\$ 311,094.94
	270-170-G377-4960	FY26 Local Match	\$ 18,435.55
	270-170-G377-4960	FY27 Local Match	\$ 55,306.66
	270-170-G377-4960	FY26 Subsidy	\$ 142,862.75
	270-170-G377-4960	FY27 Subsidy	\$ 428,588.25
			\$1,703,325.00

Increase Expenditure:	270-170-G377-6012	Salary - Regular	\$ 884,766.11
	270-170-G377-6032	Disability	\$ 3,182.23
	270-170-G377-6034	FICA	\$ 67,291.73
	270-170-G377-6036	Health	\$ 389,606.40
	270-170-G377-6038	Life/ADD	\$ 6,179.11
	270-170-G377-6044	Retirement	\$ 35,343.68
	270-170-G377-6045	Additional Retirement	\$ 247,395.73
	270-170-G377-6052	Worker's Comp	\$ 11,592.88
	270-170-G377-6054	Dental	\$ 7,180.13
	270-170-G377-6116	Office Supplies	\$ 23,100.00
	270-170-G377-6350	Filing Fees	\$ 4,500.00
	270-170-G377-6438	General Printing	\$ 3,587.00
	270-170-G377-6476	Utilities	\$ 600.00
	270-170-G377-6532	Equipment Rental	\$ 4,000.00
	270-170-G377-6584	Membership Dues	\$ 2,500.00
	270-170-G377-6400	Travel	\$ 12,500.00
			\$1,703,325.00

Juvenile Court

5. To authorize the acceptance and appropriation of a Criminal Justice Coordinating Council grant award to support the Cobb County Family Treatment Court.

To **authorize** the acceptance and appropriation of grant funds from the Criminal Justice Coordinating Council, in the amount of \$98,167.00, for the period of July 1, 2026, through June 30, 2027; **authorize** the corresponding budget transactions; **authorize** Juvenile Court Administrator, Adolphus Graves, or Drug Court Coordinator, Kayla Webb, to sign quarterly reimbursement requests on behalf of Cobb County; and **further authorize** the Chairwoman to

execute the necessary documents.

Increase revenue	270-190-S182-4467	CJCC	\$ 98,167.00
Increase expenditure	270-190-S182-6326	Contract Services	\$ 64,200.00
	270-190-S182-6320	Drug Screening	\$ 27,247.00
	270-190-S182-6400	Travel/Training	\$ 6,720.00
		TOTAL	\$ 98,167.00

6. To authorize the acceptance and appropriation of a Criminal Justice Coordinating Council grant award to support the Juvenile Drug Treatment Court Program.

To **authorize** the acceptance and appropriation of grant funds from the Criminal Justice Coordinating Council for the Cobb County Juvenile Drug Treatment Court Program, in the amount of \$104,650.00, for the period of July 1, 2026, through June 30, 2027; **authorize** the corresponding budget transactions; **authorize** Juvenile Court Administrator, Adolphus Graves, or Juvenile Drug Court Coordinator, Donta Justice, to sign quarterly reimbursement requests on behalf of Cobb County; and **further authorize** the Chairwoman to execute the necessary documents.

Increase revenue	270-190-S181-4467	CJCC	\$104,650.00
Increase expenditure	270-190-S181-6326	Contract Services	\$ 86,600.00
	270-190-S181-6320	Drug Screening	\$ 12,535.00
	270-190-S181-6400	Travel/Training	\$ 5,515.00
		TOTAL	\$104,650.00

7. To authorize the application for grant funds from the Criminal Justice Coordinating Council (CJCC) for the FY2027 Children in Need of Services (CHINS) Grants Program.

To **authorize** the application for grant funds from the CJCC for the Children in Need of Services Grant Program; and **further authorize** the Chairwoman to execute any necessary documents.

State Court Administration

8. To authorize the acceptance and appropriation of a grant from the Georgia Accountability Court Funding Committee and authorize the DUI Court to retain the position of Surveillance Officer.

To **authorize** the acceptance of grant funds from the Georgia Accountability Court Funding Committee; **authorize** the DUI Court to maintain the position of the Surveillance Officer for the period of July 1, 2026, through June 30, 2027; **authorize** the transfer of all authorized personnel expenses from Unit S176 to S180 in the grant fund; **authorize** the funding of expenses for training,

substance abuse treatment, transportation assistance, and drug testing; **authorize** the corresponding budget transactions in the amount of \$70,782.00; and **further authorize** the Chairwoman, Judge Eric A. Brewton, or Darcy Kamau to execute the necessary documents.

Increase Revenue:	270-220-S180-4467 (Criminal Justice Coordinating Council)	\$70,782.00
Increase Expenditure:	270-220-S180-6326 (Professional Services)	\$38,040.00
Increase Expenditure:	270-220-S180-6018 (Salary)	\$21,918.00
Increase Expenditure:	270-220-S180-6034 (FICA Benefit)	\$1,359.00
Increase Expenditure:	270-220-S180-6052 (Workmans Comp. Benefit)	\$285.00
Increase Expenditure:	270-220-S180-6400 (Travel/Training)	\$9,180.00

Water System

9. To approve a work order under the FY25-FY26 Unit Price Contract for Comprehensive Water and Sewer with K. M. Davis Contracting Co., Inc. for Big Shanty Elementary Sewer Replacement, Program No. S1159.

To **approve** a work order under the FY25-FY26 Unit Price Contract for Comprehensive Water and Sewer with K. M. Davis Contracting Co., Inc., in the amount of \$456,214.20, for Big Shanty Elementary Sewer Replacement, Program No. S1159; **authorize** the corresponding budget transactions; and **further authorize** the Chairwoman to execute the necessary documents.

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

Transfer from:

Unidentified New/Replacement Sewer Lines

Preliminary Estimates	510-500-5755-8005	S2503-Z	\$469,094.20
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Transfer to:

Big Shanty Elementary Sewer Replacement

Construction	510-500-5755-8260	S1159-C	\$456,214.20
Interest Expense on Retainage	510-500-5755-6613	S1159-A	\$ 2,280.00
Easement – Non Capital	510-500-5755-6475	S1159-R	\$ 1,000.00
Materials & Supplies	510-500-5755-8265	S1159-M	\$ 500.00
Contingency	510-500-5755-8810	S1159-T	<u>\$ 9,100.00</u>
Total			\$469,094.20

Transportation

10. To approve a concept for Villa Rica Road at Irwin Road, Project No. TR543.

This item was heard as a Regular Item (See item 24 of these minutes).

Public Services Agency

Library System

11. To authorize the acceptance of a donation from the Cobb Library Foundation for special library programs and services.

To **authorize** the acceptance of a \$4,742.00 donation from the Cobb Library Foundation; **authorize** the corresponding budget transactions; and **further authorize** the Chairwoman or Library Director to execute the necessary documents.

Increase Revenue:	270-080-GL03-GL03-4920	(Gifts and Donations)	\$4,742.00
Increase Expenditure:	270-080-GL03-GL03-6601	(Other Misc. Expense)	\$4,742.00

Senior Services

12. To authorize the submission of a grant application to the James M. Cox Foundation to provide homemaker and personal care services for older adults in Cobb County.

To **authorize** the submission of a grant application to the James M. Cox Foundation to provide homemaker and personal care services for older adults in Cobb County.

13. To authorize the acceptance of a \$10,000.00 donation from Meals on Wheels America for Senior Services Meals on Wheels Program.

To **authorize** the acceptance of a \$10,000.00 donation from Meals on Wheels America for Senior Services Meals on Wheels Program; **authorize** the corresponding budget transactions; and **further authorize** the Chairwoman or the Senior Services Director to execute the necessary documents.

Increase Revenue:	010-300-0060-4920 Gifts and Donations	\$10,000.00
Increase Expenditure:	010-300-0060-8818 Standard Restricted Reserves	\$10,000.00

14. **To authorize the acceptance of a donation from The Episcopal Church of St. Peter & St. Paul for Cobb County Senior Services Meals on Wheels.**

To **authorize** the acceptance of a donation from The Episcopal Church of St. Peter & St. Paul, in the amount of \$5,000.00, for Cobb County Senior Services Meals on Wheels; and **further authorize** the corresponding budget transactions.

Increase Revenue:	010-300-0070-4965 Senior Resource Campaign	\$5,000.00
Increase Expenditure:	010-300-0060-8818 Standard Restricted Reserves	\$5,000.00

Support Services Agency

Support Services Administration

15. **To approve a Purchase and Sale Agreement and the expenditure of any associated seller closing costs for the sale of a 0.693 +/- acre vacant lot located at 1820 Atlanta Road, Smyrna, Georgia 30080.**

To **declare** the property surplus; **approve** a Purchase and Sale Agreement and the expenditure of any associated seller closing costs for the sale of a 0.693 +/- acre vacant lot located at 1820 Atlanta Road, Smyrna, Georgia 30080, to First National Land Trust, LLC, in the amount of \$115,000.00; **authorize** the corresponding budget transactions; and **further authorize** the Chairwoman to execute the necessary documents and take all other actions necessary or appropriate to accomplish the foregoing purposes.

Increase Revenue:	348-050-B250-4944-B2500-A	Sale of Salvage Property	\$115,000.00
Increase Expenditure:	348-050-B250-8005-B2500-A	Preliminary Estimates	\$115,000.00

The 2022 Special Purpose Local Option Sales Tax (SPLOST), adopted by the Board of Commissioners on July 14, 2020, provides for capital improvements, and anticipated corresponding budget funding to address, inter alia, Traffic Management, Transportation Technology, and Planning, 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 signal infrastructure, install traffic signals at locations that satisfy traffic signal warrant(s) as established in the current version of the *Manual on Uniform Traffic Control Devices*, optimize the operation of the traffic system, improve the county's transportation technology systems, and develop long/short-term planning strategies.

SPLOST Project Summary as of November 3, 2025: B2500 - Traffic Management, Transportation Technology, and Planning
Current Budget: \$3,796,420.00
Encumbered: \$0.00
Actual Expenses: \$2,192,941.52
Remaining in Project: \$1,603,478.48

Information Technology Services

16. **To approve a Purchasing Instrument (PI) with Computacenter United States, Inc. (Computacenter), for Hardware/Software Cisco Flex WebEx Contact Center and Additional Licenses (Cisco Flex EA) under provisions of a Georgia Department of Administrative Services (DOAS) contract.**

To **approve** a 5-year Purchasing Instrument for Hardware/Software (Exhibit 8.2) Cisco Flex WebEx Contact Center and Additional Licenses (Cisco Flex EA) in the amount of \$743,913.00, under provisions of State of Georgia Department of Administrative Services Networking Equipment and IT Infrastructure Products Contract #99999-SPD-T20120501-0006 with Cisco, Inc., via Computacenter United States, Inc; **authorize** the corresponding budget transactions; and **further authorize** the Procurement Services Director to execute the necessary documents as approved by the County Attorney's Office.

Available in the ITS Operating budget with the following budget transfer:

Decrease Expenditure:	010-035-0400-6491	(ITS Software Maintenance)	\$148,782.60
Increase Expenditure:	010-035-0400-6349	(IT Subscription Fee)	\$148,782.60

Facilities Management

17. **To authorize the purchase of roofing materials from Garland/DBS, Inc. for the Department of Public Safety Supply Warehouse roof replacement, under the provision of an OMNIA Partners Contract, MICPA # PW1925.**

To **authorize** the purchase of roofing material from Garland/DBS, Inc., in the amount of \$209,088.68, for the Department of Public Safety Supply Warehouse roof replacement, located at 1596 County Services Parkway, Marietta; **authorize** the corresponding budget transaction; and **further authorize** the Procurement Service Director to execute the necessary documents.

Funding will be available with the following transaction:

Decrease Expenditure:	010-130-4000-8110	Renovation of Buildings	\$209,088.68
Increase Expenditure:	010-130-4000-8111	Roofing Installations	\$209,088.68

Public Safety Agency

Police Department

18. To approve a Memorandum of Understanding between the Cobb County Police Department and the Board of Regents of the University System of Georgia, by and on behalf of Kennesaw State University, through its Department of Public Safety and University Police for mutual aid.

To **approve** a Memorandum of Understanding between the Cobb County Police Department and the Board of Regents of the University System of Georgia, by and on behalf of Kennesaw State University, through its Department of Public Safety and University Police ("Kennesaw State University Police Department") for mutual aid; and **authorize** the Chairwoman and/or the Cobb County Police Department, Chief of Police to execute the necessary documents.

Economic Development

19. To approve an Economic Incentive Commitment Agreement for Project Titan.

To **approve** the Economic Incentive Commitment Agreement for Project Titan; and **authorize** the Chairwoman to execute all the necessary documents.

Human Resources

20. To approve the revision of the Conduct and Performance Policy.

To **approve** the revisions of the Conduct and Performance Policy. A copy of the Conduct and Performance Policy is attached and made a part of these minutes.

Risk and Safety

21. To authorize all interfund transfers and payments for claims and safety equipment purchases to allow the Risk and Safety Department to reimburse the appropriate departments.

To **authorize** all interfund transfers for claims and safety equipment purchases; and **authorize** the Risk and Safety Department to reimburse the appropriate department.

PARKS - Property Damage - 25 00710

Decrease Expenditure:	710-023-8011-6605	Property Loss	\$9,179.00
Increase Expenditure:	710-023-8011-6594	Interfund Expense	\$9,179.00
Increase Revenue	010-105-3200-4960	Interfund Revenue	\$9,179.00
Increase Expenditure:	010-105-3200-6605	Property Loss	\$9,179.00

Police - Property Damage - 26 00614

Decrease Expenditure:	710-023-8011-6605	Property Loss	\$500.00
Increase Expenditure:	710-023-8011-6594	Interfund Expense	\$500.00
Increase Revenue:	010-130-2100-4960	Interfund Revenue	\$500.00
Increase Expenditure:	010-130-2100-6605	Property Loss	\$500.00

Facilities Management - Property Damage - 26 00410

Decrease Expenditure:	710-023-8011-6605	Property Loss	\$271.00
Increase Expenditure:	710-023-8011-6594	Interfund Expense	\$271.00
Increase Revenue:	010-110-3640-4960	Interfund Revenue	\$271.00
Increase Expenditure:	010-110-3640-6605	Property Loss	\$271.00

Police - Total Loss -26 00694 - Vehicle 10395

Decrease Expenditure:	710-023-8018-8605	Autos, Vans, Trucks	\$13,425.00
Increase Expenditure:	710-023-8018-6594	Interfund Expense	\$13,425.00
Increase Revenue:	010-130-2100-4960	Interfund Revenue	\$13,425.00
Increase Expenditure:	010-130-2100-8605	Autos, Vans, Trucks	\$13,425.00

Facilities Management - Property Damage - 25 01453

Decrease Expenditure:	710-023-8011-6605	Property Loss	\$20,773.01
Increase Expenditure:	710-023-8011-6594	Interfund Expense	\$20,773.01
Increase Revenue:	010-110-3640-4960	Interfund Revenue:	\$20,773.01
Increase Expenditure:	010-110--3640-6605	Property Loss	\$20,773.01

Facilities Management - Property Damage - 26 00336

Decrease Expenditure:	710-023-8011-6605	Property Loss	\$159,142.20
Increase Expenditure:	710-023-8011-6594	Interfund Expense	\$159,142.20
Increase Revenue:	010-110-3640-4960	Interfund Revenue	\$159,142.20
Increase Expenditure:	010-110-3640-6605	Property Loss	\$159,142.20

Facilities Management - Property Damage - 25 01189

Decrease Expenditure:	710-023-8011-6605	Property Loss	\$19,240.00
Increase Expenditure:	710-023-8011-6594	Interfund Expense	\$19,240.00
Increase Revenue:	010-110-3640-4960	Interfund Revenue	\$19,240.00
Increase Expenditure:	010-110-3640-6605	Property Loss	\$19,240.00

Facilities Management - Property Loss - 25 01268

Decrease Expenditure:	710-023-8011-6605	Property Loss	\$37,725.75
Increase Expenditure:	710-023-8011-6594	Interfund Expense	\$37,725.75
Increase Expenditure:	010-110-3640-4960	Interfund Revenue	\$37,725.75
Increase Expenditure:	010-110-3640-6605	Property Loss	\$37,725.75

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Water System - Property Damage - 25 00791

Decrease Expenditure:	710-023-8011-6605	Property Loss	\$120,709.68
Increase Expenditure:	710-023-8011-6594	Interfund Expense	\$120,709.68
Increase Revenue:	510-500-5752-4960	Interfund Revenue	\$120,709.68
Increase Expenditure:	510-500-5752-6605	Property Loss	\$120,709.68

Police - Total Loss - 26 00620 -Vehicle 7934

Decrease Expenditure:	710-023-8018-8605	Autos, Vans, Trucks	\$10,275.00
Increase Expenditure:	710-023-8018-6594	Interfund Expense	\$10,275.00
Increase Revenue:	010-130-2100-4960	Interfund Revenue	\$10,275.00
Increase Expenditure:	010-130-2100-8605	Autos, Vans, Trucks	\$10,275.00

Police - Total Loss - 26 00098 - Vehicle 9857

Decrease Expenditure:	710-023-8018-8605	Autos, Vans, Trucks	\$10,476.00
Increase Expenditure:	710-023-8018-6594	Interfund Expense	\$10,476.00
Increase Revenue:	010-130-2100-4960	Interfund Revenue	\$10,476.00
Increase Expenditure:	010-130-2100-8605	Autos, Van, Trucks	\$10,476.00

Facilities Management - Property Damage - 26 00415

Decrease Expenditure:	710-023-8011-6605	Property Loss	\$4,879.00
Increase Expenditure:	710-023-8011-6594	Interfund Expense	\$4,879.00
Increase Revenue:	010-110-3640-4960	Interfund Revenue	\$4,879.00
Increase Expenditure:	010-110-3640-6605	Property Loss	\$4,879.00

ITS - Casualty Loss - 25 00700A

Decrease Expenditure:	710-023-8011-6608	Casualty & Liability	\$134,030.55
Increase Expenditure:	710-023-8011-6594	Interfund Expense	\$134,030.55
Increase Revenue:	010-035-0400-4960	Interfund Revenue	\$134,030.55
Increase Expenditure:	010-035-0400-6326	Professional Services	\$134,030.55

Water System - Property Damage - 23 01316

Decrease Expenditure:	710-023-8011-6605	Property Loss	\$1,731,151.88
Increase Expenditure:	710-023-8011-6594	Interfund Expense	\$1,731,151.88
Increase Revenue:	510-500-5752-4960	Interfund Revenue	\$1,731,151.88
Increase Expenditure:	510-500-5752-6605	Property Loss	\$1,731,151.88

Finance

22. **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.

County Clerk

23. **To approve minutes.**

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

- May 26, 2026 - Agenda Work Session
- May 26, 2026 - BOC Work Session
- May 26, 2026 - BOC Regular Meeting

CONSENT VOTE: **ADOPTED 4-0**, Commissioner Allen not present

REGULAR AGENDA

Transportation

24. **To approve a concept for Villa Rica Road at Irwin Road, Project No. TR543.**

Motion by Gambrill, second by Cupid, to **approve** a concept for Villa Rica Road at Irwin Road, Project No. TR543.

VOTE: **ADOPTED 4-0**, Commissioner Allen not present

25. **To approve a Utility Relocation Agreement with BellSouth Telecommunications, LLC, d/b/a AT&T Georgia, for preliminary engineering and relocation of facilities on Due West Road at Antioch Road, Project No. B2302, Cobb DOT Contract No. 002546.**

Motion by Gambrill, second by Birrell, to **approve** a Utility Relocation Agreement with BellSouth Telecommunications, LLC, d/b/a AT&T Georgia, in an amount not to exceed \$203,640.00, for Due West Road at Antioch Road, Project No. B2302, Cobb DOT Contract No. 002546; **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 transfer:

Transfer from:	348-050-B230-B230-8005-B2302-C	Preliminary Estimate	\$120,000.00
	348-050-B230-B230-8005-B2300-A	Preliminary Estimate	\$ 83,640.00
Transfer to:	348-050-B230-B230-8786-B2302-U	Utility Relocation	\$203,640.00

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, Operational and Safety Improvements.

Due West Road at Antioch 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 May 1, 2026: Due West Road at Antioch Road

Budget:	\$2,641,000.00	Expended:	\$447,891.82
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Adjusted SPLOST Project Summary, following requested budget transfer:

Adjusted Budget	\$2,724,640.00
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VOTE: **ADOPTED 4-0**, Commissioner Allen not present

26. To approve a Contract for Acquisition of Right-of-Way with the Georgia Department of Transportation for Bells Ferry Road over Noonday Creek, State P.I. No. 0020067, Cobb County Project No. B2101.

Motion by Birrell, second by Sheffield, to **approve** a Contract for Acquisition of Right-of-Way with the Georgia Department of Transportation for Bells Ferry Road over Noonday Creek, State P.I. No. 0020067, Cobb County Project No. B2101.

VOTE: **ADOPTED 4-0**, Commissioner Allen not present

27. To approve Supplemental Agreement No. 1 to the Memorandum of Agreement with Georgia Department of Transportation for preliminary engineering oversight of Bells Ferry Road over Noonday Creek, State P.I. No. 0020067, Cobb County Project No. B2101.

Motion by Birrell, second by Sheffield, to **approve** Supplemental Agreement No. 1 to the Memorandum of Agreement with Georgia Department of Transportation for preliminary

engineering oversight of Bells Ferry Road over Noonday Creek, State P.I. No. 0020067, Cobb County Project No. B2101; **authorize** payment of an additional preliminary engineering oversight fee to Georgia Department of Transportation, in the amount of \$30,000.00; **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-B210-B210-8005-B2101-A	Preliminary Estimate	\$30,000.00
Transfer to:	348-050-B210-B210-8722-B2101-E	Engineering	\$30,000.00

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

Bells Ferry Road over Noonday Creek is an eligible project/program under the Bridges and Culverts Component of the 2022 SPLOST Transportation Improvements, (2022 Cobb Renewal, pp. 1, 13). SPLOST funding for bridges and culverts will fund activities to repair, rehabilitate, and replace bridges and culvert structures.

SPLOST Project Summary as of May 1, 2026: Bells Ferry Road over Noonday Creek

Budget:	\$7,980,504.00	Expended:	\$1,078,895.69
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VOTE: **ADOPTED 4-0**, Commissioner Allen not present

28. **To approve a contract with Advanced Sports Construction, LLC for drainage system repairs on Brookwood Drive Drainage, Project No. B22166, Cobb DOT Contract No. 002547.**

Motion by Sheffield, second by Birrell, to **approve** a contract with Advanced Sports Construction, LLC, in an amount not to exceed \$564,941.00, for drainage system repairs on Brookwood Drive, Project No. B22166, Cobb DOT Contract No. 002547; **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	\$460,616.00
Transfer to:	348-050-B220-B220-8762-B22166-C	Turnkey Construction	\$460,616.00

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.

Brookwood 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 May 1, 2026: Drainage System

Budget:	\$40,296,492.43	Encumbered/ Expended:	\$27,309,483.19
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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	\$108,411.50
Transfer to:	Cobb DOT Brookwood Drive Drainage		
	510-500-5756-8260-W4508-C	Construction	\$104,325.00
	510-500-5756-8265-W4508-M	Materials and Supplies	\$ 2,000.00
	510-500-5756-8810-W4508-T	Contingency	<u>\$ 2,086.50</u>
		Total:	\$108,411.50

VOTE: **ADOPTED 4-0**, Commissioner Allen not present

29. **To approve Change Orders (final) to construction contracts for various completed projects in the 2016 SPLOST Transportation Improvements Program Fund, 2022 SPLOST PARKS Program Fund, and Water System Fund.**

Motion by Cupid, second by Birrell, to **approve** Change Orders (final) to construction contracts for various completed projects in the 2022 SPLOST Transportation Improvements Program Fund, 2022 SPLOST PARKS Program Fund, and Water System Fund, a total savings to the projects in the amount of \$935,279.14; **authorize** the corresponding budget and accounting transactions; and **further authorize** the Chairwoman to execute the necessary documents.

A savings to the 2022 SPLOST Transportation Improvements Program (TIP) Fund, 2022 SPLOST PARKS Program Fund, and Water System Fund, as follows, and as detailed in the attached list of budget and accounting transactions required:

Decrease Expenditures

Encumbered:	348-050-Various Units/Subunits/Projects	2022 SPLOST TIP Fund	\$712,344.87
	348-105-B065-B065-6512-B0652-C	2022 SPLOST PARKS Fund	\$ 5,000.00
	510-500-Various Units/Subunits/Projects	Water System Fund	\$217,934.27
		Total:	\$935,279.14

Decrease Expenditures

Unencumbered:	510-500-5756-Various Projects	Water System Fund	\$ 39,600.00
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VOTE: **ADOPTED 4-0**, Commissioner Allen not present

30. **To approve Supplemental Agreement No. 1 to Resurfacing Contract 2026-2 Local Roads (Northeast) with Blount Construction Company, Inc., for additional resurfacing of County-maintained streets, Project No. B2924, Cobb DOT Contract No. 002473.**

Motion by Birrell, second by Sheffield, to **approve** Supplemental Agreement No. 1 to Resurfacing Contract 2026-2 Local Roads (Northeast) with Blount Construction Company, Inc., in an amount not to exceed \$87,943.28, for additional resurfacing of County-maintained streets, Project No. B2924, Cobb DOT Contract No. 002473; **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-B2950-C Preliminary Estimate \$87,943.28

Transfer to: 348-050-B290-B290-8762-B2924-C Turnkey Construction \$87,943.28

Increase Encumbrance

GAE 34801272632: 348-050-B290-B290-8762-B2924-C Turnkey Construction \$87,943.28

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.

Resurfacing 2026-2 Local Roads (Northeast) 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 May 1, 2026: Roadway Resurfacing

Budget: \$237,414,341.07 Encumbered/Expended: \$210,535,691.57

VOTE: **ADOPTED 4-0**, Commissioner Allen not present

31. To approve a contract with Backbone Infrastructure, LLC for Hamilton Road Sidewalk (South), Project No. B2713, Cobb DOT Contract No. 002540.

Motion by Gambrell, second by Birrell, to **approve** a contract with Backbone Infrastructure, LLC, in an amount not to exceed \$686,726.00, for Hamilton Road Sidewalk (South), Project No. B2713, Cobb DOT Contract No. 002540; **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-B270-B270-8005-B2713-C	Preliminary Estimate	\$507,336.00
Transfer to:	348-050-B270-B270-8762-B2713-C	Turnkey Construction	\$507,336.00

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, Sidewalk Improvements.

Hamilton Road Sidewalk (South) is an eligible project/program under the Sidewalk Improvements Component of the 2022 SPLOST Transportation Improvements (2022 Cobb SPLOST Renewal, pp. 1, 16). SPLOST funding for sidewalk improvements will provide construction of sidewalks and other pedestrian improvements, including pedestrian bridges, along roadways in the vicinity of schools, activity centers, multimodal facilities, and other congested areas.

SPLOST Project Summary as of May 1, 2026: Hamilton Road Sidewalk (South)

Budget: \$692,442.75 Expended: \$8,341.00

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	\$186,400.00
	Cobb DOT Hamilton Road Sidewalk (South)		

Transfer to:

510-500-5756-8260-W4505-C	Construction	\$179,390.00
510-500-5756-8265-W4505-M	Materials and Supplies	\$ 5,000.00
510-500-5756-8810-W4505-T	Contingency	\$ 2,010.00
	Total:	\$186,400.00

VOTE: **ADOPTED 4-0**, Commissioner Allen not present

Support Services Agency

Information Technology Services

32. **To approve a sole source contract amendment with OpenGov, Inc. (OpenGov), the Third Amendment to OpenGov Master Services Agreement (MSA), for Statement of Work for Professional Service for PCI Pavement Data Load (SOW) to load pavement data into the OpenGov Enterprise Asset Management system on, OpenGov PCI Pavement Data Load Project No. B2586.**

Motion by Cupid, second by Birrell, to **approve** a sole source contract amendment with OpenGov, Inc., the Third Amendment to OpenGov Master Services Agreement, Statement of Work For Professional Service for PCI Pavement Data Load into the OpenGov Enterprise Asset Management system, in an amount not to exceed \$6,450.00; 2022 SPLOST Project No. B2586; **authorize** the corresponding budget transactions; and **further authorize** the Chairwoman and the Procurement Services Director to execute the necessary documents and any subsequent amendments such as renewals, price changes, product add-ons, etc.

Funding is available in the 2022 SPLOST Transportation Improvements Program Fund, with the following budget transfer:

Transfer from:	348-050-B250-8005-B2531-O	Preliminary Estimate	\$6,450.00
Transfer to:	348-050-B250-6326-B2586-O	Professional Services	\$6,450.00

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

OpenGov PCI Data Load is an eligible project/program under the Traffic Management, Transportation Technology and Planning Component of the 2022 SPLOST Transportation Improvements (2022 Cobb SPLOST Renewal, pp. 1, 17). SPLOST funding for Traffic Management, Transportation Technology, and Planning will be used to replace and upgrade the county's traffic signal infrastructure, install traffic signals at locations that satisfy traffic signal warrant(s) as established in the current version of the Manual on Uniform Traffic Control Devices, optimize the operations of the traffic system, improve the county's transportation technology

systems, and develop long and short-term planning strategies.

2022 SPLOST Project Summary as of June 1, 2026:

OpenGov PCI Pavement Data Load

Current Budget:	\$0.00
Encumbrances:	\$0.00
Actual Expenditures:	\$0.00
Remaining in Program:	\$0.00

VOTE: **ADOPTED 4-0**, Commissioner Allen not present

33. **To approve a Purchasing Instrument (PI) with Motorola Solutions, Inc., for the procurement of the Outdoor Emergency Siren System Upgrade under provisions of a State of Georgia Department of Administrative Services Contract and Sourcewell Participating Addendum. This is a 2016 SPLOST project, Support Services Technology Improvements Program X0020.**

Motion by Cupid, second by Birrell, to **approve** a purchasing instrument with Motorola Solutions, Inc., for the procurement of the Outdoor Emergency Siren System Upgrade under provisions of State of Georgia Department of Administrative Services Statewide Radio Communications Contract, 99999-SPD-T20250623-0002 and participating addendum Sourcewell Master Agreement, 042021-MOT, in an amount not to exceed \$227,538.32; 2016 SPLOST Project X0020; **authorize** the corresponding budget transactions; and **further authorize** the Procurement Services Director and the Chairwoman to execute the necessary documents as approved by the County Attorney's Office.

Funding is available in the 2016 SPLOST Technology Improvements Program Fund with the following budget transfers:

Decrease Expenditure:	347-035-X002-8005-X0020-A	(Preliminary Estimates)	\$227,538.32
Increase Expenditure:	347-035-X002-6258-X0020-M	(Computer Hardware)	\$74,355.38
Increase Expenditure:	347-035-X002-6262-X0020-M	(Computer Software)	\$76,923.07
Increase Expenditure:	347-035-X002-6326-X0020-M	(Professional Services)	\$76,259.87

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

(funding continued on next page)

Outdoor Emergency Siren System Upgrade is an eligible project/program under the 2016 SPLOST. "Business Technology Transformation" is an approved project of the Support Services Technology Improvements Work Program (Cobb County 2016 SPLOST, p. 38) which provides for technical currency and provides systems and solutions that allow employees to focus on mission-critical

activities.

2016 SPLOST Project Summary as of May 1, 2026:

Business Technology Transformation X0020

Current Budget:	\$24,271,500.00
Encumbrances:	\$3,821,206.29
Actual expenditures:	\$16,879,989.46
Remaining in Program:	\$3,585,304.25

VOTE: **ADOPTED 4-0**, Commissioner Allen not present

Facilities Management

34. **To approve Supplemental Agreement No. 3 to the contract with Carroll Daniel Construction Co. for the construction of a Tactical Operations Center (TOC) as part of the Public Safety Building renovation, a 2016 SPLOST Program X107.**

Motion by Cupid, second by Birrell, to **approve** the Supplemental Agreement No. 3 to the contract with Carroll Daniel Construction Co. for the construction of a Tactical Operations Center, in the amount not to exceed \$1,727,298.00, as part of the Public Safety Building renovation; **authorize** the corresponding budget transaction; and **further authorize** the Chairwoman to execute the necessary documents.

Funding is available with the following transaction:

Decrease Expenditure:	347-210-X107-8005-X1070-C	Preliminary Estimates	\$1,727,298.00
Increase Expenditure:	347-210-X107-8112-X1070-C	Electrical Installations	\$1,727,298.00

The 2016 SPLOST Program, adopted by the Board of Commissioners on July 22, 2014, provides for countywide improvements, including capital equipment replacement and facility renovations/modifications related to the Sheriff's Office (Cobb County 2016 SPLOST, pg. 6). Interior renovations at 185 Roswell Street, Marietta, and the TOC addition are part of the ongoing renovation efforts and an approved use for 2016 SPLOST dollars.

SPLOST Project Summary as of May 1, 2026: Sheriff's Office X1070:

Current Budget:	\$21,270,765.54
Actual Expenditures:	\$19,264,740.77
Encumbrances:	\$0.00
Amount Remaining in the Project:	\$2,006,024.77

VOTE: **ADOPTED 4-0**, Commissioner Allen not present

35. To approve a contract with Wold Architects Incorporated for Professional Design Services for the design of the New E-911 Emergency Communications Center, located at 5245 Macland Road, Powder Springs, Georgia 30127, a 2022 SPLOST Project Program B103.

Motion by Sheffield, second by Birrell, to **approve** a contract with Wold Architects Incorporated for Professional Design Services for the design of the New E-911 Emergency Communications Center, located at 5245 Macland Road, Powder Springs; **authorize** the corresponding budget transactions; and **further authorize** the Chairwoman to execute the necessary documents.

Funding will be available with the following transactions:

Decrease Expenditure:	348-130-B103-8005-B1030-A	Preliminary Estimates	\$2,815,294.00
Increase Expenditure:	348-130-B103-8033-B1030-A	Professional Services	\$2,815,294.00

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, E-911 Facilities. The development of a New E-911 Call Center is an eligible capital improvement project/program under the 2022 SPLOST and is an approved project of the Department of Public Safety, E-911 Facilities (Cobb County 2022 SPLOST, p. 10), which provides for the development of a new E-911 Call Center.

SPLOST Project Summary as of May 1, 2026: E-911 Call Center, Project B1030:

Current Budget:	\$47,400,000.00
Actual Encumbrances:	\$1,675,861.58
Encumbrances:	\$13,020.00
Pre-Encumbrances:	\$0.00
Amount Remaining in the Project:	\$45,711,118.42

VOTE: **ADOPTED 4-0**, Commissioner Allen not present

PUBLIC COMMENT

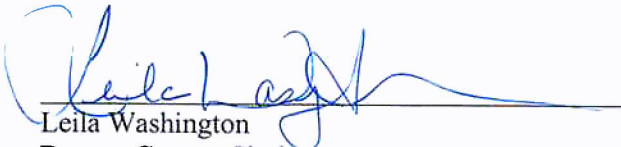
- Craig Harfoot addressed the Board regarding various topics.

**MINUTES OF REGULAR MEETING
COBB COUNTY BOARD OF COMMISSIONERS
JUNE 9, 2026
9:00 AM**

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ADJOURNMENT

The meeting was adjourned at 10:18 a.m.



Leila Washington
Deputy County Clerk
Cobb County Board of Commissioners



Conduct and Performance Policy

Effective Date: June 1992

BOC Amended: 12/1996; 4/2006; 10/2015; 1/2020; 9/2021

Policy Owner	Board of Commissioners
Policy Approver(s)	Chief Human Resources Officer
Related Policies	Drug-Free Workplace Policy Gifts & Gratuities Policy (IS) Information Technology Policy No Harassment & No Discrimination Policy Sick Leave Policy
Related Standards	(IS) Technology Acceptable Use Standards (IS) Technology User Account Standards (IS) Technology Infrastructure Security Standards (IS) Network Security Standards
Storage Location	iCobb
Last Review Date	September 2025
Next Review Date	September 2027
Review Cycle	Every 2 years

1. PURPOSE

To provide employees with a statement of requirements related to their responsibilities and the performance of their duties and requirements relative to employees managing their personal conduct and actions in accordance with County expectations.

2. SCOPE

Board of Commissioners' Employees

3. GOVERNING LAWS, REGULATIONS & STANDARDS

Guidance	Section
Georgia Computer Systems Protection Act	O.C.G.A. 16-9-90, et seq.
Georgia Open Records Act	O.C.G.A. 50-18-70, et seq.
And all other applicable laws and regulations	

4. PROCEDURES

Employees are required to perform their duties in compliance with specified expectations set forth in County policies, rules, and regulations and consistent with the official operation of their agencies and departments and the public interest.

Employees are accountable for the proper performance of their assigned duties and for compliance with the policies, rules, and regulations of the County in managing their conduct. Guidelines and policies fostering respectful and civil conduct also apply to online and electronic interactions. Failure to adhere to the applicable standards will be cause for intervention and/or disciplinary action, up to and including termination.



Conduct and Performance Policy

The following conduct and performance requirements are provided to ensure that employees have clear guidelines as to acceptable and unacceptable behavior.

A. General Conduct

Employees are required to conduct themselves at all times, both on and off duty, in a manner that reflects most favorably on the County. In this regard, employees must:

1. Perform their assigned duties at or above satisfactory levels;
2. Maintain a satisfactory record of attendance;
3. Be aware of and comply with requirements for workplace behavior and appearance, whether set forth in this policy or elsewhere;
4. Refrain from engaging in any action or becoming involved in any matters that interfere with or detract from the performance of their duties; and
5. Accept responsibility for their actions. Employees shall not shift the burden or responsibility for any action or omission related to the performance of their duties.

B. Compliance with Rules

Employees are required to comply with all County policies, rules and directives, whether stated in departmental policy statements, and/or conveyed orally, in writing, or electronically, or any other form of communication by a supervisor or member of management. Employees are also required to comply with all applicable County Code provisions and state and federal laws while engaged in the performance of their duties.

An employee will be considered to have engaged in unbecoming conduct for actions that violate laws, or that tend to bring the County into disrepute, that reflect discredit upon the person as a member of the County staff, or that tend to impair the operation or efficiency of the County or its employees. Such conduct or actions are prohibited whether presented in writing, verbally, physically, or electronically, such as defined in the *Information Technology Policy* and the related suite of IS security and technology standards. An employee's ignorance of applicable laws, policies, regulations, or rules will not justify any violations.

Since it is impossible to specify every instance that might result in a violation of policy or procedure, a standard of reasonableness will apply to determine whether specific conduct is unacceptable if such conduct is not specifically addressed in this policy or in other applicable rules, policies, or laws.

C. Conflict of Interest

All employees are required to conduct County business in an ethical manner and to avoid any real or apparent conflicts of interest. In this regard, employees must:

1. Avoid any direct or indirect interest, financial or otherwise, that is in conflict with the proper discharge of the employee's duties;
2. Adhere to the *Gifts & Gratuities Policy*; and



Conduct and Performance Policy

3. Adhere to the following standards of conduct:

- (a) No employee shall use and/or attempt to use his/her official position or any resource within his/her trust or perform his/her official duties to secure a special privilege, benefit or exemption for him/herself or others;
- (b) No employee shall disclose or use privileged information or information not available to members of the general public and gained by reason of the employee's official position for personal gain or advantage or to provide any other person or entity with an actual or potential advantage. If the employee discovers that s/he has an outside financial interest that could be affected by County plans and/or activities, the employee must immediately report the situation to his/her supervisor;
- (c) No employee shall have or hold any employment or contractual relationship with any business entity or agency which is subject to the regulation of, or doing business with, the County and which creates an actual or apparent conflict of interest between the employee's private interests and the performance of his/her public duties or which might impede the full and faithful discharge of the employee's public duties.

D. Secondary Employment

Prior to engaging in outside employment, including consulting or other self-employment, employees must obtain prior written approval each year from his/her supervisor and division manager to engage in and/or to continue such employment. It is not the intent of this section to prevent any employee from accepting other employment or from following any pursuit which does not create an actual or potential conflict of interest and/or which does not interfere with the employee's ability to fully and faithfully discharge his/her duties. Secondary Employment request forms can be located on iCobb.

E. Performance of Duties

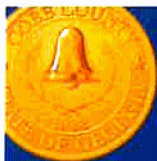
Employees are required to properly perform their duties and fulfill the responsibilities of their positions. As such, employees are required to:

- 1. Report for duty as assigned;
- 2. Remain alert and capable of performing their assigned duties;
- 3. Remain at their assigned work or duty locations, unless otherwise authorized;
- 4. Perform their assigned duties so as to satisfy the work standards established for the employee's position; and

An employee's performance will be considered unsatisfactory if the employee does not satisfy the objectives and expectations for his/her position (e.g., for excessive or unexcused absences/tardies; for being unable or unwilling to perform assigned tasks; for failing to take appropriate action; for refusing to adhere to County or departmental codes of conduct; for failing to meet requirements established for a position).

F. Accurate, Truthful, Timely Reporting

Employees are required to submit all necessary reports on time and in accordance with established standard operating procedures. Reports submitted are to be truthful and complete, and no employee shall



Conduct and Performance Policy

knowingly enter or cause to be entered on any record any inaccurate, false, or improper information.

G. Reports of Sickness or Injury

Employees are expected to report to their supervisor any accident, injury, or illness to themselves or others that would, in the employee's judgment, affect the performance of duty.

Employees shall not feign illness or injury, falsely report themselves or anyone else to be ill or injured, deceive or attempt to deceive any official of the County about the condition of their health, or otherwise abuse sick leave as defined in the *Sick Leave Policy*.

H. Use of County Property

Employees shall use County property only for its intended purpose, in an appropriate and safe manner, and in the furtherance of official activities. Electronic communication equipment such as computers, telephones, and cell phones should be used pursuant to the County's *Information Technology Policy* and the related suite of IS security and technology standards.

Employees must demonstrate proper care for County property and equipment, maintain it in proper working order and ensure that it is not damaged, abused, wasted, lost, or misappropriated.

Employees may not, directly or indirectly, possess, use or allow County property to be used for any purpose other than official activities.

In operating official County vehicles, employees are expected to exercise care and to comply with all laws of the State of Georgia and the Safety Handbook.

I. On-the-Job Business Activities & Distribution of Materials

Employees are expected to dedicate their efforts during working hours to their employment duties for the County. As such, employees may not engage in any business for profit other than their regular duties during working time. Distribution of advertising or other business-related material, as well as business solicitations by employees, are prohibited actions.

J. Employee Relations

Employees are expected to be courteous to the public and employees. In demonstrating courtesy, employees are expected to be tactful, to control their tempers, and to exercise patience and discretion. In performing their duties, employees are expected to refrain from abusive, threatening, harassing, violent, intimidating, crude, vulgar, profane, or insolent language, gestures, or actions. As well, employees are expected to refrain from expressing prejudice toward any person(s) or any group(s) based upon sex (to include gender identity and sexual orientation), race, national origin, age, religion, politics, lifestyle, or any personal characteristics.

K. Supervisory Responsibilities

Supervisors must ensure that the performance and conduct of employees under their authority complies with the County's *Conduct and Performance Policy*. In managing employee performance and conduct, supervisors have a responsibility to address conduct and activity that violates the County's requirements and expectations in a fair and consistent manner.

L. Compliance with Supervisory Directives

Employees are expected to comply with directions and/or any lawful order of a supervisor or member of



Conduct and Performance Policy

management. Such directions or lawful orders may be relayed from a supervisor through an employee of the same or lesser position.

Employees are not expected to follow any direction or order which would require them to commit an illegal act. If an employee is in doubt as to the legality of an order, the employee should request that his/her supervisor clarify the order or confer with higher authority.

If an employee receives direction which s/he believes conflicts with a prior rule or directive, the employee should respectfully inform the issuing supervisor of the perceived conflict. In general, if the supervisor does not alter or retract the direction given, then the employee should obey the direction and will not be held responsible for failure to obey the rule or directive. Under such circumstances, the supervisor shall be responsible for the appropriateness of the employee's actions.

M. Customer Service

When individuals apply for assistance or seek advice, whether by telephone or in person, employees are expected to obtain pertinent information in an official and courteous manner and to properly act upon requests in a timely and fair manner.

Employees are expected to courteously and promptly accept any complaint made against any employee or about County policy, procedure, or actions. Employees may attempt to resolve complaints, but should not attempt to dissuade any individual from making a complaint.

N. Privileged or Confidential Information

Employees who deal with plans, programs, and other information of significant interest may only release information that they have authority and responsibility to release to persons authorized to receive such information.

Department/Agency Heads, Division Managers, other supervisors, and department representatives who are entrusted with confidential employee information must hold that information in the strictest confidence. Unless the information needs to be conveyed for a business purpose, the information should not be discussed or shared with other employees.

O. External Communications

Employees must refrain from publicly criticizing or ridiculing the County, its policies, or other employees by speech, writing, any form of social media (including but not limited to all forms of electronic communication) or other expression, where such speech, writing, electronic posting, or other expression is defamatory, obscene, unlawful, undermines the effectiveness of the County, interferes with the maintenance of discipline, or is made with reckless disregard to its truth or falsity.

Unless employees have received advance permission from an appropriate level supervisor, they are expected to refrain from addressing public gatherings, appearing on radio or television, preparing articles for publication, acting as correspondents for newspapers or periodicals, or releasing or divulging County information while holding themselves out as having an official capacity in such matters.

P. Use of Medication

In accordance with the County's *Drug-Free Workplace Policy*, employees who are taking prescribed medication should not misuse or abuse such medication.



Conduct and Performance Policy

Employees must notify their supervisors if they report for work while taking prescribed medication that could affect their ability to safely and efficiently perform their jobs. [Please refer to the Drug-Free Workplace Policy for more information.]

Q. Complaints & Grievances

Employees should bring forward complaints and/or grievances regarding working conditions, employee relations, and policy concerns (other than those related to the *No Harassment & No Discrimination Policy*) to the attention of their management.

Employees should bring grievances related to harassment and discrimination to the attention of management as described in the *No Harassment and No Discrimination Policy*. Management must then report such complaints to Human Resources for review and investigation.

R. Cooperation in Investigations

Employees must cooperate fully and answer truthfully all questions related to the scope of employment and operations of the County in any investigation.

In connection with investigations, employees must disclose pertinent information, including medical or financial information, upon request.

S. Non-Interference

Employees must refrain from interfering with any issue being handled by another County employee unless: (a) the employee is first contacted, and (b) the intervening person can show a reason that led him/her to believe beyond a reasonable doubt that a manifest injustice would result from inaction, or (c) the employee was directed to do so by a supervisor.

T. Other Specific Requirements

Employees are required to adhere to the following standards of conduct:

1. Employees may not fight, engage in disorderly conduct, and/or engage in "horseplay" while on duty, on County property, in County vehicles, or in or around vehicles used for County purposes.
2. Employees may not gamble or conduct gambling activities while on duty, on County property, in County vehicles, or in or around other vehicles used for County purposes.
3. Employees may not commit any acts of theft, fraud, or embezzlement from the County, other employees, or any other individual, firm, business, organization, or governmental entity.
4. In accordance with the *Drug-Free Workplace Policy*, employees may not possess, distribute, purchase, or sell alcohol or illegal drugs while on duty or on County property, in County vehicles, or in or around other vehicles used for County purposes.
5. Employees must adhere to all safety standards, rules, instructions, and programs specific to the performance of their duties, including those that apply to the proper use of equipment, safety gear, and safety attire.
6. Employees must conduct themselves in accordance with requirements established in the *Cobb County Employee Safety Handbook*.



Conduct and Performance Policy

7. Employees may not possess firearms or illegal weapons of any kind while on duty, on County property, in County vehicles, or in or around other vehicles used for County purposes, unless they are required to do so by the nature of their positions.
8. Employees must remain awake while on duty. If unable to do so, an employee must report to his/her supervisor, who shall determine the appropriate course of action.
9. Employees may not post unauthorized notices, deface walls or other work surfaces, or tamper with bulletin boards without prior authorization.
10. Employees may not distribute advertising materials, handbills, or other literature during work time or in work areas without prior authorization.

U. Alleged Criminal Misconduct: Arrest Disclosure and Incarceration

1. Employees who are arrested for charge(s) at any level (felony, misdemeanor, etc.) are subject to this policy.
 - (a) Employees must report the arrest to their supervisor as soon as practical, but no later than three (3) calendar days/72 hours of arrest.
 - (b) Employees must submit a police report and all other documentation pertaining to the arrest and charges immediately upon receipt.
 - (c) Supervisors must notify their Agency Head, who will then notify the Chief Human Resources Officer, and must provide all applicable documentation pertaining to the arrest and/or incarceration for review.
 - (d) Employees in noncompliance with the above-stated requirements constitutes grounds for termination.
 - (e) Employees who misrepresent the circumstances of the arrest constitutes grounds for termination.
 - (f) Employees who are unavailable for work due to incarceration for any length of time will be subject to termination. Employees are prohibited from utilizing any accrued leave for the purpose of covering time away from work while incarcerated.
2. Employees who are being investigated, arrested, or indicted for a crime ~~classified as a misdemeanor~~, may be placed on paid or unpaid administrative leave if the Department Head, in coordination with the Chief Human Resources Officer, finds that administrative leave is warranted.
3. In determining whether or not to place an employee accused of a **crime** ~~misdemeanor~~ on a paid administrative leave, the following criteria must be considered by the Department Head, in conjunction with the Chief Human Resources Officer:
 - (a) Nature of the alleged crime;
 - (b) Nature of the position held by the employee;
 - (c) Effect of the allegations on the public trust and confidence in County Government; and,



Conduct and Performance Policy

(d) All other relevant circumstances.

5. NON-COMPLIANCE

Violations of this policy may be addressed by:

1. Disciplinary action up to and including termination of employment and or;
2. Criminal or other legal action based on applicable laws and contractual agreements.

REVISION HISTORY

Version ID	Date of Change	Author	Rationale
	6-1992		Adopted
	12-1996		Revision
	4-2006		Revision
	10-2015		Revision
	1-2020		Revision
v.1.0-2020	1-2020	Human Resources	Reformat
v.1.1-2021	9-2021	Human Resources	Revision
V1.1.2025	9-2025	Human Resources	Review

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 9th of June 2026