Council Members

R. Gary Allen Charmaine Crabb Travis L. Chambers Glenn Davis Byron Hickey Bruce Huff R. Walker Garrett Toyia Tucker Judy W. Thomas Joanne Cogle

Clerk of Council Sandra T. Davis



Council Chambers
C. E. "Red" McDaniel City Services Center- Second Floor
3111 Citizens Way, Columbus, GA 31906

August 27, 2024 5:30 PM Regular Meeting

MAYOR'S AGENDA

CALL TO ORDER: Mayor B. H. "Skip" Henderson, III, Presiding

INVOCATION: Offered by Pastor Corey J. Neal- Greater Peace Baptist Church of Columbus, Georgia

PLEDGE OF ALLEGIANCE: Led by Mayor Henderson

OATH OF OFFICE: Mayor Henderson administered the Oath of Office to the FY2025 Youth Advisory Council.

MINUTES

1. Approval of minutes for the August 13, 2024 Council Meeting and Executive Session.

PROCLAMATIONS:

2. **Proclamation:** National Passport Awareness Month

Receiving: Danielle Forte, Clerk of Superior Court

3. **Proclamation:** Donna Newman Day

Receiving: Donna Newman- Director of Engineering (Retirement Appreciation)

PRESENTATION:

4. Emergency Management Services Update - Chance Corbett, Director, Emergency Management & Homeland Security

CRIME PREVENTION GRANTS:

- 5. Better Work Georgia A resolution and contract authorizing a request to enter into a local assistance grant agreement with Better Work Georgia for \$15,000.00 in Crime Prevention funds.
- 6. Boys and Girls Club A resolution and contract authorizing a request to enter into a local assistance grant agreement with Boys and Girls Club for \$5,000.00 in Crime Prevention funds.
- 7. Boyz 2 Men A resolution and contract authorizing a request to enter into a local assistance grant agreement with Boyz 2 Men for \$20,000.00 in Crime Prevention funds.
- 8. Building Toward Wellness A resolution and contract authorizing a request to enter into a local assistance grant agreement with Building Toward Wellness for \$10,000.00 in Crime Prevention funds.
- 9. Children 1st A resolution and contract authorizing a request to enter into a local assistance grant agreement with Children 1st for \$10,000.00 in Crime Prevention funds.
- 10. Clement Arts A resolution and contract authorizing a request to enter into a local assistance grant agreement with Clement Arts for \$15,000.00 in Crime Prevention funds.
- 11. Columbus Community Center A resolution and contract authorizing a request to enter into a local assistance grant agreement with Columbus Community Center for \$31,000.00 in Crime Prevention funds.
- 12. Columbus Community Orchestra A resolution and contract authorizing a request to enter into a local assistance grant agreement with Columbus Community Orchestra for \$5,000.00 in Crime Prevention funds.
- 13. Columbus Dream Center A resolution and contract authorizing a request to enter into a local assistance grant agreement with Columbus Dream Center for \$25,000.00 in Crime Prevention funds.
- 14. Columbus Scholars A resolution and contract authorizing a request to enter into a local assistance grant agreement with Columbus Scholars for \$10,000.00 in Crime Prevention funds.
- 15. Columbus Symphony Orchestra A resolution and contract authorizing a request to enter into a local assistance grant agreement with Columbus Symphony Orchestra for \$15,000.00 in Crime Prevention funds.

- 16. Columbus Technical College A resolution and contract authorizing a request to enter into a local assistance grant agreement with Columbus Technical College for \$135,000.00 in Crime Prevention funds.
- 17. CORTA A resolution and contract authorizing a request to enter into a local assistance grant agreement with CORTA for \$20,000.00 in Crime Prevention funds.
- 18. East Carver Heights A resolution and contract authorizing a request to enter into a local assistance grant agreement with East Carver Heights for \$25,000.00 in Crime Prevention funds.
- 19. Emmanuel Prep A resolution and contract authorizing a request to enter into a local assistance grant agreement with Emmanuel Prep for \$20,000.00 in Crime Prevention funds.
- 20. F.A.I.T.H. A resolution and contract authorizing a request to enter into a local assistance grant agreement with F.A.I.T.H. for \$20,000.00 in Crime Prevention funds.
- 21. F.L.O.W. A resolution and contract authorizing a request to enter into a local assistance grant agreement with F.L.O.W. for \$50,000.00 in Crime Prevention funds.
- 22. Focus Program A resolution and contract authorizing a request to enter into a local assistance grant agreement with Focus Program for \$40,000.00 in Crime Prevention funds.
- 23. Girls Inc. A resolution and contract authorizing a request to enter into a local assistance grant agreement with Girls Inc. for \$10,000.00 in Crime Prevention funds.
- 24. Hope Harbour A resolution and contract authorizing a request to enter into a local assistance grant agreement with Hope Harbour for \$15,000.00 in Crime Prevention funds.
- 25. Kappa Alpha Psi A resolution and contract authorizing a request to enter into a local assistance grant agreement with Kappa Alpha Psi for \$25,000.00 in Crime Prevention funds.
- 26. Lifebridge A resolution and contract authorizing a request to enter into a local assistance grant agreement with Lifebridge for \$20,000.00 in Crime Prevention funds.
- 27. Literacy Alliance A resolution and contract authorizing a request to enter into a local assistance grant agreement with Literacy Alliance for \$20,000.00 in Crime Prevention funds.
- 28. Micah's Promise A resolution and contract authorizing a request to enter into a local assistance grant agreement with Micah's Promise for \$20,000.00 in Crime Prevention funds.
- 29. N.F.O.A.A.Y. A resolution and contract authorizing a request to enter into a local assistance grant agreement with N.F.O.A.A.Y. for \$15,000.00 in Crime Prevention funds.
- 30. Office of Dispute Resolution A resolution and contract authorizing a request to enter into a local assistance grant agreement with Office of Dispute Resolution for \$17,000.00 in Crime Prevention funds.

- 31. Omega Lamplighter A resolution and contract authorizing a request to enter into a local assistance grant agreement with Omega Lamplighter for \$25,000.00 in Crime Prevention funds.
- 32. Open Door A resolution and contract authorizing a request to enter into a local assistance grant agreement with Open Door for \$15,000.00 in Crime Prevention funds.
- 33. Overflow A resolution and contract authorizing a request to enter into a local assistance grant agreement with Overflow for \$15,000.00 in Crime Prevention funds.
- 34. Right from the Start A resolution and contract authorizing a request to enter into a local assistance grant agreement with Right from the Start for \$20,000.00 in Crime Prevention funds.
- 35. S.T.E.A.M. Expo A resolution and contract authorizing a request to enter into a local assistance grant agreement with S.T.E.A.M. Expo for \$10,000.00 in Crime Prevention funds.
- 36. S.T.E.A.M. Projects A resolution and contract authorizing a request to enter into a local assistance grant agreement with S.T.E.A.M. Projects for \$10,000.00 in Crime Prevention funds.
- 37. Second Chance A resolution and contract authorizing a request to enter into a local assistance grant agreement with Second Chance for \$65,000.00 in Crime Prevention funds.
- 38. Service for Humanity A resolution and contract authorizing a request to enter into a local assistance grant agreement with Service for Humanity for \$15,000.00 in Crime Prevention funds.
- 39. Springer Theatre Academy A resolution and contract authorizing a request to enter into a local assistance grant agreement with Springer Theatre \$10,000.00 in Crime Prevention funds.
- 40. Teen Advisors A resolution and contract authorizing a request to enter into a local assistance grant agreement with Teen Advisors for \$5,000.00 in Crime Prevention funds.
- 41. Truth Springs A resolution and contract authorizing a request to enter into a local assistance grant agreement with Truth Springs for \$50,000.00 in Crime Prevention funds.
- 42. Turn Around Columbus A resolution and contract authorizing a request to enter into a local assistance grant agreement with Turn Around Columbus for \$40,000.00 in Crime Prevention funds.
- 43. Urban League A resolution and contract authorizing a request to enter into a local assistance grant agreement with Urban League for \$40,000.00 in Crime Prevention funds.
- 44. Whole Person A resolution and contract authorizing a request to enter into a local assistance grant agreement with Whole Person for \$10,000.00 in Crime Prevention funds.

- 45. Wright Fitness A resolution and contract authorizing a request to enter into a local assistance grant agreement with Wright Fitness for \$17,000.00 in Crime Prevention funds.
- 46. Young Life A resolution and contract authorizing a request to enter into a local assistance grant agreement with Young Life for \$15,000.00 in Crime Prevention funds.

CITY ATTORNEY'S AGENDA

ORDINANCES

- 1. 2nd Reading- REZN-05-24-1039: An ordinance amending the Zoning Atlas of the Consolidated Government of Columbus, Georgia to change certain boundaries of a district located at 104 38th Street, 3566 1st Avenue and 3568 1st Avenue (parcel # 008-009-001, 008-009-034/35) from Residential Office (RO) and Single Family Residential 4 (SFR4) Zoning District to General Commercial (GC) Zoning District. (Planning Department and PAC recommend approval) (Councilor Garrett)
- 2. 2nd Reading- REZN-05-24-1040: An ordinance amending the Zoning Atlas of the Consolidated Government of Columbus, Georgia to change certain boundaries of a district located at 4211 Milgen Road (parcel # 083-043-001) from General Commercial (GC) Zoning District to Light Manufacturing/Industrial (LMI) Zoning District. (Planning Department and PAC recommend approval) (Councilor Crabb)
- **3. 2nd Reading-** REZN-06-24-1149: An ordinance amending the Zoning Atlas of the Consolidated Government of Columbus, Georgia to change certain boundaries of a district located at **7758 Lloyd Road** (parcel # 191-014-041) from Single Family Residential -1 (SFR1) Zoning District to Single Family Residential -4 (SFR4) Zoning District. (Planning Department and PAC recommend approval.) (Councilor Davis)
- **4. 2nd Reading-** REZN-06-24-1267: An ordinance amending the Zoning Atlas of the Consolidated Government of Columbus, Georgia to change certain boundaries of a district located at **3327 Gentian Boulevard** (parcel # 069-011-020) from Neighborhood Commercial (NC) Zoning District to General Commercial (GC) Zoning District. (Planning Department and PAC recommend approval) (Councilor Crabb)
- **5. 2nd Reading-** REZN-06-24-1268: An ordinance amending the Zoning Atlas of the Consolidated Government of Columbus, Georgia to change certain boundaries of a district located at **6007 Veterans Parkway** (parcel # 189-017-038) from Light Manufacturing/Industrial (LMI) Zoning District to General Commercial (GC) Zoning District. (Planning Department and PAC recommend approval.) (Councilor Davis)

- **6. 2nd Reading-** REZN-05-24-0918: An ordinance amending the Zoning Atlas of the Consolidated Government of Columbus, Georgia to change certain boundaries of a district located at **1953 7th Avenue** (parcel # 016-025-001) from Residential Office (RO) Zoning District to General Commercial (GC) Zoning District with Conditions. (Planning Department Recommends Approval with conditions. PAC recommends denial.) (continued on 2nd Reading from 8-13-24) (Councilor Cogle)
- **7. 2nd Reading-** An ordinance to revise and clarify certain provisions of the Columbus Code which provide for the foreclosure of liens on property for which funds are due and owing to the consolidated government; and for other purposes. (continued on 2nd Reading from 6-11-24, 7-9-24, and 7-23-24) (Councilor Garrett)
- **8. 1st Reading-** An ordinance amending Ordinance No. 15-51 pertaining to tax allocation districts to revise the Policies and Guidelines which were adopted by Section 2 of that ordinance; and for other purposes. (Councilor Davis)

PUBLIC AGENDA

- 1. Ms. Teresa Elliott, Re: Neonatal kitten care.
- 2. Mr. Chance Chancellor, Re: The required parking spots for the proposed parking deck on 800 Front Ave.
- 3. Ms. Meg Givans, Re: The treatment and welfare of the companion animals in the care of CACC.
- 4. Mr. Marvin Broadwater, Sr., Re: Respect and Decorum to Elected and Appointed Officials during Meetings.
- 5. Mrs. Evie Kettler, Re: The proposed tethering ordinance.
- 6. Ms. Jene' McDowell, Re: A petition relating to CACC management.
- 7. Ms. Jennifer Herbek, representing the Columbus Aquatic Club, Re: A request for a modification of the inclement weather policy at the indoor Columbus Aquatic Center.
- 8. Mr. Michael Waddell, Re: Columbus Animal Care & Control.
- 9. Mrs. Kathy Tanner, Re: The play yard at CACC.
- 10. Ms. Kirven Boyce, Re: CACC: recommendations for lifesaving reform.
- 11. Ms. Amy McCormick, Re: Columbus Animal Care & Control.
- 12. Ms. Reggie Liparoto, Re: Columbus Animal Care & Control.

- 13. Mr. Nathan Smith, Re: Good Leadership.
- 14. Mr. Melvin Tanner, representing the NAACP, Re: Internal Audit.
- 15. Mrs. Mimi Steger, representing Columbus Animal Allies, Re: Justice for Chai initiative.
- 16. Mrs. Sarah Gunnels Cochran, Re: Columbus Animal Care & Control.
- 17. Mrs. Jennifer Parker, Re: The animals at the CACC.
- 18. Ms. Becky Carter, representing Animal SOS, Re: Impact of current policies on rescue collaboration.
- 19. Ms. Anna-Claire Daniels, Re: Animal Control Advisory Board.
- 20. Ms. Theresa El-Amin, representing Southern Anti-Racism Network, Re: Why City Council Meetings should not be treated as entertainment.

CITY MANAGER'S AGENDA

1. Director of Engineering

A resolution authorizing the appointment of Mr. Ronald Vance Beck as Director of the Department of Engineering.

2. Subrecipient Agreements for Occupational Training and Retention

Approval is requested to execute subrecipient agreements with Partnership In Caring for Occupational Training, Internships and Retention Services with eligible youth, ages 18 to 24 in the amount of \$154,000.00; Georgia Job T.I.P.S. for Workforce Reintegration, On-the-job training, and Retention Services with Adults, ages 22 and older in the amount of \$220,533.80; Columbus Technical College for Post-Secondary Education and Occupational Skills training with Adult, Dislocated Workers, and Youth in the amount \$462,000.00; Georgia Driving Academy for eligible individuals interested in Commercial Driver's Training for Class A drivers licenses in the amount \$48,970.00; and In The Door, LLC, for Work Readiness and On-the-job training with youth, ages 18 to 24 in the amount of \$110,000.00, that are economically disadvantaged individuals residing in Muscogee County for a grand total of \$995,503.80 to combat generational poverty and its effects on the community by providing sustainable employment, career and technical education, training, and support services needed to succeed in the labor market and to match employers with the skilled workers to drive our economy forward.

3. Street Acceptance - Phase Two, Section Two, Heiferhorn Farms.

Approval is requested for the acceptance of that portion of Kadie Way, that portion of Galloway Lane, that portion of Holstein Hill and Brahman Place located in Phase Two, Section Two Heiferhorn Farms.

4. Consulting Services for the Tax Commissioner's Office

Approval is requested to authorize execution of an agreement with Strategic Collections & Consulting, LLC in an amount not to exceed \$27,000 to assist with the collection and reporting of current and delinquent property taxes, facilitation of tax sales, and other compliance functions for the Tax Commissioner's Office.

5. Street Acceptance – Paddock Court

Approval is requested for the acceptance of Paddock Court located in Section Six, Midland Downs.

6. Cooper Creek Pickleball Courts Donations

Approval is requested to accept all future donations for the establishment of the Cooper Creek Park Pickleball Courts for a 24-month period.

7. Donation Acceptance for the Police Department

Approval is requested to accept a donation of \$2,000 for sponsorship of the Columbus Police Department's 2nd annual Family Fun Day and other employee activities from Back the Blue, Inc, and Brassfield and Gorrie L.L.C.

8. Foosball Table Donation

Approval is requested to accept the donation of several Foosball tables from Heritage Gaming, LLC, facilitated by AFLAC, for use in Recreation Services locations throughout the city.

9. Gallops Senior Center Pool Table Donation

Approval is requested to accept the donation of a regulation-sized pool table for the Gallops Senior Center.

10. Homeland Security Grant Funding

Approval is requested for authorization to sign the grant application, associated documents to purchase a portable x-ray machine, and grant closeout documents as required by the Georgia Emergency Management Agency and Homeland Security. (Add-On)

11. PURCHASES

- A. Two (2) 2023 Ford Expeditions for Police Department Georgia Statewide Contract Cooperative Purchase
- B. Two (2) 2024 Ford Escapes for Tax Assessor's Office Georgia Statewide Contract Cooperative Purchase
- C. One (1) 2024 Chevrolet Tahoe for the Sheriff's Office Sourcewell Contract Cooperative Purchase
- D. Nine (9) 2024 Rotary Cutter Mowers for the Public Works Department Sourcewell Cooperative Contract Purchase
- E. Cardiac Monitor/Defibrillator and Accessories for Fire & EMS Department Sourcewell Cooperative Contract Purchase
- F. Three 35-Foot Heavy Duty Diesel Buses for METRA Georgia Statewide Cooperative Contract Purchase
- G. Household Recycling Carts for Public Works Sourcewell Cooperative Contract Purchase
- H. Restoration Services at Government Center
- I. Repair of Aljon Compactor for Public Works
- J. Repair of Caterpillar D6T Bulldozer for Public Works
- K. Declaration of Surplus Equipment
- L. Portable Bomb X-Ray Equipment and Accessories for Homeland Security and Sheriff's Office–Federal GSA Cooperative Purchase (Add-On)

12. <u>UPDATES AND PRESENTATIONS</u>

- A. FY24 Budget Update Coroner Buddy Bryan, Coroner, Coroner's Office & Angelica Alexander, Director, Finance
- B. FY24 Budget Update Planning Will Johnson, Director, Planning & Angelica Alexander, Director, Finance
- C. FY24 Public Update Public Works Drale Short, Director, Public Works & Angelica Alexander, Director, Finance
- D. Pools/Splash Pads Timeline Ryan Pruett Director, Inspections & Code, Holli Browder, Director, Parks & Recreation

- E. Fire/EMS Administration Update Ryan Pruett, Director, Inspections & Code
- F. ARP Fund Reallocation Pam Hodge, Deputy City Manager, Finance, Planning & Development

BID ADVERTISEMENT

DATE: August 27, 2024

August 30, 2024

1. <u>Comprehensive Inmate Healthcare Services for Muscogee County Jail (Annual Contract) – RFP No. 25-0005</u>

Scope of RFP

Columbus Consolidated Government, on behalf of the Muscogee County Sheriff's Office, is seeking proposals for the provision of healthcare services for offenders incarcerated at the Muscogee County Jail. The requested services consist of medical, dental, and mental health, as well as healthcare personnel. Medical services include but are not limited to x-ray, laboratory, and prescription drug services for a rated capacity of 1069 inmates.

The term of this contract will be for two (2) years, with the option to renew for three (3) additional twelve-month periods.

September 6, 2024

1. Auditing Services (Annual Contract) – RFP No. 25-0006

Scope of RFP

Columbus Consolidated Government is requesting proposals to establish a contract for the professional services of a Certified Public Accountant for financial and compliance audits. The contract will be for five consecutive fiscal years beginning with the fiscal year ending June 30, 2025, and ending with the fiscal year ending June 30, 2029, with an option to renew for five additional twelve-month periods.

2. Residential General Contractor Services and Housing Inspection Services for the Community Reinvestment Department II (Annual Contract) – RFP No. 25-0008 Scope of RFP

Columbus Consolidated Government (the City) invites qualified vendors to provide residential general contractor services (Option A) and housing inspection services (Option B) for rehabilitative single-family housing located throughout Columbus-Muscogee County. The Community Reinvestment Department will procure the services on an asneeded basis. **Vendors may submit proposals for one, both or all options.**

Some activities could be a U.S. Department of Housing and Urban Development (HUD) funded project which utilizes Community Development Block Grant (CDBG) funding. Contracts utilizing CDBG funding are subject to state and local laws, as well as federal regulations found in §2 CFR 200.317 through §2 CFR 300.327 and §24 CFR 570.611. Potential bidders must assure that all project activities will be administered in compliance with labor and civil rights laws and regulations for CDBG funded projects.

September 11, 2024

1. <u>Liberty Theater Re-Roofing Project – RFB No. 25-0003</u> Scope of Bid

Provide all labor, equipment and materials to remove the existing roof at the Liberty Theater and install a new fully-adhered Colonial Red FiberTite KEE fleeceback roof system (or equal), in full compliance with the project manual.

September 20, 2024

1. <u>Consulting Services for Recycling Center – RFP No. 25-0009</u> <u>Scope of RFP</u>

The Consolidated Government of Columbus, Georgia (the City) invites qualified and interested individuals or firms to provide consulting services to perform a needs assessment/recommendation. The consultant will assist with the purchasing of equipment, technology and the writing of specifications for these and other management services pertaining to the efficient operations of the City's Recycling Facility, to include the processing, sales, marketing of the single stream recycling materials.

REFERRALS:

Referrals 8.27.24

CLERK OF COUNCIL'S AGENDA

ENCLOSURES - ACTION REQUESTED

1. Email Correspondence from Ms. Nancy Anderson submitting her letter of resignation from the Animal Control Advisory Board.

2. Minutes of the following boards:

Board of Tax Assessors, #27-24 & #28-24

Board of Zoning Appeals, January 3, February 7, March 6, and April 3, 2024

Community Development Advisory Council, September 9, 2022

Land Bank Authority, February 14, April 10, June 12, and July 10, 2024

BOARD APPOINTMENTS - ACTION REQUESTED

3. MAYOR'S APPOINTMENTS- ANY NOMINATIONS MAY BE CONFIRMED FOR THIS MEETING:

A. <u>COLUMBUS IRONWORKS CONVENTION & TRADE CENTER AUTHORITY:</u>

S. Carson Cummings

(Mayor's Appointment)

Not Eligible to succeed

Term Expires: October 24, 2024

The terms are three years. Board meets bi-monthly.

Women: 1

Senatorial District 15: 1 **Senatorial District 29:** 4

B. CONVENTION & VISITORS BOARD OF COMMISSIONERS:

Sherricka Day- Interested in serving another term (Mayor's Appointment)

Eligible to succeed

Term Expires: December 31, 2024

<u>Peter Jones</u>- Interested in serving another term (Mayor's Appointment)

Eligible to succeed

Term Expires: December 31, 2024

Jaime Waters

(Mayor's Appointment)

Not Eligible to succeed

Term Expires: December 31, 2024

Mayor Henderson is nominating Alex Naik to succeed Jaime Waters.

The terms are three years. Board meets monthly.

Women: 4

Senatorial District 15: 4 **Senatorial District 29:** 5

4. <u>COUNCIL'S DISTRICT SEAT APPOINTMENT- ANY NOMINATIONS MAY BE</u> CONFIRMED FOR THIS MEETING:

A. YOUTH ADVISORY COUNCIL:

District 1 Nominee: Meagan Hatcher

5. COUNCIL APPOINTMENTS- READY FOR CONFIRMATION:

A. <u>KEEP COLUMBUS BEAUTIFUL COMMISSION:</u> Ms. Katie Franklin was nominated to fill the expired term of Mr. William Bandy. (*Councilor Tucker's nominee*) Term expires: June 30, 2026

6. <u>COUNCIL APPOINTMENTS- ANY NOMINATIONS WOULD BE LISTED FOR THE NEXT MEETING:</u>

A. ANIMAL CONTROL ADVISORY BOARD:

Channon Emery

Not Eligible to succeed

Term Expires: October 15, 2024

Open for Nominations (Council's Appointment)

Sabine Stull

(Animal Rescue Representative)

Not Eligible to succeed

Term Expired: April 11, 2024

Open for Recommendation

by Animal Rescue

(Council's Appointment)

These are two-year terms. Board meets as needed.

Women: 6

Senatorial District 15: 2 **Senatorial District 29:** 3

B. BOARD OF TAX ASSESSORS:

Todd Hammonds

(Passed Away)

Term Expires: December 31, 2029

Open for Nominations (Council's Appointment)

Councilor Crabb is nominating John Anker to fill the unexpired term of the late Todd Hammonds.

The term is six years. Board meets once a week.

Women: 3

Senatorial District 15: 1 **Senatorial District 29:** 3

C. BOARD OF WATER COMMISSIONERS:

Rodney Close

Not Eligible to succeed

Term Expires: December 31, 2024

Open for Nominations (Council's Appointment)

Councilor Thomas is nominating Oz Roberts to succeed Rodney Close.

The term is four years. Board meets monthly.

Women: 1

Senatorial District 15: 2 **Senatorial District 29:** 2

The City of Columbus strives to provide accessibility to individuals with disabilities and who require certain accommodations in order to allow them to observe and/or participate in this meeting. If assistance is needed regarding the accessibility of the meeting or the facilities, individuals may contact the Mayor's Commission for Persons with Disabilities at 706-653-4492 promptly to allow the City Government to make reasonable accommodations for those persons.