STATE OF GEORGIA
COUNTY OF HENRY

The Henry County Board of Commissioners held a Special Called Meeting ***virtually*** on Tuesday, December 14, 2021, 6:30 p.m. HenryTV also streamed this live online at its website, as well as Charter/Spectrum Channel 180 and Facebook Live.

Carlotta Harrell, Chair
Johnny Wilson, District I Commissioner
Dee Clemmons, District II Commissioner
Greg Cannon, District III Commissioner
Vivian Thomas, District IV Commissioner
Bruce Holmes, District V Commissioner

Also in attendance: Cheri Hobson-Matthews, County Manager; Patrick Jaugstetter, County Attorney; Priya Patel, Associate Attorney; Stephanie Braun, County Clerk; Nathifa Cunningham, Deputy County Clerk

INVOCATION

The Invocation was given.

CALL TO ORDER

Carlotta Harrell, Chair, called the Special Called Meeting of the Henry County Board of Commissioners for Tuesday, December 14, 2021 to order.

HUMAN RESOURCES

Employee Pay Increase

Resolution to approve a pay increase for all employees, excluding poll workers, effective January 1, 2022 (Presenters: Harold Cooper, HR Director, David Smith, Financial Services Director, and Bernita R. Campbell, Assistant Director of Financial Services)(Exhibit 1)

Harold Cooper, Human Resources Director, joined the meeting to present this Resolution to the Board. He asked that he and his associate presenters be allowed to go through the presentation prior to questions or comments from the Board. He presented the overview for the Board regarding the need for a financial analysis from the Financial Services Department for the purpose of formulating an equitable pay increase for Henry County employees. A study showed that 10.5% increase would be sustainable and could be absorbed through the remaining FY22 budget.

Mr. Cooper then presented a side-by-side comparison of the current pay scale as well as the proposed pay scale to go into effect on January 1, 2022 (if approved). The vertical columns represent the pay grades while the horizontal rows represent actual years of service. He referenced pay grades 4-6 which are under $30,000 for starting pay for people with no experience. At present, there are ninety (90) employees making under $30,000. At a calculated cost increase of 72%, that employee should be making in the neighborhood of $46,000. This pay increase proposed would be sustainable and Mr. Cooper also presented comparison pay scales of smaller neighboring counties and even within Henry County (the Cities). He went into the comparison salaries for specific positions and out of 5 that were presented, Henry County came in 4th out of those 5 in one position and in 2nd at another position.

Mr. Cooper then presented the chart showing the breakdown of the residents/employees of Henry County - county employees who also live in Henry County. The Human Resources Department took a good look at county employee separation from July 2019 to the present which showed over 700 separations, with over 500 of them as a result of resignations, with varying reasons for leaving. It was noted that forty-eight (48) employees left for better pay.

Mr. Cooper concluded his presentation by pleading to the Commissioners regarding the 90 employees making under $30,000 who will not be given discounts in their life sustainability; he asked that they be considered in the approval of the pay increase. He then introduced Ms. Campbell.

Bernita R. Campbell, Assistant Director of Financial Services, approached and explained that it is feasible to offer a 10.5% increase to the employees, without impacting Fund Balance, no property tax or millage increase and the annual 2% COLA (cost-of-living adjustment) and 1% longevity bonus will not be affected either.

Bruce Holmes, District V Commissioner remarked that he is not sure if that financial analysis was accurate since the economic future cannot be predicted. He stated that the increase is going to have come from somewhere, either cutting jobs or increasing the millage. He asked how the $13.2 million increase is going to be sustained without increasing taxes, especially if there is a downturn in the economy and he voiced his opposition. **Ms. Campbell** stated the initial payout would come from Fund Balance but the continuous pay increase would be sustainable through operational expenses and revenues. While the future is uncertain, historical collections were looked at and determined the feasibility of this increase. The District V Commissioner recalled the presentation with T-SPLOST and that money was available in General Fund to resurface subdivisions and asked if this will still be done with the increase in employee pay without increasing taxes on the citizens. **Cheri Hobson-Matthews, County Manager** explained that there are several subdivisions currently being resurfaced through the SPLOST program and additional funding was provided in the DOT budget. She reminded the Board that a lot of the budget is driven by property taxes; the Board approved several residential developments which will add to that property tax collection. Staff would not present such a Resolution without the ability to provide the funding to support the proposed pay increase for employees. The District V Commissioner asked how this analysis could be so accurate on projected revenue collections for next year with so many economic variables and finds that it is not responsible for the county to consider this. Ms. Hobson-Matthews explained that the FY22 budget was started on July 1, 2021 and they are now in the midyear budget adjustment; the funds are available to justify this pay increase for employees. Funds are being set aside for instances such as this and for requested projects that may need the funds set aside. She assured the Commissioner that thorough analyses were conducted via trending methods and growth amount existing and expected, that the collected revenues will justify the proposed pay increase.

Commissioner Holmes further countered that in 2008, overnight, growth within the County stopped and fears that it can happen again. He stated he does not want to be in that position again. If things are so good, he wanted to know why there is money being pulled from the Fund Balance to do this as this has not been done before. **Ms. Hobson-Matthews** explained that the Financial team did their job in looking at improvements in the county and the employees have also gone through a pandemic who have continued to work, and have not been shown any appreciation for their efforts. Salaries are not at a competitive level and retention of employees is increasingly difficult. She assured the Commissioner that all efforts have been made and staff stands ready to be accountable, along with her, that this can be done.

Commissioner Holmes persisted that the future of the economy is not set and that there should have been a type of Executive Session before this was presented to the Board. He does not support this as there are too many variables.

Johnny Wilson, District I Commissioner, asked how many job openings are currently in the County. **Ms. Hobson-Matthews** estimated that forty-two (42) openings for jobs are available in the County with thirty-one (31) vacancies in the DOT Department, along with Public Safety departments. There are forty-one (41) vacancies in the Fire Department; 5-6 vacancies in the Building & Plan Review. The Commissioner noted that there are services contracted out right now for lack of staff to complete the services. If there is not enough staff and the outsourcing continues, it will be more costly; employees will continue to leave for better pay and will negatively impact the county. He finds that the raise is necessary to keep these employees and he supports this raise. He asks for this analysis to be done at the next Budget meeting as well.

Chair Harrell noted that there are about fifty (50) vacancies in the Sheriff's Office; **Ms. Hobson-Matthews** confirmed that HR has 250 vacancies currently countywide.

Vivian Thomas, District IV Commissioner, expressed concern about the number of vacancies and people leaving. She explained that this is the "Great Resignation" across the United States which is experienced nationwide, and this is not the sole problem within Henry County. She does not believe that the county employees were not shown appreciation and refuses to believe same. This condition is happening all around the country and not just in Henry County. She refutes that better pay is not the reason for employees leaving and disputes that. The Class & Comp Study took place about 3 years and during the study it was to evaluate the positions, identify duplicate position titles, identify comparable market salaries and bring them into the current trends and average rates. The Resolution included looking at those positions, some of which were reclassified. **Ms. Hobson-Matthews** agrees that this problem is nationwide, but her focus is on the Henry County employees and the need to take care of them. There are laborers who have to work 2-3 jobs just to take care of their families and face leaving the County for better pay opportunities. Ms. Hobson-Matthews is focused on taking care of Henry County and its constituents. The District IV Commissioner agrees that the Board worries about Henry County as well, does the planning and reviews the budget for Henry County; however, she believes that the national trend must be looked at with national historic data in order to make financial deliberations for Henry County, including the comparison of surrounding counties. The Class & Comp Study was also designed to look at positions in Henry County to be aligned with surrounding counties in positions and salaries. The Commissioner asked if the Study was incorrect and adjustments made; Ms. Hobson-Matthews explained that the Study was correct for that time and needs to be updated and adjusted as the market and costs trend, which are now higher than 3 years ago. The Commissioner noted that this Study was costly 3 years ago and asked if there was no economic forecast put in; Ms. Hobson-Matthews explained that the Study did include projected COLA adjustments.

Commissioner Thomas remarked that the Class & Comp Study took a year to complete; then was implemented 2 years ago and adjustments and compensations were made to certain positions which were brought before the Board. She then asked when the pay rate increases usually take place and that the exposure was made to media and emails prior to any presentation to the Board, which she found inappropriate. **Ms. Hobson-Matthews** responded that the increases per year were 3% and that it was done every year, which is part of the Class & Comp Study approved by the Board but there are some employees who are already capped out in their pay grade and therefore do not get an increase. The District IV Commissioner asked when that increase is done; Ms. Hobson-Matthews responded it is done every July. Regarding the COLA, the Commissioner asked when that takes place; Ms. Hobson-Matthews responded that it is the COLA and longevity, totaling 3%, done every July. The Commissioner asked if there is any evaluation done on the employee; Ms. Hobson-Matthews explained that is in the policy that is pending approval by the Board. It was not in the old (current) policy and is included in the pending personnel policy.

Commissioner Thomas then asked if there is anyone making $15 or less per hour; **Ms. Hobson-Matthews** responded she will check that and get back to the Commissioner. The District IV Commissioner remarked that the goal was to make the minimum $15 an hour. Ms. Hobson-Matthews explained that there is a $15 minimum per hour with full-time employees and that some part-time employees make less than $15 an hour. The Commissioner asked how many people would need to be moved to get to the minimum $15 an hour to be competitive.

Commissioner Thomas then asked if there is increase in salary within Fire and Police based on education level, if this is included in the Resolution; **Ms. Hobson-Matthews** stated it is not included. The District IV Commissioner emphasized that she has supported this for 2 years and asked how long it would take to get comparable pay increase for education level achieved for Fire and Police for the Board's review; Ms. Hobson-Matthews stated that this is not the matter at hand but rather this is to take care of all the employees. Phase II of the Class & Comp includes a supplemental pay and a Resolution was brought to increase the pay for the Fire and PD personnel, with a housing allowance; no action was taken by the Board at that time. The issue today is retaining employees here at the County. The national trend was discussed in the presentation made by Mr. Cooper. The County Manager emphasized that retaining the employees and offering a higher pay scale for them is critical and she is losing firefighters to the hospital with a $30,000 signing bonus. The benefits are attracting employees but the salaries have to be competitive as well, or retention will not be achieved and work will continue to be outsourced at a higher cost to the County.

Commissioner Thomas stated that the County Manager is in a position to make this look like the employees are not appreciated, but the Commissioner argued that the employees are shown appreciation and it cannot be disputed. The issue is how to make sure compensation is fair and not focused in one area, such as Fire and PD. She stated that this Board cannot operate in isolation of personnel and must look at everyone affected and how this can be done, in the midst of this "Great Resignation". National studies show that culture is the number one reasons for employees leaving, benefits second and salaries third. The Commissioner asked why the educational levels of Fire and Police were not done, yet there is a presentation to increase pay to all County employees. These should have been addressed before any disclosures to media or to the public of the potential for a pay increase. She stated that if there is money available, there are other areas of need for quality of life that must be addressed prior to using it for increase in pay. She further stated that this is an emotional presentation.

Ms. Hobson-Matthews remarked that this is emotional and recalled that the District IV Commissioner stated that the media was contacted; the County Manager further stated that at no time did her staff or she contact the media regarding this. Her office received requests from media outlets about the lack of a quorum for the November 30, 2021 Commission Meeting, but they were referred to the Communication Department. The Communication Department did not provide any statement and this item was listed on the Agenda for the November 30th meeting. Between then and now, there was ample time for discussion with the Commissioners and staff; she added that she is losing employees because of no increase in pay. A 10.5% increase would be for all county employees, not just Public Safety. Public Safety is being well taken care of, but without county employees, roads do not get paved and/or parks do not get maintained, etc. which will cause the County Manager to have to outsource the work at a higher cost than just giving the increase to the personnel needed to complete these services. She further stated that Mr. Smith presents an update on revenues which continue to increase so the money is there and she asked that the Board allocate those funds to keep the County employees as the vacancies have now reached a critical level and services are having to be outsourced instead of paying employees increased salaries to keep them here. The County Manager pleaded with the Board to take the requests presented - housing, educational - and take action on them. Ms. Hobson-Matthews stated that she refuses to speak to the media unless it is positive to the County.

Commissioner Thomas agreed with the need for increase in pay but disagrees with how the County Manager proposes to fund same.

Chair Harrell called for the District I Commissioner to make comments or ask questions at this time.

Commissioner Wilson commented that the District IV Commissioner has great points about having meetings but that she needs to show up to work for them. *There was unintelligible dialogue between the District IV Commissioner and the District I Commissioner and there was applause.* Commissioner Wilson then remarked that the District IV Commissioner knew what the pay was for the position she is in and that it was cut by $10,000. He noted that there are employees who have the need to increase their pay or they will leave and that she can opt to do the same if she is dissatisfied with her pay.

Dee Clemmons, District II Commissioner stated that she has been waiting to speak and had not been recognized. **Chair Harrell** duly recognized and the call was turned over to the District II Commissioner for comments.

Commissioner Clemmons wished to address the District I Commissioner's comments about a Commissioner not showing up to work; **Chair Harrell** stated that this is irrelevant to the pending Resolution. Commissioner Clemmons recommended setting up policies that would include signing bonuses for staff and other ways to keep and attract workers that are needed, such as overtime rules and strengthening staff's rights to ask for what they need. The District II Commissioner asked to see an immediate pay for all DOT workers as well as every employee making less than $30,000 and to update the Class & Comp Study specifically addressing those employees who did not get the maximum increase they could have received. She does not agree with a broad 10.5% increase because there are employees who are not where they are supposed to be based on the existing Class & Comp Study. She recommends tabling this item today, looking at the salaries of the DOT workers and increase the wages of employees making less than $30,000.

Commissioner Holmes expressed concern to the County Manager that they are facing bankruptcy of the County. He would prefer that the Board discuss this outside the meeting and craft a proposal to benefit the employees and the citizens.

Commissioner Clemmons clarified that this has nothing to do with the County Manager, her staff or her salary. She recommended that the lower paid employees be increased first, along with the DOT workers and those in the Class & Comp Study who did not get their increases. She again recommended tabling this item pending further discussion and review. She further suggested that an outside agency update the Class & Comp Study and identify those employees who need their increases. **Ms. Hobson-Matthews** responded that if a point of hesitation is whether or not she gets a 10.5% increase, she would remove herself from that list and will put that in the resolution; same goes for the Cluster Leaders who will also remove themselves from that list. There is a professional in-house that has done the Class & Comp Study and needs to have it updated but the critical issue is retention of critically needed employees and workers. She stated how during the pandemic there were leaders and her staff showing up to facilitate activities recommended by the Board in a first class manner and all the Board asked for has been provided. She asks only one request - to allow the employees to get their 10.5% increase and remove her own salary from that list if they want.

Chair Harrell asked the County Manager the amount of raises given in surrounding counties. **Ms. Hobson-Matthews** responded that she knows Fayette County recently approved a 19.2% increase, which will result in a tax increase; however, the Financial Services Assistant Director assured the Board that this increase will <u>not</u> result in a tax increase.

Commissioner Holmes clarified that the pay increase in Fayette County results in a tax increase; **Ms. Hobson-Matthews** affirmed same. The District V Commissioner asked why that is; Ms. Hobson-Matthews responded they rolled their millage rate back in previous years. The Commissioner also noted that Henry County has not had a tax increase in 4 years and will have to have a tax increase now; Ms. Hobson-Matthews assured the Commissioner that is not the case.

Greg Cannon, District III Commissioner, commented that part of the problem is that the media portrays the Board as dysfunctional which was proven today; the Board should trust the County Manager and staff in their work and efforts in this presentation, which was done very well. The District III Commissioner believes that this should be approved and made a motion on same. **Commissioner Wilson** seconded the motion.

Chair Harrell recognized the motion to approve made by **Commissioner Cannon** with a second by **Commissioner Wilson.** Motion *failed* by a vote of 3-3-0.

***(Chair Harrell, Commissioners Wilson** and **Cannon** voted in favor; **Commissioners Clemmons, Thomas** and **Holmes** voted in opposition)*

COVID-19 Vaccine Incentive Pay

Resolution to approve COVID-19 Vaccine Pay Incentive for all eligible vaccinated employees, excluding poll workers (Presenters: Harold Cooper, HR Director, David Smith, Financial Services Director, and Bernita R. Campbell, Assistant Director of Budgets)(Exhibit 2)

Mr. Cooper presented the Resolution to the Board. He presented the statistics on positive COVID-19 cases; out of 1,637 full-time employees and 218 part-time employees, 245 employees tested positive for COVID-19, with the majority of those employees coming from Public Safety/Direct Care and on-the-ground. He noted that eighteen (18) municipalities and three (3) independent school districts have provided incentives for vaccinated employees and Henry County proposed to follow suit. He explained the survey conducted for employees reporting they have been vaccinated and presented those results to the Board, noting that 50% of staff has been vaccinated with a total number at 930 employees who have been vaccinated. The Resolution looks to provide $1,000 as a one-time incentive for vaccinated employees with staff-recommendations displayed. HERO pay was approved by the Board of Commissioners (BOC) at a rate of $2.50 per hour for employees who would potentially come in contact with COVID-19 positive individuals and $1.50 per hour for employees who came to work in the office instead of teleworking.

Commissioner Clemmons recalled that the last time this was spoken, staff was asked to tier this to encourage other employees to get vaccinated; however, she does not see this on the presentation. She cannot support this Resolution that is incomplete, in her opinion, as it does not include information that was previously discussed. **Mr. Smith** responded that effort to provide $1,000 incentive was made through Human Resources as well as through the survey; this is the response presented. The District II Commissioner responded that there was supposed to be a full resolution relevant to an amount for those who are vaccinated, amount for those who were vaccinated at another timeframe and so forth. **Ms. Hobson-Matthews** recalled several options, one recommended by the District II Commissioner, another by the District I Commissioner and other suggestions were reviewed but no formal motion was ever made on the matter of how to proceed. Verifying vaccinated employees was performed and options were presented that would not force employees to get vaccinated and to present the most economic benefit for those employees who are vaccinated. Staff recommended providing the incentive to employees who have been vaccinated; if the Board has another option then staff can modify the Resolution. A lot of resources and efforts have been done to encourage employees to get vaccinated and currently 50%+ of those employees have been vaccinated, without a mandate (which the County Manager is not recommending). The incentive is funded with COVID-19 funding and will not affect General Fund. The District II Commissioner asked about giving employees who have been working through the pandemic to get this incentive; Ms. Hobson-Matthews explained that there have been funds given through HERO pay and a higher rate of pay offered to those working in the office versus working from home. Commissioner Clemmons asked what the total would be if every employee got $1,000 bonus/incentive pay; the County Manager answered the total would be $2,238,227.

Commissioner Holmes stated he cannot support that suggestion - giving every employee incentive pays in the amount of $1,000. **Commissioner Clemmons** added that the raises will not be approved today but it is a good opportunity to let the employees know that they are appreciated regardless of vaccination status. The District II Commissioner still wants to address the DOT workers and those who have not reached their maximum on the Class & Comp Study. The Commissioner recommended that $1,000 be paid out of the COVID relief fund to every employee today. Ms. Hobson-Matthews does not believe that is a good idea and that if the Board moves in this direction, then it should be $5,000 or $6,000 for each employee since the pre-taxed $1,000 would not be sufficient to take care of the employees going into the holiday season. The County Attorney would have to be consulted on what to call this payout legally, since it is not an incentive just for vaccinated employees.

Chair Harrell clarified that this is for incentive pay for vaccinated employees and encouraging vaccinations for employees but it has taken a different turn that she does not support. The Chair supports the Resolution as it is currently written. **Commissioner Clemmons** asked if the COVID incentive pay can still be done with a "COVID holiday bonus" for the employees out of the COVID funding which will not impact the General Fund or cause a tax increase.

Commissioner Wilson asked to see the employees not getting the vaccination due to medical or religious reasons and asked if a survey can be done to identify same. **Commissioner Holmes** asked to give every employee $1,000; **Ms. Hobson-Matthews** explained it has to be COVID-related and has to be given to employees who are vaccinated; any non-COVID reason will have to come out of General Fund. The District II Commissioner noted that other jurisdictions have given COVID-related bonuses just for working during the pandemic and the attorneys can word it to reflect that language; there is no law that says that they cannot give employees funding out of this money. There is no reason that the Board cannot come together on this. **Chair Harrell** responded that the opportunity to come together as a Board was not done for the 10.5% pay increase but since that was not done, there is a resolution pending and called for a motion on the COVID-19 incentive pay.

Commissioner Clemmons made a motion to give $1,000 COVID bonus to every employee in Henry County; **Commissioner Holmes** seconded the motion. The motion *failed* by a vote of 3-3-0.

*(**Commissioners Clemmons, Thomas** and **Holmes** voted in favor; **Chair Harrell, Commissioners Wilson** and **Cannon** voted in opposition)*

Chair Harrell called for a motion for incentive pay to every Henry County employee who has been vaccinated and made a motion to approve same; no second was made. ***Motion failed for lack of second.***

Commissioner Thomas made a motion to give all vaccinated employees the $1,000 bonus and $1,000 bonus to any employee who will be vaccinated as well as those who have worked through the pandemic; **Commissioner Holmes** seconded the motion. Motion *failed* by a vote of 3-3-0.

*(**Commissioners Clemmons, Thomas** and **Holmes** voted in favor; **Chair Harrell, Commissioners Wilson** and **Cannon** voted in opposition)*

ANNEXATION

AX-21-09

The City of Hampton has received a request for annexation of properties located on Lower Woolsey Road – (Parcels 003- 01042000; 003-01042003; 004-01004001). District 2 (Presenter: Yaritza Nieves, Planner III) (Exhibit 3)

Yaritza Nieves, Planner III, joined the call to make presentation of this request. The parcels are west of the Hampton City Limits and adjacent to Clayton County. The properties are currently zoned Light Manufacturing (M-1) and the Future Land Use Map (FLUM) designation is Mixed-Use (MU). The request seeks annexation 60% of the property owners and 60% of resident electors within the property, which is different from typical annexation requests. The property remains undeveloped and is not proposing a concurrent rezoning request. Staff determined that the request would create an island of unincorporated property which is prohibited by O.C.G.A. code.

Commissioner Clemmons asked for staff's recommendation; **Ms. Nieves** clarified that staff recommends objection to this annexation request, on the grounds that it would create an island of unincorporated property which is prohibited. The District II Commissioner asked if staff has had talks with the officials of the City of Hampton; Ms. Nieves recalled that the City of Hampton submitted the request to the County and the applicant submitted the request to the City; Planning & Zoning has not had conversation with the City of Hampton regarding this request. **Patrick Jaugstetter, County Attorney** added that his office has not discussed this either and that this does not require immediate litigation because the objection is based on a technical issue and has potential for resolution with the City of Hampton. This is a time-sensitive request and recommends objection of this with future discussion toward resolution. The District II Commissioner recommended that Planning & Zoning should have a conversation with the City of Hampton and their staff and attorneys to gain better understanding on the County's reason for objection. Mr. Jaugstetter explained that this is usually brought to the Board prior to those conversations and recommended adopting the Resolution or else the County loses its ability to object if a solution cannot be reached through conversation with the City.

Chair Harrell called for a motion to object to the annexation.

Commissioner Clemmons made a motion to object to the annexation with the addition of having a discussion with the City of Hampton on the best possible solution for this property; **Commissioner Holmes** seconded the motion. Motion was carried by unanimous vote (6-0-0).

(Resolution 21-356)

AX-21-10

The City of Hampton has received a request for annexation and rezoning of properties (City of Hampton MU/Mixed Use) and RA (Residential-Agricultural) located on Hampton-Locust Grove Road, Highway 20 West and South Hampton Road – (Parcels 039-01015000, 039-01015004, 040-01004004, 040-01047000, 040-01048000) and (Parcels (040-01002000; 040-01001000; 040-01050000; 04001043000; 040-01046000) District 2 (Presenter: Yaritza Nieves, Planner III)(Exhibit 4)

Ms. Nieves presented the request for the Board and stated that this is for eleven (11) parcels on the east side of the Hampton City Limits, with a combination zoning of Residential-Agricultural (RA) and Mixed-Use (MU). The FLUM designation is MU and Rural-Residential (RR). This request is also through the 60% method as was the previous request. As per O.C.G.A., the City of Hampton is required to get 60% of resident electors and staff believes this has not been met; Henry County Board of Elections has confirmed that they have not received a list, either. Planning & Zoning staff obtained a list from the Board of Elections and confirmed that there are four (4) resident electors in the subject property and none have signed an agreement for annexation.

Commissioner Clemmons asked the County Attorney if this meets requirements for annexation; **Mr. Jaugstetter** responded that this does not and it has some technical deficiencies, which in this case are the number of registered voters in the area. He further recommends objection to this annexation and preserve the County's rights; the County will work with the City of Hampton to move forward with this but it will up to the City or the property owner to solicit support from the taxpayers/voters on this annexation. The District II Commissioner added that service issues for that property will have to be addressed; Mr. Jaugstetter agreed and stated that will be easier to resolve. The Commissioner supports this annexation going into the City of Hampton but would like to see staff and legal work with the City to address any future problems that could occur.

Chair Harrell called for a motion to approve the objection to this annexation. **Commissioner Clemmons** made a motion to object to the annexation with the understanding that legal and staff will reach out for discussion with the City of Hampton and work towards resolution; **Commissioner Thomas** seconded the motion. The motion carried (6-0-0).

(Resolution 21-358)

COUNTY ATTORNEY

Resolution to accept the material terms of the distributor and Janssen Settlements pursuant to the Georgia Memorandum of Understanding and consistent with the terms of the July 21, 2021 National Opioid Settlement Agreements (Presenter: Patrick Jaugstetter, County Attorney)(Exhibit 5)

Mr. Jaugstetter reminded the Board that the County joined in this litigation to recover damages suffered as a result of the opioid crisis, primarily against distributors and manufacturers around the country. He explained the process after local governments initiated litigation and how they were put on hold by the bigger courts pending litigations in the state with settlement offers. The action to take today is to join in with the State of Georgia in the settlement of the opioid manufacturing and distributor claims. The Georgia Attorney General has not yet determined whether or not he will join until he knows the local governments who will join; the more that join, the more money that will come to Georgia through a complex formula, with a possible estimate of $1.7-2.8 million total, over a period of 10-15 years depending on the source of the money. He recommends approval of this Resolution and to notify the Attorney General no later than January 2, 2022 as this provides potential benefit to the County.

Commissioner Clemmons asked that something like this gets put on the 1st and 3rd meeting dates and not the Called Meeting dates; **Mr. Jaugstetter** agreed and explained that the notice of settlement came in later than expected and simply wanted this to be done now to avoid missing the deadline for the Attorney General and that this was a matter of necessity; otherwise, this would have been put on a regular meeting schedule.

Commissioner Wilson made a motion to approve; **Commissioner Cannon** seconded the motion. The motion carried (6-0-0).

(Resolution 21-359)

ADJOURNMENT

Chair Harrell announced that the next Regular BOC Meeting is scheduled for Wednesday, January 5, 2022 at 9:00 a.m.; the Wednesday is scheduled in light of the New Year holiday.

There being no further business at this time, **Chair Harrell** adjourned the meeting. ***Meeting adjourned at 10:56 a.m.***

Added Remarks from the County Manager

Ms. Hobson-Matthews asked for clarification on the rescinding of the Declaration of State of Emergency and that will not expire as far as public transportation and Transit is concerned until January 18, 2022; **Chair Harrell** concurred.

Carlotta Harrell, Chair

Stephanie Braun, County Clerk