

**BOARD OF COUNTY COMMISSIONERS
 JASPER COUNTY, GEORGIA
 REGULAR MEETING AGENDA
 **** SMALL COURTROOM, SECOND FLOOR****
 MONTICELLO, GEORGIA
 December 2, 2024
 6:00 p.m.**

***** The meeting will be live-streamed Via Facebook on the Jasper County Georgia Facebook Page.**

1. Call to Order				
NAME	PRESENT	ABSENT	LATE	ARRIVED
DISTRICT 1 – SHEILA G. POUNDS	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
DISTRICT 2 – BRUCE HENRY, CHAIR	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
DISTRICT 3 – DON JERNIGAN	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
DISTRICT 4 – ASHER GRAY	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
DISTRICT 5 - STEVEN LEDFORD, VICE-CHAIR	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

II. Pledge of Allegiance –

III. Invocation – District 5

IV. Approval of Agenda

V. Consent Agenda –

1. Approval of Minutes:

- Work Session Minutes- October 21, 2024
- Work Session Minutes- October 28, 2024
- Regular Meeting Minutes- November 4, 2024

2. Check Register – Check #'s **72526-72765**

VI. Public Hearings with Business Action

Public Hearings are conducted to allow public comments on specific advertised issues such as rezoning, ordinances, policy development and other legislative actions to be considered by the County Commissioners. Following the public hearing, the Board of Commissioners will act on each item presented below.

Public Hearing 1: Ordinance Amendment to Part II, Code of Ordinances which includes Chapter 119-245.- Same-Non-residential districts. Reducing the minimum lot size in C-2 zoning from 1.2 Acres to 1 Acre.

Business Item 1: Ordinance Amendment to Part II, Code of Ordinances which includes Chapter 119-245.- Same-Non-residential districts. Reducing the minimum lot size in C-2 zoning from 1.2 Acres to 1 Acre.

VII. Presentations/Delegations

Presentation/Delegations allows scheduled speakers to address the Commission for not more than ten (10) minutes on specific topics or for recognition of citizens, county employees or other events by the Commissioners.

VIII. Citizens Comments

The Citizens Comments section of the Agenda allows citizens who sign up to address the Commission for not more than three (3) minutes on specific topics. The County Attorney will keep time. Please be courteous of the 3-minute time limit. Comments noted from citizens via the Jasper County FB Page.

IX. County Commissioner Items & Updates

X. Regular Agenda

Business Items:

2. Renewal of 2025 Alcohol Licenses
3. Environmental Health Fee Schedule Update and Approval
4. Monticello City Council Financial Assistance Request for Road Repairs in Oak Ridge Subdivision
5. Georgia First Responder PTSD Program – Insurance Coverage
6. Broadband, Equity, Access, and Deployment Program Support
7. 2025 Board of Commissioner Meeting Dates Approval
8. 2025 County Holidays Approval
9. Human Resources and County Boards Report
10. 457(b) Deferred Compensation Plan Amendment – Allow Roth Contributions
11. Employee Retirement Plan Improvement Options
12. Schedule Work Sessions and Called Meetings as Needed

XI. County Attorney Items

XII. County Manager Update

XIII. Executive Session

Consultation with County attorney to discuss pending or potential litigation as provided by O.C.G.A. §50-14-2(1); Discussion of the future acquisition of real estate as provided by O.C.G.A. §50-14-3(4); and discussion on employment, compensation, or periodic evaluation of county employees as provided in O.C.G.A. § 50-14-3(6)

XIV. Adjournment

Consent Agenda – Item 1:

Agenda Request – Jasper County BOC

Department: Board of Commissioners

Date: December 2, 2024

Subject: Approval of Minutes

Summary:

Minutes have been completed for the Jasper County Board of Commissioners:

- Work Session Minutes- October 21, 2024
- Work Session Minutes- October 28, 2024
- Regular Meeting Minutes- November 4, 2024

Background:

Cost: \$0

Recommended Motion:

Approve minutes for:

- Work Session Minutes- October 21, 2024
- Work Session Minutes- October 28, 2024
- Regular Meeting Minutes- November 4, 2024

JASPER COUNTY BOARD OF COMMISSIONERS

Work Session

Monday, October 21, 2024

Chairman Bruce Henry called the meeting to order at 6 p.m.

Commissioners Present: Bruce Henry, Chairman; Steven Ledford, Vice Chair; Don Jernigan; Sheila Jones and Asher Gray

Staff: Mike Benton, County Manager, Sheila Jefferson, Clerk- Administrative Services Director, Larissa Ruark, Chief Accounting Officer and Doug Attaway Planning and Zoning Director.

County Manager Mike Benton presented an option for the Employee Benefit plan. Mr. Benton said the retirement committee comprised Greg Williams, Lynn Bentley, Leann Airington, Larissa Ruark, Sheila Jefferson, and himself. He said they asked ACCG to do a cost study with the requested improvements. Mr. Benton said with the current plan employees put in 3% and the county puts in 6%. He said the committee recommended increasing the employee contribution by 5% to increase the benefit. He said the requested increase in employee contribution is because they are requesting an increase in benefits. He said they also recommended changing when employees are vested for new employees. He said that currently you are vested after four years of service but the committee has recommended increasing that to seven years of service. The committee has also requested an unreduced early retirement plan. Commissioner Ledford asked if the current retirement is mandatory. Mr. Benton said it is mandatory starting in January after the employee's second anniversary. He said the first two years do count towards service years but there is no contribution from the employee or the county during that time. Mr. Benton said they did not change the time frame for when the employee contribution starts. Commissioner Gray said he doesn't like the two-year time frame because in two years people forget and suddenly they are missing five percent of their paycheck. He said he thinks they should contribute from day one. Mr. Benton said a new cost study needs to be done because that would be a significant change. Commissioner Gray asked if there was a clause in the new option plan for revesting for it to be retroactive. He said we need to make sure we have the money when employees retire without it whipping out all available funds.

Commissioner Gray said they need to look into how that would work because they do not want to have several employees suddenly decide to retire and not have the money in the plan to pay them. Mr. Benton said they have to carefully request changes to ensure it does not violate the Safe Harbor Laws. Mr. Benton said they have made a recommendation to start new employees with a 401A plan instead of a pension plan. He said it would be a mandatory five percent contribution with a five percent county match. He said the 401A plan would offer up to a ten percent match. Chairman Henry said that is a better option and they need to see about offering that to all employees if a current employee wants to opt out of the pension plan and enter the 401A. Commissioner Ledford said he understands that sometimes people especially young people need help and guidance with planning for the future but he disagrees with forcing employees to contribute. He said it should be their choice because maybe they would prefer to invest their money elsewhere. He said just because they do not participate in the county plan does not mean they aren't saving for retirement. Mr. Benton said the pension program is not optional unless you are 65 or older. He said that the recommended five percent would help share the financial burden between the county and the employee.

Sheriff Donnie Pope said Butts County offers a zero percent employee contribution. Chairman Henry said that Jasper County cannot compete with some of the other counties. He asked about their health insurance. Sheriff Pope said theirs and probably better than ours. Chairman Henry asked if he thought their employees paid less than \$15 per paycheck. Sheriff Pope said that is for the employee only the cost is much greater if they are adding a spouse or children. He said they have to compare apples to apples and look at all of it. He said what the county currently has is terrible. Chairman Henry said that is one thing they have to look at when comparing other counties not just retirement. Sheriff Pope told Chairman Henry

not to be negative because it should be a positive matter. He said they need to move forward on this because what the county currently has is terrible. Chairman Henry said he was not being negative, he understands it needs some work. He said Sheriff Pope is throwing out what other counties do and the boards are trying to work off of the spreadsheets presented to them. Sheriff Pope said he is throwing out what other counties are doing because Jasper County is competing with the counties for employees. He said they have to keep what other counties are offering in mind to be able to maintain county employment. Chairman Henry said for the time being they have to work with what was presented and if they need to discuss other counties after the meeting they could. Mr. Benton said he has some information for some other counties to present at the appropriate time. Mr. Benton presented several options and gave a breakdown of each plan. He said he is hoping the Commissioners will rule out option 2A. He said that option is a little increase to the employee but a higher on their contribution. Commissioner Gray asked why they recommended a pre-taxed plan and not a ROTH option. Mrs. Bentley said that county governments are limited on options instead of a 401K our option would be 401A. She said ROTH has limited options for the government as well. Mr. Williams said that the biggest reason for the pre-taxed option was it would be a smaller paycheck deduction pre-payday and they are hoping to encourage program participation. Mrs. Bentley said this option is less beneficial when you retire. She said there are limited options for government-sponsored retirement. She said counties cannot offer 401K only 401A or 401B. Mr. Benton presented information from surrounding counties that responded to his request for information. He said that he needs more details and most of the counties around us have larger budgets. Mr. Benton said that he would like to have Greg Geist from ACCG come and present options to the board. He said David Bell is good, but he is new, and Greg would have more answers. Commissioner Gray said he would like to know what the Retirement committee recommended because they are county employees. Mr. Benton said it was split but the majority are in favor of improving the pension plan. He said they chose 1A as the best affordable option but 1B would be the preferred plan. Commissioner Gray said the price difference isn't that much and he feels it is best to compensate the employees who have put in their time. Mr. Benton said that would be wonderful. He said the additional cost' to the county is \$186,000. Mr. Benton said it's not a lot of money, but the county still must have the funds to cover the cost. He said the county has had an average revenue increase of roughly \$800,000 for the last three years. He said you do want to have new recurring revenue to cover the increase. Commissioner Gray said he is just thinking about employees who are getting ready to retire and he feels option 1A is a slap in the face to those employees. Mr. Williams said that if the board is looking to put the retirement issue to bed for good then 1A is the best option in his opinion. Commissioner Ledford said that he agrees with Mr. Williams if they decide to go with a pension plan, but he feels ROTH or 401A would benefit employees more. He said then employees can contribute more and get a better match. He said that we cannot compare to the countries around who have huge budgets. Sheriff Pope said they must look at employee contribution. He said our employees are already putting in three percent and with the recommendations made by the committee employees will essentially be asked to take a two percent pay cut. He said our hourly employee pay scale already doesn't compare to surrounding counties and now they will lose an additional two percent of that. Mr. Williams said the risk involved with each plan needs to be considered. He said with defined benefits the county takes all the risk but with defined contribution, the employee takes all the risk. Mr. Williams said the risk is greater with a defined contribution. Sheriff Pope said that as employers they should want to retain staff because that is beneficial to the county. He said that employees invested in the community are worth a lot and changing from 1.5 to 2 percent after twenty years gives an employee who has been with the county for seven years an incentive to stay. He said those employees are looking further down the road and define benefits as a reason to stay but define contributions they can take somewhere else. Commissioner Gray said it's important to look at all services tiers but five percent from both is still a better option. Mr. Benton said it is a lot to consider. Chairman Henry said they need to have more information and better numbers to compare to other counties. He said they would need salary health benefits, and retirement. He said they needed to give Mr. Benton a list of information they wanted him to research and move on to the next item of business. Commissioner Gray said counties are comparable in population and budget. Sheriff Pope said employee and employer contribution for surrounding counties. He said he was excited that the commissioners are looking at the retirement plan. He said it has taken years to get to this point. Commissioner Ledford said he would like to look at providers other than ACCG.

Commissioner Gray said to ask the employees what they want. Chairman Henry said they need to move forward. Recreation director Keldrick Davis spoke to the board about improvements needed for the recreation department. Mr. Benton said this project will mean an increase in the annual budget for the recreation department. He said the Recreation Board recently had a meeting and Head High School Football Coach Ashley Henderson said he likes for the recreation department to play games at the high school. He said it is a great recruiting tool for the high school. Commissioner Ledford said they need more soccer, baseball, and softball fields. Mr. Benton said that he and Mr., Davis had a meeting and Mr. Davis said he needed a gymnasium.

Mr. Davis said he needs a gymnasium because he is one hundred percent dependent on the school facilities for basketball. Commissioner Ledford said he agrees that there is a need for the gym. he said the fields are in addition to that. Mr. Davis said the school superintendent is away willing to work with him but due to school activities, the facilities are not available until 6 or 7 p.m. Commissioner Ledford said the recreation office is old and they have needed a new one for a while. He asked what is the greatest need for the recreation department. Mr. Davis said the gymnasium. He said they need it for basketball games and practice. Commissioner Ledford asked what size court they were requesting. He said that a full-size adult court if done correctly can be split into two youth courts. Commissioner Gray said in the presented plan there are six classrooms. He asked what the intended use of those classrooms was.

Commissioner Ledford said one use would be for the 4-H students. Commissioner Jernigan said the idea was to allow clubs to use the classrooms for meetings. Chairman Henry said that it was designed to be used as a community building as well. Commissioner Ledford said that they need to be able to use it for emergencies. He said they had to be careful about how they labeled the facility because that would change the stipulations of the project. Commissioner Gray asked if the concessions in the design would be big enough. Commissioner Ledford said the design only shows concessions for the gym. He said they will continue to use the concessions currently there. Commissioner Gray asked if the conference room in the design was big enough. He said he is thinking about being able to use the facility for events. He said since they all agree to the project they need to start looking at the numbers. Mr. Benton said the numbers are just rough estimates that he believes are padded. Chairman Henry asked if they needed to add two more ball fields. He asked if they had plans to build on the other thinking of the lake. He said that he is trying to think of future growth. He suggested moving the gym to the other side of the lake and reserving the suggested location for future fields that may be needed. Mr. Benton said they are trying to reduce the cost of the project. Mr. Benton said they needed a professional to come in and answer questions and discuss options. Commissioner Ledford asked about including the cost of improving the road at the recreation department. Chairman Henry asked Mr. Benton to discuss the cost and funding. Mr. Benton went over the cost and revenue breakdown. He said the numbers in the packet are revenue projections from the Stanton Springs South project. He said they also have SPLOST funds and impact fees that can be used for this project. Mr. Benton said they are looking at twenty years of future funds from Stanton Springs. Mr. Benton explained how the revenue bond would work to pay for this project. Mr. Benton said they are looking at ten million dollars for this project without taking away from general funds. He said they need to think about the construct type. He said he put options in the packet for them to review. He said they have to decide if they are willing to commit 85% percent of Stanton Springs South's revenue to this project for twenty years. He said that would be a 6.4million bond. He said they needed to start over with this project to get a more accurate estimate. Commissioner Gray told Mr. Davis to ask the directors from other counties to find out how many children from Jasper County are playing sports in other counties. He said he would like to see the numbers of how many people are paying to play in different countries. Chairman Henry asked for a review of planned items for the Work Session scheduled for October 28, 2024. Mr. Benton said they have two commissioner-lead items and one Planning and Zoning. Chairman Henry asked Commissioner Pounds about her request to add a discussion of Senate Bill 212 regarding the board of elections. Commissioner Pounds said she just had some questions.

The meeting was adjourned at 8:36 p.m.

Bruce Henry, Chairman

Sheila Jefferson, Clerk

JASPER COUNTY BOARD OF COMMISSIONERS

Work Session

Monday, October 28, 2024

Chairman Bruce Henry called the meeting to order at 6 p.m.

Commissioners Present: Bruce Henry, Chairman; Steven Ledford, Vice Chair; Don Jernigan; Sheila Jones and Asher Gray

Staff: Mike Benton, County Manager, Sheila Jefferson, Clerk- Administrative Services Director, Larissa Ruark, Chief Accounting Officer and Doug Attaway Planning and Zoning Director.

Planning and Zoning Director Doug Attaway requested information from the Commissioners regarding their decision to reopen the Short-Term Rentals application period. He said he needed a start date and an end date for accepting applications. Mr. Attaway said he also needed to know if an ordinance amendment was needed. Commissioner Ledford asked if he has had any complaints about STR properties that have been approved. Mr. Attaway replied no.

Commissioner Gray said in the packet that FY 2023 deposits appear to be a breakdown of the different websites and places to post rentals. Mr. Attaway said it is his understanding they do not show the property location the payment is for because it is coming from a third-party tax firm. He asked Finance Director Dennis Pate if he was correct. Mr. Pate said that Mr. Attaway was correct they can only see the platform used to list the STR, not the location. Commissioner Gray said that in FY 2023 STR revenue was \$24,000 and \$29,000 for FY 2024 and that was split with the Chamber of Commerce. Mr. Attaway said some of that came from the Bear Creek Marina and Lakeview Campgrounds. Mr. Pate said that they are only subject to paying the taxes for the first thirty days that an individual rents the lot. He said most of their lots are rented annually. Mr. Attaway said the taxes only apply to properties rented for thirty days or less. Commissioner Ledford said he thought they had just changed the ordinances on campgrounds. Mr. Attaway said no they only changed the ordinance on the campers, not the campground. Mr. Attaway said that in 2024 Bear Creek Marina paid \$217, Lakeview Marina paid \$535, and approximately \$28,200 came from STR. Commissioner Jernigan asked if the taxes collected were set at five percent. He said he would like the County Attorney and County Manager to research to find out if they can increase the percentage and if so how high. Mr. Attaway said that is likely set by the DCA. He said the county got \$28,959.08 to split with the chamber of commerce but the gross profit for STR owners in Jasper County for 2024 was \$579,200. Mr. Attaway said if the county increases to eight percent the amount of revenue from the same amount of \$579,200 would be \$46,336. The County Attorney said the tax rate is set by local legislation. He said the maximum amount it can be increased to under Georgia law is eight percent. He said even then there a certain regulations on how the money can be used. He said if the county wanted to increase the hotel/motel taxes they would need to go before the legislator and fortunately we are very close to a legislative session. Chairman Henry asked what step would need to be taken to request the increase. The County Attorney said they would need to pass a resolution as a body asking for the tax increase. He said they would then submit it to local legislators the same way they do regular legislation. He said if they sign it there is no pursuing to referendum it would just be passed by the legislator and likely take effect July 1st, 2025. He said he did not want to overpromise but it is relatively simple. Chairman Henry asked the county attorney if he could get with County Manager Mike Benton and have the resolution ready for the November Agenda. Commissioner Jernigan asked about the restrictions regarding what the tax money can be used for. The County Attorney said he would send them an email with the breakdown. He said it is a very complicated statue. Commissioner Gray asked if that would change the contribution amount to the Chamber of Commerce. The County said that was a little complicated as well. Mr. Benton said the county

makes appropriations to the Chamber in addition to the shared taxes. Chairman Henry said the increased taxes could change the amount of the appropriation. The County Attorney said that is correct.

Commissioner Jernigan said Mr. Attaway had asked how long the application process should be reopened. Mr. Attaway said he started receiving calls after the Commissioners voted to reopen the application process. He said he is looking for further guidance before accepting applications for STR. Commissioner Jernigan suggested reopening the application process for ninety days beginning November 5, 2024, if passed at the November 4th meeting. Commissioner Gray said the ninety days is a bit excessive. He said he believes thirty days is plenty of time. He said it is now known they have agreed to reopen the process and what the requirements are. Mr. Attaway said the commissioner had previously asked how many letters Code Enforcement had mailed out. He said they sent out eighteen letters. He said every day he finds new that on Airbnb or another platform. He said it is going to take a lot of leg work. He said those platforms do not provide the address and county residents have also given addresses of unlicensed STR. He said the letters that they sent were to the ones he was able to identify from the pictures they posted in their ad using the Tax Assessors website to verify the location. Mr. Attaway said there are likely twice that many that he could not find. He said he doesn't think he will ever be able to locate all the unlicensed STRs.

Commissioner Gray said that it was not his job to hunt them down. He said his job is to serve the cease and desist letter and stop them once they are found. Chairman Henry said that he isn't sure that thirty days would be enough time based on the information given by Mr. Attaway.

Commissioner Ledford said that he has always said the STR needs to be regulated. He said that if the renters are not causing a problem for the neighbors then he has no problem with it. He said it adds another revenue stream to the county that can help alleviate some of the burden that is paid to the Chamber of Commerce. He said it may not be much but if they agree to allow thirty STR and regulate them properly it is a benefit to the county financially. Commissioner Jernigan said the county has some very good regulations. Commissioner Ledford said if the homeowner helps with the regulations it's a win-win.

Commissioner Jernigan said that everyone must do their job in sequence. Chairman Henry said that with the regulation in place and the three strikes and you're out rule he believes that will cut down on the STR properties that are a problem. Commissioner Ledford suggested adding a question to the building permits asking if the home is intended for STR use. Mr. Attaway asked if the commissioner intended to keep the number of STR at thirty or if they would increase that number. Commissioner Gray said that would require an ordinance change and more public hearings. He said originally, they had planned to reduce the number of STR and he thinks that it should not be more than thirty. Commissioner Ledford said that he just wants to make sure that the STRs are being regulated. Commissioner Jernigan said he would like to discuss using the funds from STR for employee retirement. The County Attorney said the money from the permit fee is for the county to use how they see fit but the revenue from the hotel/motel taxes must go to certain areas and only a portion of that is for general funds. He asked the Chairman to be sure and add the hotel/motel tax increase to the November Regular Meeting agenda.

Mr. Attaway started a conversation about Subdivision Design in RES zoning. He said when they changed the road frontage requirement they removed the conservation subdivision requirement out of the Ag zoning as a required ordinance. He said some of the commissioners had asked about making Conservation subdivision an option in RES zoning. He said that RES Zoning Conservation Subdivision is required. He said that in AG it is not required or allowed because they did not want to reduce the lot sizes from five to three in Ag. Commissioner Gray said they want to allow the five-acre lots in residential without the requirement of being a Conservation Subdivision. Commissioner Ledford said if they decide to build a Conservation Subdivision they must use the green space for a playground, pool, or some type of recreation. He said they need to have a list of options that the greenspace could be used for. Mr. Attaway asked how they wanted the change to read he said biking or walking trails would be a perfect use of the green space especially when they have thirty or more acres to use. Commissioner Gray said it needs to clarify that the area must be maintained. He said he is just thinking that when no one wants to clean it up they can go to HOA with issues. The County Attorney said typically amenity requirements are based on percentages. He said the number can change based on what the county wants. He said an example would be if there was a forty acres subdivision and four acres should be used for recreation then you would have

a ten percent requirement. He said that is the normal way to direct the developer. He said that they can even say the percentage requirement and at least two of the listed items. He said developers think in terms of how many houses they can build on a property. He said if they know upfront the percentage that must be dedicated to green space then they can subtract that and determine from there how many houses they can build. Commissioner Ledford said if they allow conventional subdivisions in RES zoning there will never be a Conservation subdivision. He said they would have to spend more money on it. Commissioner Gray said at that point it would be an agricultural lot. Mr. Attaway said that either way, forty acres could only have eight houses whether it's five-acre lots or three-acre lots. The County Attorney said that they could make the density of residents higher in conservation but then require the additional amenities. Commissioner Ledford said to leave it optional for Conservation Subdivision in RES Zoning only. Mr. Attaway said that would require an ordinance change.

Mr. Attaway started a discussion for the Family Ties Land Division. He said that he has had at least three families who wanted to give land to a child to build a home. He said he looked at what other counties had and changed it to fit Jasper County ordinances. He said that one change they might want to look at is the minimum of 150 feet of road frontage for public roads. He said the Family Ties Land Division realistically only changes the road frontage requirements. He said that it also states that the application for creating a Family Ties lot shall be proposed by the Planning and Zoning Director and approved by the Planning and Zoning Board of Appeals. He said they would allow an appealable design standard in the ordinances. Mr. Attaway said the ordinance currently states the design standards are not appealable. Chairman Henry asked if not appealable meant they could not apply for a variance. Mr. Attaway said that is correct. Commissioner Ledford asked what would keep them from selling the property once the land is divided and the homes are built. Chairman Henry said they could do a private road with 750 feet of road frontage and have five lots. The County Attorney said that any regulation you approve that has a familiar relationship is only good while the family is there. Once the family leaves you lose the ability to control the development. He said it becomes a difficult burden for the county to find familiar ties. He said it's great for that generation, but you do lose control over that property. The County Attorney said that once it's in place the county does have the ability to enforce the code if the family ties have fallen apart. The problem is you are evicting someone from a home and the magistrate court doesn't want to deal with those types of situations. He said it's safer to not allow it if you are trying to prevent issues in the future. Commissioner Ledford said he thinks that a private road subdivision would work. Commissioner Gray asked if they could require an affidavit that the split is for family only. The County Attorney said typically you would have an application for the request. He said Putnam County has a family apartment provision. He said they added it ten years ago, but it has been abused and code enforcement is now getting involved with that. He said you can create the affidavit to have a record to be able to show why it was allowed in the first place. Chairman Henry said then over time the family grows, and people start moving or other issues cause the family to split. Mr. Attaway said that's why he suggested going through the board of appeals because they can put conditions on the approval. He said they can say can add that it is only allowed to be deeded to a specific person. Commissioner Ledford said that would be great until the son decided to sell. Commissioner Gray said they have done a lot of work and allowing this would undo some of what they were trying to accomplish. Chairman Henry said that they could not vote on the matter in the work session, but it doesn't seem to be something the Commissioners are excited to see happen. Mr. Attaway said he just needed some direction on the matter. He said that he would have a request for a private drive subdivision on the agenda for the November 4, 2024, Regular meeting. He said the Planning and Zoning Board has recommended the private road subdivision.

The meeting was adjourned at 6:53 p.m.

Bruce Henry, Chairman

Sheila Jefferson, Clerk

Jasper County Board of Commissioners
November 4, 2024
Regular Meeting Minutes
6:00 P.M.

Chairman Bruce Henry called the meeting to order at 6 p.m.

Commissioners Present: Bruce Henry, Chairman; Steven Ledford, Vice Chair; Don Jernigan; Sheila Pounds and Asher Gray

Staff: Mike Benton, County Manager, Sheila Belcher, Clerk- Administrative Services Director, Larissa Ruark, Chief Accounting Officer, Doug Attaway- Planning and Zoning Director,

Pledge of Allegiance:

Invocation: Commissioner Gray

Agenda Approval: Commissioner Ledford motioned to approve the agenda. Commissioner Pounds seconded the motion, passed unanimously.

Consent Agenda: Commissioner Gray motioned to approve the following minutes

- Regular Meeting Minutes- October 7, 2024

Commissioner Pounds seconded the motion, passed unanimously.

Commissioner Gray motioned to approve **Check #'s 72308-72525** Commissioner Ledford seconded the motion, passed unanimously.

Public Hearings with Business Action

Commissioner Ledford motioned to begin the public hearing at 6:02 p.m. Commissioner Pounds seconded, motion passed unanimously.

Public Hearing 1: Nelson Rd Private Drive Subdivision:

Planning and Zoning Director Doug Attaway presented a request from Mr. and Mrs. Mauldin the property owners of 550 Nelson Rd. They are requesting to be allowed to deed his son five acres of land to build a home without being forced to build a private drive subdivision.

Dan Mauldin: Mr. Mauldin spoke in favor saying the board has heard from him a few times recently as he was trying to get the private drive subdivision ordinances updated. He said he did not have anything to add to what Mr. Attaway explained he said he is just seeking approval from the board. Chairman Henry asked Mr. Mauldin if he had worked out all the details with Mr. Attaway and understood the requirements. Mr. Mauldin said he did get the details from Mr. Attaway and he Understood the requirements.

Mary Mauldin: Spoke in favor and gave the commissioners photos to review. She said that in 2004 she found 550 Nelson Rd and fell in love with it. She said it like when she grew up. She said the dirt road is flawed but that's what they like. Mrs. Mauldin said that most people don't even know anyone who lives there other than the mailbox. She said you cannot see their home or their barn from the road. She said the location where her son wants to build his home is not visible from the road. She said that they have become part of the community on Nelson Road. She said they have been gifting their land to family for hundreds of years and they are willing to share that land for her and her husband. She said there is an old home place where to plan to put their road. She said it doesn't fit in with how they like Nelson Rd but she was raised in a military family and the military,

you follow the rules. She said they were just trying to follow the rules. She said they have worked with Mr. Attaway and been to the meetings and they are aware that the commissioners stand for family, remaining rural, and community. She said that is what they want also. She said their neighbors are concerned and have started asking if they are building a subdivision. Mrs. Mauldin said she felt it was important to explain what they were trying to do and why. She said they have three children but only one wants to live on the property. She said in 2023 they spoke with someone in Planning and Zoning regarding their plans and were told it would not be a problem. She said her son sold his home and changed job locations. She said they returned to Planning and Zoning and Mr. Attaway had taken over and the rules had changed. She said Mr. Attaway tried hard to help them and Commissioner Pounds worked with them. She said when they got it figured out the rules had changed. Mrs. Mauldin said they tried a third time and there was another rule change. She said that it shouldn't be so hard. She said she would like for the commissioners to consider all the good people here when they are making these decisions not just the ones who have made not made good choices. She said they should know how many tens of thousands of dollars it is going to cost them to build something no one else will ever see except her family. Mrs. Mauldin said she just thought they should see the faces of the people making the request. She said she realizes they have a big job with a lot to consider and hear a lot of facts she just wants to remind them of the faces. Commissioner Jernigan asked Mrs. Mauldin if her neighbors were in favor of splitting the property. She said that they are supportive of what they are trying to do.

Business Item 1: Nelson Rd Private Drive Subdivision: He said their son has gone through a great deal of trouble to move back to Jasper County. He said the neighbors support what they are trying to do, and he doesn't see any harm in making an exception. He said the board can make an exception. Commissioner Jernigan motioned to approve Dan and Mary Mauldin's request for the minimum requirement of 300 Feet of road frontage. Commissioner Pounds seconded, with discussion Commissioner Pounds said she spoke to the family, the county engineer, Mr. Attaway, and Commission Ledford. She asked Commissioner Ledford to share what they had discussed. Commissioner Ledford the main reason for the road frontage requirement is the lot size. He said years down the road when the family is no longer there someone else could come in and split the remaining property because the exception was made. He said the county can't afford the growth. He said the any way to keep from raising taxes is to control the growth. He said making exceptions takes away the ability to control the growth. He said the county needs industrial growth to support the residential growth. He said the main source of income for the county is residential taxes and the county can't make it on that without increasing taxes to support the growth. He said he understands it's a hard hit financially but there are some things they can do to save on that cost but the best option in this situation is a private drive subdivision. Chairman Henry said they spent just under two years trying to improve the ordinances to control lots and lot sizes. He said the road frontage requirement was one of those changes. He said it was a lot of work and he doesn't feel like it has been in place long enough to start making exceptions. He said that would cause additional people to want exceptions. Commissioner Jernigan said each situation is different and exceptions should be made on a case-by-case basis.

Mr. Attaway said he believes it is right at three hundred and eighty- seven feet total. He said before the ordinance change on May 6, 2024, the requirement was two hundred feet. Mr. Attaway said even without the change Mr. Mauldin did not have enough road frontage for two homes. He said in Mr. Mauldin's defense the previous director told him a flag lot would be his best solution. He said flag lots do not meet any of the ordinances, so he isn't sure why they were told that. He said Mr. Mauldin had the drawing that they had been given by the previous director. Commissioner Gray said he is not against them, but they must try to control the growth. Mrs. Mauldin asked if it would change anything if it was in both their name and their son's name. She said eventually it would all be his anyway. The commissioner asked what would happen if their son were to have a financial hardship. He asked if they would be able to assume financial responsibility for that home. She said the house would be paid for and property was a gift and the deed was in both names. Commissioner Ledford asked if both properties were in both names. Mr. Mauldin said it will be if that is what they need to do. Commissioner Pounds said if we say no to this request does that mean we will say no to all requests? Chairman Henry said that was his understanding but that is always the decision of the board and as the board changes hands that may change. Commissioner Jernigan said he thinks these requests should be handled case by case.

Commissioner Gray asked if they had tried to purchase property from a neighbor. Mr. Mauldin said they have tried, and the issue is that they and both neighbors have conservation and it can't be split without penalties. Motion failed 2/3. Commissioner Ledford motioned to approve Mr. and Mrs. Mauldin's request to build a Private Rd Drive Subdivision. Commissioner Gray seconded, motion passed unanimously.

Public Hearing 2: Public Hearing for an Ordinance amendment to Part II, Code of Ordinances which includes Chapter 8 section 8-31(b) short-term vacation rental overlay license limitation: Mr. Attaway presented a request for an Ordinance amendment to Part II, Code of Ordinances which includes Chapter 8 section 8-31(b) short-term vacation rental overlay license limitation. He said the Planning and Zoning Board voted to table due to uncertainty about the number of licenses they will have with the commissioner reopening the application process. He said he had advertised for a public hearing before that decision. Mr. Attaway said they do know the maximum number they will allow is thirty because that is what is allowed in the ordinances.

Julie Newman: Spoke in favor and wants section 8- 31A to be revisited also. She said the code states if you were not operating before July 2023 you cannot get a license. She said they were building their home at the time of the ordinance change. She said she now does not qualify for a license even though she is willing to pay the fees and taxes. She said if someone with a license sells their property the license is not transferable to the new owner. She said that is extremely limiting and will eventually reduce the number of STR to zero. She said that with means no revenue to fund the enforcement of the policy and that doesn't make sense. She said with no hotels or motels here and STR is the best way to stay small while still having visitors. She said thirty licenses just don't make sense because to collected revenue will barely cover the cost of enforcing the policies. She said Butts County collects approximately \$300,000 and Jasper only collects about ten percent of that amount. She said if they raise the limit to sixty or have the policies in place to remove those who caused to complaint. She asked why not take advantage of the people who follow the rules and the laws to increase the tax revenue to the county.

Jeffrey Johns: Spoke in favor of the amendment saying he agrees with Mr. Newman. He said that he thinks Mr. Attaway having a hard time locating the STRs is a good sign because that means few complaints. He said reading the old minutes increasing taxes is always an issue. He said he understands that they need to manage it but it's easy tax revenue for the county. He asked about the application and annual fees saying he heard Jasper County mirrored Putnam County. He said Jasper County is much higher than Putnam and Newton. Mr. Johns then asked what the burden of proof is if someone were to complain about a STR location. He asked if they would be taking the neighbor's word for it or if would they need police documentation.

Mary Patrick: Spoke against the amendment. She said it disturbs her that people would come into our county and build a house they knew they would not be living in for years and then decide to rent it out. She said she thinks it's time to think about the people who live here. She said the ones who have been here following the rules and paying the taxes. She said nobody wants bad renters, but how do know who is renting that home and how do you control it? She said she thought going through this whole process was to get to the point of not allowing it. She said originally it was zero then limited. She said bringing it down to zero would the county wouldn't need the revenue because there would not be a need to enforce it. She said if the Commissioners are going to do as Commissioner Jernigan suggested in the previous Public Hearing and take things case by case then they don't need the ordinances. She said they had lots of hearings, people had their say and she thinks they did a good job of putting rules in place. Mrs. Patrick said now she needed to stick with it. She said if someone does not qualify for the rules in place then they just don't qualify.

Tim Heminger: He said he has STR on both sides of him. He said he sold his house in another county years ago and built a home on the lake. He said now every day he wonders who his neighbors are. He said his biggest complaint is one of the owners has requested to extend the license time is his biggest complaint. He said trash from renters lies in the road. He said he and other neighbors have picked up the trash to keep animals from dragging it out. Mr. Heminger said they have cleaners come on Sunday but do not check the property after the trash is picked up on Tuesday. He said their trash can has been sitting on the road for a month. He

said he was sitting on his deck with his grandkids and he could smell the marijuana coming from their property. He asked how he can stop it. He said most of the owners don't live in Jasper County and they don't bother to check the properties. He said there was one instance where the hired help was there to do service work and was confronted by a renter with a gun. He said that made him very uncomfortable. He asked how the neighbors knew that they had a license to operate. He said the county does not have a good system in place to enforce the ordinance. He said they are leaving it on the residence to enforce and when he calls the police by the time they show up there may not be proof. He said there have been parties at the property and the cleaners don't pick up the trash left outside. He said lives there, so he has to look at the mess or clean it up.

Cathy Benson: Spoke against the amendment. She said she has been dealing with the same issues as Mr. Heminger. Mrs. Benson asked where all the people who were upset about the rules were two years ago when the process began. She said there were several meetings and hearings. She said she had a recording from one of the STRS playing music that could be heard from 1364 feet away. She asked when would stop, and when will she have rights and peace and quiet. She said she has lived here for twenty-six years and she wants to live in peace and quiet. She said she should not have to put up with it. Business Item 2: Public Hearing for an Ordinance amendment to Part II, Code of Ordinances which includes Chapter 8 section 8-31(b) short-term vacation rental overlay license limitation.

Commissioner Gray Motioned to reduce the number of Short-term rentals from thirty to ten. Motion failed due to no second.

Commissioner Ledford motioned to table. Commissioner Pounds seconded the motion.

Commissioner Jernigan asked the reason for tabling. Commissioner Ledford said they still don't know how many are in the county. Mr. Attaway said no and that he was not currently accepting applications. He said because the board needs to set the application period. Commissioner Jernigan said he thinks they should go back to the original thirty if there are not a lot of issues increase that number or decrease the number if there are several issues. He said if there is good enforcement there should not be issues. He said it might not be a lot of income, but he thinks they should be in favor of all income that may benefit the homeowners. Motion passed 3/2 Commissioner Jernigan and Commissioner Gray opposed.

Public Hearing 3: Public Hearing for an Ordinance amendment to Part II, Code of Ordinances which includes Chapter 119, Section 119-48-Conventional zoning districts. Removing R-R and updating the density for RES zoning. Mr. Attaway presented a request for Ordinance amendment to Part II, Code of Ordinances which includes Chapter 119, Section 119-48-Conventional zoning districts. Removing R-R and updating the density for RES zoning. He said the request is just updating the chart to match ordinance amendments the board passed in May of 2024.

No Citizen Comments

Business Item 3: Public Hearing for an Ordinance amendment to Part II, Code of Ordinances which includes Chapter 119, Section 119-48-Conventional zoning districts. Removing R-R and updating the density for RES zoning:

Commissioner Ledford motion to approve Ordinance amendment to Part II, Code of Ordinances which includes Chapter 119, Section 119-48-Conventional zoning districts. Removing R-R and updating the density for RES zoning

Commissioner Gray seconded. Commissioner asked if the verbiage was correct in the amendment. He said he just doesn't want to have to go back and change it in a few months. Mr. Attaway said it was correct. The motion passed unanimously.

Presentations/Delegations: None

Citizens Comments:

Mary Patrick: Mrs. Patrick gave the commissioner handouts to consider. She said the county has been busy hiring new employees instead of being more efficient. She said she believes the county can benefit from an efficiency audit. She said they would tell them if employees were working eight hours a day. Everything will be fed into the system and could save a lot of time and money. She said it was somewhere around \$70,000 but that is cheaper than hiring another employee. She said they should think about it. She said they are looking to hire a part-time person in finance when they have three full-time employees. Mrs. Patrick said she works in finance every day and she doesn't see the need for another employee. She said the STR brings in more problems than money and they bring cost. She said there are things they need to start thinking about why we have zoning.

Amy Gude: Mrs. Gude said she is looking forward to Jasper County being a place where everyone has opportunities. She said she was encouraged by Commissioner Gray's prayer at the beginning of the meeting. She said he talked about working together for all citizens. She said she was very encouraged by that. She said she looked up the word perception and it is a belief or opinion often held by many people based on how things seem. Mrs. Gude said when she attends the meetings she often hears a lot of negativity about moving forward. She said that she grew up during the Civil Rights movement and her perception of keeping Jasper County rural is a negative racial term. She said it may not be but that is her perception. She said that she is encouraged that going into 2025 the Commissioners will consider people who might not be their friends or the ones who always spoke the loudest. She said she has noticed the loudest noise seems to come when things are referenced for the African American community. She said she has seen pushback on departments with Black Directors and even heard someone call out Commissioner Pounds about Sands Park. She asked if the commissioners don't support one another. She said that she was born here and would like to see the county be more progressive and civil considering everyone in this county not just the loud voices.

Tim Heminger: Mr. Heminger said the commissioners are going to make Mr. and Mrs. Mauldin put in a private road subdivision because they can't break the rules but then turn around and break the STR rules for people who don't even live in the county. He said that is very wishy-washy on their part. He said the attorney told them to do it in the short term because if it goes long then it gets longer and now they are tabling it again. He said lock it down to what you said it was going to be. He said it was supposed to be tuned in and the knew is. Mr. Heminger said it was in the newspaper and one of the applicants who works for the school system said she didn't know. He said she works here but they don't live here. He said he was upset about the property beside him because they had a group of people who had gone out fishing on a boat. He said the live well on their boat died so the fish died. They just dumped them back in the water so when he went to use his boat the next morning forty dead fish were floating at his dock that he had to clean up. He said he went to speak to them about it and was asked to leave. He asked who you call. He said to limit it and be done with it.

County Commissioner Items:

Commissioner Pounds: None

Commissioner Jernigan: None

Chairman Henry: Chairman Henry reminded everyone to use the right to vote in the 2024 election.

Commissioner Gray: None

Commissioner Ledford: None

Business Items:

Business Item 4- Short-Term Rental Application opening period: Mr. Attaway requested their start and end date for reopening the application for short-term rentals as voted on by the board on October 9, 2024. Chairman Henry asked if he had people trying to apply. Mr. Attaway said he had but he had but he is not

accepting any until the board decides. He said he assumes he will have an applicant as soon as the board opens it since the ordinance only allows thirty. He said he ran it in the newspaper the following Thursday. Commissioner Jernigan said he was thinking ninety days originally. He said he thought Commissioner Ledford mentioned forty-five days. Commissioner Ledford said it was Commissioner Gray and he suggested thirty days. Commissioner Ledford said he agreed with the thirty days.

Commissioner Jernigan motioned to reopen the Short-term Rental Application process for thirty days beginning November 14, 2024, and ending December 13, 2024. Commissioner Pounds seconded, motion passed unanimously.

Business Item 5- Appointment to Planning and Zoning Board: Mr. Bill Nash was the only applicant. Mr. Nash said he is interested in the work and he thinks he contributes. Commissioner Ledford motioned to appoint Bill Nash to the Planning and Zoning board. Commissioner Jernigan seconded, motion passed unanimously.

Business Item 6-Additional 2024 LMIG Funding – Murder Creek Church Rd Resurfacing Bid

Submittals: County Manager Mike Benton presented a bid submittal for Murder Creek Church Rd resurfacing. He said GDOT approved funding for the lesser amount of \$245,000 or seventy percent of the project cost. He said it would be reimbursement funding. Mr. Benton said the project is for a full-depth reformation of .7 miles. He said the county received six bids. He said Blunt Construction was the low bid at \$294,229. He said the estimated total would be \$226,629 with the engineering cost and the low bid. He said that the total reimbursement amount of \$207,640. At 70%. The county engineer recommended Blunt Construction based on the bid and history.

Commissioner Gray motioned to award the bid to Blunt Construction for \$294,229. For Murder Creek Church Rd.

Commissioner Pounds seconded, motion passed unanimously.

Business Item 7-2025 LMIG Application and SPLOST Projects Recommendation: Mr. Benton presented project recommendations for the 2025 LMIG-approved funding amount of \$663,275. He said the county is required to match thirty percent of the funding to qualify for the grant. He said the application is due February 1, 2025. Mr. Benton recommended using funds for Aikenton Rd 3.75 miles at \$1,431,476, 1.4 miles of Georgia Pacific Rd and .11 miles of Miss Sara Rd. He said the estimated total for all three would be \$1,888,099. The project funding would come from the LMIG funds and SPLOST funding if the board chooses to do so.

Commissioner Ledford motioned to approve the LMIG application for the 3 projects as presented. Commissioner Jernigan seconded, motion passed unanimously.

Business Item 8-Resolution to Increase Hotel Motel Excise Tax: Chairman Henry asked the county attorney to explain the process of changing the hotel/motel tax rate. He said the maximum amount is eight percent and the are required uses for the revenue collected.

Commissioner Ledford motioned to increase the hotel/motel tax from five percent to eight percent. Commissioner Gray seconded, motion passed unanimously.

Business Item 9-FY 2025 1st Quarter Financial Report: Chief Finance Officer Larissa Ruark gave an update on the First Quart Financials.

Business Item 10-Schedule Work Sessions and Called Meetings as Needed: Work Session scheduled November 25, 2024 at 6 p.m.

County Attorney Items: None

County Manager Update: Mr. Benton gave updates on building permits. He also gave an update on the parking behind Fire Station One which is ready for voter parking.

Executive Session: None

Adjourn: Commissioner Pounds motioned to adjourn at 7:56 p.m., Commissioner Ledford seconded, motion passed unanimously.

Bruce Henry, Chairman

Sheila Jefferson, Clerk

Consent Agenda – Item 2:

Agenda Request – Jasper County BOC

Department: Board of Commissioners

Date: December 2, 2024

Subject: Approval of Check Register

Summary:

A check register will be generated by the finance department on the meeting day for signature and approval to process the checks.

Background:

Cost: \$0

Recommended Motion:

Approve processing of check #'s: **72526-72765**

Public Hearing:

Agenda Request – Jasper County BOC

Department: Planning and Zoning

Date: December 2, 2024

Subject: Ordinance Amendment to Part II, Code of Ordinances which includes Chapter 119-245.- Same-Nonresidential districts. Reducing the minimum lot size in C-2 zoning from 1.2 Acres to 1 Acre.

Summary: The BOC asked the Planning and Zoning Board to consider reducing the lot sizes in C-2 Zoning to match the minimum lot size the State Health Department requires.

Background: The Planning and Zoning Board voted 3-2 Not to recommend reducing the lot size in C-2.

Sec. 119-245. Same—Nonresidential districts.

	O-I	C-1	C-2	M
Maximum floor area per building	10,000	4,000	60,000	Unlimited
Minimum lot area				
Unsewered area	1.2 acres	1.2 acres	1.2 1 acres	1.2 acres
Sewered or water	10,000 sq. ft.	5,000 sq. ft.	1.2 1 acres	1.2 acres
Minimum lot width	40'	40'	80'	100'
Minimum road frontage****	40'	40'	80'	100'
Minimum front yard				
Arterial roads	80'	80'	80'	100'
Major collector	60'	60'	80'	100'
Minor collector	30'	30'	60'	60'
Local roads	20'	20'	50'	50'
Minimum side yard	10'	10'	10'	10'
Minimum rear yard	20'	20'	20'	20'
Compliance with architectural standards required?	No	No	Yes	No

(Ord. of 7-20-2009, § 38)

Business Item 1:

Agenda Request – Jasper County BOC

Department: Planning and Zoning

Date: December 2, 2024

Subject: Ordinance Amendment to Part II, Code of Ordinances which includes Chapter 119-245.- Same-Nonresidential districts. Reducing the minimum lot size in C-2 zoning from 1.2 Acres to 1 Acre.

Summary: The BOC asked the Planning and Zoning Board to consider reducing the lot sizes in C-2 Zoning to match the minimum size lot The State Health Department requires.

Background: The Planning and Zoning Board voted 3-2 Not to recommend reducing the lot size in C-2.

Cost: N/A

Recommended Motion: Board Discretion

Business Item 2:

Agenda Request – Jasper County BOC

Department: Planning and Zoning

Date: December 2, 2024

Subject: Renewal of 2025 Alcohol Licenses

Summary:

- **Tyson’s Country Store, Application number 2025-A-001** located at 22044 Hwy 11 North., Monticello, GA 31064. Name of applicant: Lisa Whitaker Wilkerson – Retail sales of beer and wine – Renewal
- **Frank’s Restaurant, Application number 2025-A-002** located at 11818 Hwy 212 West Covington, GA 30014. Name of applicant: Vivian Castellana Fuller – Pouring license for distilled spirits, beer, and wine. – Renewal
- **Lakeview Marina, Application number 2025-A-003** located at 8726 Jackson Lake Road Monticello, GA 31064. Name of applicant: Shabanali Jabbarcheloei – Retail sales of beer and wine - Renewal
- **Lakeview Restaurant, Application number 2025-A-004** located at 8726 B Jackson Lake Road Monticello, GA 31064. Name of applicant: Shabanali Jabbarcheloei – Pouring license for distilled spirits, beer, and wine. - Renewal
- **Convenience Stores, Inc dba Larry’s 4-Way, Application number 2025-A-005** located at 9160 Hwy 212 West Monticello, GA 31064. Name of applicant: Joann Hedrick – Retail sales of beer and wine. - Renewal
- **Turtle Cove POA, Application number 2025-A-006** located at 222 Clubhouse Drive Monticello, GA 31064. Name of applicant: Phillip Myers – Pouring license for distilled spirits, beer, and wine. – Renewal
- **Shane One Stop, Application number 2025-A-009** located at 8541 GA Hwy 142 Shady Dale, GA 31085. Name of applicant: Gautamkumar P. Patel - Retail sales of beer and wine – Renewal

Background: All renewal requests have been completed and passed updated criminal background checks with no infractions and there have been no complaint calls to 911 regarding any of the above properties relating to alcohol.

Cost:
N/A

Recommended Motion:

While this is certainly the Board’s discretion, staff recommends approval of all 2025 alcohol renewal requests for the above locations.

Business Item 3:

Agenda Request – Jasper County BOC

Department: Jasper County Health Dept. Environmental Health

Date: December 2, 2024


Subject: Environmental Health Fee Schedule Update and Approval

Summary: An update to the Environmental Health fees concerning septic, water testing, and some food services has been approved by the Jasper County Board of Health. In order to enact said new fee schedule, approval is necessary from the Board of Commissioners.

Background: Many of the EH fees have not been updated in approximately 8 years and no longer reflect the actual cost of performing the services. The updated fee schedule will remedy that. Approval will also attempt to bring more conformity in fee schedules for the 13 Counties of the Ga. Dept. of Public Health District 5-2 which includes Jasper County.

Cost: N/A

Recommended Motion: It is requested that the Board of Commissioners vote to approve the new Environmental Health fee schedule as described.



Proposed Septic and Water Fees 2024

North Central Health District *We Protect Lives.*

1

Services Provided

- New Septic Systems**
 - New Construction (Residential and Commercial)
- Repairs of Existing Septic Systems**
 - Damaged or Failing Systems
- Additions and Modifications of Existing Septic Systems**
 - Use of Facility Changes or Additions are Made to a Building
- Individual Water Wells**
 - Permitting, Testing, and Evaluation

North Central Health District *We Protect Lives.*

2

Current Fees

Have Not Been Adjusted
For Some Time

Do Not Reflect Increases
In Salaries, Equipment,
Travel, and Other Costs

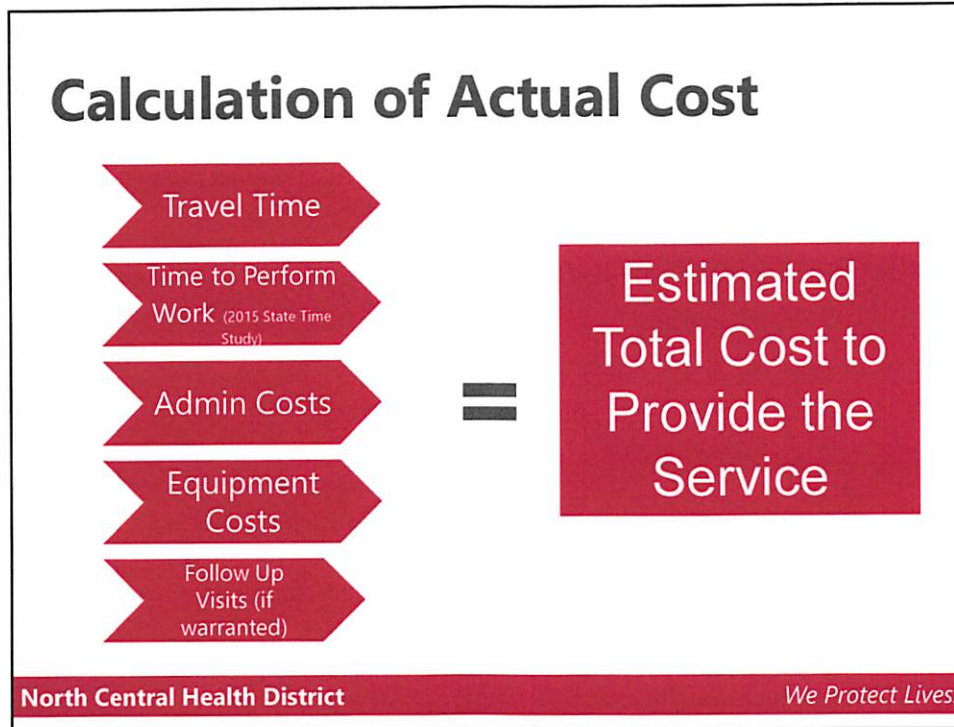
3

Uniformity of Fees Across the District

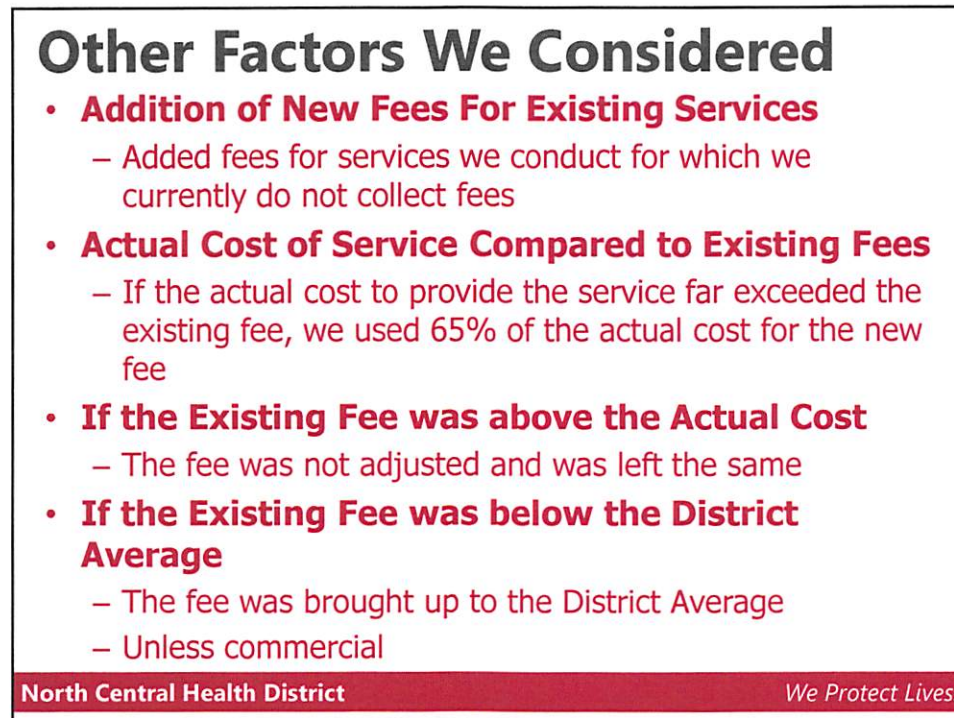
The Various Fees across the
District were adopted by the
counties without regard to
actual costs to provide the
services, fee structure, or
uniformity

The Septic Fees will be
structured the same in all 13
counties within the District

4



5



6

Percentage of Total Cost					
		65%	County	Jasper	
Fee Type	Actual Cost to Provide Service	65% of Actual Cost	Current Fee Charged by County	District Average Fee across 13 counties	Suggested New Fee
Application/Site Evaluation for ADD/MOD to an Existing System - L3 required (includes initial inspection)	\$ 305	\$ 199	\$ -		\$ 200.00
Application/Site Evaluation for ADD/MOD to an Existing System (includes initial inspection)	\$ 382	\$ 249	\$ 200	\$ 159	\$ 250.00
Application/Site Evaluation for COMMERCIAL System (includes initial inspection) ≥ 4001 gpd	\$ 580	\$ 377	\$ 450	\$ 388	\$ 450.00
Application/Site Evaluation for COMMERCIAL System (includes initial inspection) ≤ 1000 gpd	\$ 382	\$ 249	\$ 450	\$ 372	\$ 450.00
Application/Site Evaluation for COMMERCIAL System (includes initial inspection) 1001-2000 gpd	\$ 536	\$ 349	\$ 450	\$ 376	\$ 450.00
Application/Site Evaluation for COMMERCIAL System (includes initial inspection) 2001 - 4000 gpd	\$ 558	\$ 363	\$ 450	\$ 376	\$ 450.00
Application/Site Evaluation for NEW System - L3 required (includes initial inspection) ≥ 5 bedrooms	\$ 338	\$ 220	\$ -		\$ 220.00
Application/Site Evaluation for NEW System - L3 required (includes initial inspection) ≤ 4 bedrooms	\$ 316	\$ 206	\$ -		\$ 205.00
Application/Site Evaluation for NEW System (includes initial inspection) ≥ 5 bedrooms	\$ 404	\$ 263	\$ 200	\$ 207	\$ 265.00

Fee Type	Actual Cost to Provide Service	65 % of Actual Cost	Current Fee Charged by County	District Average Fee across 13 counties	Suggested New Fee
Application/Site Evaluation for NEW System (includes initial inspection) ≤ 4 bedrooms	\$ 382	\$ 248	\$ 200	\$ 207	\$ 250.00
Application/Site Evaluation for SECONDARY RESIDENTIAL System - L3 required (includes initial inspection)	\$ 191	\$ 124			\$ 125.00
Application/Site Evaluation for SECONDARY RESIDENTIAL System (includes initial inspection)	\$ 257	\$ 167	\$ 100	\$ 133	\$ 165.00
Application/Site Evaluation to REPAIR a COMMERCIAL System (includes initial inspection) ≥ 4001 gpd	\$ 615	\$ 400	\$ 225	\$ 200	\$ 400.00
Application/Site Evaluation to REPAIR a COMMERCIAL System (includes initial inspection) ≤ 1000 gpd	\$ 418	\$ 271	\$ 225	\$ 200	\$ 270.00
Application/Site Evaluation to REPAIR a COMMERCIAL System (includes initial inspection) 1001-2000 gpd	\$ 571	\$ 371	\$ 225	\$ 200	\$ 370.00
Application/Site Evaluation to REPAIR a COMMERCIAL System (includes initial inspection) 2001 - 4000 gpd	\$ 593	\$ 386	\$ 225	\$ 203	\$ 386.00
Application/Site Evaluation to REPAIR a RESIDENTIAL System - L3 required (includes initial inspection) ≥ 5 bedrooms	\$ 374	\$ 243	\$ -		\$ 243.00
Application/Site Evaluation to REPAIR a RESIDENTIAL System - L3 required (includes initial inspection) ≤ 4 bedrooms	\$ 352	\$ 229	\$ -		\$ 230.00

Fee Type	Actual Cost to Provide Service	65% of Actual Cost	Current Fee Charged by County	District Average Fee across 13 counties	Suggested New Fee
Application/Site Evaluation to REPAIR a RESIDENTIAL System (includes initial inspection) ≥ 5 bedrooms	\$ 440	\$ 286	\$ 200	\$ 148	\$ 285.00
Application/Site Evaluation to REPAIR a RESIDENTIAL System (includes initial inspection) ≤ 4 bedrooms	\$ 418	\$ 271	\$ 200	\$ 148	\$ 270.00
Existing System Evaluation (for pool, mobile home relocation, loan closing, etc)	\$ 156	\$ 101	\$ 150	\$ 83	\$ 150.00
Installation REINSPECTION	\$ 130	\$ 84	\$ 50	\$ 50	\$ 85.00
Plan Review/Evaluation - Base Fee for Subdivision, Mobile Home Park, RV Park	\$ 481	\$ 313	\$ -	\$ 142	\$ 315.00
Plan Review/Evaluation - Fee per lot	\$ 21	\$ 14	\$ 25	\$ 23	\$ 25.00
Reissue Septic Permit due to expiration or changes/Site Visit Required	\$ 215	\$ 140	\$ 50	\$ 127	\$ 125.00
Reissue Septic Permit due to pending expiration/No site visit required	\$ 56	\$ 37	\$ 25	\$ 85	\$ 40.00
Septage Pumper Annual Fee - each additional truck	\$ 86	\$ 56	\$ 50	\$ 77	\$ 55.00
Septage Pumper Annual Fee (includes one truck inspection)	\$ 174	\$ 113	\$ 100	\$ 98	\$ 115.00
Non-Public Water - Initial Testing (collection of W33b)	\$ 165	\$ 107	\$ 280	\$ 193	\$ 280.00
Non-Public Water - Annual Testing (3 bacteriological + collection of W33b)	\$ 365	\$ 237	\$ 280	\$ 231	\$ 280.00

Fee Type	Actual Cost to Provide Service	65% of Actual Cost	Current Fee Charged by County	District Average Fee across 13 counties	Suggested New Fee
Site Evaluation for New Construction (includes 1 initial water sample) (*)	\$ 233	\$ 151	\$ 150	\$ 95	\$ 150.00
Evaluation of Existing System (includes IN-HOUSE water sample)	\$ 159	\$ 104	\$ 55	\$ 58	\$ 105.00
Evaluation of Existing System (includes CERTIFIED LAB water sample)	\$ 190	\$ 124	\$ 85	\$ 75	\$ 125.00
Re-evaluation of Existing System (includes IN-HOUSE water sample)	\$ 128	\$ 83	\$ 55	\$ 89	\$ 85.00
Re-evaluation of Existing System (includes CERTIFIED LAB water sample)	\$ 159	\$ 103	\$ 85	\$ 68	\$ 105.00
Bacteriological Sample brought in by client	\$ 46	\$ 30	\$ 55	\$ 45	\$ 55.00
		\$ -			
Annual Fee for Mobile Food Service Base and One Mobile Unit (revision of existing fee)	\$ 119		\$ 255	\$ 255	\$ 255.00
Annual Fee for Additional Mobile Unit (revision of existing fee)			\$ 100	\$ 100	\$ 100.00
Authorization for Out-of-County Mobile Food	\$ 44		\$ 75	\$ 75	\$ 75.00
* Travel estimation - 15 miles one-way, one round trip = 30 miles, two round trips = 60 miles, mileage x \$00.625	(*) Baldwin and Washington County do not provide this service	** Time to perform service taken from statewide DPH EH time study conducted in 2015 + 30 min for travel		TOTAL COST ESTIMATE plus 5% for all equipment, supplies, and repeat inspections (unless otherwise stated)	

Jasper County Fee Comparison
1st Half FY24

Date	Invoice #	Transaction Type	Current Fee	Adjusted Fee
7/7/2023	971961	Existing System Evaluation	\$ 150.00	\$ 150.00
7/7/2023	971005	Site Evaluation - Residential	\$ 200.00	\$ 250.00
7/11/2023	972772	Bacterial Sample - In House	\$ 55.00	\$ 105.00
7/18/2023	974099	Site Evaluation - Residential	\$ 200.00	\$ 250.00
7/18/2023	974105	Site Evaluation for Well Construction	\$ 150.00	\$ 150.00
7/19/2023	974522	Site Evaluation - Residential	\$ 200.00	\$ 250.00
7/24/2023	975873	System Addition/Modification	\$ 200.00	\$ 250.00
7/25/2023	975118	Site Evaluation - Residential	\$ 200.00	\$ 250.00
7/25/2023	975120	Site Evaluation for Well Construction	\$ 150.00	\$ 150.00
7/27/2023	975744	Site Evaluation - Residential	\$ 200.00	\$ 250.00
7/27/2023	975749	Site Evaluation for Well Construction	\$ 150.00	\$ 150.00
7/28/2023	975788	Site Evaluation - Residential	\$ 200.00	\$ 250.00
7/28/2023	975798	Site Evaluation - Residential	\$ 200.00	\$ 250.00
7/28/2023	975791	Site Evaluation for Well Construction	\$ 150.00	\$ 150.00
7/28/2023	975800	Site Evaluation for Well Construction	\$ 150.00	\$ 150.00
8/2/2023	977651	Site Evaluation - Residential	\$ 200.00	\$ 250.00
8/2/2023	977653	Site Evaluation for Well Construction	\$ 150.00	\$ 150.00
8/3/2023	977666	Site Evaluation - Residential	\$ 200.00	\$ 250.00
8/3/2023	977668	Site Evaluation for Well Construction	\$ 150.00	\$ 150.00
8/4/2023	978419	Site Evaluation - Residential	\$ 200.00	\$ 250.00
8/4/2023	978616	Bacterial Sample - In House	\$ 55.00	\$ 105.00
8/8/2023	978445	Site Evaluation - Residential	\$ 200.00	\$ 250.00
8/8/2023	978449	Site Evaluation for Well Construction	\$ 150.00	\$ 150.00
8/9/2023	978719	Site Evaluation - Residential	\$ 200.00	\$ 250.00
8/9/2023	978722	Site Evaluation for Well Construction	\$ 150.00	\$ 150.00
8/9/2023	978836	Site Evaluation - Residential	\$ 200.00	\$ 250.00
8/10/2023	978996	Site Evaluation - Residential	\$ 200.00	\$ 250.00
8/10/2023	978998	Site Evaluation for Well Construction	\$ 150.00	\$ 150.00
8/10/2023	978927	Site Evaluation - Residential	\$ 200.00	\$ 250.00
8/11/2023	979147	Site Evaluation - Residential	\$ 200.00	\$ 250.00
8/11/2023	979157	Site Evaluation - Residential	\$ 200.00	\$ 250.00
8/11/2023	979171	Site Evaluation - Residential	\$ 200.00	\$ 250.00
8/11/2023	979218	Site Evaluation - Residential	\$ 200.00	\$ 250.00
8/11/2023	979220	Site Evaluation - Residential	\$ 200.00	\$ 250.00
8/11/2023	979233	Site Evaluation - Residential	\$ 200.00	\$ 250.00
8/11/2023	979239	Site Evaluation - Residential	\$ 200.00	\$ 250.00
8/11/2023	979252	Site Evaluation - Residential	\$ 200.00	\$ 250.00
8/11/2023	979256	Site Evaluation - Residential	\$ 200.00	\$ 250.00
8/11/2023	979260	Site Evaluation - Residential	\$ 200.00	\$ 250.00
8/14/2023	979452	Site Evaluation - Residential	\$ 200.00	\$ 250.00
8/14/2023	979461	Site Evaluation - Residential	\$ 200.00	\$ 250.00
8/14/2023	979467	Site Evaluation - Residential	\$ 200.00	\$ 250.00
8/16/2023	979843	Site Evaluation - Residential	\$ 200.00	\$ 250.00
8/16/2023	979870	Site Evaluation - Residential	\$ 200.00	\$ 250.00
8/16/2023	979873	Site Evaluation - Residential	\$ 200.00	\$ 250.00
8/16/2023	979876	Site Evaluation - Residential	\$ 200.00	\$ 250.00

Jasper County Fee Comparison
1st Half FY24

Date	Invoice #	Transaction Type	Current Fee	Adjusted Fee
8/16/2023	979880	Site Evaluation - Residential	\$ 200.00	\$ 250.00
8/16/2023	979882	Site Evaluation - Residential	\$ 200.00	\$ 250.00
8/16/2023	979885	Site Evaluation - Residential	\$ 200.00	\$ 250.00
8/16/2023	980125	Site Evaluation - Residential	\$ 200.00	\$ 250.00
8/16/2023	980127	Site Evaluation for Well Construction	\$ 150.00	\$ 150.00
8/16/2023	980454	Site Evaluation - Residential	\$ 200.00	\$ 250.00
8/16/2023	980455	Site Evaluation for Well Construction	\$ 150.00	\$ 150.00
8/23/2023	982273	Site Evaluation - Residential	\$ 200.00	\$ 250.00
8/23/2023	982283	Site Evaluation for Well Construction	\$ 150.00	\$ 150.00
8/23/2023	981622	Site Evaluation for Well Construction	\$ 150.00	\$ 150.00
8/24/2023	981964	Site Evaluation - Residential	\$ 200.00	\$ 250.00
8/25/2023	981953	Site Evaluation - Residential	\$ 200.00	\$ 250.00
8/25/2023	981782	Site Evaluation - Residential	\$ 200.00	\$ 250.00
8/28/2023	981932	Existing System Evaluation	\$ 150.00	\$ 150.00
8/30/2023	982985	Site Evaluation - Residential	\$ 200.00	\$ 250.00
9/1/2023	983861	Site Evaluation - Residential	\$ 200.00	\$ 250.00
9/1/2023	983862	Site Evaluation for Well Construction	\$ 150.00	\$ 150.00
9/1/2023	983569	Bacterial Sample - In House	\$ 55.00	\$ 105.00
9/6/2023	985182	Repair Evaluation - Residential	\$ 200.00	\$ 230.00
9/7/2023	984083	Site Evaluation - Residential	\$ 200.00	\$ 250.00
9/12/2023	985166	Site Evaluation for Well Construction	\$ 150.00	\$ 150.00
9/13/2023	985531	Site Evaluation - Residential	\$ 200.00	\$ 250.00
9/13/2023	985529	Site Evaluation for Well Construction	\$ 150.00	\$ 150.00
9/18/2023	986172	Bacterial Sample - In House	\$ 55.00	\$ 105.00
9/18/2023	986689	Site Evaluation - Residential	\$ 200.00	\$ 250.00
9/21/2023	987159	Site Evaluation for Well Construction	\$ 150.00	\$ 150.00
9/21/2023	987528	Existing System Evaluation	\$ 150.00	\$ 150.00
9/25/2023	987602	Site Evaluation - Residential	\$ 200.00	\$ 250.00
9/25/2023	987603	Site Evaluation - Residential	\$ 200.00	\$ 250.00
9/25/2023	987621	Site Evaluation - Residential	\$ 200.00	\$ 250.00
9/26/2023	987832	Site Evaluation - Residential	\$ 200.00	\$ 250.00
9/26/2023	987863	Site Evaluation - Residential	\$ 200.00	\$ 250.00
9/26/2023	987862	Site Evaluation for Well Construction	\$ 150.00	\$ 150.00
9/28/2023	988903	Site Evaluation - Residential	\$ 200.00	\$ 250.00
9/28/2023	988909	Site Evaluation for Well Construction	\$ 150.00	\$ 150.00
9/28/2023	988476	Site Evaluation - Residential	\$ 200.00	\$ 250.00
9/28/2023	988477	Site Evaluation for Well Construction	\$ 150.00	\$ 150.00
9/28/2023	988573	Site Evaluation - Residential	\$ 200.00	\$ 250.00
10/3/2023	989154	Site Evaluation - Residential	\$ 200.00	\$ 250.00
10/5/2023	989976	Site Evaluation - Residential	\$ 200.00	\$ 250.00
10/5/2023	989981	Site Evaluation for Well Construction	\$ 150.00	\$ 150.00
10/5/2023	989812	in Review - Additional Cost per Lot,Subdivisio	\$ 1,200.00	\$ 315.00
10/6/2023	990032	Site Evaluation for Well Construction	\$ 150.00	\$ 150.00
10/10/2023	990351	Site Evaluation for Well Construction	\$ 150.00	\$ 150.00
10/11/2023	990604	Site Evaluation - Residential	\$ 200.00	\$ 250.00
10/11/2023	990605	Site Evaluation for Well Construction	\$ 150.00	\$ 150.00

Jasper County Fee Comparison
1st Half FY24

Date	Invoice #	Transaction Type	Current Fee	Adjusted Fee
10/12/2023	991039	Site Evaluation - Residential	\$ 200.00	\$ 250.00
10/12/2023	991043	Site Evaluation for Well Construction	\$ 150.00	\$ 150.00
10/17/2023	992823	Site Evaluation - Residential	\$ 200.00	\$ 250.00
10/20/2023	994011	Site Evaluation - Residential	\$ 200.00	\$ 250.00
10/24/2023	996040	Bacterial Sample - In House	\$ 55.00	\$ 105.00
10/26/2023	996645	Existing System Evaluation	\$ 150.00	\$ 150.00
10/27/2023	997137	Site Evaluation - Residential	\$ 200.00	\$ 250.00
10/27/2023	997148	Site Evaluation for Well Construction	\$ 150.00	\$ 150.00
10/30/2023	996434	Site Evaluation - Residential	\$ 200.00	\$ 250.00
11/3/2023	998126	System Addition/Modification	\$ 200.00	\$ 250.00
11/7/2023	999733	Site Evaluation for Well Construction	\$ 150.00	\$ 150.00
11/7/2023	999731	Site Evaluation - Residential	\$ 200.00	\$ 250.00
11/8/2023	1001611	Bacterial Sample - In House	\$ 55.00	\$ 105.00
11/16/2023	1002691	Permit due to Pending Expiration (no site visit	\$ 25.00	\$ 40.00
11/17/2023	1003234	Site Evaluation - Residential	\$ 200.00	\$ 250.00
11/21/2023	1003368	Site Evaluation - Residential	\$ 200.00	\$ 250.00
11/21/2023	1004791	Site Evaluation - Residential	\$ 200.00	\$ 250.00
11/21/2023	1004804	Site Evaluation for Well Construction	\$ 150.00	\$ 150.00
11/21/2023	1003374	Site Evaluation for Well Construction	\$ 150.00	\$ 150.00
11/23/2023	1013354	Maintenance and Portable Sanitation Annual Fe	\$ 100.00	\$ 115.00
12/5/2023	1012711	Site Evaluation - Residential	\$ 200.00	\$ 250.00
12/5/2023	1012728	Site Evaluation - Residential	\$ 200.00	\$ 250.00
12/6/2023	1011508	Repair Evaluation - Residential	\$ 200.00	\$ 230.00
12/6/2023	1011678	Site Evaluation - Residential	\$ 200.00	\$ 250.00
12/6/2023	1012734	Site Evaluation - Residential	\$ 200.00	\$ 250.00
12/6/2023	1012739	Site Evaluation for Well Construction	\$ 150.00	\$ 150.00
12/11/2023	1012725	Site Evaluation - Residential	\$ 200.00	\$ 250.00
12/11/2023	1012729	Site Evaluation for Well Construction	\$ 150.00	\$ 150.00
12/11/2023	1012699	Site Evaluation - Residential	\$ 200.00	\$ 250.00
12/12/2023	1016318	Site Evaluation - Residential	\$ 200.00	\$ 250.00
12/13/2023	1013357	Repair Evaluation - Residential	\$ 200.00	\$ 230.00
12/13/2023	1013360	Site Evaluation for Well Construction	\$ 150.00	\$ 150.00
12/13/2023	1014011	Site Evaluation - Residential	\$ 200.00	\$ 250.00
12/19/2023	1016338	Site Evaluation for Well Construction	\$ 150.00	\$ 150.00
12/20/2023	1018010	Site Evaluation - Residential	\$ 200.00	\$ 250.00
12/20/2023	1018013	Site Evaluation for Well Construction	\$ 150.00	\$ 150.00
12/27/2023	1018175	Annual Fee,Maintenance and Portable Sanitati	\$ 150.00	\$ 150.00
Total			\$ 23,655.00	\$ 27,040.00
Difference				\$ 3,385.00

Business Item 4:

Agenda Request – Jasper County BOC

Department: Board of Commissioners

Date: December 2, 2024

Subject: Monticello City Council Financial Assistance Request for Road Repairs in Oak Ridge Subdivision

Summary:

The Monticello City Council is requesting the Jasper County Board of Commissioners to pay 50% of the cost of road repairs for certain road sections located in the Oak Ridge Subdivision. The financial assistance requested from the Jasper County Board of Commissioners is \$9000.

Background:

Monticello City Council has obtained a quote of \$18,000 to address certain road repairs in the Oak Ridge Subdivision. The Oak Ridge Subdivision is located within the city limits of Monticello.

The Monticello City Council mentioned an additional option of Jasper County making the repairs using in-house paving with the new equipment recently procured. The Monticello City Council would then pay 50% of the expense incurred by Jasper County. The new Jasper County Truck Patcher is a surface treatment type patcher designed to repair pothole type road failures, not large areas requiring hot asphalt. Repairs to the large road sections in the Oak Ridge Subdivision require the application of hot asphalt.

Cost:

Recommended Motion:

Board Discretion



DeAshley Thurman
Mayor

Douglas Currie
Mayor Pro Tem

Tim Womack
Council Member

Larry Thurman
Council Member

Gail Harrell
Council Member

Jenny Murphy
Council Member

LaThaydra Sands
City Manager

Carnethia Pennamon
City Clerk

November 13, 2024

Bruce Henry, Chairman
126 W. Greene Street
Monticello, GA 31064

Re: Road Repairs-Oak Ridge Subdivision

Dear Chairman Henry,

The City of Monticello is seeking financial assistance for road repairs within the Oak Ridge Subdivision. In the past six months, we have received numerous complaints from residents concerning the deteriorating infrastructure, attributed to the actions of developers. The City has obtained a quote to address the damaged areas, totaling \$18,000. We respectfully request a cost-sharing partnership, contributing \$9,000, which represents a 50/50 split.

An additional option is in-house paving. It's our understanding that the County has obtained paving equipment that could easily perform the job in-house with one operator. The City will agree to split the expense of the project to aid in the showcasing of the new equipment and to display Jasper County tax dollars at work. This is also a great opportunity to advertise the joint efforts of both the County and City in the newspaper building bridges of the future for our tax-paying residents.

Any assistance you can provide regarding this matter would be greatly appreciated.

Best Regards,

Doug Currie, Mayor Pro Tem

Business Item 5:

Agenda Request – Jasper County BOC

Department: Board of Commissioners

Date: December 2, 2024

Subject: Georgia First Responder PTSD Program – Insurance Coverage

Summary:

The Ashley Wilson Act (the Act or HB451) requires all public entities in Georgia to offer a supplemental benefit program for first responders diagnosed with post-traumatic stress disorder (PTSD) resulting from exposure to line-of-duty traumatic events. It creates a once-per-lifetime financial safety net to assist with uninsured costs associated with PTSD treatment and recovery. A first responder may access the benefits quickly and confidentially without worry over stigma or job loss. The Act does not impact employer health plans, which are required to provide coverage for PTSD and other mental health conditions.

Insurance coverage must be in place by January 1, 2025.

Jasper County will have 99 first responders covered in this policy.

Background:

The Act provides benefits for Eligible First Responders with a “covered condition” of PTSD that is the direct result of an experience of or exposure to a traumatic event during the normal course of their regular occupational or volunteer duties on behalf of a public entity. To be a covered condition, PTSD must be diagnosed by a qualified diagnostician no more than two years after the date of the traumatic event.

Cost:

Lump Sum PTSD Diagnosis Benefit- Estimated Annual Premium for All First Responders

Component 1: Lump Sum PTSD Diagnosis Benefit	\$3,955.00
Component 2: PTSD Disability Limit	\$8,715.00
Total	\$12, 670.00

Recommended Motion: Approve the resolution authorizing participation in the ACCG- Interlocal Risk Management Agency Supplemental Medical, Accident and Disability Fund, First Responder PTSD Program, as presented.



**ACCG – IRMA Georgia First Responder PTSD Program
Proposal for Coverage**

Effective Date: January 1, 2025

Anniversary Date: January 1

Member: Jasper County

Member Number: 3350

Insurer: Metropolitan Life Insurance Company (MetLife)

There are two coverage components required by House Bill 451 (2024) effective January 1, 2025:

- 1) Lifetime Critical Illness Lump Sum PTSD Diagnosis Benefit
- 2) Lifetime Long-Term PTSD Disability Benefit (Income Replacement)

The ACCG-IRMA Critical Illness Lump Sum PTSD Diagnosis Benefit and Long-Term Disability (Income Replacement) coverage components are designed to comply with House Bill 451 when purchased together. However, a county is permitted to purchase only one component if you have existing coverage that complies with the new law.

Estimated annual premiums are based on the Eligible First Responder census data provided by the county. While the premiums below are estimated annual amounts, the county will be billed on a semiannual basis in an amount that reflects the county’s updates to the census.

Component 1: Lump Sum PTSD Diagnosis Benefit –	
All First Responders	
Lifetime Benefit per first responder:	\$3,000 (Mandated Limit)
Lump Sum PTSD Diagnosis Benefit - Estimated Annual Premium for All First Responders:	\$3,955.00

Component 2: PTSD Disability Limit	
Employed First Responders	
Monthly benefit:	60% of pre-disability first responder earnings
Maximum monthly benefit per first responder:	\$5,000
Estimated Annual Premium for Employed First Responders:	\$7,083.00
Volunteer First Responders	
Monthly Benefit per first responder:	\$1,500
Estimated Annual Premium for Volunteer First Responders:	\$1,632.00
PTSD Disability Limit – Estimated Annual Premium for All First Responders:	\$8,715.00

Estimated Annual Premium for Components 1 & 2: Lump Sum PTSD Diagnosis Benefit and PTSD Disability Benefit	\$12,670.00
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This proposal is valid for 30 days after proposal is issued or until the effective date, whichever is later. This overview is not a part of the policy(ies) and does not provide or explain all provisions of the policy(ies).



Optional Limits for Consideration:

The coverage limits reflected for Lump Sum PTSD (\$3,000) and PTSD Disability Benefit (60% of earnings for employees and \$1,500/month for volunteers) on Page 1 of the Proposal for Coverage reflect the mandated amounts required by HB 451. However, if your county would like to purchase additional limits above the mandated amounts, the pricing is outlined in the table below. You can select a higher limit for Lump Sum PTSD only, a higher limit for PTSD Disability only, or a higher limit for both coverages. To elect a higher limit, please check the box beside the chosen limit(s).

***If you do NOT want to elect a higher limit, you can disregard this form. If optional limits are not selected, coverage will default to the minimum required limits in HB 451.**

In order to bind coverage for this program (mandated OR optional limits), the executed Application and Participation Agreement as well as the enrollment documents are required.

Lump Sum PTSD Diagnosis Limit	Total Premium Cost at Higher Limit	Check to increase limit
\$5,000	\$13,520.00	
\$10,000	\$15,730.00	
\$15,000	\$17,940.00	

PTSD Disability Benefit (Class 2 Volunteers ONLY)	Total Premium Cost at Higher Limit	Check to increase limit
\$2,000	\$13,342.00	

This document must be signed and returned to Lockton at gfrptsd@lockton.com for the higher limits to be effective.

County Name: _____

Name of Authorized County Employee: _____

Title of Authorized County Employee: _____

Signature of Authorized County Employee: _____

Date: _____

This proposal is valid for 30 days after proposal is issued or until the effective date, whichever is later. This overview is not a part of the policy(ies) and does not provide or explain all provisions of the policy(ies).

**ACCG - INTERLOCAL RISK MANAGEMENT (ACCG-IRMA)
FIRST RESPONDER PTSD APPLICATION AND PARTICIPATION AGREEMENT**

Employers eligible to participate in ACCG-IRMA (hereinafter a “Participating Employer” or “Employer”) shall complete this Application and Participation Agreement in order to purchase First Responder PTSD coverage fully insured by MetLife under the ACCG-IRMA First Responder PTSD Fund Master Policy for a Lump Sum PTSD Diagnosis Benefit, a PTSD Disability (Income Replacement) Benefit, or a Combined Lump Sum PTSD Diagnosis Benefit and PTSD Disability (Income Replacement) Benefit. Once approved by ACCG-IRMA’s Program Administrator, the Participating Employer will receive a one-page Summary of Benefits identifying the purchased coverage(s) (the “First Responder PTSD Policy”) and a link to the Policy Certificate for the purchased coverage(s), so it may make these available to their First Responders.

Who Does What?

- ACCG-IRMA is the Policyholder of a First Responder PTSD Policy insured by MetLife, which provides a Lump Sum Benefit and a Disability (Income Replacement) Benefit. These coverages together are designed to meet the requirements of the Ashley Wilson Act (the “Act”), effective January 1, 2025.
- Association County Commissioners of Georgia (“ACCG”) is the Program Administrator for ACCG-IRMA. ACCG uses information from the First Responder census data provided by the Participating Employer to bill for the premiums due under the First Responder PTSD Policy and maintains (either directly or through the broker for the First Responder PTSD Policy) Participating Employers’ Application and Participation Agreements.
- Participating Employers are responsible for providing census data to ACCG-IRMA’s broker that identifies all First Responders (as defined below) performing first responder services for them, classifying the First Responders by statutory definition and as employed or volunteer, and identifying those First Responders who are First Responders for another Public Entity.
- Participating Employers are responsible for submitting complete and accurate census data and paying premiums to ACCG-IRMA, communicating with First Responders about the coverages the Employer provides, providing the Summary of Benefits and link to the applicable Certificate to First Responders, and providing all requested information and documentation requested by ACCG-IRMA’s broker to ensure the census is current.
- Participating Employers are responsible for designating an authorized member of human resources staff to receive inquiries from MetLife related to work requirements or work status for disability claims and provide all information requested by MetLife for that purpose.
- To comply with the confidentiality provisions of the Act, ACCG and ACCG-IRMA’s broker will not inform Participating Employers whether a First Responder has submitted a claim for benefits or received any such benefits.
- Participating Employers are responsible for ensuring that any information in their possession related to claims, and any other information that would reasonably identify an individual as having been diagnosed with PTSD, is used only in accordance with applicable laws and is kept confidential in the same way as mental health information related to an employer sponsored major medical plan or employee assistance program.
- Participating Employers are prohibited by law from taking any employment action solely as a result of a First Responder’s diagnosis, claims, or benefits under the Act.
- MetLife evaluates claims and pays approved claims under the First Responder PTSD Policy. All claims for benefits must be submitted to MetLife.
- First Responders do not need to inform the Participating Employer that they are making a claim.
- Neither ACCG-IRMA nor ACCG have any role in claim determination or payment.

Definition of First Responder. A First Responder for the Participating Employer is an individual who meets one or more of the following definitions as a result of services he or she performs for the Participating Employer as an employee or volunteer:

- (A) 'Communications officer' as defined in Code Section 37-12-1;
- (B) 'Correctional officer' as defined in Code Section 45-1-8;
- (C) 'Emergency medical professional' as defined in Code Section 16-10-24.2;
- (D) 'Emergency medical technician' as defined in Code Section 16-10-24.2;
- (E) 'Firefighter' as defined in Code Section 25-4-2;
- (F) 'Highway emergency response operator' as defined in Code Section 45-1-8;
- (G) 'Jail officer' as defined in Code Section 45-1-8;
- (H) 'Juvenile correctional officer' as defined in Code Section 45-1-8;
- (I) 'Peace officer' as defined in Code Section 35-8-2;
- (J) 'Probation officer' as defined in Code Section 45-1-8; and
- (K) Law enforcement officer with the Department of Natural Resources.

Employer Obligations:

- Employer shall not require any kind of contribution from First Responders for the coverage(s) provided under the First Responder PTSD Policy.
- Employer is solely responsible for identifying all First Responders (as defined above). Any questions about First Responder status should be resolved by contacting legal counsel.
- Employer shall submit initial First Responder census data to the ACCG-IRMA broker in the form requested, and must update this census data as requested in order to ensure that all First Responders are properly identified and classified.
- The Employer's cost for coverage under the First Responder PTSD Policy will be based on the most recent census data at the time of billing.
- Employer shall provide the Summary of Benefits and a link to the applicable Certificate to all First Responders at no charge, and shall provide a copy of the applicable Policy to First Responders upon request.
- If the Policy is terminated for any reason, Employer shall provide notification of termination to all First Responders.
- Whenever requested to do so by MetLife or ACCG, Employer shall provide MetLife or ACCG the information requested.

Benefits Exempt from Income Tax:

- MetLife has determined that benefits it will pay under the policy are not subject to state or federal income taxation. Accordingly, MetLife will not report benefits to the IRS or withhold any amounts from benefit payments.
- MetLife will advise benefit recipients that benefits are not subject to federal or state income tax, so MetLife will not withhold taxes or provide a 1099 or W-2 or report benefit payments to the IRS. MetLife will remind benefit recipients that the benefits may offset other benefits received by the recipient or have other tax consequences and encourage them to consult their tax advisor for guidance.
- MetLife will provide a summary of benefits to the benefits recipient upon request.
- Legal counsel to ACCG-IRMA has advised ACCG-IRMA of the following:
 - The Ashley Wilson Act provides that benefits payable pursuant to the Ashley Wilson Act are not subject to Georgia income tax.
 - Benefits payable under the policy to First Responders (as defined in the statute) are not subject to federal income tax because the Ashley Wilson Act is a statute in the nature of a

workers' compensation act under Treas. Reg. Section 1.104-1(b) and the MetLife policy bases benefits solely on diagnosis of work-related injuries or sickness as described in the Act.

- Participating Employers have no tax obligations arising from payment of benefits to their First Responders.
- A copy of the opinion letter is available upon request.

Information Privacy and Security:

- See the attached PTSD Privacy Notice, which will be posted on the website where policy information is published. This Notice explains the privacy requirements of the Ashley Wilson Act and how individually identifiable information is used and shared.
- As a critical illness and disability policy, the PTSD Program is not subject to the federal information privacy and security law that applies to group health plans (HIPAA). However, ACCG, the ACCG-IRMA broker, and MetLife protect individually identifiable information and use and share it only in accordance with the privacy provisions of the Ashley Wilson Act and any other applicable privacy laws.
- Participating Employers will provide census data to ACCG-IRMA's broker using a secure portal established by the broker.

Desired Coverage (See Attached Proposal for Estimated Annual Premiums):

Participating Employer is applying for and agreeing to purchase the First Responder PTSD Combined Lump Sum Diagnosis Benefit and PTSD Disability (Income Replacement) Benefit unless the following option is checked.

_____ First Responder Lump Sum PTSD Diagnosis Benefit Only* (*Alone, this coverage does NOT meet the requirements of the Ashley Wilson Act. Leave BLANK if you want the full coverage.*)

The coverage elected above automatically renews at each anniversary of the effective date, based on then current premiums established by the Program Administrator. Coverage may be terminated in accordance with the ACCG-IRMA Bylaws regarding termination of membership in an ACCG-IRMA Fund.

**On behalf of _____ [Name of Participating Employer],
_____ County, Georgia, I submit this Application and Participation Agreement and agree to its terms.**

Signature: _____

Date: _____

Print Name: _____

Title: _____

Privacy Notice for Georgia First Responders PTSD Program

This Privacy Notice describes the individually identifiable information about First Responders that Program Administrators of the Georgia First Responders PTSD Program collect and how it is used and shared.

PROGRAM ADMINISTRATORS: Certain employees of Georgia Municipal Association (“GMA”) and Association County Commissioners of Georgia (“ACCG”) provide administrative services for the PTSD Program. The Southeastern Series of Lockton Companies, Inc. serves as broker for the MetLife insurance policy that is offered through the PTSD Program. GMA, ACCG, and Lockton are all Program Administrators of the PTSD Program.

PRIVACY OBLIGATIONS UNDER ASHLEY WILSON ACT: The Ashley Wilson Act contains privacy requirements for information that “could reasonably be used to identify individuals making claims or who have made claims or who have received benefits.” These privacy requirements were included because federal privacy law (HIPAA) does not apply to the Program. Program Administrators and MetLife treat this information as “sensitive mental health information” and only use and share the information to operate the Program, prepare aggregated reports, comply with the law, or as authorized by the First Responder.

Communications between First Responders (or their representatives) and Program Administrators or MetLife are confidential and privileged.

The Act ensures that First Responders can get the lump sum benefit in a confidential manner similar to receiving mental health benefits under a group health plan (subject to HIPAA) or under an employee assistance program, and limits interactions with the employer for disability benefits to those allowed for other mental health disability benefits.

- First Responders submit their claims for benefits directly to MetLife and do not need to inform the Employer.
- MetLife will not inform Program Administrators of claims or benefits without the First Responder’s express authorization.
- MetLife and Program Administrators will never tell Employers whether a First Responder has made a claim for or received a lump sum benefit (without express authorization).
- For the disability benefit, MetLife will only communicate with a human resources contact at the Employer about work requirements and work status, which will indicate that the First Responder has submitted a claim for disability benefits.
- Due to the nature of the Program, MetLife does not need to and will not provide any reports of benefits to the IRS or the Employer.
- If an Employer learns of a claim or benefits from the First Responder or otherwise,

the Employer is prohibited by law from taking any employment action solely as a result of a First Responder's diagnosis, claims, or benefits.

- Employers are required to treat any information they may learn about claims or benefits confidentially as they would treat mental health information associated with a group health plan or employee assistance program.
- Employers are required to designate an employee who is authorized to securely submit eligibility information about First Responders to the Program Administrators' eligibility portal. This information identifies which employees and volunteers meet the definition of First Responder and does not contain any information about claims or benefits.

PROTECTED INDIVIDUALLY IDENTIFIABLE INFORMATION MAINTAINED BY PROGRAM ADMINISTRATORS; USE AND SHARING

Eligibility Data: A designated representative of each Employer that offers the Program securely submits the following information to the eligibility portal twice a year: **first and last name, social security number, date of birth, type of First Responder (by statutory definition), and employed or volunteer status.** This information is used to ensure proper billing of premiums and is securely shared with MetLife to enable MetLife to validate identity and determine eligibility for benefits when First Responders submit claims. To comply with the Act's privacy requirements, MetLife will NOT check with the Employer to determine eligibility when a claim is made.

Information Provided by First Responder: If a First Responder contacts a Program Administrator with questions about the Program, the Program Administrator may collect individually identifiable information necessary to answer the questions or direct the First Responder to the right resource and otherwise communicate with the First Responder. This information may include name, phone number, email, employer, employment status, and other information shared by the First Responder. This information is used to answer the questions and may be shared with other Program Administrators or MetLife as appropriate for answering the question and for customer service purposes.

Information About First Responder Claims or Receipt of Benefits: Program Administrators do not have access to information about whether a First Responder has submitted a claim for benefits or has received benefits unless the First Responder shares that information with the Program Administrator(s). MetLife is prohibited from sharing individually identifiable information about claims and benefits with the Program Administrators without an express written authorization from the First Responder. However, Program Administrators may learn about claims or benefits from a First Responder or someone acting on behalf of the First Responder. Program Administrators may share this information with other Program Administrators and MetLife as they deem appropriate for the operation of the Program.

Reports that Do Not Include Direct Identifiers: Program Administrators may request reports from MetLife that show use of benefits for purposes of evaluating the Program. These reports will not contain names or other direct identifiers. However, the reports may contain information (such as type of First Responder and geographic location of employer) that could be used with other information to identify individuals. These reports will be used as the Program Administrators deem appropriate for the operation of the Program and may be shared among the Program Administrators and with MetLife. Reports that could reasonably be used to identify an individual shall not be shared except as required by law.

PROTECTION OF INDIVIDUALLY IDENTIFIABLE INFORMATION

The Program Administrators and MetLife have privacy and information security policies and procedures and safeguards designed to ensure that individually identifiable information is protected from unauthorized access, misuse, and destruction. These controls are designed to meet a variety of applicable laws. For more information about MetLife's privacy practices, refer to the MetLife Privacy Notice posted on <https://www.gfrptsdinsurance.com/>.

**RESOLUTION AUTHORIZING PARTICIPATION IN THE
ACCG - INTERLOCAL RISK MANAGEMENT AGENCY
SUPPLEMENTAL MEDICAL, ACCIDENT, AND
DISABILITY FUND:
FIRST RESPONDER PTSD PROGRAM**

WHEREAS, Article 9, Section 3, Paragraph 1 of the Constitution of Georgia authorizes counties and other political subdivisions to contract with each other for activities which the contracting parties are authorized by law to undertake; and,

WHEREAS, Chapter 85 of Title 36 of the Official Code of Georgia Annotated authorizes counties to execute intergovernmental contracts to form, and become members of, an interlocal risk management agency for the purpose of sharing the risks of accident, disability, supplemental medical, general liability, motor vehicle liability, property damage, or any combination of such risks with those of other counties; and,

WHEREAS, counties within Georgia have found it increasingly difficult to obtain commercial insurance protection, and have found the costs of such protection often exceed the ability of a county to pay; and,

WHEREAS, counties in Georgia need a stable method for managing their risks to avoid the unpredictable and cyclical nature of the commercial insurance market; and,

WHEREAS, many Georgia counties do not have sufficient resources to self-insure their risks on an individual basis; and,

WHEREAS, through the Association County Commissioners of Georgia, Georgia counties have created an intergovernmental risk management agency so that the Georgia counties may insure and/or self-insure their risks; and,

WHEREAS, the County of _____ is an existing member of the Association County Commissioners of Georgia – Interlocal Risk Management Agency (hereafter referred to as ACCG-IRMA), an interlocal risk management agency formed pursuant to Chapter 85 of Title 36 of the Official Code of Georgia Annotated, and previously has entered into an intergovernmental contract for the purpose of joining ACCG-IRMA and participating in the ACCG-IRMA Property and Liability Fund and/or the first Supplemental Medical,

Accident and Disability Fund known as the Firefighters' Cancer Benefit Program (the "Fund(s)"); and,

WHEREAS, ACCG-IRMA has also established a second Supplemental Medical, Accident, and Disability Fund known as the First Responder PTSD Program for the purpose of protecting against certain other liabilities imposed upon Georgia counties by state law; and,

WHEREAS, the governing authority of the County of _____ finds that it is in the best interest of its citizens to participate in this second ACCG-IRMA Supplemental Medical, Accident, and Disability Fund (the First Responder PTSD Program),

NOW THEREFORE, BE IT RESOLVED by the governing authority of the County of _____, Georgia:

SECTION 1

The governing authority of the County of _____ hereby authorizes the County to become a participant in the ACCG-IRMA Supplemental Medical, Accident, and Disability Fund known as the First Responder PTSD Program for the purpose of providing coverage for those risks imposed upon the County by state law and for which the Supplemental Medical, Accident, and Disability Fund has been established. The County's continuing participation in the ACCG-IRMA Fund(s) in which the County is currently enrolled is hereby confirmed.

SECTION 2

The _____ of the County
(Insert Title of Chief Executive Officer)
of _____ is authorized to execute on behalf of the County any and all documents necessary and proper to become a participant in the ACCG-IRMA Supplemental Medical, Accident, and Disability Fund known as the First Responder PTSD Program.

SECTION 3

The powers of ACCG-IRMA, unless the intergovernmental contract and ACCG-IRMA bylaws are amended, shall be limited to those authorized by Chapter 85

of Title 36 of the Official Code of Georgia Annotated, and the related Rules and Regulations of the Commissioner of Insurance of the State of Georgia.

SECTION 4

The continuing operations of ACCG-IRMA and the obligation of the County to fully participate in such operations shall be effectuated in accordance with the intergovernmental contract and ACCG-IRMA bylaws.

SECTION 5

The _____ is designated as the County's
(Insert Title of Designated Person)
representative to ACCG-IRMA. The County may change its representative by informing ACCG-IRMA of the change in writing.

SECTION 6

This resolution shall be effective upon its passage and approval.

Adopted this _____ day of _____ 20 ____ .

Chairman or Sole Commissioner
County of _____

ATTEST:

Clerk of the County of _____
(Imprint County Seal)

Business Item 6:

Agenda Request – Jasper County BOC

Department: Board of Commissioners

Date: December 2, 2024

Subject: Broadband, Equity, Access and Deployment Program Support

Summary:

Jasper County Board of Commissioners has been requested to provide support letters for Central Georgia EMC and AT&T as part of their applications to the Georgia Technology Authority requesting funding under the BEAD Program.

Background:

BEAD – Broadband, Equity, Access and Deployment Program

The BEAD Program, established as part of the Infrastructure Investment and Jobs Act, is designed to provide high-speed internet access to underserved and unserved communities. Georgia has been allocated \$1.3 billion to achieve digital equity by ensuring that every resident, regardless of their geographic location or socio-economic status, has access to reliable internet.

The Georgia Technology Authority is the Georgia Agency assigned to administer Georgia’s allocation of the BEAD Program funding.

Cost:

None

Recommended Motion:

Board Discretion

Business Item 7:

Agenda Request – Jasper County BOC

Department: Board of Commissioners

Date: December 2, 2024

Subject: 2025 Board of Commissioner Meeting Dates Approval

Summary:

Review Proposed 2025 Meeting Dates.

The County Charter states in Section 5 the following:

Said board of commissioners shall hold 12 regular sessions annually, to be held on the first Monday of each month, unless such day is a legal holiday, then such day as the commissioners may direct, and at such times as the board of commissioners shall establish; provided, nevertheless, that a majority of said board may convene the same in extra sessions whenever in their judgment the same may be necessary.

Background:

The only required meeting according to the Jasper County Commissioners' Charter is one meeting per month to be held on the 1st Monday of each month as outlined above.

Cost: None

Recommended Motion:

Motion to approve the 2025 Meeting Schedule as presented.

Jasper County Board of Commissioners
2025 Regular Meeting Dates:
(All meetings will begin at 6:00 p.m.)

Monday, January 6th

Monday, February 3rd

Monday, March 3rd

Monday, April 7th

Monday, May 5th

Monday, June 2nd

Monday, July 7th

Monday, August 4th

Monday, September 8th

Monday, October 6th

Monday, November 3rd

Monday, December 1st

Business Item 8:

Agenda Request – Jasper County BOC

Department: Board of Commissioners

Date: December 2, 2024

Subject: 2025 County Holidays Approval

Summary:

The BOC has provided county employees with 13 paid holidays each year.

See proposed list of Tentative Holidays for 2025.

Background:

The BOC needs to approve the list of holidays for 2025.

Cost: None

Recommended Motion:

Boards Discretion

2025 Tentative Holidays

New Year's Day Wednesday, January 1, 2025

Martin Luther King Day Monday, January 20, 2025

President's Day, Monday, February 17, 2025

Good Friday, April 18, 2025

Memorial Day Monday, May 26, 2025

Juneteenth, Wednesday, June 19, 2025

Independence Day Friday, July 4, 2025

Labor Day Monday, September 1, 2025

Veterans Day Tuesday, November 11, 2025

Thanksgiving Day Thursday, November 27, 2025

Day after Thanksgiving Friday, November 28, 2025

Christmas Eve, Wednesday, December 24, 2025

Christmas Thursday, December 25, 2025

Business Item 9:

Agenda Request – Jasper County BOC

Department: Human Resources

Date: December 2, 2024

Subject: Human Resources and County Boards Report

Summary:

Staff will present a Human Resource Report and upcoming Board Appointments needed.

Background:

Staff has been requested to provide a Human Resource Report along with upcoming expired Board appointments to the Board of Commissioners. Reports will be provided in March, June, September, and December going forward.

Cost:

None

Recommended Motion:

None Required



Jasper County Human Resources Report

Period Covered: September 2024 – November 2024

Current Open Positions

EMT

Paramedics

Public Works Mechanic

Public Works Operator I

New Hires/Transfers

Jail- 2

Fire Rescue-1

Clerk of Courts- 1

Tax Commissioner- 1

Terminations/Resignations

Jail- 1

Public Works- 1

Total Employees = 176

Full-time = 119

Part-time = 57



Jasper County Boards Report

Period Covered: September 2024– November 2024

Upcoming Board Appointments Needed:

Azalea Regional Library Board – 1

Jasper County Water & Sewer Authority- 2

Upper Ocmulgee River RC& D- 1

Department of Behavioral Health & Developmental Disabilities Council-1

Azalea Regional Library

(Contact- Nancy Conden 706-342-4974 ext 1025)

Name	Appointed By	Term Expires	Term Length
Vacant	TBD	30-Jun-25	
Vacant	Jasper County Board of Commissioners	30-Jun-25	
Margaret Watson	Jasper County Board of Commissioners	20-Jun-25	
J. Ross Hays	Jasper County Board of Commissioners	30-Jun-25	
John Stork	Jasper County Board of Commissioners	30-Jun-30	
Amy Wade	Board of Education	30-Jun-25	

Jasper County Water & Sewer Authority

Jason Nord- System Operator Mark Walton- Recording Secretary

Name	Appointed By	Term Expires	Term Length
Wanda Cummings	Jasper County Board of Commissioner	30-Sep-27	
Ron Burch	Jasper County Board of Commissioner	18-Jul-25	
Mark Stone	Jasper County Board of Commissioner	18-Jul-25	
Vacant	Jasper County Board of Commissioner	31-Oct-25	
Steven Ledford	Jasper County Board of Commissioner	1-Jul-27	

911 Authority

Vacant 4 year Term

Name	Appointed By	Term Expires	Term Length
Donnie Pope	By Position		
Chris Finch	By Position		
Mike Benton			
Sabrina Westbrook	City of Shady Dale	1-Feb-27	
Dee Garland	City of Monticello	24-Oct-26	
Jeffery Lee, Sr.	Jasper County Board of Commissioners	1-Mar-25	
Julie Bennett	Jasper County Board of Commissioners	1-Mar-25	
Ronnie Payne	Jasper County Board of Commissioners	1-Mar-28	

Board of Assessors

Name	Appointed By	Term Expires	Term Length
Jim Stansell	Jasper County Board of Commissioners	3-Jan-26	3 Year
Karen Breeding	Jasper County Board of Commissioners	17-Jan-26	3 Year
Lionel Taylor	Jasper County Board of Commissioners	30-May-27	3 Year
Larry Smith	Jasper County Board of Commissioners	17-Apr-27	3 Year
Londa Champion	Jasper County Board of Commissioners	17-Apr-25	3 Year

Alcovy Shores Water Authority

Name	Appointed By	Term Expires	Term Length
Anthony McDaniel	Jasper County Board of Commissioners	1-Feb-25	4 year
Rosemary Thompson	Jasper County Board of Commissioners	1-Feb-25	4 year
Nicole Key	Jasper County Board of Commissioners	30-Sep-27	4 year

Board of Equalization

Name	Appointed By	Term Expires	Term Length
#1 Larue Camp	Grand Jury	31-Dec-25	2 years
#2 Greg Williams	Grand Jury	31-Dec-26	2 years
#3- Rachel Torrance	Grand Jury	31-Dec-26	2 years
Alt # 1- John Fipps	Grand Jury	31-Dec-25	2 years
Vacant			
Alt # 3-Kathy Burman	Grand Jury	31-Dec-26	2 years

Economic Development Authority

Name	Appointed By	Term Expires	Term Length
Jan Gaston	Jasper County Board of Commissioners	1-Apr-26	4 year
Jeff Greeson	Jasper County Board of Commissioners	1-Apr-26	4 year
Tyson Harty	Jasper County Board of Commissioners	1-Apr-26	4 year
Sam Kelly	Jasper County Board of Commissioners	1-Apr-26	4 year
Steve Jordan	Jasper County Board of Commissioners	1-May-27	
Michelle Coward	Jasper County Board of Commissioners	1-May-27	
Robby Kelly	Jasper County Board of Commissioners	1-May-27	

Board of Registrars

Name	Appointed By	Term Expires	Term Length
Carol Norris	Grand Jury	30-Jun-25	
Mike Notestone	Grand Jury	30-Jun-27	
Robert Hayes	Grand Jury	30-Jun-27	

Upper Ocmulgee River RC & D

Name	Appointed By	Term Expires	Term Length
David Dyer	Jasper County Board of Commissioner		2 Years
Vacant			

Planning & Zoning Board

Name	Appointed By	Term Expires	Term Length
Bill Nash	Jasper County Board of Commissioners	30-Sep-27	
Mary Patrick	Jasper County Board of Commissioners	31-Mar-27	
Justin Owens	Jasper County Board of Commissioners	31-Jul-26	
David McGuire	Jasper County Board of Commissioners	31-Mar-27	
Julie Bennett	Jasper County Board of Commissioners	30-Jun-25	

Board of Appeals

Name	Appointed By	Term Expires	Term Length
Andrew Boyd	Jasper County Board of Commissioners	31-Mar-25	3 years
Terry Wynn	Jasper County Board of Commissioners	31-Mar-25	3 years
Jennifer Allen	Jasper County Board of Commissioners	31-Jul-25	3 years
Mary Patrick	Jasper County Board of Commissioners	31-Mar-27	3 years
Phillip Johns	Jasper County Board of Commissioners	30-Jun-25	3 years

Jasper County DFCS Board

Name	Appointed By	Term Expires	Term Length
Dr. Christine Talmadge-Chair	Jasper County Board of Commissioners	30-Jun-25	5 years
Monica Walker-Peete	Jasper County Board of Commissioners	31-Oct-27	5 years
Latoya Johnson	Jasper County Board of Commissioners	30-Jun-25	5 years
Frances Campbell	Jasper County Board of Commissioners	31-Oct-27	5 years
Patty Hobby	Jasper County Board of Commissioners	1-Jul-25	5 years
Bonnie Walsh	Jasper County Board of Commissioners	1-Jul-25	5 years

Jasper County Health Department Board

Name	Appointed By	Term Expires	Term Length
Don Jernigan			Term expires when member leaves elected office or when CEO assigns a replacement.
Mike Benton	Jasper County Board of Commissioners	31-Dec-28	6 years
Jenny Murphy	City of Monticello		Term expires when leaving elected office or when the CEO appoints a replacement
Dr. Wiley Jordan	Jasper County Board of Commissioners	31-Dec-29	6 years
Carole Norris	Jasper County Board of Commissioners	31-Dec-27	6 years
	City of Monticello		6 years
Kenny Garland	School Superintendent		

Jasper County Recreation Board

Name	Appointed By	Term Expires	Term Length
Sheila Pounds	Jasper County Board of Commissioner	30-Sep-25	3 years
Jeff Holloway	Jasper County Board of Commissioner	30-Sep-25	3 years
Matthew Wilson	Jasper County Board of Commissioner	31-Oct-25	3 years
Ashley Henderson	Jasper County Board of Commissioner	31-Oct-25	3 years
Jeremy Johnson	Jasper County Board of Commissioner	30-Mar-26	3 years

Joint Development Authority

Name	Appointed By	Term Expires	Term Length
Bruce Henry	Jasper County Board of Commissioner	1-Jan-27	
Steve Jordan	Jasper County Board of Commissioner		

Central GA Region 5 Emergency Medical Services Council

Name	Appointed By	Term Expires	Term Length
Chris Finch	Jasper County Board of Commissioners	30-Jun-25	

Jasper County Public Facilities Authority

Name	Appointed By	Term Expires	Term Length
Don Jernigan	Jasper County Board of Commissioners	30-Apr-25	1 year
Howard Fore	Jasper County Board of Commissioners	30-Apr-25	1 year
James Thiele	Jasper County Board of Commissioners	30-Apr-25	1 year
William Nash	Jasper County Board of Commissioners	30-Apr-25	1 year
David McKenna	Jasper County Board of Commissioners	31-Jul-25	1 year

Department of Behavioral Health and Developmental Disabilities Council

Name	Appointed By	Term Expires	Term Length
Vacant	Jasper County Board of Commissioners	30-Jun-26	

Jasper County Board of Elections and Registration

Name	Appointed By	Term Expires	Term Length
Mark Logan	Jasper County Board of Commisisoners	31-Aug-26	Initial Term 2 years
David McGuire	Jasper County Board of Commisisoners	31-Aug-28	4 years
Guy Tucker	Jasper County Board of Commisisoners	31-Aug-28	4 years

Business Item 10:

Agenda Request – Jasper County BOC

Department: Board Of Commissioners

Date: December 2, 2024

Subject: 457(b) Deferred Compensation Plan Amendment – Allow Roth Contributions

Summary:

The Jasper County BOC has discussed adopting a plan amendment to the voluntary 457(b) plan to allow employee contributions to be made as Roth contributions which are post-tax contributions.

Background:

In addition to the Jasper County Defined Benefit Retirement Plan, the Jasper County BOC also offers a voluntary 457(b) Deferred Compensation Plan for Employees to participate in.

Currently, the plan only allows employee contributions to the 457(b) plan to be made on a pre-tax basis.

Cost:

None

Recommended Motion:

Authorize Chairman to sign the Adoption Agreement Amendment #1 and the Resolution to Adopt Agreement Amendment # 1 to the ACCG 457(b) Deferred Compensation Plan for Jasper County Employees.

**ADOPTION AGREEMENT AMENDMENT #1 TO
ACCG 457(b) DEFERRED COMPENSATION PLAN FOR
JASPER EMPLOYEES**

This Amendment is made and entered into by Jasper County, Georgia (the “Employer”), by and through the Board of Commissioners of Jasper County, to reflect an amendment made by the Employer to the Association County Commissioners of Georgia 457(b) Deferred Compensation Plan for Jasper County Employees.

W I T N E S S E T H:

WHEREAS, the Employer maintains the Association County Commissioners of Georgia 457(b) Deferred Compensation Plan for Jasper County Employees (the “Plan”) for the benefit of its eligible employees;

WHEREAS, the Employer adopted the Plan through an Adoption Agreement that was effective as of January 1, 2013;

WHEREAS, Section 11.01(a) of the Plan allows the Employer to amend the elective provisions of its Adoption Agreement at any time; and

WHEREAS, the Employer desires to amend its Adoption Agreement, effective upon Board approval, to permit eligible employees to make Roth contributions to the Plan, effective as to any pay date that occurs on or after January 1, 2025.

NOW, THEREFORE, the Employer hereby amends the Adoption Agreement as follows:

1. Adoption Agreement Section 3.2, Employee Contributions, is amended in its entirety to read as follows:

“3.02 EMPLOYEE CONTRIBUTIONS

Roth Contributions

[X]	Permitted
[--]	Not Permitted”

IN WITNESS WHEREOF, the Employer has caused its duly authorized officer to execute this Amendment on the date specified below.

JASPER COUNTY, GEORGIA

By: _____
Chair, Board of Commissioners

Date: _____

**RESOLUTION TO ADOPT
ADOPTION AGREEMENT AMENDMENT #1 TO
THE ACCG 457(b) DEFERRED COMPENSATION PLAN
FOR JASPER COUNTY EMPLOYEES**

WHEREAS, Jasper County (the “Employer”), by and through the Board of Commissioners of the Employer, previously adopted the Association County Commissioners of Georgia 457(b) Deferred Compensation Plan for Jasper County Employees (the “Plan”) for the benefit of its eligible employees;

WHEREAS, the Employer adopted the Plan through an Adoption Agreement that was effective as of January 1, 2013;

WHEREAS, Section 11.01(a) of the Plan allows the Employer to amend the elective provisions of the Adoption Agreement at any time; and

WHEREAS, the Employer desires to amend its Adoption Agreement, effective upon Board approval, to permit eligible employees to make Roth contributions to the Plan.

NOW THEREFORE, at a meeting held on the _____ day of _____, 2024, the Board of Commissioners of Jasper County hereby resolves as follows:

RESOLVED, that the Board of Commissioners of Jasper County hereby approves the attached Adoption Agreement Amendment #1 to the Association County Commissioners of Georgia 457(b) Deferred Compensation Plan for Jasper County Employees, effective as to any pay dates that occur on or after January 1, 2025;

FURTHER RESOLVED, that the Board Chair shall take all further actions and to execute all documents necessary to implement these resolutions.

FURTHER RESOLVED that any resolution in conflict with this resolution is hereby repealed.

This _____ day of _____, 2024.

JASPER COUNTY

By: _____
Chair, Board of Commissioners

Date: _____

Attest:

By: _____
Title:

Business Item 11:

Agenda Request – Jasper County BOC

Department: Board of Commissioners

Date: December 2, 2024

Subject: Employee Retirement Plan Improvement Options

Summary:

Jasper County Defined Benefit Retirement Improvement Options to be Discussed.

Background:

Jasper County BOC's current Defined Benefit Retirement Plan has the following primary components:
1% Multiplier times average compensation received during the prior 60 highest consecutive months out of the last 120 months times years of credited service

Vesting 4 Years

No Unreduced Retirement Provided

Reduced Early Retirement available at later of age 60 or 10 Years Vesting

Retirement Improvement Work Sessions have been held on October 21, 2024 and November 25, 2024.

Cost:

Recommended Motion:

Board Discretion

OPTIONS SENT TO ACCG RETIREMENT SERVICES FOR A COST STUDY

COST STUDY 1A:

- 1-19 years =1.5 multiplier
- 20+ years = 2.0 multiplier
- 5% employee contribution
- All current employee service counts towards reaching 20-year multiplier.
- Future Years of Service only
- 7 years vesting for new employees
- Vesting stays at 4 years for current employees

Unreduced early retirement

- minimum age 60
- minimum 25 years of service
- Must qualify while employed

COST STUDY 1B:

- 1-19 years =1.5 multiplier
- 20+ years = 2.0 multiplier
- All years of Service
- 5% employee contribution
- 7 years vesting for new employees
- Vesting stays at 4 years for current employees

Unreduced early retirement

- minimum age 60
- minimum 25 years of service
- Must qualify while employed

Note: Reduced early retirement does not change

Jasper County Proposed Benefit Plan

Summary of Estimated Plan Costs

	Scenario 1A	Scenario 1B
	1-19 years = 1.5% 20+ years = 2.0% Future Svc Only UER: Age 60/25yos 5% EE Contribs	1-19 years = 1.5% 20+ years = 2.0% All Service UER: Age 60/25yos 5% EE Contribs
1 Estimated increase in Actuarial Accrued Liability as of 1/1/2024	\$ 1,166,900	\$ 2,172,200
2 Estimated Amortization of Plan Changes as a Level Percentage of Future Compensation	77,400	144,100
3 Estimated increase in Normal Cost Due to Plan Change for 2024	74,300	122,600
4 Estimated increase in Term Cost for 2024	1,600	3,800
5 Estimated increase in Administrative Fees	-	-
6 Total Covered Payroll for 2023	4,222,800	4,222,800
Required Contributions		
7 2024 Required Employer Contribution Prior to Proposed Plan Change	\$ 249,600	\$ 249,600
Employee Contribution Prior to Proposed Plan Change	126,700	126,700
2024 Required Contribution Prior to Proposed Plan Change	376,300	376,300
<i>- Employer contribution as a percent of payroll</i>	5.9%	5.9%
8 Estimated 2024 Required Employer Contribution After Proposed Plan Change	\$ 318,500	\$ 435,700
Estimated Employee Contribution After Proposed Plan Change	211,100	211,100
Estimated 2024 Required Contribution After Proposed Plan Change	529,600	646,800
<i>- Employer contribution as a percent of payroll</i>	7.5%	10.3%

Jasper County Proposed Benefit Plan

Summary of Estimated Plan Costs

Scenario 1A	Scenario 1B
1-19 years = 1.5% 20+ years = 2.0% Future Svc Only UER: Age 60/25yos 5% EE Contribs	1-19 years = 1.5% 20+ years = 2.0% All Service UER: Age 60/25yos 5% EE Contribs

<u>Recommended Contributions</u>	
9 2024 Recommended Employer Contribution Prior to Proposed Plan Change Employee Contribution Prior to Proposed Plan Change 2024 Recommended Contribution Prior to Proposed Plan Change - Employer contribution as a percent of payroll	\$ 284,500 126,700 411,200 6.7%
10 Estimated 2024 Recommended Employer Contribution After Proposed Plan Change Estimated Employee Contribution After Proposed Plan Change Estimated 2024 Recommended Contribution After Proposed Plan Change - Employer contribution as a percent of payroll	\$ 355,800 211,100 566,900 8.4%
2024 Recommended Contribution Prior to Proposed Plan Change - Employer contribution as a percent of payroll	\$ 284,500 126,700 411,200 6.7%
2024 Recommended Contribution After Proposed Plan Change - Employer contribution as a percent of payroll	\$ 476,000 211,100 687,100 11.3%

Note: 1) The results shown above are based on data provided by Jasper County for the 1/1/2024 funding valuation.
2) Required and Recommended Contributions based on actuarial assumptions detailed in the 2024 valuation report.
3) If the proposed plan amendment is adopted prior to year end, the full increase in the actuarial accrued liability will be recognized in the 2024 GASB 68 annual pension expense.

**Jasper County
Defined Benefit Pension Plan**

Proposed Actuarial Assumptions

Annual Investment Return 7.00%

Future Salary Increases 6.00% per year with an age based scale as follows:

Age	Salary Increase
Under 30	6.00% rate plus 1.50%
30 - 39	6.00% rate plus 0.50%
40 - 49	6.00% rate less 0.50%
50 or more	6.00% rate less 1.00%

Mortality Pub-2010 Amount Weighted Mortality Table with 50% General Employees and 50% Public Safety Employees.

Termination Vaughn Select and Ultimate Table through age 60.
Sample rates as follows:

Age	Years of Employment			
	<u>1</u>	<u>2</u>	<u>3</u>	<u>4 or more</u>
25	27.8%	22.5%	18.5%	13.6%
35	23.8%	17.8%	13.8%	7.9%
45	19.8%	14.1%	10.1%	5.5%
55	16.2%	11.4%	7.4%	3.7%
60	16.2%	11.4%	7.4%	3.7%

Retirement Rates

Age	If Eligible for	
	<u>Unreduced</u>	<u>All Others</u>
ages 55 to 60	15%	10%
ages 61 to 63	20%	10%
age 64	30%	20%
ages 65 to 66	30%	30%
age 67	50%	30%
ages 68 - 69	30%	30%
age 70	100%	100%

Actuarial Cost Method Entry Age Normal: A method under which the actuarial present value of the projected benefits of each individual included in an actuarial valuation is allocated on a level basis over the service of the individual between entry age and assumed exit ages(s).

Cost of Living Adjustment N/A

Contributions Study increased Employee contributions from 3.0% of pay to 5.0% of pay.

ACCG Cost Study Adjusted by Employee Contribution Remaining at 3% and County Making a One-Time Payment

	<u>Scenario 1A</u>	<u>Scenario 1B</u>
Line		
1	\$ 1,166,900	\$ 2,172,200
2	\$ 77,400	\$ 144,100
3	\$ 74,300	\$ 122,600
4	\$ 1,600	\$ 3,800
5	\$ -	\$ -
6	\$ 4,222,800	\$ 4,222,800
	Required Contributions	Required Contributions
<u>As Presented in Cost Study with Employee Contributions at 5%</u>		
7.1	\$ 249,600	\$ 249,600
7.2	\$ 126,700	\$ 126,700
7.3	\$ 376,300	\$ 376,300
7.4	249,600/4,222,800 = 5.9%	5.9% 249,600/4,222,800 = 5.9%
8.1	\$ 318,500	\$ 435,700
8.2	\$ 211,100	\$ 211,100
8.3	\$ 529,600	\$ 646,800
8.4	318,500/4,222,800 = 7.5%	10.3% 435,700/4,222,800 = 10.3%
8.5	\$ 318,500	\$ 435,700
8.6	\$ 249,600	\$ 249,600
8.7	\$ 68,900	\$ 186,100
9.1	<u>Keeping Employee Contributions at 3%</u>	
9.2	\$ 211,100	\$ 211,100
9.3	\$ 126,700	\$ 126,700
9.4	\$ 84,400	\$ 84,400
	Required Contributions	Required Contributions
<u>As Presented in Cost Study with the following change: Employee contribution remains at 3%</u>		
10.1	\$ 249,600	\$ 249,600
10.2	\$ 126,700	\$ 126,700
10.3	\$ 376,300	\$ 376,300
10.4	249,600/4,222,800 = 5.9%	5.9% 249,600/4,222,800 = 5.9%

11.1	Estimated 2024 Required Employer Contribution After Proposed Plan Changes	318,500 + 84,400 = 402,900	\$	402,900	\$	520,100	435,700 + 84,400 = 520,100
11.2	Estimated Employee Contribution After Proposed Plan Changes	211,100 - 84,400 = 126,700	\$	126,700	\$	126,700	211,100 - 84,400 = 126,700
11.3	Estimated 2024 Required Contribution After Proposed Plan Changes		\$	529,600	\$	646,800	
11.4	Employer contribution as a percent of covered payroll	402,900/4,222,800 = 9.5%		9.5%		12.3%	520,100/4,222,800 = 12.3%
12.1	Estimated 2024 Required Employer Contribution After Proposed Plan Changes		\$	402,900	\$	520,100	
12.2	2024 Required Employer Contribution Prior to Proposed Plan Changes		\$	249,600	\$	249,600	
12.3	Increase in Employer Required Contribution		\$	153,300	\$	270,500	
13.1	County Makes a One Time Payment of \$1,166,900 Under Scenario 1A or \$1,086,100 Under Scenario 1B						
13.2	\$1,166,100 Reduce Employer Contribution by \$77,400						
13.3	\$1,086,100 Reduce Employer Contribution by \$72,050						
	As Presented in Cost Study with the following changes: Employee contribution remains at 3% and County making a one time payment of \$1,000,000 under Scenario 1A or a one time payment of \$1,086,100 under Scenario 1B						
14.1	2024 Required Employer Contribution Prior to Proposed Plan Changes		\$	249,600	\$	249,600	
14.2	Employee Contribution Prior to Proposed Plan Change		\$	126,700	\$	126,700	
14.3	2024 Required Contribution Prior to Proposed Plan Change		\$	376,300	\$	376,300	
14.4	Employer contribution as a percent of covered payroll			5.9%		5.9%	
15.1	Estimated 2024 Required Employer Contribution After Proposed Plan Changes	402,900 - 77,400 = 325,500	\$	325,500	\$	448,050	520,100 - 72,050 = 448,050
15.2	Estimated Employee Contribution After Proposed Plan Changes		\$	126,700	\$	126,700	
15.3	Estimated 2024 Required Contribution After Proposed Plan Changes		\$	452,200	\$	574,750	
15.4	Employer contribution as a percent of covered payroll	325,500/4,222,800 = 7.7%		7.7%		10.6%	448,050/4,222,800 = 10.6%
16.1	Estimated 2024 Required Employer Contribution After Proposed Plan Changes		\$	325,500	\$	448,050	
16.2	2024 Required Employer Contribution Prior to Proposed Plan Changes		\$	249,600	\$	249,600	
16.3	Increase in Employer Required Contribution		\$	75,900	\$	198,450	

	Jasper	Morgan	Putnam	Jones	Monroe	Butts
Define Benefit	Yes	Yes	Yes (closed)	Yes	Yes	Yes
Vesting	4 years	10 years	5 years	5 years	5 years	5 years
Normal retirement Age	65	65	65	65	65	65
Unreduced Early Age	No	Yes	Yes	Yes	Yes	Yes
Years Needed	N/A	60	Min Age 55	60	55	Min Age 55
Reduced Early Age	N/A	25	25	20	20	Rule of 75
Years Needed	Yes	Yes	Yes	Yes	Yes	Yes
	60	60	50	55/60	60	60
	10	10	10	20/10	10	10
Multiplier	1% (est.)	1.25%	1.5% (est.)	1.5% (est.)	1.75%	2%
Employer Required Contribution	5.9%	10.2%	16.1%	13.5%	17.6%	25.1%
Employer Recommended Contribution	6.7%	15.7%	17.3%	14.2%	18.6%	27.4%
Employee Contribution	3%	2%	0%	0%	0%	0%
Define Contribution 401a	No	Yes	Yes	No	No	No
Vesting		5 Year (cliff)	5 Year (cliff)			
Employer Base		0%	4%			
Employer Match		100% up to 2%	100% up to 3%			
Employee Required		0%	4%			
Employee 457		2%	3%			
Total Plan	Optional	4%	14%	Optional	Optional	Optional

	Screven	Jeff Davis	Brooks	Oglethorpe	Washington	Cook
Define Benefit Vesting	No	Yes 5 years 65	Yes 5 years 65	Yes(closed) 5 years 65	Yes(closed) 5 years 65	No
Normal retirement Age		Yes	No	Yes	Yes	
Unreduced Early Age		55	N/A	N/A	Min Age 58	
Years Needed		20	N/A	N/A	Rule of 80	
Reduced Early Age		Yes 60	Yes 60	Yes 60	Yes 60	
Years Needed		10	10	10	10	
Multiplier		1% (est.)	1.25% (est.)	1% (est.)	2.25% (est.) Max 27 years	
Employer Required Contribution		9.0%	10.8%	5.6%	46.3%	
Employer Recommended Contribution		9.5%	11.2%	5.6%	54.4%	
Employee Contribution		0%	0%	0%	7%	
Define Contribution 401a Vesting	Yes 5 Year (step) 3%	No	No	Yes 5 Year (step) 5%	Yes 5 Year (step) 3%	No
Employer Base	50% up to 1%			50% up to 2%	100% up to 6%	
Employer Match	0%			5%	3%	
Employee Required	2%			4%	6%	
Employee 457	6%			16%	18%	
Total Plan		Optional	Optional	Optional	Optiona	

Business Item 12:

Agenda Request – Jasper County BOC

Department: Board of Commissioners

Date: December 2, 2024

Subject: Schedule Work Sessions and Called Meetings As Needed

Summary:

Schedule work sessions and called meetings as needed.

Background:

Work Session Needed for HB 0581:

Statewide Floating Homestead Exemption, Assessment Notice, Three-Year Lock, Settlement Conferences, Sales Ratio Study, New Property Tax Relief Penny

Work Session for HB 0581 will be scheduled at the Jan 6, 2025 BOC Meeting

Cost:

Recommended Motion:

Board Discretion