Members Present: Chairman William (Bill) J. Kicklighter, Commissioners Ricky C. Jarriel, Bobby Kennedy, Billy Conley, Wayne Tatum, and Wanda S. Allen

Staff Present: County Manager Frank H. Murphy, Certified County Clerk Sheila R. Mills, County Attorney Tom A. Peterson, PR/HR Administrator Angel Melton, Chief Deputy Jeff Rogers, Road Superintendent Lynn Cribbs, Road Department Crew Leader Wayne Martin, EMA Director/Fire Chief Walt Rogers, County Engineer Dennis Odom, EMS Director Dustin Dasher, EMS Assistant Director Jordan Rushing, Project Manager Hal Dasher, Election Administrator Barbie Mock, Election Registrar Phillip Cavanaugh, Election Office Administrative Assistant Mary Harley, and County Extension Coordinator/ANR Agent Aubrey Shirley

Elected Officials Present: Sheriff Kyle Sapp, Coroner Brad Anderson

Chairman Kicklighter called the meeting to order at 9:00 a.m. and welcomed everyone. He gave the opening prayer and led the Pledge of Allegiance.

1. **Approval of Agenda:**

Chairman Kicklighter called for a motion to approve the Agenda.

There was a motion by Commissioner Jarriel and a 2nd by Commissioner Conley to approve the Agenda. Motion carried unanimously.

2. **Approval of Consent Agenda:**

Chairman Kicklighter next called for approval of the Consent Agenda as follows:

1. Budget Workshop Minutes – **July 22, 2025**
2. Regular Commission Meeting Minutes – **August 4, 2025**
3. Budget Workshop Minutes – **August 4, 2025**
4. Public Hearing Minutes – **August 21, 2025 @ 9:00 AM**
5. Public Hearing Minutes – **August 21, 2025 @ 6:00 PM**
6. Public Hearing Minutes – **August 28, 2025 @ 9:00 AM**
7. Outfall Ditch Easement – **Eli Collins, LLC**

There was a motion by Commissioner Jarriel and a 2nd by Commissioner Conley to approve the Consent Agenda. Motion carried unanimously.

Old Business:

None

New Business:

3. **Proclamation 2025-2: National Recovery Month-Recovery is REAL (Restoring Every Aspect of Life) (Attached)**

Chairman Kicklighter welcomed Promise of Hope Tattnall Inc., Loving Hands Ministries Inc., and those gathered in support. On behalf of the Tattnall County Board of Commissioners Chairman Kicklighter recognized the month of September 2025 as Recovery Month in Tattnall County and read aloud the proclamation. A framed copy was presented to each of the recovery residences and a group photo was taken by the local newspaper.

Ms. Mandy Willis Hall, Executive Director at Promise of Hope Tattnall expressed her sincere thanks to everyone for their support. Ms. Erin Flinkman, representing Loving Hands Ministries, Inc., also expressed her genuine gratitude for everyone's support and encouragement.

4. **Proclamation 2025-3: Constitution Week (Attached)**

On behalf of the Tattnall County Board of Commissioners Chairman Kicklighter read aloud the proclamation designating September 17th thorough the 23rd as Constitution Week in Tattnall County. He invited everyone to attend the Constitution Week Ringing of the Bells hosted by the General Josiah Tattnall Chapter of the Daughters of the American Revolution (DAR) and VFW Post #7764. The event will be held at the VFW Park in Reidsville at 3:45 p.m. on September 17, 2025 with the ringing of the bells at 4:00 p.m.

5. **FY 2026 Budget Resolution 2025-14 (Attached)**

County Manager Frank H. Murphy presented the FY 2026 Budget Resolution. The proposed balanced budget is $39,371,058.02 for the maintenance and operation of the County for the fiscal year beginning October 1, 2025 and ending September 30, 2026. The General Fund budget is comprised of $19,186,082.61 of which $8,421,199.00 is Ad Valorem taxes and $10,764,883.61 is other revenues, fines, and fees. The Special Funds budget is $20,184,975.41. He thanked all members, staff, and constitutional officers for their diligence during the budget discussions and their commitment in helping to develop a reality-based balanced budget.

Chairman Kicklighter asked if there were any questions. Hearing none, he called for a motion to adopt.

There was a motion by Commissioner Conley and a 2nd by Commissioner Tatum to adopt the FY 2026 Budget Resolution 2025-14. Motion carried unanimously.

6. **2025 Tax Levy Resolution 2025-15 (Attached)**

County Manager Frank H. Murphy read the resolution aloud, proposing a millage rate of 13.889 mills to be levied as determined below for the purpose of providing the following services:

Mills before Option Sales Tax Credit	17.268
Local Option Sales Tax ($2,043,839.34) Credit	3.379
Total County M&O Levy	13.889

- Law Enforcement, Fire Protection, and Emergency Services
- Courts, Jail, Prisoner Maintenance and Litigation affecting the County
- Roads, Streets and Bridges, Construction and Maintenance
- County Health and Welfare Services, including Animal Control
- General Administration of County Government
- Parks, Recreation, Senior Services and Public Libraries
- Planning and Development Services, including Zoning, Inspections, and Permitting
- Support of Agriculture and Extension Services
- Election Services

Chairman Kicklighter asked if there were any questions. Hearing none, he called for a motion to adopt.

There was a motion by Commissioner Allen and a 2nd by Commissioner Tatum to adopt the 2025 Tax Levy Resolution 2025-15. Motion carried unanimously.

7. **FY 2026 Insurance Premium Tax Budget (Attached)**

County Manager Frank H. Murphy next presented the proposed FY 2026 Insurance Premium Tax Budget. He explained the revenue generated is from a tax levied on the sale of life insurance policies sold within each jurisdiction in Tattnall County, which is distributed to each municipality based on the sales within. The total projected revenue for Tattnall County in FY 2026 is $1,359,858.55. He further explained the revenue must be spent only on services of which the majority must be in the Tattnall County unincorporated rural areas, as each municipality receives their portion. County Manger Murphy stated for the past several years 100% of County Fire and EMA services has been funded. The remaining tax proceeds fund portions of the Solid Waste Convenience Centers and County Road Maintenance, not improvements, as shown in the proposed FY 2026 Insurance Premium Tax Budget:

- County Fire $ 523,300.55
- Solid Waste Convenience Centers $ 271,258.86
- County Road Maintenance $ 565,299.44

County Manager Murphy noted the budgeted cost of services as follows:

- County Fire $ 523,300.55
- Solid Waste Convenience Centers $1,487,364.14
- County Road Maintenance $2,666,813.86

County Manager Murphy explained once the budget is adopted, a letter and copy of the budget must be sent to the Georgia Department of Revenue confirming how Tattnall County intends to spend the tax.

Chairman Kicklighter asked if there were any questions. Hearing none, he called for a motion to adopt.

There was a motion by Commissioner Allen and a 2nd by Commissioner Conley to adopt the FY 2026 Insurance Premium Tax Budget. Motion carried unanimously.

8. **Memorandum of Understanding (MOU): UGA Cooperative Extension & Tattnall County (Attached)**

County Attorney Tom Peterson gave a brief overview of the MOU between the Board of Regents of the University System of Georgia by and on behalf of the University of Georgia Cooperative Extension (hereinafter "UGA Extension" and Tattnall County through its Board of Commissioners (hereinafter the "County"), for the provision of Cooperative Extension Services and Personnel in Tattnall County, Georgia. He explained the agreement is relatively simple. The respective Party obligations are as follows:

Operations:

UGA Extension and the County will support all County Extension personnel operationally as set for the in this MOU regardless of employee compensation status.

UGA Extension agrees to the following:

- UGA Extension shall annually appoint a member of the County Extension personnel to serve as the County Extension Coordinator. The Coordinator shall be responsible for the total County Extension program, staff coordination and supervision, and all communications and transactions between the County and the County Extension staff.

- UGA Extension shall provide County Extension personnel with the necessary educational materials needed for an effective program. UGA Extension also agrees to plan, implement and conduct training as necessary to keep County Extension personnel adequately prepared to conduct effective, relevant Extension programs.
- UGA Extension shall reimburse all County Extension personnel directly for expenses incurred for officially designated travel authorized by the District Extension Director.
- UGA Extension shall support County Extension personnel and the Extension program in the County with necessary assistance of District and State subject matter and supervisory personnel and other resources as available from the University of Georgia, the University System of Georgia, and other agencies and organizations with whom UGA Extension cooperates.
- UGA Extension shall report to the County Board of Commissioners at regular intervals on the nature of the County Extension program and progress being made.

The County agrees to the following:

- *Office and Infrastructure.* The County shall provide a suitable County Extension office with the suitability of the office to be agreed on by all parties. As a part of the County's budgeting process, the County further agrees to provide sufficient funds to pay for all necessary office supplies, office equipment, telephone, utilities, data communications/networking (including broadband internet connectivity, where available), postage, demonstration materials, janitorial service and other items necessary for the operation of an effective Extension education program. *Information Technology (IT) systems and support specifications are also outlined within the MOU in Addendum D.
- *Vehicles and Travel.* The County shall furnish a county government vehicle or reimburse the travel expenses of County Extension personnel for official travel in the County or on behalf of Tattnall County. The reimbursement shall be paid by the County directly to County Extension personnel unless some other method is agreed upon in writing by UGA Extension and the County.
- *Annual Review.* The County shall evaluate financial support to the operations of UGA Extension annually, including compensation of personnel, make adjustments as necessary for continued effective support, and shall notify the UGA Extension of these adjustments. The County Extension Coordinator will prepare and submit for approval an annual operating budget to the County according to standards set by the Board of Commissioners for all County departments.

County Attorney Peterson next explained the MOU provides the following in regards to **Compensation** as identified and agreed upon as the appropriate compensation method:

A. COOPERATIVE DIRECT PAY

In choosing Cooperative Direct Pay, the County desires for the County Extension Personnel to receive compensation from both the County and from UGA Extension. The amount of compensation to County Extension Personnel under this option, as well as the County's and UGA Extension's responsibility for the Count Extension Personnel withholding and payment of federal and state taxes and contributions toward retirement benefits, shall be divided proportionally between the County and UGA Extension as set forth in Addendum "A".

In conclusion, County Attorney Peterson stated the agreement will be binding once approved by the County and executed by UGA. If either party desires to terminate written notice must be provided ninety (90) days in advance. Contact information for UGA Extension and the County are also included within.

Chairman Kicklighter asked members if there were any questions.

Commissioner Bobby Kennedy asked if the employees were considered County employees. County Attorney Peterson stated they are considered employees of the University of Georgia if for any reason the County was dissatisfied with their performance, we would have to provide written notice to the University of Georgia and they have sole discretion over staffing decisions. Under the compensation agreement all eligible employees do have access to the full range of all benefits offered by Tattnall County.

County Extension Coordinator/ANR Agent Aubrey Shirley shared in addition to himself there are seven (7) staff members; 4-H Youth/4-H Agent Rebekah B. Greene, Family and Consumer Sciences (FACS) Agent Sandy Riner, Agriculture & Natural Resources (ANR) Agent Jonathan Smith, 4-H Youth/4-H Tattnall County Rhoda Johnson, 4-H Youth/4-H Tattnall County AmeriCorps State Member James Poppell, 4-H Youth/Tattnall County Extension Educator 4-H Bradley Moye, and County Administrative Assistant Michelle Halter.

Commissioner Kennedy asked for clarification on how many vehicles the County was required to provide. County Manager Murphy stated the County only furnishes one, the van approved for purchase by the Board of Commission in October 2024. Furthermore, the Extension staff drive their personal vehicles and only Mr. Shirley, Mrs. Greene, Mrs. Riner, Mr. Smith, and Mr. Moye receive the monthly travel supplement as approved in the budget. County Manager Murphy went on to add like most counties the Forestry Commission and County Extension have been partners for a long time and we really appreciate the commitment and contributions to the citizens of Tattnall County. The youth 4-H program is phenomenal as well as the programs that help the local farmers. The impact of these programs is truly invaluable.

Hearing no further questions Chairman Kicklighter called for a motion to approve.

There was a motion by Commissioner Conley and a 2nd by Commissioner Jarriel to approve the MOU between the UGA Cooperative Extension & Tattnall County. Motion carried unanimously.

9. **Major Medical Insurance Renewal 2025-2026**
Plan Coverage: October 1, 2025 – September 30, 2026

PR/HR Administrator Angel Melton explained she had been working closely with Matt Robinson of Lighthouse Benefit Advisors for the 2025-2026 major medical insurance renewal and she was pleased to confirm there will be no increase in cost. If approved, the plan coverage will be October 1, 2025 – September 30, 2026 and will remain the same with 90 Degree Benefits CIGNA PPO plan. The County actually came in at 1.62% lower than the previous year. She noted it was a great year and there were few complaints received from those utilizing the plan. Mr. Robinson was in attendance and available to answer any questions.

Commissioner Ricky C. Jarriel shared that Mr. Robinson personally took the time to research a drug that he has been prescribed costing well over $500.00 and found a more affordable source for the medication. Commissioner Jarriel expressed his sincere appreciation to Mr. Robinson for going above and beyond on his own time, noting that he is not even on the County insurance plan yet Mr. Robinson took it upon himself to do the research.

Chairman Kicklighter added it is his belief everyone is pleased with the plan. PR/HR Administrator Angel Melton added even though a few challenges were encountered during the year Mr. Robinson and Ms. Terri Small were quick to respond and take care of them. Mr. Matt Robinson shared in reality our employee population is not getting any younger and the goal is to help them get healthcare and prepare for the future. He acknowledged the daily challenge is to try and make sure costs remain as low as possible for the County, while providing the employees a quality plan.

On behalf of the company, he and his team pledged to continue working diligently to keep costs as low as possible and encouraged anyone with questions about the plan to reach out.

Chairman Kicklighter expressed his appreciation to Mr. Robinson and hearing no further questions asked for a motion to accept and approve the 90 Degree Benefits CIGNA PPO major medical plan renewal for 2025-2026.

There was a motion by Commissioner Jarriel and a 2nd by Commissioner Kennedy to accept and approve renewal of the 90 Degree Benefits CIGNA PPO major medical plan at an annual projected cost of $1,622,595.72, with 100% employee medical coverage and 80% medical coverage on additional spouse or family coverage. Dental and Vision plans will remain 100% employee paid. Motion carried unanimously.

10. **Memorandum of Understanding (MOU): Tattnall County Board of Commissioners & Tattnall County Sheriff's Office Alcohol License Fingerprinting (Attached)**

County Manager Frank H. Murphy explained the MOU is a requirement for Non-Criminal Justice (NCJ) agencies that utilize a Criminal Justice (CJ) agency for fingerprinting. The Tattnall County Sheriff's Office (CJ agency) conducts all fingerprinting for the Tattnall County Board of Commissioners (NCJ agency) alcohol license applicants and the MOU clearly defines the agreed upon roles and responsibilities of each agency. Chief Deputy Jeff Rogers shared the MOU ensures County compliance with the Georgia Crime Information Center (GCIC).

Chairman Kicklighter asked for a motion to approve.

There was a motion by Commissioner Jarriel and a 2nd by Commissioner Kennedy to approve the Alcohol License Fingerprinting MOU between the Tattnall County Board of Commissioners and the Tattnall County Sheriff's Office. Motion carried unanimously.

11. **HVAC Maintenance Bid Results**

Project Manager Hal Dasher explained bids were solicited to provide a one-year (1) scheduled HVAC maintenance contract for approximately fifty-two (52) units in County-owned buildings. A mandatory pre-bid site visit was held with seven (7) companies in attendance. The following three (3) were the only ones to submit a proposal:

- AIM $63,656.05
- Signature Heating-Air and Refrigeration $25,000.00
- Terrell's Refrigeration, Heating & Air Cond. $ 9,620.00

Project Manager Hal Dasher's recommendation was to go with the low bid received from Terrell's.

Chairman Kicklighter called for a motion to accept and approve.

There was a motion by Commissioner Conley and a 2nd by Commissioner Allen to accept the low the bid in the amount of $9,620.00 and approve awarding the contract to Terrell's Refrigeration, Heating & Air Conditioning. Motion carried unanimously.

12. **Request to Solicit Bids: Courthouse Flooring**

Project Manager Hal Dasher requested permission to advertise and solicit bids to replace the flooring on all three (3) floors of the Tattnall County Courthouse. The flooring was installed twenty (20) years ago.

County Manager Murphy added the replacement had been budgeted using American Rescue Plan Act (ARPA) funds so as not to strain the taxpayers. The funding has been used for many things such as public building renovations, HVAC improvements, EMS equipment and an ambulance, and E911 tower upgrades.

Chairman Kicklighter called for a motion to approve.

There was a motion by Commissioner Conley and a 2nd by Commissioner Tatum to approve the request to solicit bids to replace the courthouse flooring. Motion carried unanimously.

13. **2015 Demers Ambulance Refurbish & Remount on New 2026 Chassis Bid Results**

EMS Director Dustin Dasher explained during a recent budget workshop he was tasked with the objective of finding a way to replace one of the aging high-mileage ambulances and remount it while staying within the approximate $220,000.00 ARPA funding set aside for this purpose. The plan is to take a 2015 ambulance box and remount it on a new 2026 chassis, exempt from diesel exhaust fluid (DEF) which has been problematic in the past. There is a package option available to local governments in which the DEF system can be exempt and the vehicle still be within emission compliance. He presented the following two (2) proposals received:

- Custom Truck & Body Works, Inc.
  Demers MXP150
  Ford F350 4X2 diesel chassis $219,518.00

- TEN-8
  Demers MXP150
  Ford F350 4x2 diesel chassis $234,789.00

EMS Director Dasher recommends accepting the low bid from Custom Truck & Body Works, Inc. EMS Director Dasher added if approved the approximate delivery time is one (1) year.

Commissioner Allen expressed her desire to move forward without delay as our ambulance service is so very vital to our citizens.

Commissioner Kennedy confirmed the following with regards to the ambulance fleet:

- 1 new ambulance purchased last year
- 1 new ambulance on order expected to arrive any day
- If approved, 1 new 2026 chassis with a remounted box
- Those remaining in the fleet have over 200,000 miles

He asked if there were funding available would it be possible to purchase a 2nd 2026 chassis at the same price and remount another box. County Manager Frank H. Murphy stated he did not see any problem with doing a budget amendment and moving funds from contingency in the Emergency Services and SPLOST funds if board members were in agreement. Commissioner Kennedy expressed his desire to make this happen as our ambulance fleet is essential.

Chairman Kicklighter asked EMS Director to verify if the same price would be honored if two (2) 2026 chassis were ordered.

After much discussion concerning the cost associated with purchasing a complete new build versus remounting the current boxes onto a new chassis it was determined there was a significant cost savings to remount the boxes we now have.

Hearing no further questions, Chairman Kicklighter called for a motion.

There was a motion by Commissioner Kennedy and a 2nd by Commissioner Allen to accept the low bid in the amount of $219,518.00 from Custom Truck & Body Works, Inc. and approve the purchase of one (1) remount. Motion carried unanimously.

There was a motion by Commissioner Allen and a 2nd by Commissioner Conley to approve the purchase of (1) additional retrofit 2026 Ford F350 from Custom Truck & Body Works, Inc. identical to the one above pending a price confirmation they will honor the quoted price of $219,518.00. Additionally, if the price cannot be matched for the 2nd chassis immediate authorization is granted to solicit new bids. Motion carried unanimously.

14. **Purchase Consideration: Two (2) MTS Stryker Integrated Power Load Systems**

EMS Director Dustin Dasher explained this system allows for the stretcher to be put at the back of ambulance and lifted into the ambulance by mechanical and hydraulic means. The reason why this is so important is this has become industry standard in light of so many lifting and moving injuries in the field. Patient safety is also greatly enhanced. He noted this department alone had six (6) workers compensation claims incurred over the past two (2) years related to lifting and moving. EMS Director Dasher prioritized patient and worker safety while operating within strict industry guidelines and asked members to approve the purchase of two (2) power load systems. He explained that Stryker is the main provider in the industry of the power load systems. Every October Stryker implements an annual price increase so the quote provided will increase by approximately $3,500.00 if not ordered this month. He submitted a quote received in the amount of $63,362.58 which includes two (2) MTS Power Load Systems ($31,290.16 each) and $782.26 shipping and handling.

Chairman Kicklighter asked for verification that the new remount has this system in it to which EMS Director Dasher responded "Yes". Furthermore, if the 2nd truck approved in the previous motion is purchased it will also come equipped with this system. If approved, these two (2) systems will be mounted on ambulances we already have.

Commissioner Kennedy asked how long it would take to receive these. EMS Director Dasher stated it will take approximately six (6) weeks.

Hearing no further questions Chairman Kicklighter called for a motion to approve.

There was a motion by Commissioner Allen and a 2nd by Commissioner Conley to accept the quote from Stryker in the amount of $63,362.58 for the purchase of two (2) MTS Stryker Integrated Power Load Systems. Motion carried unanimously.

EMS Director Dustin Dasher expressed his gratitude on behalf of his department to all members for their continued support. All members were unanimous in expressing their heartfelt appreciation for the ambulance service provided by he and his department.

15. **Department Reports**

None

16. **Commission/Staff Comments**

Chairman Kicklighter took the opportunity to introduce and welcome Road Department Crew Leader Wayne Martin who was in attendance at the meeting.

Election Administrator Barbie Mock reminded everyone of the upcoming local school board and city elections, as well as the statewide Public Service Commission election.

17. **Public Comments**

Mr. Stan Dansby took the opportunity to announce his resignation as Glennville City Manager. He shared that when he started in 2007, nearly nineteen (19) years ago, to his knowledge no one from the City of Glennville had ever taken the opportunity to attend County Commission meetings. He expressed his appreciation for everything the previous members and the current members have done for him personally and for the City of Glennville. He went on to say that no matter whether it was a call or an official letter request everyone has always been very supportive. In closing, he again thanked everyone and shared that he always felt he had a strong relationship with the County and its leaders. While they may not have always agreed about everything, he knew that everyone could sit down at the table, talk, and be heard, which meant a lot. He still plans to attend meetings, be involved, and offered to help if there is ever anything that is needed.

14. **Executive Session**

None

15. **Adjournment**

With no further discussion, there was a motion by Commissioner Conley and a 2nd by Commissioner Tatum to adjourn the meeting at 9:50 a.m. Motion carried unanimously.

William (Bill) J. Kicklighter, Chairman

Sheila R. Mills, Certified County Clerk

CLERK COUNTY COMMISSIONERS COURT
SEAL
TATTNALL CO., GA.

PROCLAMATION 2025-2
NATIONAL RECOVERY MONTH
"RECOVERY IS REAL – RESTORING EVERY ASPECT OF LIFE"

WHEREAS, behavioral health is an essential part of one's overall health and wellness and the ability of families to grow and thrive; and

WHEREAS, behavioral health disorders include both mental health and substance use disorders; and

WHEREAS, recovery occurs through many pathways, including professional clinical treatment, use of medications, peer support, faith-based approaches, and more; and

WHEREAS, millions of people in the United States are in long-term recovery living happy, healthy and productive lives, personally and professionally; and

WHEREAS, education about recovery and addiction is essential to combatting the stigma and discrimination faced by people in recovery is needed by all Georgians including public health and safety officials, the workforce, older adults, and families; and

WHEREAS, we must seek to promote and support new evidence-based treatment and recovery practices, the emergence of a strong and proud recovery community, and the dedication of service providers and community members across the nation who make recovery in all its forms possible; and

WHEREAS, to help more people achieve and sustain long-term recovery, the U.S. Dept. of Health and Human Services, the Substance Abuse and Mental Health Services Admin., the White House Office of National Drug Control Policy, the Alcohol and Drug Abuse Certification Board of Georgia, the Assoc. of Community Service Boards, the Dept. of Behavioral Health and Developmental Disabilities, the Georgia Addiction Association, the Georgia Council on Substance Abuse, the Georgia Association of Recovery Residencies, **Promise of Hope Tattnall, Inc.**, and **Loving Hands Ministries, Inc.** invite all residents of Tattnall County to participate in **National Recovery Month.**

NOW, THEREFORE, the TATTNALL COUNTY COMMISSIONERS do hereby proclaim the month of September 2025 as **NATIONAL RECOVERY MONTH** in Tattnall County, Georgia.

PASSED AND ADOPTED at a regular meeting of the Tattnall County Board of Commissioners held this 8th day of September 2025.

William (Bill) J. Kicklighter
Chairman

Ricky C. Jarriel
1st District

Bobby Kennedy
2nd District

Billy D. Conley
3rd District

Wayne Tatum
4th District

Wanda S. Allen
5th District

Attest: _____
Sheila R. Mills, Certified County Clerk

PROCLAMATION 2025-3
CONSTITUTION WEEK

WHEREAS, September 17, 2025 marks the two hundred and thirty-eighth anniversary of the drafting of the Constitution of the United States of America by the Constitutional Convention; and

WHEREAS, it is fitting and proper to accord official recognition to this magnificent document and its memorable anniversary, and to the patriotic celebrations which will commemorate the occasion; and

WHEREAS, Public Law 915 guarantees the issuing of a proclamation each year by the President of the United States of America designating September 17 through 23 as Constitution Week; and

NOW, THERFORE, the TATTNALL COUNTY COMMISSIONERS do hereby proclaim September 17-23, 2025 as **CONSTITUION WEEK** in Tattnall County, Georgia, and ask our citizens to reaffirm the ideals the Framers of the Constitution had in 1787 by vigilantly protecting the freedoms guaranteed to us through this guardian of our liberties, remembering that lost rights may never be regained.

PASSED AND ADOPTED at a regular meeting of the Tattnall County Board of Commissioners held this 8th day of September 2025.

William (Bill) J. Kicklighter
Chairman

Ricky C. Jarriel
1st District

Bobby Kennedy
2nd District

Billy D. Conley
3rd District

Wayne Tatum
4th District

Wanda S. Allen
5th District

Attest: _____
Sheila R. Mills, Certified County Clerk

STATE OF GEORGIA
COUNTY OF TATTNALL

RESOLUTION 2025-14

WHEREAS, the Tattnall County Board of Commissioners and staff have prepared a proposed balanced budget for the maintenance and operation of the County for the fiscal year beginning October 1, 2025 and ending September 30, 2026; and

WHEREAS, the Tattnall County Board of Commissioners finds it to be in the public interest to adopt this resolution on September 08, 2025 approving the Tattnall County FY 2026 Operating Budget as follows:

ANTICIPATED REVENUES	GENERAL FUND	SPECIAL FUNDS	TOTALS
AD VALOREM TAXES	$ 8,421,199.00		$ 8,421,199.00
SPECIAL AMERICAN RESCUE PLAN ACT		$ 1,470,000.00	$ 1,470,000.00
SPECIAL SOLID WASTE FUND		$ 1,487,364.13	$ 1,487,364.13
SPECIAL E-911 FUND		$ 768,491.20	$ 768,491.20
SPECIAL JUDICIAL FUND		$ 97,500.00	$ 97,500.00
SPECIAL T-SPLOST FUND		$ 2,770,000.00	$ 2,770,000.00
SPECIAL DOT FUND		$ 1,642,018.85	$ 1,642,018.85
SPECIAL 2020 SPLOST FUND		$ 3,885,630.00	$ 3,885,630.00
SPECIAL 2026 SPLOST FUND		$ 1,499,907.74	$ 1,499,907.74
SPECIAL 2025 BOND PROJECTS		$ 5,885,363.49	$ 5,885,363.49
SPECIAL TATTNALL IND. DEV. AUTH.		$ 303,600.00	$ 303,600.00
SPECIAL SUPERIOR COURT LAW LIBRARY		$ 51,100.00	$ 51,100.00
SPECIAL CLERK TECHNOLOGY FUND		$ 117,500.00	$ 117,500.00
SPECIAL OPIOID REMEDIATION FUND		$ 206,500.00	$ 206,500.00
ALL OTHER FUNDS	$ 10,764,883.61		$ 10,764,883.61
TOTAL REVENUES	$ 19,186,082.61		$ 39,371,058.02

ANTICIPATED DISBURSEMENTS			
ELECTIONS	$ 358,252.63		$ 358,252.63
GENERAL ADMINISTRATION	$ 1,041,183.26		$ 1,041,183.26
TAX COMMISSIONER	$ 489,644.71		$ 489,644.71
TAX ASSESSORS	$ 565,745.89		$ 565,745.89
TAX EQUALIZERS	$ 6,000.00		$ 6,000.00
PUBLIC BUILDINGS	$ 423,862.18		$ 423,862.18
CODE ENFORCEMENT	$ 56,282.94		$ 56,282.94
ARCHIVES BUILDING	$ 17,994.76		$ 17,994.76
STATE AND SUPERIOR COURTS	$ 942,379.22		$ 942,379.22
STATE COURT SOLICITOR	$ 66,806.66		$ 66,806.66
CLERK OF SUPERIOR COURT	$ 536,280.09		$ 536,280.09
MAGISTRATE COURT	$ 381,276.11		$ 381,276.11
PROBATE COURT	$ 376,001.08		$ 376,001.08
SHERIFF'S DEPARTMENT	$ 3,774,838.40		$ 3,774,838.40
JAIL	$ 3,090,833.47		$ 3,090,833.47
CONDEMNATION DRUGS	$ 20,000.00		$ 20,000.00
E-911 INFRASTRUCTURE MAINT.	$ 75,085.75		$ 75,085.75
AMBULANCE SERVICE	$ 1,917,962.66		$ 1,917,962.66
CORONER	$ 61,432.15		$ 61,432.15
E-911 CONTINGENCY	$ 383,752.50		$ 383,752.50
ANIMAL CONTROL	$ 213,616.33		$ 213,616.33
FIRE & RESCUE	$ 523,300.55		$ 523,300.55
SOUTHERN NUCLEAR	$ 70,767.27		$ 70,767.27
ROADS AND BRIDGES	$ 2,666,813.14		$ 2,666,813.14
SOLID WASTE CONTINGENCY	$ 271,258.86		$ 271,258.86
HEALTH AND WELFARE	$ 135,118.49		$ 135,118.49
COMMUNITY SERVICES	$ 2,800.00		$ 2,800.00
OTHER PARTICIPATION	$ 15,000.00		$ 15,000.00
NUTRITION CENTER	$ 18,650.62		$ 18,650.62
RECREATION	$ 70,000.00		$ 70,000.00
LIBRARIES	$ 86,072.94		$ 86,072.94
COOPERATIVE EXTENSION SERVICE	$ 327,476.95		$ 327,476.95
FORESTRY COMMISSION	$ 17,593.00		$ 17,593.00
TATTNALL IND. DEVELOPMENT AUTH.	$ 150,000.00		$ 150,000.00
HEART OF GEORGIA RDC	$ 32,000.00		$ 32,000.00
SPECIAL AMERICAN RESCUE PLAN ACT	$ 1,470,000.00		$ 1,470,000.00
SPECIAL SOLID WASTE FUND	$ 1,487,364.13		$ 1,487,364.13
SPECIAL E-911 FUND	$ 768,491.20		$ 768,491.20
SPECIAL JUDICIAL FUND	$ 97,500.00		$ 97,500.00
SPECIAL T-SPLOST FUND	$ 2,770,000.00		$ 2,770,000.00
SPECIAL DOT FUND	$ 1,642,018.85		$ 1,642,018.85
SPECIAL 2020 SPLOST FUND	$ 3,885,630.00		$ 3,885,630.00
SPECIAL 2026 SPLOST FUND	$ 1,499,907.74		$ 1,499,907.74
SPECIAL 2025 BOND PROJECTS	$ 5,885,363.49		$ 5,885,363.49
SPECIAL TATTNALL DEV. AUTHORITY	$ 303,600.00		$ 303,600.00
SPECIAL SUPERIOR COURT LAW LIBRARY	$ 51,100.00		$ 51,100.00
SPECIAL CLERK TECHNOLOGY FUND	$ 117,500.00		$ 117,500.00
OPIOID REMEDIATION FUNDS	$ 206,500.00		$ 206,500.00
			$ -
TOTAL DISBURSEMENTS	$ 39,371,058.02		$ 39,371,058.02

NOW,THEREFORE, BE IT RESOLVED, that the Tattnall County Board of Commissioners hereby approves the FY 2026 Operating Budget as provided herein.

So adopted, approved, and ratified this 8th day of September, 2025.

WILLIAM (BILL) J. KICKLIGHTER, CHAIRMAN

RICKY C. JARRIEL

BOBBY KENNEDY

BILLY D. CONLEY

WAYNE TATUM

WANDA S. ALLEN

ATTEST: SHEILA R. MILLS, COUNTY CLERK

CLERK COUNTY COMMISSIONERS COURT SEAL TATTNALL CO., GA.

STATE OF GEORGIA
COUNTY OF TATTNALL

RESOLUTION 2025-15
2025 TATTNALL COUNTY TAX LEVY

WHEREAS, the Board of Commissioners of Tattnall County is charged with the responsibility and is authorized to levy ad valorem taxes on all real and personal property subject to ad valorem taxation; and

WHEREAS, the Board of Commissioners of Tattnall County has properly given notice, and held three (3) public hearings, in accordance with the laws of the State of Georgia, on August 21, 2025 at 9:00 a.m. and 6:00 p.m., and on August 28, 2025 at 9:00 a.m., for the purpose of receiving relevant evidence, testimony, and public comment concerning the proposed Tattnall County millage rate of 13.889 mills; and

WHEREAS, the Board of Commissioners of Tattnall County, after hearing and duly considering all such relevant evidence, testimony, and public comment, has determined that it is in the best interest of said County to levy 13.889 mills on each $1,000.00 of assessed valuation for Maintenance and Operations as shown by the Tax Digest for the year 2025 Levy Determination:

Mills before Option Sales Tax Credit	**17.268**
Local Option Sales Tax ($2,043,869.34) Credit	**3.379**
TOTAL COUNTY M&O LEVY	**13.889**

NOW, THEREFORE BE IT RESOLVED, a tax shall be levied at 13.889 mills for Tattnall County for the purpose of providing the following services:

- **Law Enforcement, Fire Protection, and Emergency Services**
- **Courts, Jail, Prisoner Maintenance and Litigation affecting the County**
- **Roads, Streets and Bridges, Construction and Maintenance**
- **County Health and Welfare Services, including Animal Control**
- **General Administration of County Government**
- **Parks, Recreation, Senior Services and Public Libraries**
- **Planning and Development Services including Zoning, Inspections, and Permitting**
- **Support of Agriculture and Extension Services**
- **Election Services**

BE IT FURTHER RESOLVED, the Tax Commissioner of Tattnall County is hereby directed to levy and collect said 13.889 mills.

BE IT FINALLY RESOLVED, after due consideration, the Ad Valorem Tax Levy for calendar year 2025 and Fiscal Year 2026 is approved and adopted as such by the Board of Commissioners of Tattnall County, Georgia, on this 8th day of September 2025.

TATTNALL COUNTY BOARD OF COMMISSIONERS:

William (Bill) J. Kicklighter, Chairman

ATTEST:

Sheila R. Mills, Certified County Clerk



TATTNALL COUNTY BOARD OF COMMISSIONERS
FY 2026
INSURANCE PREMIUM TAX BUDGET

REVENUES		FY-26 PROJECTED	
100-00000-316200		$ 1,359,858.85	
TOTAL REVENUE		**$ 1,359,858.85**	
EXPENDITURES			
100-03920	COUNTY FIRE	$ 523,300.55	
100-04500	SOLID WASTE CONVENIENCE CENTERS	$ 271,258.86	
100-04220	COUNTY ROAD MAINTENANCE	$ 565,299.44	
TOTAL EXPENDITURES		**$ 1,359,858.85**	
OVER/UNDER		**$ -**	
COST OF SERVICES			
100-03920	COUNTY FIRE	$ 523,300.55	
100-04500	SOLID WASTE	$ 1,487,364.13	
100-04220	COUNTY ROAD MAINTENANCE	$ 2,666,813.86	
TOTAL COST OF SERVICES		**$ 4,677,478.54**	

Docusign Envelope ID: C6596841-1AE2-40C2-AE2C-0E7D03B16123

MEMORANDUM OF UNDERSTANDING
Between
THE BOARD OF REGENTS OF THE UNIVERSITY SYSTEM OF GEORGIA
by and on behalf of
THE UNIVERSITY OF GEORGIA
COOPERATIVE EXTENSION
and Tattnall COUNTY

This Memorandum of Understanding ("MOU") is made between the Board of Regents of the University of System of Georgia by and on behalf of the University of Georgia Cooperative Extension (hereinafter "UGA Extension") and **Tattnall** County, a political subdivision of the State of Georgia, by and through its Board of Commissioners, (hereinafter the "County"), for the provision of Cooperative Extension Services and Personnel in **Tattnall** County, Georgia.

WHEREAS, through the Smith-Lever Act of the U.S. Congress of 1914, an Agreement was created between The Board of Regents of the University System of Georgia, the University of Georgia, the University of Georgia Cooperative Extension and the U.S. Department of Agriculture, to allow for Extension work to be conducted in the State of Georgia; and

WHEREAS, for over 100 years UGA Extension has offered services in all 159 counties in the State of Georgia; and

WHEREAS, through county offices throughout the state, UGA Extension continues to offer reliable information and programs in the areas of agriculture, food, families, the environment and 4-H youth development; and

WHEREAS, UGA Extension is able to maintain and operate these programs through the use of UGA Extension personnel; and

WHEREAS, UGA Extension and the County agree that the services provided by UGA Extension Personnel are invaluable to the County's citizens and community; and

WHEREAS, the County Board of Commissioners is authorized under Article 9, Section 3, Paragraph 1, and Article 9, Section 4, Paragraph 2, of the Constitution of the State of Georgia as amended in 1983, and by O.C.G.A. § 20-2-62 and O.C.G.A. § 48-5-220 to enter into agreements providing for these types of services; and

WHEREAS, all parties agree that it is necessary and appropriate to define the types of UGA Extension operations and personnel and establish parameters for compensation so that all parties are clear on their respective responsibilities and duties;

NOW, THEREFORE, the Parties agree as follows:

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I. OPERATIONS

UGA Extension and the County will support all County Extension personnel operationally as set forth in this MOU regardless of employee compensation status.

A. UGA EXTENSION agrees to the following:

1. UGA Extension shall annually appoint a member of the County Extension personnel to serve as the County Extension Coordinator. The Coordinator shall be responsible for the total County Extension program, staff coordination and supervision, and all communications and transactions between the County and the County Extension staff.

2. UGA Extension shall provide County Extension personnel with the necessary educational materials needed for an effective program. UGA Extension also agrees to plan, implement and conduct training as necessary to keep County Extension personnel adequately prepared to conduct effective, relevant Extension programs.

3. UGA Extension shall reimburse all County Extension personnel directly for expenses incurred for officially designated travel authorized by the District Extension Director.

4. UGA Extension shall support County Extension personnel and the Extension program in the County with necessary assistance of District and State subject matter and supervisory personnel and other resources as available from the University of Georgia, the University System of Georgia, and other agencies and organizations with whom UGA Extension cooperates.

5. UGA Extension shall report to the County Board of Commissioners at regular intervals on the nature of the County Extension program and progress being made.

B. The COUNTY agrees to the following:

1. ***Office and Infrastructure.*** The County shall provide a suitable County Extension office with the suitability of the office to be agreed on by all parties. As a part of the County's budgeting process, the County further agrees to provide sufficient funds to pay for all necessary office supplies, office equipment, telephone, utilities, data communication/networking (including broadband internet connectivity, where available), postage, demonstration materials, janitorial service and other items necessary for the operation of an effective Extension education program. See **Addendum D** for Information Technology (IT) systems and support specifications.

2. ***Vehicles and Travel.*** The County shall furnish a county government vehicle or reimburse the travel expenses of County Extension personnel for official travel in the county or on behalf of Tattnall County. The reimbursement shall be paid by the County directly to County Extension personnel unless some other method is agreed upon in writing by UGA Extension and the County.

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3. ***Annual Review.*** The County shall evaluate financial support to the operations of UGA Extension annually, including compensation of personnel, make adjustments as necessary for continued effective support, and shall notify the UGA Extension of these adjustments. The County Extension Coordinator will prepare and submit for approval an annual operating budget to the County according to standards set by Board of Commissioners for all county departments.

II. COMPENSATION

The UGA Cooperative Extension personnel shall be categorized based on the method of compensation they are associated with, as set forth in the attached addendums (A, B, and C). UGA Extension and the County shall identify and agree upon the appropriate compensation method and personnel relationship for each employee. The following three options are available (CHECK ALL THAT APPLY):

☒ **A. COOPERATIVE DIRECT PAY**

In choosing Cooperative Direct Pay, the County desires for the County Extension Personnel to receive compensation from both the County and from UGA Extension. The amount of compensation to County Extension Personnel under this option, as well as the County's and UGA Extension's responsibility for the County Extension Personnel's withholding and payment of federal and state taxes and contributions toward retirement benefits, shall be divided proportionally between the County and UGA Extension as set forth in Addendum "A".

☐ **B. COOPERATIVE CONTRACT PAY**

In choosing Cooperative Contract Pay, the County desires for County Extension Personnel to receive their compensation from UGA Extension payroll. The amount of compensation to County Extension Personnel under this option, as well as the County's and UGA Extension's responsibility for the County Extension Personnel's withholding and payment of federal and state taxes and contributions toward retirement benefits, shall be divided proportionally between the County and UGA Extension as set forth in Addendum "B". However, for administrative purposes the County Extension Personnel's compensation will come directly from UGA Extension, with the County reimbursing UGA Extension for the County's proportionate share.

☐ **C. COUNTY FUNDED EXTENSION PERSONNEL**

In choosing County Funded Extension Personnel, the County desires for the County Extension Personnel to be an employee of the County receiving compensation from only the County, as set forth in Addendum "C". The County shall be solely responsible for the County Extension Personnel's salary, benefits (including but not limited to health insurance), withholding of federal and state taxes, and retirement benefits (if any).

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III. AGREEMENT

1. This MOU shall take effect when it is executed by both **Tattnall** County and UGA Extension.

2. In instances of conflict between University of Georgia/University System of Georgia and County policies, the University of Georgia/University System of Georgia policies shall govern.

3. The term of this MOU shall be from the date of execution until terminated by either party by written notice of such intent provided ninety (90) days in advance.

4. This MOU may be modified by written agreement of the parties hereto.

5. Neither party to this agreement will discriminate against any employee or applicant for employment because of age, color, disability, genetic information, national origin race, religion, sex, or veteran status.

6. All notices provided for or permitted to be given pursuant to this MOU shall be in writing and shall be deemed to have been properly given or served by personal delivery or by depositing in the United States Mail, postpaid and registered or certified mail, return receipt requested, and addressed to the addresses set forth below.

County Personnel		
Primary Contact County Manager	Frank H. Murphy	P.O. 25 Reidsville, Ga. 30453 murphy@tattnallcountyga.gov Telephone: 912-237-5087
HR/Personnel	Angel Melton	P.O. 25 Reidsville, Ga. 30453 amelton@tattnallcountyga.gov Telephone: 912-557-4335
IT Contact	Jamey Vickery	P.O. 25 Reidsville, Ga. 30453 jamey@ensga.net Telephone: 912-344-8009
Finance/Billing	Kim Chavez	P.O. 25 Reidsville, Ga. 30453 kchavez@tattnallcountyga.gov Telephone: 912-557-4335

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UGA Personnel		
Primary Contact	Aubrey Shirley, CEC	114 North Main Street Building F Reidsville, GA 30453 Email:aubshi@gmail.com Telephone: 9123143698
HR/Personnel Contact	Cheryl A. Poppell, DED	PO Box 8112, GSU Statesboro, GA 30460 cashburn@uga.edu 912-478-8991 (office) 912-293-6280 (cell)
IT Contact	Dustin Rushing, IT Professional Associate	PO Box 8112, GSU Statesboro, GA 30460 dustin.rushing@uga.edu 912-682-2750 (cell)
Finance/Billing Contact	Christy W. Carpenter, Business Manager	PO Box 8112, GSU Statesboro, GA 30460 sefinance@uga.edu 912-478-8991 (office) 912-293-6280 (cell)

By giving written notice to the Primary Contact listed above, either party hereto shall have the right from time to time and at any time during the term of this MOU to change any of the above information, including points of contact, address and other contact information.

IN WITNESS WHEREOF, the parties have caused this MOU to be properly executed by their duly authorized officers, effective as of the day and year first above written.

Chairman, Board of Commissioners, **Tattnall** County
William (Bill) J. Kicklighter

Date: 9/8/2025

County Extension Coordinator, **Tattnall** County
Aubrey Shirley

Date: 9/8/2025

DocuSigned by:
Mike Dews
E4D20DD62912483...
Vice President for Public Service and Outreach, or their designee
University of Georgia

Date: 09/16/2025 | 7:05 AM PDT

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Addendum A

COOPERATIVE DIRECT PAY

In choosing Cooperative Direct Pay, the County desires for the County Extension Personnel to receive compensation from both the County and from UGA Extension. The amount of compensation to County Extension Personnel under this option, as well as the County's and UGA Extension's responsibility for the County Extension Personnel's withholding and payment of federal and state taxes and contributions toward retirement benefits, shall be divided proportionally between the County and UGA Extension as set forth in an annual Financial Agreement. Such annual Financial Agreement shall be contingent upon funding as a part of the County's annual budget process.

1. UGA Extension shall employ and supervise County Extension personnel. It shall be the responsibility of the UGA Extension to establish minimum qualifications for County Extension personnel, certify the qualifications of all applicants, and to determine the total salary applicants are to be paid.

2. UGA Extension shall serve as the employer of record and therefore:
   a. Provide legally required health insurance; and
   b. Provide legally required worker's compensation insurance

3. UGA Extension shall appoint County Extension personnel in compliance with Equal Employment Opportunity regulations and subject to the approval of the County. The County will provide UGA Extension with written reasons for each disapproval of an appointment recommendation.

4. In the event the work of any County Extension staff member becomes unsatisfactory to the County, it shall be the responsibility of the County to communicate this dissatisfaction to the District Extension Director of the UGA Extension in writing within a reasonable time frame. It shall then be the responsibility of the UGA Extension to address the County's dissatisfaction and advise the County of action taken, if any. UGA Extension shall have the right to terminate or transfer personnel from the County. UGA Extension may select a replacement for the County, following the procedure described above.

5. UGA Extension shall keep at all times an accurate record of all funds received and disbursed under this agreement including all support documents. UGA Extension shall retain such records for a period of three (3) years unless an audit has begun but not been completed or if the audit findings have not been resolved at the end of the three (3) year period. In such cases, the records shall be retained until the audit is complete or until the resolution of the audit findings, whichever is later. UGA Extension will provide the County with a copy of any and all such audits relating to the County Extension office, personnel, and/or operations upon request by the County.

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6. UGA Extension shall carry out all work under this agreement in accordance with the administrative and other requirements, including those related to personnel matters, established by the University of Georgia, federal and state laws, regulations, and standards.

7. UGA Extension shall pay its portion of the salary and associated benefits of County Extension personnel at a rate in compliance with the Board of Regents and the UGA Extension salary administration policies.

8. The County shall provide the agreed upon portion of the salaries and associated benefits of County Extension personnel as set forth in the annual Financial Agreement. Benefits, including leave, shall be calculated according to policies established by the Board of Regents.

   The County portion of salary shall be paid monthly by the County directly to County Extension personnel. The County will collect and remit FICA taxes on the County portion of the salary. UGA Extension shall provide monthly statements to the County reflecting the County portion of the employer contribution to the employee's retirement benefit with Teachers Retirement System of Georgia. The reimbursement to UGA Extension for the County's portion of this benefit will be made to the UGA Extension in the full amount within fifteen (15) days of receipt of the statement.

   The County portion of employee salaries should be adjusted annually based on performance and/or cost of living increases typical of other County employees in accordance with the County's generally applicable rules or conditions for such adjustments. This adjustment should be reported to UGA Extension 30 days prior to effective date. UGA will not allocate any percentage salary increase on the County portion of the employee's salary.

9. The County agrees to pay its share of the annual leave payment in accordance with University of Georgia and UGA Extension leave policies when an employee terminates employment through resignation or retirement during the term of this MOU and chooses to take a lump-sum payment for accumulated annual leave. Such County share shall be based solely on the individual's time serving the County in his or her capacity as part of the County Extension office.

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Addendum B

COOPERATIVE CONTRACT PAY:

In choosing Cooperative Contract Pay, the County desires for County Extension Personnel to receive their compensation from UGA Extension payroll. The amount of compensation to County Extension Personnel under this option, as well as the County's and UGA Extension's responsibility for the County Extension Personnel's withholding and payment of federal and state taxes and contributions toward retirement benefits, shall be divided proportionally between the County and UGA Extension as set forth in an annual Financial Agreement. Such annual Financial Agreement shall be contingent upon funding as a part of the County's annual budget process. However, for administrative purposes the County Extension Personnel's compensation will come directly from UGA Extension, with the County reimbursing UGA Extension for the County's proportionate share.

1. UGA Extension shall employ and supervise County Extension personnel. It shall be the responsibility of the UGA Extension to establish minimum qualifications for County Extension personnel, certify the qualifications of all applicants, and determine the total salary applicants are to be paid.

2. UGA Extension shall serve as the employer of record and therefore:
   a. Provide legally required health insurance;
   b. Provide legally required worker's compensation insurance; and
   c. Pay applicable FICA taxes; and
   d. Withhold federal and state income taxes in accordance with relevant federal and state law.

3. UGA Extension shall appoint County Extension personnel in compliance with Equal Employment Opportunity regulations and subject to the approval of the County. The County will provide UGA Extension with written reasons for each disapproval of an appointment recommendation.

4. In the event the work of any County Extension staff member becomes unsatisfactory to the County, it shall be the responsibility of the County to communicate this dissatisfaction to the District Extension Director of the UGA Extension in writing within a reasonable time frame. It shall then be the responsibility of the UGA Extension to address the County's dissatisfaction and advise the County of action taken, if any. UGA Extension shall have the right to terminate or transfer personnel from the County. UGA Extension may select a replacement for the County, following the procedure described above.

5. UGA Extension shall keep at all times an accurate record of all funds received and disbursed under this agreement including all support documents. UGA Extension shall retain such records for a period of three (3) years unless an audit has begun but not been completed or if the audit findings have not been resolved at the end of the three (3) year period. In such cases, the records shall be retained until the audit is complete or until the

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resolution of the audit findings, whichever is later. UGA Extension will provide the County with a copy of any and all such audits relating to the County Extension office, personnel, and/or operations upon request by the County.

6. UGA Extension shall carry out all work under this agreement in accordance with the administrative and other requirements, including personnel matters, established by the University of Georgia, federal and state laws, regulations, and standards.

7. UGA Extension shall pay its portion of the salary and associated benefits of County Extension personnel at a rate in compliance with the Board of Regents and the UGA Extension salary administration policies.

8. The County shall provide the agreed upon portion of the salaries and associated benefits of County Extension personnel to UGA Extension within thirty (30) days of receipt of an invoice from UGA Extension. Benefits, including leave, shall be calculated according to policies established by the Board of Regents. UGA Extension will provide monthly statements to the County reflecting the County portion of the County Extension Personnel's salary and benefits. The County is aware and agrees that these benefits will include the County's proportionate share of the employer portion of FICA, worker's compensation and the employee's selected retirement benefits. The employee may select the Georgia Teachers Retirement System or the Board of Regents Optional Retirement Program.

   The County portion of employee salaries shall be adjusted annually based on performance and/or cost of living increases typical of other county employees in accordance with the County's generally applicable rules or conditions for such adjustments. This adjustment should be reported to UGA Extension 30 days prior to effective date, and a new contract will be issued with the new salary. UGA Extension will not allocate any percentage salary increase on the County portion of the employee's salary. The County's portion is as set forth in the annual Financial Agreement.

9. The County agrees to pay its share of the annual leave payment in accordance with University of Georgia and UGA Extension leave policies when an employee terminates employment through resignation or retirement during the term of this MOU and chooses to take a lump-sum payment for accumulated annual leave. Such County share shall be based solely on the individual's time serving the County in his or her capacity as part of the County Extension office.

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Addendum C

COUNTY FUNDED EXTENSION PERSONNEL

In choosing County Funded Extension Personnel, the County desires for the County Extension Personnel to be an employee of the County receiving compensation from only the County. The County shall be solely responsible for the County Extension Personnel's salary, benefits (including but not limited to health insurance), withholding of federal and state taxes, and retirement benefits (if any).

For County Funded Extension Personnel, UGA EXTENSION agrees to the following:

1. UGA Extension shall establish minimum qualifications for County Extension personnel and certify the qualifications of all applicants.

2. UGA Extension may approve or disapprove appointment recommendations by County of County Funded Extension personnel; provided, however, UGA Extension will provide the County with written reasons for each disapproval of an appointment recommendation.

3. UGA Extension shall supervise County Funded Extension personnel according to applicable University of Georgia and the Board of Regents policies and procedures.

4. UGA Extension shall evaluate County Funded Extension personnel using the county provided evaluation process or an agreed upon alternative process for consideration in the annual salary adjustments applicable to all county employees.

5. UGA Extension shall collect, approve and transfer employee work time records to the COUNTY on a weekly or monthly basis as agreed upon.

6. In the event the work of any County Funded Extension personnel becomes unsatisfactory to UGA Extension, it shall be the responsibility of UGA Extension to communicate this dissatisfaction to the County. It shall then be the responsibility of the County to appropriately deal with the dissatisfaction and advise the UGA Extension of action taken, if any. The County shall have the right to terminate or transfer personnel.

For County Funded Extension Personnel, the COUNTY agrees to the following:

1. The County shall employ and determine the total salary that personnel are to be paid.

2. The County shall provide all salary and associated benefits as per County policy.

3. The County shall serve as the employer of record and therefore:
   a. Provide legally required health insurance;
   b. Provide legally required worker's compensation insurance;
   c. Withhold and pay appropriate FICA and income taxes to the relevant government agencies; and
   d. Designate supervision of extension personnel to the District Extension Director.

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4. Annual salary adjustments for County Extension personnel shall be based on County policy and consistent with such policies for other County employees.

5. No provision of this Addendum, the MOU, or the annual Financial Agreement between UGA Extension and the County shall create any employment rights for such personnel above and beyond any such rights enjoyed by County employees generally.

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Addendum D

IT Systems and Support.

a. *Internet Connectivity*: The County shall furnish internet connectivity with adequate speed and capacity to support the operations and programming of the Extension Office. Access to required Extension programming resources, social media systems, and UGA mandated resources shall remain unfiltered and unblocked.

b. *Intraoffice Network*: The County shall provide wired data connections for all computers and network devices within the Extension Office, segregated either physically or virtually from other county agencies and networks.

c. *Network Equipment*: UGA Extension's Office of Information Technology ("UGA Extension IT") shall supply and maintain basic network switches suitable for the UGA Extension Office's operation. If local County IT determines specific network switch requirements are needed beyond UGA IT's provisions, the County agrees to install and support network devices meeting the necessary specifications as part of the existing county network infrastructure.

d. *Wi-Fi*: UGA Extension IT shall supply basic Wi-Fi equipment to ensure adequate coverage within the Extension Office. Should local County IT determine specialized Wi-Fi equipment be required, beyond UGA Extension IT's standard provisions, the County agrees to procure and maintain such devices. Employee Wi-Fi shall allow interaction between the wired and wireless devices for employees to facilitate file sharing, printing, and scanning capabilities. Should Guest Wi-Fi be provided the traffic should be segmented and isolated from the UGA Extension employee network.

e. *Vo-IP Phones*: County provided Vo-IP phones that attach to the UGA Extension Office network should connect back to County provided network switch hardware that may or may not be on the same network as the UGA Extension Office computers and other devices. If Vo-IP phones and UGA Extension Office computers and devices operate on separate networks, the County will provide sufficient wired ethernet ports in the UGA Extension Office for both phone and computers/devices to connect in each room as needed to their respective networks. Should the UGA Extension Office networking need to be altered to allow for Vo-IP phone installation or expansion UGA Extension IT shall be consulted prior to changes.

f. *Network Changes*: Any modifications affecting the UGA Extension Office's data network infrastructure shall be planned in consultation with UGA Extension IT prior to implementation.

g. *Computer Hardware & Device Support*: UGA Extension IT shall support and maintain all network devices, computers, printers, software, and other office technology installed or approved by UGA Extension IT. Office central copiers provided by county funds or contracts shall be supported by copier company support or vendor maintenance

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contracts. UGA Extension IT supported equipment shall be replaced in accordance with UGA Extension IT guidelines for lifecycle management.

h. *Computer Hardware & Device Procurement*: County Extension Office computers shall be purchased via UGA Procurement using UGA Extension IT standards, with consultation from UGA Extension IT for non-standard equipment. IT equipment purchases shall be funded through county funds or in cooperation with UGA Extension grants or programs as available.

i. *Software Licensing*: UGA Extension IT shall provide licenses for UGA productivity software. County-specific software required for access to County resources shall be provided and supported by the County in collaboration with UGA Extension IT.

j. *File Sharing & Data Storage*: UGA Extension IT shall provide space for shared file storage, either locally housed within the UGA Extension Office or on a UGA Extension IT approved online storage system. The county agrees to enable access to the approved online storage system through any county IT-managed firewalls as needed if applicable.

k. *Office Relocations, Construction, Renovations (IT concerns)*: The County shall notify UGA Extension IT of any plans for office relocation, construction, or renovations to ensure IT infrastructure requirements are addressed. Physical move of IT-related equipment shall be handled by the County with UGA Extension IT available for setup assistance after move-in or project completion. UGA Extension IT shall be responsible for moving and installing networking equipment owned by UGA Extension IT.

The County shall have its IT Contact listed in Section III.6 review and confirm the above requirements.

Memorandum of Understanding

The Tattnall County Board of Commissioners (TCBOC) &
Non-Criminal Justice Agency (NCJA)
the Tattnall County Sheriff's Office (TCSO)
Criminal Justice Agency (CJA)

have entered into an agreement for the purpose of:

Purpose – Include a detailed explanation of the application and fingerprint processes so that both agencies are made aware of:

- Who is issuing the applications (*please explain this process)*
- How the applicant receives and signs the Applicant Privacy Rights
- Who is submitting the applicant fingerprints
- Who is receiving the fingerprint results (*please explain this process)*

Roles and Responsibilities – Clearly describe and define the agreed upon roles and responsibilities of each agency. The roles and responsibilities should align with the CJIS Security Policy. Describe who will be responsible for submitting, collecting, and storing CHRI/CJI.

NCJ Agency Roles/Responsibilities:

- All applicants are sent to Tattnall County Sheriff's Office/Jail (CJA) for fingerprints.
- Each applicant is given Applicant Privacy Rights and Privacy Act Statement after signed.
- TCBOC Fingerprint form is sent with applicant to CJA with name and ORI code to fingerprint under.
- Applicant will return signed form to TCBOC (this confirms they were fingerprinted)

CJ Agency Roles/Responsibilities:

- Fingerprint applicants sent from TCBOC (NCJA).
- Sign and date TCBOC (NCJA) fingerprint form.
- Tattnall County Sheriff or Chief Deputy gives an oral attestation confirming the applicant either meets or does not meet the qualifications for licensing.

Timeframe – Clearly state the timeframe that this MOU will be in effect.

This agreement will commence on 9/8/2025 and will dissolve at the end on 12/31/2028.

This Memorandum of Understanding is the complete agreement between TCBOC (NCJ Agency) and Tattnall County Sheriff's Office (CJ Agency) and may be amended only by a written agreement signed by each agency head.

Non-Criminal Justice Agency

Agency Head: _____ William (Bill) J. Kicklighter
Signature Print Name

Chairman, Tattnall Co. Board of Comm.

Address: PO Box 25, Reidsville, GA 30453

Telephone(s): 912-557-4335

E-Mail Address: chair1@tattnallcountyga.gov;smills@tattnallcountyga.gov

Criminal Justice Agency

Agency Head: _____ Kyle Sapp
Signature Print Name

Address: P.O. Box 545 Reidsville GA. 30453

Telephone(s): 912-557-6778

E-Mail Address: kyle@tattnallcountyga.Gov.