

**DAWSON COUNTY BOARD OF COMMISSIONERS
VOTING SESSION AGENDA – THURSDAY, APRIL 16, 2020
DAWSON COUNTY GOVERNMENT CENTER ASSEMBLY ROOM
25 JUSTICE WAY, DAWSONVILLE, GEORGIA 30534
TO IMMEDIATELY FOLLOW THE 4:00 PM WORK SESSION**

A. ROLL CALL

B. INVOCATION

C. PLEDGE OF ALLEGIANCE

D. ANNOUNCEMENTS

E. APPROVAL OF MINUTES

[Minutes](#) of the Work Session held on April 2, 2020

[Minutes](#) of the Voting Session held on April 2, 2020

F. APPROVAL OF AGENDA

G. PUBLIC COMMENT

H. NEW BUSINESS

1. Consideration of Updated Extension Office Memorandum of Understanding

I. PUBLIC COMMENT

J. ADJOURNMENT

**Executive Session may follow the Voting Session meeting.*

Those with disabilities who require certain accommodations in order to allow them to observe and/or participate in this meeting, or who have questions regarding the accessibility of the meeting, should contact the ADA Coordinator at 706-344-3666, extension 44514. The county will make reasonable accommodations for those persons.

**DAWSON COUNTY BOARD OF COMMISSIONERS
WORK SESSION MINUTES – APRIL 2, 2020
DAWSON COUNTY GOVERNMENT CENTER ASSEMBLY ROOM
25 JUSTICE WAY, DAWSONVILLE, GEORGIA 30534
4:00 PM**

Those present were Chairman Billy Thurmond; Commissioner Sharon Fausett, District 1; Commissioner Chris Gaines, District 2; Commissioner Tim Satterfield, District 3; Commissioner Julie Hughes Nix, District 4; County Manager David Headley; County Attorney Jeffrey Strickland; County Clerk Kristen Cloud; and interested citizens of Dawson County.

UNFINISHED BUSINESS

1. Discussion of Impact Fees (*Moved Forward from the March 19, 2020, Work Session for Additional Discussion*)- Chairman Billy Thurmond
This item was for information / discussion only.

NEW BUSINESS

1. Presentation of Updated Extension Office Memorandum of Understanding- Extension Coordinator Clark MacAllister
This item will be placed on the April 16, 2020, Voting Session Agenda.
2. Presentation of Resolution Related to School District Issuance of Bonds- County Attorney Angela Davis
This item, presented by County Attorney Strickland, will be added to the April 2, 2020, Voting Session Agenda.
3. Discussion of a Proposed Emergency Order of the Chairman of the Board of Commissioners to Implement Local Emergency Measures Related to Restaurants and Personal Contact Business Establishments- Chairman Billy Thurmond
Dr. Larry Anderson provided a local update regarding COVID-1. Attorney Joey Homans, counsel for the Dawson County Sheriff's Office, requested the board postpone action on this item until an executive order, expected to be signed by the governor on April 2, 2020, is received. Sheriff Jeff Johnson said his office has seen an increase in domestic violence and general domestic cases due to the COVID-19 situation. He requested the county's Marshal's Office be included in the enforcement portion of any COVID-19 measures implemented by the Board of Commissioners, specifically related to businesses, etc.
4. County Manager Report
This item was for information only.
5. County Attorney Report
County Attorney Strickland had no information to report.

APPROVE:

ATTEST:

Billy Thurmond, Chairman

Kristen Cloud, County Clerk

DRAFT

DAWSON COUNTY BOARD OF COMMISSIONERS
VOTING SESSION MINUTES – APRIL 2, 2020
DAWSON COUNTY GOVERNMENT CENTER ASSEMBLY ROOM
25 JUSTICE WAY, DAWSONVILLE, GEORGIA 30534
6:00 PM

ROLL CALL: Those present were Chairman Billy Thurmond; Commissioner Sharon Fausett, District 1; Commissioner Chris Gaines, District 2; Commissioner Tim Satterfield, District 3; Commissioner Julie Hughes Nix, District 4; County Manager David Headley; County Attorney Jeffrey Strickland; County Clerk Kristen Cloud; and interested citizens of Dawson County.

INVOCATION: Chairman Thurmond

PLEDGE OF ALLEGIANCE: Chairman Thurmond

ANNOUNCEMENTS:

None

APPROVAL OF MINUTES:

Motion passed 4-0 to approve the Minutes of the Work Session held on March 19, 2020. Nix/Gaines

Motion passed 4-0 to approve the Minutes of the Voting Session held on March 19, 2020. Fausett/Satterfield

Motion passed 4-0 to approve the Minutes of the Special Called Meeting held on March 26, 2020. Nix/Satterfield

APPROVAL OF AGENDA:

Motion passed 4-0 to approve the agenda with the following changes:

- Addition of Nos. 4 and 5 under New Business:
 - No. 4: Consideration of Resolution Related to School District Issuance of Bonds
 - No. 5: Consideration of a Proposed Emergency Order of the Chairman of the Board of Commissioners to Implement Local Emergency Measures Related to Restaurants and Personal Contact Business Establishments

Nix/Gaines

PUBLIC COMMENT:

None

NEW BUSINESS:

Consideration of Mutual Aid Agreement with United States Army Garrison, Fort Benning

Motion passed 4-0 to approve a Mutual Aid Agreement with the United States Army Garrison, Fort Benning. Satterfield/Fausett

Consideration of Request of Write Off of Transfer Station Bad Debt

No action was taken on this item as the Transfer Station bad debt was sent to a debt collector.

Consideration of Board Appointment:

- **Department of Family & Children Services**
 - Jennifer Wright- replacing Edwin Looper (Term: April 2020 through March 2025)

Motion passed 4-0 to approve the appointment of Jennifer Wright to the board of the Department of Family & Children Services for a term of April 2020 through March 2025. Fausett/Gaines

Consideration of Resolution Related to School District Issuance of Bonds

Chairman Thurmond read aloud a Resolution Related to School District Issuance of Bonds.

Motion passed 4-0 to approve a Resolution Related to School District Issuance of Bonds. Gaines/Fausett

Consideration of a Proposed Emergency Order of the Chairman of the Board of Commissioners to Implement Local Emergency Measures Related to Restaurants and Personal Contact Business Establishments

Chairman Thurmond read aloud a Proposed Emergency Order of the Chairman of the Board of Commissioners to Implement Local Emergency Measures Related to Restaurants and Personal Contact Business Establishments; during this time, an executive order from Georgia's governor "declaring a Public Health State of Emergency in Georgia" in relation to COVID-19 was received. The governor's order was read aloud by County Attorney Strickland. Following the reading of the governor's executive order, no action was taken on the Proposed Emergency Order of the Chairman of the Board of Commissioners to Implement Local Emergency Measures Related to Restaurants and Personal Contact Business Establishments.

PUBLIC COMMENT:

None

ADJOURNMENT:

APPROVE:

ATTEST:

Billy Thurmond, Chairman

Kristen Cloud, County Clerk



DAWSON COUNTY BOARD OF COMMISSIONERS AGENDA FORM

Department: Extension Office

Work Session: 04.02.2020

Prepared By: Clark MacAllister

Voting Session: 04.16.2020

Presenter: Clark MacAllister

Public Hearing: Yes No

Agenda Item Title: Presentation of Updated Extension Office Memorandum of Understanding

Background Information:

The Extension office is requesting the Board of Commissioners approve and sign an updated Memorandum of Understanding form from the University of Georgia Cooperative Extension State Office. The MOU has been looked over by county attorneys.

Current Information:

Budget Information: Applicable: Not Applicable: Budgeted: Yes No

Fund	Dept.	Acct No.	Budget	Balance	Requested	Remaining

Recommendation/Motion: _____

Department Head Authorization: _____

Date: _____

Finance Dept. Authorization: _____

Date: _____

County Manager Authorization: DH _____

Date: 03/25/2020

County Attorney Authorization: _____

Date: _____

Comments/Attachments:

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
DAWSON 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 Dawson 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 Dawson 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:

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. The County shall provide a suitable County Extension office with the suitability of the office to be agreed on by all parties. 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), postage, demonstration materials, janitorial service and other items necessary for the operation of an effective Extension education program.
 - a. Should the County request removal or modification of office network infrastructure deployed and/or managed by UGA Extension, the County shall coordinate with UGA Extension IT personnel prior to the removal or modification of said equipment. The County shall also coordinate with UGA Extension IT personnel prior to the addition of new network infrastructure where the existing network infrastructure has been deployed or is managed by UGA Extension.

- b. The County shall coordinate with UGA Extension IT personnel in planning for the relocation of an existing or establishment of a new Extension office where the network infrastructure and/or computing resources will be managed by UGA Extension.
 - c. The County shall allow the installation and use of client software and unrestricted access to online resources deemed necessary by UGA Extension to conduct Extension business operations and program delivery; provided, however, that, all such software shall comply with any and all County information technology policies relating to security on, and compatibility with, the County's information technology infrastructure and systems. UGA Extension and the County will jointly determine such compliance prior to installation of any such software.
2. 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 the 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.
 3. 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 Commissions 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 in the attached addendums. 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:

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 Exhibit "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 Exhibit “A”. 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. The County shall be solely responsible for the County Extension Personnel’s salary, benefits (including but not limited to health insurance), federal and state taxes, and retirement benefits.

III. AGREEMENT

1. This MOU shall take effect when it is executed by both Dawson County and UGA Extension.
2. 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.
3. This MOU may be modified by written agreement of the parties hereto.
4. This MOU may be renewed annually by letter of agreement signed by the parties hereto.
5. Neither party to this agreement will discriminate against any employee or applicant for employment because of race, color, sex, creed, national origin, age, disability, 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. By giving written notice hereunder, either party hereto shall have the right from time to time and at any time during the term of this MOU to change their respective addresses. For the purposes of this Agreement:

The address of UGA Extension is: Dawson County Extension Office
298 Academy Avenue
Dawsonville, Georgia 30534

The address of County is: Dawson County Administration
25 Justice Way, Suite 2204
Dawsonville, GA 30534

or such other address as shall be furnished by such notice to the other party.

IN WITNESS WHEREOF, County and UGA Extension have caused this MOU to be executed and attested by their duly authorized representatives, effective as stated above.

**DAWSON COUNTY, GEORGIA,
by and through its Board of Commissioners**

By: _____
Billy Thurmond, Chairman

_____ Date

Attest:

By: _____
Kristen Cloud, County Clerk

_____ Date

UGA EXTENSION

Clark MacAllister, Dawson County Extension Coordinator

_____ Date

Vice President for Public Service and Outreach, University of Georgia

_____ Date

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 Exhibit "A".

For Cooperative Direct Pay the UGA EXTENSION agrees to the following:

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.
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.

For Cooperative Direct Pay the COUNTY agrees to the following:

1. The County shall provide the agreed upon portion of the salaries and associated benefits of County Extension personnel as set forth in Exhibit "A", attached hereto and incorporated herein by reference. 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.

2. 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.
3. The County has the authority to approve or disapprove appointment recommendations of County Extension personnel.
4. The County shall notify the District Extension Director of the UGA Extension if the work of any Direct Pay County Extension staff member is unsatisfactory to the County. Any such notification shall be made in writing and shall be made in a timely manner.

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 Exhibit "A". 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.

For Cooperative Contract Pay UGA EXTENSION agrees to the following:

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 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.

For Cooperative Contract Pay the COUNTY agrees to the following:

1. 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 Exhibit "A", attached hereto and incorporated herein by reference.

2. 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.
3. The County may approve or disapprove appointment recommendations of County Extension personnel.
4. The County shall notify the District Extension Director of the UGA Extension if the work of any Contract Pay County Extension staff member is unsatisfactory to the County. Any such notification shall be made in writing and shall be made in a timely manner.

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), federal and state taxes, and retirement benefits.

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 and evaluate County Funded Extension personnel according to applicable University of Georgia and the Board of Regents policies and procedures.
4. UGA Extension shall collect, approve and transfer employee work time records to the COUNTY on a weekly or monthly basis as agreed upon.
5. 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.
4. Annual salary adjustments for County Extension personnel shall be based on County policy and consistent with such policies for other County employees.

FY 2019

COMM OF ROADS & REVENUE DAWSON CO
EMPLOYEE EARNINGS REPORT BY NAME

DATES: 07/01/2018 to 07/31/2019

MACALLISTER, ALAN CLARK

ID: 1055

CLASS: EXEMPT DEPT: 20

LOC:

*****WAGES*****

*****TAXES*****

<u>GROSS</u>	<u>FICA/ MEDI</u>	<u>STATE/ TAXABLE</u>	<u>RETIRE</u>	<u>W C</u>	<u>FED</u>	<u>FICA/MEDI</u>	<u>STATE</u>	<u>NET PAY+ OTHER DD</u>
21,124.20	21,124.20	19,856.74	21,124.20	21,124.20	1,569.86	1,616.03	854.09	15,816.76
	21,124.20	19,856.74						

FY 2019

COMM OF ROADS & REVENUE DAWSON CO
EMPLOYEE EARNINGS REPORT BY NAME

DATES: 07/01/2018 to 07/31/2019

TOTALS FOR ALL

GROSS WAGES	21,124.20
TAXABLE WAGES	19,856.74
STATE WAGES	19,856.74
LOCAL WAGES	0.00
FICA WAGES	21,124.20
MEDICARE WAGES	21,124.20
RETIREMENT WAGES	21,124.20
RETIREE WAGES	0.00
WORKERS' COMP WAGES	21,124.20
FEDERAL TAX	1,569.86
FICA/MEDICARE	1,616.03
STATE TAX	854.09
LOCAL TAX	0.00
EIC WAGES	0.00
TOTAL NET PAY	15,816.76
CHECKS & PRIMARY DEPOSITS	15,816.76
OTHER DIRECT DEPOSIT	0.00
NUMBER OF EMPLOYEES	1
NUMBER OF EMPLOYEES PAYING STATE TAX	1
NUMBER OF RETIRED EMPLOYEES	0
NON-MEMBER WAGES	0.00

FY 2019

COMM OF ROADS & REVENUE DAWSON CO
EMPLOYEE EARNINGS REPORT BY NAME

DATES: 07/01/2018 to 07/31/2019

MILLER, MARJEAN R

ID: 446

CLASS: EXEMPT DEPT: 20

LOC:

*****W A G E S*****

*****T A X E S*****

<u>GROSS</u>	<u>FICA/ MEDI</u>	<u>STATE/ TAXABLE</u>	<u>RETIRE</u>	<u>W C</u>	<u>FED</u>	<u>FICA/MEDI</u>	<u>STATE</u>	<u>NET PAY+ OTHER DD</u>
8,134.18	8,134.18	7,646.15	8,134.18	8,134.18	873.76	622.34	179.90	5,970.15
	8,134.18	7,646.15						

FY 2019

COMM OF ROADS & REVENUE DAWSON CO
EMPLOYEE EARNINGS REPORT BY NAME

DATES: 07/01/2018 to 07/31/2019

TOTALS FOR ALL

GROSS WAGES	8,134.18
TAXABLE WAGES	7,646.15
STATE WAGES	7,646.15
LOCAL WAGES	0.00
FICA WAGES	8,134.18
MEDICARE WAGES	8,134.18
RETIREMENT WAGES	8,134.18
RETIREE WAGES	0.00
WORKERS' COMP WAGES	8,134.18
FEDERAL TAX	873.76
FICA/MEDICARE	622.34
STATE TAX	179.90
LOCAL TAX	0.00
EIC WAGES	0.00
TOTAL NET PAY	5,970.15
CHECKS & PRIMARY DEPOSITS	2,720.15
OTHER DIRECT DEPOSIT	3,250.00
NUMBER OF EMPLOYEES	1
NUMBER OF EMPLOYEES PAYING STATE TAX	1
NUMBER OF RETIRED EMPLOYEES	0
NON-MEMBER WAGES	0.00