

PUTNAM COUNTY BOARD OF COMMISSIONERS

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117 Putnam Drive, Suite A ♦ Eatonton, GA 31024

Agenda

Friday, November 1, 2019 ♦ 9:00 AM

Putnam County Administration Building – Room 203

Opening

1. Welcome - Call to Order
2. Invocation - Pastor Deck Jackson
3. Pledge of Allegiance (BW)
4. Special Presentations
 - a. Presentation providing an overview of the Georgia Department of Human Services and its Division of Aging Services, Division of Child Support Services and Division of Family and Children Services
 - b. Departmental Presentation - Putnam Development Authority

Regular Business Meeting

5. Public Comments
6. Approval of Agenda
7. Consent Agenda
 - a. Approval of Minutes - October 15, 2019 Zoning Public Hearing and Regular Business Meeting (staff-CC)
8. Request to display documents of America's Law and Government in the Putnam County Courthouse (BW)
9. Approval of 2019 Budget Amendment #2 (staff-Finance)
10. Approval of Changes to the Putnam County Personnel Policy (staff-HR)

Reports/Announcements

11. County Manager Report
12. County Attorney Report
13. Commissioner Announcements

Executive Session I

14. Enter Executive Session as allowed by O.C.G.A. 50-14-4 for Personnel, Litigation, or Real Estate
15. Reopen meeting and execute Affidavit concerning the subject matter of the closed portion of the meeting
16. Action, if any, resulting from the Executive Session

Executive Session II

17. Enter Executive Session as allowed by O.C.G.A. 50-14-4 for Personnel, Litigation, or Real Estate
18. Reopen meeting and execute Affidavit concerning the subject matter of the closed portion of the meeting
19. Action, if any, resulting from the Executive Session

Closing

20. Adjournment

The Board of Commissioners reserves the right to continue the meeting to another time and place in the event the number of people in attendance at the meeting, including the Board of Commissioners, staff, and members of the public exceeds the legal limits. The meeting cannot be closed to the public except by a majority vote of a quorum present for the meeting. The board can vote to go into an executive session on a legally exempt matter during a public meeting even if not advertised or listed on the agenda. Individuals 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 or the facilities are required to contact the ADA Compliance Officer, at least three business days in advance of the meeting at 706-485-2776 to allow the County to make reasonable accommodations for those persons.

Item Attachment Documents:

- 7. Consent Agenda
 - a. Approval of Minutes - October 15, 2019 Zoning Public Hearing and Regular Business Meeting (staff-CC)

The Board of Commissioners reserves the right to continue the meeting to another time and place in the event the number of people in attendance at the meeting, including the Board of Commissioners, staff, and members of the public exceeds the legal limits. The meeting cannot be closed to the public except by a majority vote of a quorum present for the meeting. The board can vote to go into an executive session on a legally exempt matter during a public meeting even if not advertised or listed on the agenda. Individuals 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 or the facilities are required to contact the ADA Compliance Officer, at least three business days in advance of the meeting. 5-2776 to allow the County to make reasonable accommodations for those persons.

Item #7.

PUTNAM COUNTY BOARD OF COMMISSIONERS



117 Putnam Drive, Suite A ♦ Eatonton, GA 31024

Minutes

Tuesday, October 15, 2019 ♦ 6:30 PM

Putnam County Administration Building – Room 203

The Putnam County Board of Commissioners met on Tuesday, October 15, 2019 at approximately 6:30 PM in the Putnam County Administration Building, 117 Putnam Drive, Room 203, Eatonton, Georgia.

PRESENT

- Chairman Billy Webster
- Commissioner Kelvin Irvin
- Commissioner Daniel Brown
- Commissioner Bill Sharp
- Commissioner Trevor Addison

STAFF PRESENT

- County Attorney Barry Fleming
- County Manager Paul Van Haute
- Deputy County Manager Lisa Jackson
- County Clerk Lynn Butterworth

Opening

1. Welcome - Call to Order

Chairman Webster called the meeting to order at approximately 6:30 p.m.
(Copy of agenda made a part of the minutes on minute book page _____.)

2. Invocation

Pastor James Smith of Wesley Chapel United Methodist Church gave the invocation.

3. Pledge of Allegiance (TA)

Commissioner Addison led the Pledge of Allegiance.

Item #7.

Zoning Public Hearing

4. Request by Joe and Teresa Huey to rezone 14.81 acres at 169 Denham Road from AG-1 to AG-2 [Map 074, Parcel 044, District 2] (staff-P&D)

Mrs. Teresa Huey spoke in support of this request. No one signed in to speak against this item. Planning and Development Staff recommendation was for approval with the following condition: (1) this rezoning shall be conditioned upon the resurveying and recordation of the plat as stated in Section 66-165 (e)(3) of the Putnam County Code of Ordinances.

Motion to approve the request by Joe and Teresa Huey to rezone 14.81 acres at 169 Denham road from AG-1 to AG-2 [Map 074, Parcel 044] with the following condition: (1) this rezoning shall be conditioned upon the resurveying and recordation of the plat as stated in Section 66-165 (e)(3) of the Putnam County Code of Ordinances.

Motion made by Commissioner Brown, Seconded by Commissioner Addison.

Voting Yea: Commissioner Irvin, Commissioner Brown, Commissioner Sharp, Commissioner Addison

5. Request by Jack J. Minchey Sr. to rezone 9.33 acres at 437 Old Phoenix Road from AG-1 to AG-2 [Map 095, Parcel 032, District 2] (staff-P&D)

Mr. Jack Minchey spoke in support of this request. No one signed in to speak against this item. Planning and Development Staff recommendation was for approval with the following condition: (1) this rezoning shall be conditioned upon the resurveying and recordation of the plat as stated in Section 66-165 (e)(3) of the Putnam County Code of Ordinances.

Motion to approve the request by Jack J. Minchey Sr. to rezone 9.33 acres at 437 Old Phoenix Road from AG-1 to AG-2 [Map 095, part of Parcel 032] with the following condition: (1) this rezoning shall be conditioned upon the resurveying and recordation of the plat as stated in Section 66-165 (e)(3) of the Putnam County Code of Ordinances.

Motion made by Commissioner Brown, Seconded by Commissioner Irvin.

Voting Yea: Commissioner Irvin, Commissioner Brown, Commissioner Sharp, Commissioner Addison

6. Request by James P. Key to rezone 3.00 acres at 121 Crooked Creek Drive from R-2 to C-1 [Map 110D, Parcel 045, District 3] (staff-P&D) **REQUEST TO WITHDRAW WITHOUT PREJUDICE**

Items 6-9 were handled together.

Mr. & Mrs. Key requested to withdraw without prejudice their requests to rezone 3.00 acres at 121 Crooked Creek Drive, 2.46 acres at 119 Crooked Creek Drive, 3.07 acres at 1127 Crooked Creek Road, and 1.19 acres at 1117 Crooked Creek Road from R-2 to C-1.

The following spoke in opposition of the original rezoning requests: Wanda Sebald, Bettina Hutchings, Nickie Wells, Donna Schreiber, Charlene Gilliam, James Schreiber, Merle Sebald, Chad Hudgins, and Sarah Cook.

Planning & Development Staff recommendation originally was for denial of the rezoning requests but is now to approve the request with withdraw without prejudice.

Item #7.

Motion to accept the request to withdraw without prejudice the following rezoning requests: (1) 3.00 acres at 121 Crooked Creek Drive from R-2 to C-1 [Map 110D Parcel 045], (2) 2.46 acres at 119 Crooked Creek Drive from R-2 to C-1 [Parcel 110D, Parcel 046], (3) 3.07 acres at 1127 Crooked Creek Road from R-2 to C-1 [Map 110D, Parcel 047], and (4) 1.19 acres at 1117 Crooked Creek Road [Map 110D, Parcel 049] from R-2 to C-1.

Motion made by Commissioner Sharp, Seconded by Commissioner Addison.

Voting Yea: Commissioner Irvin, Commissioner Brown, Commissioner Sharp, Commissioner Addison

7. Request by James P. Key to rezone 2.46 acres at 119 Crooked Creek Drive from R-2 to C-1 [Map 110D, Parcel 046, District 3] (staff-P&D) **REQUEST TO WITHDRAW WITHOUT PREJUDICE**

See item #6

8. Request by James P. Key to rezone 3.07 acres at 1127 Crooked Creek Road from R-2 to C-1 [Map 110D, Parcel 047, District 3] (staff-P&D) **REQUEST TO WITHDRAW WITHOUT PREJUDICE**

See item #6

9. Request by James P. Key to rezone 1.19 acres at 1117 Crooked Creek Road from R-2 to C-1 [Map 110D, Parcel 049, District 3] (staff-P&D) **REQUEST TO WITHDRAW WITHOUT PREJUDICE**

See item #6

Regular Business Meeting

10. Public Comments

None

11. Approval of Agenda

Motion to approve the Agenda.

Motion made by Commissioner Addison, Seconded by Commissioner Sharp.

Voting Yea: Commissioner Irvin, Commissioner Brown, Commissioner Sharp, Commissioner Addison

12. Consent Agenda

- a. Approval of Minutes - October 4, 2019 Regular Meeting (staff-CC)
- b. Approval of Minutes - October 4, 2019 Executive Session (staff-CC)
- c. Ratification of Appointments to the 2020 Census Complete Count Committee (BW)
(John Sprague-Williams and Lucille Crawford)

Motion to approve the Consent Agenda.

Motion made by Commissioner Addison, Seconded by Commissioner Irvin.

Voting Yea: Commissioner Irvin, Commissioner Brown, Commissioner Sharp, Commissioner Addison

Item #7.

Reports/Announcements

13. County Manager Report

Deputy County Manager Jackson reported that on October 9th representatives from EPD met with Baldwin, Putnam, Jones and Jasper counties to review the Upper Oconee Water Shed Flood Plain Maps. Many areas are proposed to change, and all of the Putnam County maps will change. The proposed maps are available for review. It is expected to be 2022 before the maps are approved. Chairman Webster set a work session for December 6th following our regular business meeting to discuss and review the maps. The Eatonton City Council will be invited as well as representatives from EPD and or DNR.

County Manager Van Haute reported the Sheriff Sills sent an email today regarding a review of the Comprehensive plan and the Hazardous Mitigation plan. He plans to start the process at the end of this month.

14. County Attorney Report

None

15. Commissioner Announcements

Commissioner Irvin: none

Commissioner Brown: none

Commissioner Sharp: congratulated the Putnam County High School students that decorated the doors for breast cancer awareness month.

Commissioner Addison: none

Chairman Webster: none

Closing

16. Adjournment

Motion to adjourn the meeting

Motion made by Commissioner Irvin, Seconded by Commissioner Sharp.

Voting Yea: Commissioner Irvin, Commissioner Brown, Commissioner Sharp,

Commissioner Addison

Meeting adjourned at approximately 7:20 p.m.

ATTEST:

Lynn Butterworth
County Clerk

Billy Webster
Chairman

Item #7.

Item Attachment Documents:

8. Request to display documents of America's Law and Government in the Putnam County Courthouse (BW)

The Board of Commissioners reserves the right to continue the meeting to another time and place in the event the number of people in attendance at the meeting, including the Board of Commissioners, staff, and members of the public exceeds the legal limits. The meeting cannot be closed to the public except by a majority vote of a quorum present for the meeting. The board can vote to go into an executive session on a legally exempt matter during a public meeting even if not advertised or listed on the agenda. Individuals 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 or the facilities are required to contact the ADA Compliance Officer, at least three business days in advance of the meeting. 5-2776 to allow the County to make reasonable accommodations for those persons.

Item #8.

Ten Commandments - Georgia, Inc.

Overview

Ten Commandments-Georgia, INC is a non-profit, grassroots organization committed to the task of locating, educating, and motivating citizens to acknowledge God through knowing, obeying, and displaying the Ten Commandments thereby, restoring a common moral code based upon God's laws and the founding philosophy of our country.

Our Mission

To educate Georgians by distributing a copy of the Ten Commandments to every home in the state, encouraging the public display of historical documents that inform citizens of our country's biblical heritage and by communicating to citizens the importance of their First Amendment rights.

To locate a person in every county of the state who would serve as a Ten Commandments Georgia Representative. These representatives will serve as contact persons who will facilitate the work of TC-Ga in that particular area.

Our Purpose

Our hope is to see a renewed interest in:

- **Knowing** what the Ten Commandments are
- **Obeying** the Ten Commandments in everyday life
- **Displaying** the Ten Commandments in our homes, churches, businesses and public buildings

Our Goal

Our all encompassing goal is to see in our day a restoration of a common moral code based upon God's laws, The Ten Commandments. A restoration that will make our families happier, our neighborhood safer, and our government more just.

PREPARED REMARKS

DR. JODY HICE, PRESIDENT, TEN COMMANDMENTS – GEORGIA, INC.

My friends, my fellow Americans,
my fellow Georgians:

We have come to the steps of our capitol to deliver a strong message to our elected representatives – both those in this building and our federal legislators in Washington – and this is our message:

- **We are people of faith who reverence God.**
- **We are people of faith who acknowledge God.**
- **We are people who love liberty, including freedom of religious expression.**
- **We are people who support the Constitution of the United States as written by our Founders.**
- **We are people who believe in a constitutional republic form of government with its unique system of checks and balances.**

And we are no longer going to tolerate the relentless assault on our God, our faith, and our freedom by the ACLU and by tyrannical federal judges!

Therefore, we **demand** that our elected officials fulfill their oaths to uphold the Constitution by supporting legislation that will restore our Republic by **limiting the jurisdiction of the federal judiciary.**

Because the pattern of arrogance, abusiveness, and arbitrary behavior by activist, left-wing, anti-God, anti-Christian judges who are hostile to our faith and our values, is so compellingly clear, we will not allow our elected officials to delay, to equivocate, and to merely do “lip service” to the cause of freedom and justice.

Let there be no doubt that millions of Americans are with us in spirit today. And let there be no doubt, that millions of registered, informed, and motivated voters are going to hold elected officials – from city councils members to county commissioners, from state legislators to Congressmen and Senators, from the Governor here in Georgia to President Bush – **accountable, not for what they say, but for what they do or fail to do.**

My friends, if we are to experience a New Birth of Freedom in America – and we must – it is not going to come from the federal bench or from professional politicians, it is going to come from ordinary men

and women like you and me who have decided that enough is enough and we want our country back!

For over two and a quarter centuries, America's heritage has been the twin pillars of faith and freedom. As long as there is the breath of life in me, I intend to see that it remains so, for the sake of my children and my grandchildren and for many generations of Americans yet unborn.

Ladies and gentlemen, you and I are not politicians; we are just regular folks who work hard every day, do our best to live right, treat our neighbors right, love our families, worship God, and love our country. *But we have a conviction in our soul that it is now up to us to make a difference.*

We must keep the light of freedom burning in America. We must save our land from being pulled into the dark midnight of a chilling, oppressive tyranny imposed by judges who ignore our Constitution and steal our liberties with the flow of ink from their pens as they sign more and more decrees that come from their own philosophies.

These are judges who forget justice. These are judges who have

abandoned their oath. These are judges who pervert the Constitution and usurp the powers of the legislative and executive branches of government and who usurp the powers of the individual states.

These judges in their elitist arrogance presume to tell us that there is no room for the acknowledgement of God in the public institutions of this nation. They tell us that we can have all of the freedom of religion we want in private. But they want to silence us in the public arena. They want to relegate us to the four walls of the church. They want to build for us a stained glass prison.

My friends, part of the problem in America today is the result of the church having abdicated its responsibility to be “salt and light” in our society. You know it and, I know it. But, from this day forth, I am calling upon people of faith to get actively involved in the political process.

Are we going to communicate with our officials? Are we going to vote? Are we going to register others to vote? Are we going to be diligent in monitoring how our public officials vote and the decisions they make about publicly acknowledging God and the Ten Commandments as

the very foundation of America's system of law and justice? Are we going to hold them accountable? Yes, we are!

As president of Ten Commandments – GA I am today calling upon the members of the Georgia General Assembly to have the courage to stand up to renegade federal judges who pervert the Constitution.

Legislators, we expect you to be men and women of character who are not afraid, ashamed or reluctant to make Almighty God part of public life in Georgia.

Fully confident that 80% of Georgians, agree that it is appropriate to honor God and to publicly Display the Ten Commandments, I call upon members of the Georgia Congressional Delegation to support legislation to limit The jurisdiction of federal judges.

As your constituents, we are saying to you that we are sick and tired of having our country and its religious heritage and its freedoms hijacked by a judicial terrorists.

We are sick and tired of being lorded over by federal judges who despise and mock our values,

demean our faith, and steal our liberty. Senators and Representatives, we know the Constitution gives you authority to act. And we are telling you that you have an obligation to act.

The recent decision by Federal Judge William O'Kelley against Habersham County's right to display the Ten Commandments is a disgrace! To believe his ruling is correct, one must also believe that for 200 plus years prominent Americans were incorrect.

According to Judge O'Kelley, the men who wrote the Constitution neither knew what it meant or what is said. His decision dishonors our forefathers and our Constitution. This is alarming!

If he is unable to read and understand the First Amendment, then he is obviously incapable of fulfilling his position as judge. Either he is incapable of understanding it, or his biased opinion is so strong that he refuses to accept it. Either way, if he has any integrity regarding the oath he took to uphold the Constitution, he ought to resign due to his outright refusal to abide by it.

Item #8. with certain other judges, are challenging the

people of this country to a contest. Together, we must send a message to Congress that they have appointed a judge in our area whose opinions and rulings are hostile to the beliefs and morals of our communities, and we want him removed.

Ladies and gentlemen, thank you for being here. God bless you. And God bless America.



Dr. Jody Hice, Pastor of Bethlehem First Baptist Church, Barrow County, GA is one of the founders of TC-GA and serves as its President.

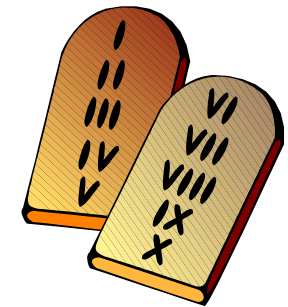
**Ten Commandments ~ GA, Inc.
P.O. Box 941
Hartwell, GA 3043**

1-888-STAND-4-GA

**Visit us on the web at
<http://www.thoushalt.org>**

A Call to

ACTION & Accountability



**Dr. Jody Hice
President**

Ten Commandments ~ GA

**Text of speech originally given
November 22, 2003**



Placing Historical Documents in Georgia's Public Buildings

Governor Nathan Deal Signs Amended Historical Display Law



(L-R: Mike Griffin, Sen Bill Heath, Rep Tommy Benton, Gov Nathan Deal, Jody Hice, Suzanne Hudgens and Insurance Commissioner Ralph Hudgens)

Item #8.



TEN COMMANDMENTS-GA PRESS RELEASE 05/08/2012

"Governor Nathan Deal Signs Amended Historical Display Law"

Yesterday afternoon (**May 7, 2012**) Georgia Governor Nathan Deal held a bill signing ceremony for HB 766. The new law amends a 2006 law that allowed the posting of 9 historical documents, including a copy of the Ten Commandments, in Courthouses. The new law allows **"The Foundations of American Law & Government Display"** to be posted in 'all' public buildings!
http://www1.legis.ga.gov/legis/2011_12/sum/hb766.htm

Dr. Jody Hice, President and founder of Ten Commandments Ga commends Governor Nathan Deal, Representative Tommy Benton, and Senator Bill Heath (bill sponsors) for recognizing the importance of these documents and the need to communicate them to all Georgians. Dr. Hice went on to say that he thought **"the legislation passed this year should serve as a model for all 50 states. The country should recognize what we have done here and try to duplicate it over and over again!"**

Twenty two counties in Georgia have already displayed the documents that Gov. Sonny Perdue signed into law on July 1, 2006. http://www.legis.state.ga.us/legis/2005_06/fulltext/hb941.htm These displays are paving the way for communities to further educate their citizens regarding historical facts about our country's founding.

"The Foundations of American Law & Government Display" is being made available through the ministry of **Ten Commandments-GA, Inc.** We serve as a resource for private citizens, churches, civic clubs and organizations to purchase these documents and to present them for approval to their local governing boards, commissions and councils. TC-GA has beautifully designed to legal specifications the nine piece historical display. You may view these unique designs by logging on to www.TenCommandmentsGa.org.

The following documents may now be legally posted in local government buildings:

1. The Ten Commandments
2. The Mayflower Compact, 1620
3. The Declaration of Independence
4. Magna Carta
5. 'The Star-Spangled Banner' by Francis Scott Key
6. The National Motto: "In God We Trust"
7. The Preamble to the Georgia Constitution
8. The Bill of Rights of the United States Constitution
9. The description on the image of Lady Justice

These documents may be acquired by contacting TC-GA on the web, by calling **706-376-0154**, or by mail at **TC-GA, P.O. Box 941, Hartwell, GA 30643**. For more information you may contact:

Mike Griffin
 Executive Director, Ten Commandments-GA
mike@TenCommandmentsGA.org
 706-436-2646

Item #8.



“The Foundations of American Law & Government Display”

The nine-piece historical display is uniquely designed just for this project. They are beautifully displayed in a (18' x 24") wood frame according to the specifications of Georgia's law.



Bill of Rights



Declaration of Independence



Preamble to the Georgia Constitution



Lady Justice



The Magna-Carta



The Mayflower Compact



National Motto

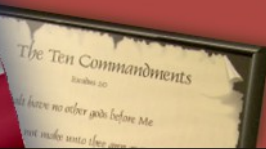


The Star Spangled Banner



The Ten Commandments

Item #8.



Restoring Georgia's Moral Conscience

The Ten Commandments

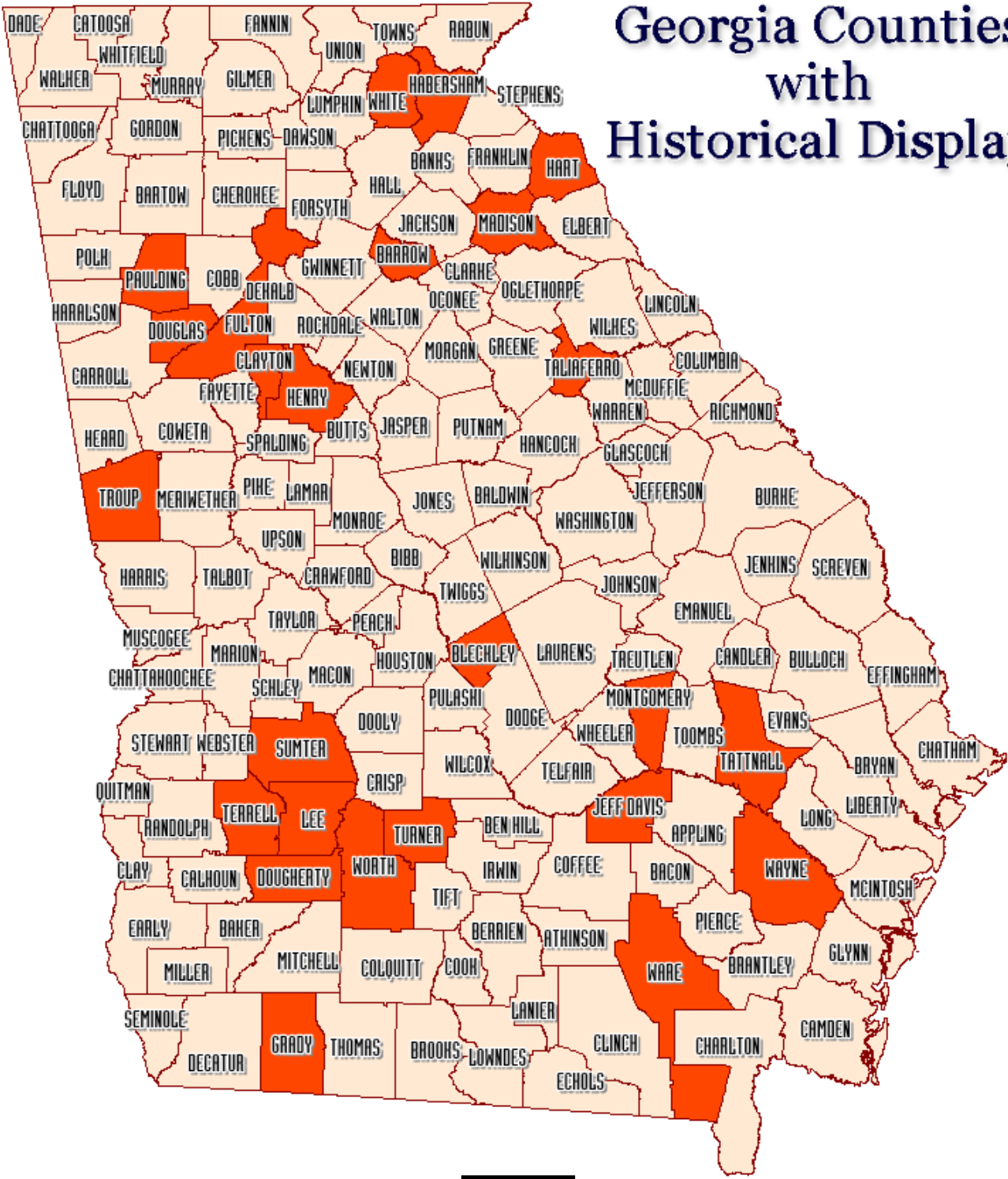
Exodus 20

- I
Thou shalt have no other gods before Me
- II
Thou shalt not make unto thee any graven image
- III
Thou shalt not take the name of the Lord thy God in
vain, for the Lord will not hold him guiltless that taketh
His name in vain
- IV
Remember the Sabbath day, to keep it holy
- V
Honor thy father and thy mother, that thy days may be
long upon the land which the Lord thy God giveth thee
- VI
Thou shalt not murder
- VII
Thou shalt not commit adultery
- VIII
Thou shalt not steal
- IX
Thou shalt not bear false witness against thy neighbor
- X
Thou shalt not covet

Item #8.



Georgia Counties with Historical Display



Item #8.



“The Foundations of American Law & Government Display”

Current Displays

	County	Location	Date
1	Wayne County	Odum Community Center	May 20, 2007
2	Hart County	Hartwell City Hall	September 2007
3	Clayton County	Courthouse	September 20, 2007
4	Bleckley County	Courthouse	November 2007
5	Dougherty County	Courthouse	November 2007
6	Barrow County	Courthouse Annex	November 27, 2007
7	Douglas County	Courthouse	December 4, 2007
8	Worth County	Courthouse	February 5, 2008
9	Turner County	Courthouse	February 15, 2008
10	Lee County	Courthouse	February 28, 2008
11	White County	Courthouse	May 7, 2009
12	Madison County	County Complex	October 26, 2009
13	Sumter County	Courthouse	February 19, 2010
14	Terrell County	Courthouse	March 2, 2010
15	Henry County	Locust Grove City Hall	April 2010
16	Grady County	Courthouse	June 2010
17	Ware County	Courthouse	July 2010
18	Paulding County	Courthouse	August 2010
19	Habersham County	Clarksville City Hall	September 26, 2010
20	Tattnall County	Courthouse	2010
21	Taliaferro County	Courthouse Annex	January 2011
22	Jeff Davis County	Courthouse	June 20, 2011
23	Montgomery County	Brewton-Parker College	2010
24	Troup County	Courthouse	2012
25	Fulton County	Georgia State Capitol	2012

Item #8.



INSTRUCTIONS

1. Get 12 people to contribute \$100.00 or more toward the project.
(or 24 to contribute \$50)
2. Get commitments from donors that they will donate if the commissioners agree to the hanging of documents.
3. Appear before the board of commissioners and present the law which authorizes the documents, and also a list of the counties in which documents have been hung.
4. After approval of commissioners, collect the money, and order the documents.

The complete nine-piece set may now be purchased from TC-GA for a suggested contribution of just \$1195.00 plus any shipping that may be needed. Please [contact us](#) for more information on getting a set for your community.

On the web: <http://tencommandmentsga.org>,

By calling: **706-376-0154**

By mail at: **TC-GA
P O Box 941
Hartwell, GA 30643.**

For more information you may contact:
Mike Griffin
Executive Director, Ten Commandments-GA
mike@TenCommandmentsGA.org
706-436-2646

5. Hang documents in courthouse.

Item #8.

House Bill 941 (AS PASSED HOUSE AND SENATE)

By: Representatives Benton of the 31st, England of the 108th, Bearden of the 68th, Mosley of the 178th, Maddox of the 172nd, and others

A BILL TO BE ENTITLED
AN ACT

1 To amend Article 3 of Chapter 13 of Title 45 of the Official Code of Georgia Annotated,
2 relating to the Division of Archives and History, so as to make legislative findings; to
3 authorize the display of certain historical documents as part of the foundation of American
4 law and government; to provide for a context for the historical documents; to provide for
5 related matters; to repeal conflicting laws; and for other purposes.

6 BE IT ENACTED BY THE GENERAL ASSEMBLY OF GEORGIA:

7 **SECTION 1.**

8 Article 3 of Chapter 13 of Title 45 of the Official Code of Georgia Annotated, relating to the
9 Division of Archives and History, is amended by adding a new Code Section 45-13-51 to
10 read as follows:

11 "45-13-51.

12 (a) The General Assembly finds and determines:

13 (1) The General Assembly has directed the Division of Archives and History of the State
14 of Georgia to encourage the study of historical documents;

15 (2) There is a need to educate and inform the public about the history and background
16 of American law;

17 (3) The public courthouses and judicial facilities of this state are an ideal forum in which
18 to display educational and informational material about the history and background of
19 American law; and

20 (4) A basic knowledge of American constitutional history is important to the formation
21 of civic virtue in our society;

22 (b) Each municipality and political subdivision of this state shall be authorized to post the
23 Foundations of American Law and Government display, as described in subsection (c) of
24 this Code section, in a visible, public location in the judicial facilities of such municipality
25 or political subdivision.

26 (c) The Foundations of American Law and Government display shall include:

H. B. 941

- 1 -

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- 1 (1) The Mayflower Compact, 1620;
 2 (2) The Ten Commandments as extracted from Exodus Chapter 20;
 3 (3) The Declaration of Independence;
 4 (4) Magna Carta;
 5 (5) 'The Star-Spangled Banner' by Francis Scott Key;
 6 (6) The national motto;
 7 (7) The Preamble to the Georgia Constitution;
 8 (8) The Bill of Rights of the United States Constitution; and
 9 (9) The description on the image of Lady Justice.
 10 (d) Public displays of the Foundations of American Law and Government shall contain the
 11 documents set forth in paragraphs (1) through (9) of subsection (c) of this Code section
 12 together with a context for acknowledging formative, historically significant documents
 13 in America's heritage as follows:

14 ***FOUNDATIONS OF AMERICAN LAW AND GOVERNMENT DISPLAY***

15 The Foundations of American Law and Government display contains documents that
 16 played a significant role in the foundation of our system of law and government. The display
 17 contains (1) the Mayflower Compact; (2) the Ten Commandments; (3) the Declaration of
 18 Independence; (4) Magna Carta; (5) 'The Star-Spangled Banner'; (6) the national motto of
 19 the United States of America; (7) the Preamble to the Georgia Constitution; (8) the Bill of
 20 Rights of the United States Constitution; and (9) a picture of Lady Justice.

21 ***The Mayflower Compact***

22 The Mayflower Compact was penned by William Bradford on November 11, 1620, on the
 23 *Mayflower* before the Pilgrims made landfall at Plymouth, Massachusetts. The Compact was
 24 the first written constitution in the New World. William Bradford described the reasoning
 25 behind the Compact when he stated in the Compact, 'This day, before we came to harbour,
 26 observing some not well affected to unity and concord, but gave some appearance of faction,
 27 it was thought good there should be an association and agreement, that we should combine
 28 together in one body, and to submit to such government and governors as we should by
 29 common consent agree to make and choose, and set our hands to this that follows, word for
 30 word.'

1 *The Ten Commandments*

2 The Ten Commandments have profoundly influenced the formation of Western legal
3 thought and the formation of our country. That influence is clearly seen in the Declaration
4 of Independence, which declared that 'We hold these truths to be self-evident, that all men
5 are created equal, that they are endowed by their Creator with certain unalienable Rights, that
6 among these are Life, Liberty, and the pursuit of Happiness.' The Ten Commandments
7 provide the moral background of the Declaration of Independence and the foundation of our
8 legal tradition.

9 *The Declaration of Independence*

10 Perhaps the single most important document in American history, the Declaration of
11 Independence was, as Abraham Lincoln stated, the 'frame' into which the Framers placed the
12 Constitution. The Declaration's fundamental premise is that one's right to 'Life, Liberty and
13 the pursuit of Happiness' is not a gift of government. Government is not a giver of rights,
14 but a protector of God-given rights. Moreover, government is a creation of 'the governed'
15 and derives all its power from the consent of its people. As the Preamble to the United States
16 Constitution states, 'We the People' are the government.

17 *Magna Carta*

18 In 1215, King John of England consented to the demands of his barons and agreed for
19 Magna Carta to be publicly read throughout the land. By this act he bound himself and 'our
20 heirs, in all things and all places for ever' to grant to the people of his kingdom the rights
21 pronounced in Magna Carta. By signing Magna Carta, King John brought himself and
22 England's future rulers within the rule of law. The rule of law places a restraint on the
23 exercise of arbitrary government power, and it places all people and civil government under
24 law. The American patriots, therefore, waged war against England to preserve liberties
25 originating in thirteenth century England. A distinction, however, is noted between Magna
26 Carta and the American concept of liberty. While Magna Carta is a guarantee from a king
27 that he will follow the law, the Constitution of the United States is the establishment of a
28 government consisting of, and created for, 'We the People.'

1 ***'The Star-Spangled Banner'***

2 Guarding the entrance to Baltimore harbor via the Patapsco River during the War of 1812,
 3 Fort McHenry faced almost certain attack by British forces. Major George Armistead, the
 4 stronghold's commander, was ready to defend the fort, but he wanted a flag that would
 5 identify his position, one whose size would be visible to the enemy from a distance. The flag
 6 that was made for the fort was 30 feet by 42 feet. Anxiously awaiting news of the battle's
 7 outcome was a Washington, D.C., lawyer named Francis Scott Key. Key had visited the
 8 enemy's fleet to secure the release of a Maryland doctor who had been abducted by the
 9 British after they left Washington. The lawyer had been successful in his mission, but he
 10 could not escort the doctor home until the attack ended. So he waited on a flag-of-truce
 11 sloop anchored eight miles downstream from Fort McHenry.

12 During the night, there had been only occasional sounds of the fort's guns returning fire.
 13 At dawn, the British bombardment tapered off. Had the fort been captured? Placing a
 14 telescope to his eye. Key trained it on the fort's flagpole. There he saw the large garrison
 15 flag catch the morning breeze. It had been raised as a gesture of defiance, replacing the wet
 16 storm flag that had flown through the night. Thrilled by the sight of the flag and the
 17 knowledge that the fort had not fallen, Key took a letter from his pocket and began to write
 18 some verses on the back of it. Later, after the British fleet had withdrawn, Key checked into
 19 a Baltimore hotel and completed his poem on the defense of Fort McHenry. He then sent it
 20 to a printer for duplication on handbills, and within a few days the poem was put to the music
 21 of an old English song. Both the new song and the flag became known as 'The Star-Spangled
 22 Banner' and became a rallying cry for the American Patriots during the rest of the war.

23 ***The National Motto***

24 The motto was derived from the line 'And this be our motto, "In God is our trust"' in the
 25 U.S. national anthem, 'The Star-Spangled Banner.' The phrase first appeared on U.S. coins
 26 in 1864 and became obligatory on all U.S. currency in 1955. In accordance with Public Law
 27 No. 851 passed at the Second Session of the 84th Congress of the United States, July 30,
 28 1956, the national motto of the United States became "In God We Trust."

29 ***The Preamble to the Georgia Constitution***

30 The Preamble to the Georgia Constitution celebrates the ideas of free government, justice,
 31 peace, happiness, and liberty. Government is a creation of 'the governed' and derives all its

1 power from the consent of its people. The people, therefore, desiring a civilized society,
2 created and ordained the Constitution of the State of Georgia.

3 *The Bill of Rights of the United States Constitution*

4 During the debates on the adoption of the U.S. Constitution, its opponents repeatedly
5 charged that the Constitution as drafted would open the way to tyranny by the central
6 government. Fresh in their minds was the memory of the British violation of civil rights
7 before and during the Revolution. They demanded a 'bill of rights' that would spell out the
8 immunities of individual citizens. Several state conventions in their formal ratification of the
9 Constitution asked for such amendments; others ratified the Constitution with the
10 understanding that the amendments would be offered. The Bill of Rights is still a vital and
11 powerful force in American government, shaping our laws and serving as a check on the
12 exercise of government power.

13 *Lady Justice*

14 Lady Justice has become a symbol of the fair and equal administration of the law, without
15 corruption, avarice, prejudice, or favor. The blindfold represents a system of justice that is
16 blinded to all prejudices or favor. The scales represent justice that is administered fairly and
17 the sword represents justice that is authoritative. Lady Justice is a symbol of the American
18 system of justice and the ideals it embodies.

19 (e) All documents which are included in the Foundations of American Law and
20 Government displays shall be posted on paper not less than 11 x 14 inches in dimension
21 and shall be framed in identically styled frames. No one document shall be displayed more
22 prominently than another.

23 (f) In no event shall any state funding be used for a display of the Foundations of
24 American Law and Government."

25 **SECTION 3.**

26 All laws and parts of laws in conflict with ths Act are repealed.

House Bill 766 (AS PASSED HOUSE AND SENATE)

By: Representatives Benton of the 31st, England of the 108th, Burns of the 157th, Meadows of the 5th, Ramsey of the 72nd, and others

A BILL TO BE ENTITLED
AN ACT

1 To amend Article 3 of Chapter 13 of Title 45 of the Official Code of Georgia Annotated,
2 relating to the Division of Archives and History, so as to revise the provisions of law
3 regarding Foundations of American Law and Government displays; to extend the locations
4 in which such displays may appear; to provide for related matters; to repeal conflicting laws;
5 and for other purposes.

6 BE IT ENACTED BY THE GENERAL ASSEMBLY OF GEORGIA:

7 **SECTION 1.**

8 Article 3 of Chapter 13 of Title 45 of the Official Code of Georgia Annotated, relating to the
9 Division of Archives and History, is amended by revising subsections (a) and (b) of Code
10 Section 45-13-51, relating to study of historical documents and public displays of the
11 Foundations of American Law and Government, as follows:

12 "(a) The General Assembly finds and determines:

13 (1) The General Assembly has directed the Division of Archives and History of the State
14 of Georgia to encourage the study of historical documents;

15 (2) There is a need to educate and inform the public about the history and background
16 of American law;

17 (3) The public ~~courthouses and judicial facilities~~ buildings of this state are an ideal forum
18 in which to display educational and informational material about the history and
19 background of American law; and

20 (4) A basic knowledge of American constitutional history is important to the formation
21 of civic virtue in our society;

22 (b) ~~Each~~ The state and each municipality and political subdivision of this state shall be
23 authorized to post the Foundations of American Law and Government display, as described
24 in subsection (c) of this Code section, in a visible, public location in the ~~judicial~~ public
25 facilities of the state and such municipality or political subdivision."

H. B. 766

- 1 -

Item #8.

26

SECTION 2.

27 All laws and parts of laws in conflict with this Act are repealed.

Item Attachment Documents:

9. Approval of 2019 Budget Amendment #2 (staff-Finance)

The Board of Commissioners reserves the right to continue the meeting to another time and place in the event the number of people in attendance at the meeting, including the Board of Commissioners, staff, and members of the public exceeds the legal limits. The meeting cannot be closed to the public except by a majority vote of a quorum present for the meeting. The board can vote to go into an executive session on a legally exempt matter during a public meeting even if not advertised or listed on the agenda. Individuals 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 or the facilities are required to contact the ADA Compliance Officer, at least three business days in advance of the meeting. **Item #9.** 5-2776 to allow the County to make reasonable accommodations for those persons.

2019 Budget Amendment #2

	Increase (Decrease) to Current Budget	Total
Taxes:		685,425
Real Property Tax	77,260	
Title Ad Valorem Tax	145,845	
Intangible Tax	30,440	
Real Estate Transfer Tax	13,690	
Local Option Sales Tax	418,190	
License & Permits (Building Permits-City)		7,305
Intergovernmental (Timber Sales in Lieu Tax)		10,600
Charges for Services:		62,555
Commissions - Taxes	17,245	
Ambulance Services	16,500	
Golf Course Fees	20,170	
Recreation Concessions	8,640	
Fines:		105,195
Fines Superior Court	7,390	
Fines State Court	91,315	
Fines Juvenile Court	2,125	
Fines State Court	4,365	
Interest & Miscellaneous:		100,205
Interest Earned	74,170	
Rental Income	4,400	
Reimb - Damaged Property	740	
Miscellaneous Revenue	20,895	
Transfer From Other Funds		9,775
Appropriation from Fund Balance		(1,034,036)
Total General Fund Revenue Adjustment		(52,976)
General Fund Expenditures:		
Finance Department	(12,000)	
Probate Court	12,000	
Fire Stations & Rescue	26,335	
Ambulance Service	(11,335)	
Emergency Management	(15,000)	
General Administration	(21,656)	
Tax Assessor	(24,300)	
Risk Management	(14,835)	
Public Transit System	7,815	
Total General Fund Expenditure Adjustment		(52,976)

Item #9.

2019 Budget Amendment #2

	Increase (Decrease) to Current Budget	Total
Jail Fund - Revenues		8,660
Drug Abuse Education & Treatment Fund - Revenues		9,400
Drug Abuse Education & Treatment Fund - Expenditures		9,400
Special Service District Revenues:		
Taxes:		87,930
Franchise Taxes - Cable TV	7,840	
Alcoholic Bev Tax	11,120	
Insurance Premium Tax	68,970	
License & Permits:		128,165
Alcoholic Bev License	11,500	
Business License	23,000	
Building Permit-County	93,665	
Charges for Services (Animal Service Fees - City)		4,040
Interest & Miscellaneous (Interest)		16,480
Total Special Service District Revenue Adjustment		236,615
Special Service District Expenditures:		
Animal Services		(1,265)
Animal Control - City		1,265
Total Special Service District Expenditure Adjustment		0
Hotel/Motel Tax Fund - Revenues		59,245
Juvenile Prosecutor Fund - Revenues		2,100
Juvenile Prosecutor Fund - Expenditures		24,500
Solid Waste Fund - Revenues		35,525
Solid Waste Fund - Expenses		21,325
Oconee Springs Park Fund - Revenues		27,180
Oconee Springs Park Fund - Expenses		27,180

Item #9.

Item Attachment Documents:

10. Approval of Changes to the Putnam County Personnel Policy (staff-HR)

The Board of Commissioners reserves the right to continue the meeting to another time and place in the event the number of people in attendance at the meeting, including the Board of Commissioners, staff, and members of the public exceeds the legal limits. The meeting cannot be closed to the public except by a majority vote of a quorum present for the meeting. The board can vote to go into an executive session on a legally exempt matter during a public meeting even if not advertised or listed on the agenda. Individuals 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 or the facilities are required to contact the ADA Compliance Officer, at least three business days in advance of the meeting. **Item #10.** -2776 to allow the County to make reasonable accommodations for those persons.

EXPLANATION OF DOCUMENTS:**Red language equals added text.****Struck through language equals deleted text.****VI. CONDITIONS OF EMPLOYMENT****A. WORK HOURS**

The workweek for full-time employees, except for firefighters will be forty (40) hours. Firefighters will be paid in accordance with the Fair Labor Standards Act (FLSA 29 USC 207).

B. WORKWEEK

The workweek shall be established by the Department Heads, with approval from the County Manager, and shall be in accordance with the needs of the service provided. The workweek shall be the same for all persons occupying full-time positions in the same class under the same conditions.

C. ATTENDANCE

Employees are required to be punctual. Repetitive tardiness must be documented by the Department Head and placed in the employee's file. An employee who is on twenty-four (24) hour call and/or has a County vehicle at his/her residence is considered on the job when he/she leaves his/her residence/domicile in response to a call. Each Department Head is responsible for a complete attendance record for each departmental employee. Attendance records shall be submitted to the Payroll office, including attendance, leave time and unauthorized absence, on the Monday after the payroll week ends.

Employees must notify their respective Department Head within thirty (30) minutes prior to the regularly scheduled workday if they do not intend to be on the job for that day, including the reason for the absence. Employees who are absent from work for three (3) consecutive 8-hour periods without leave approval (or without having called in to report the absence) will be considered as having voluntarily abandoned his/her job. Insufficient notice, as stated above, is considered no notice. In some circumstances a doctor's excuse may be necessary prior to return to work. Anyone absent three consecutive 8-hour periods will be required to bring a doctors excuse prior to their return to work. The absence of an employee from duty, including any absence for a day or part of a day that is not authorized by a specific grant or leave request will be deemed to be an absence without leave and any such absence shall be deemed to be an absence without leave. Any such absence shall be without pay and may be cause for disciplinary action, including and up to termination. Absences of three consecutive 8-hour periods or longer or absences of leave without pay must be reported to the Human Resources Supervisor in writing.

D. BREAKS

Employees shall be given the opportunity to take one fifteen (15)-minute break within a continuous four-hour work period. Each Department Head shall schedule these breaks so that normal department operations are not jeopardized. Employees shall be given the opportunity to take a meal break for at least one-half hour, but not to exceed one (1) hour as close to the middle of the employee's shift as possible. Each Department Head shall schedule the meal breaks so that normal department operations are not jeopardized. Public Safety breaks will be determined by their supervisors.

Employees shall be given the opportunity to take an additional meal break should the shift be scheduled over eight (8) hours in a given twenty-four (24) hour period. Hours are under the same restrictions as the meal break. Any and all break time cannot be accumulated and in no instance can be saved for the purpose of leaving work early or accumulating sick or vacation time.

E. OVERTIME

The employee categories of executive personnel, administrative personnel, contract personnel and professional personnel, are exempt from the following overtime rules and will not be compensated for overtime. All other employees will be paid at one-and-one-half times their hourly rate in accordance with the provisions of the Fair Labor Standards Act (FLSA 29 USC 207). Hours worked will not include hours off the work site (i.e., sick time, vacation, holiday, etc.), except for time physically worked on a regularly scheduled holiday. Department Heads shall arrange work schedules to minimize overtime pay and allow an equitable distribution of the workload to current employees.

F. TESTING

Putnam County is a drug-free and alcohol-free workplace. The improper use of alcohol and controlled substances by Putnam County employees constitutes a direct threat to property and the safety of others. The work involved in many positions is inherently dangerous, and the safety of citizens and fellow employees depends upon the ability of employees to think clearly with unimpaired faculties.

It is the objective of Putnam County to provide safe and effective public service. To meet this objective, the problem of alcohol and controlled substance abuse must be identified, confronted, and defeated. In order to achieve this, Putnam County has developed a comprehensive alcohol and controlled substance policy. As used in this Manual, the term "controlled substance" shall have the meaning and include the substances defined as "controlled substances" in the Georgia Controlled Substance Act, O.C.G.A., S16-13-20, et seq., and especially O.C.G.A., S16-12-21(4) as said Section and said Act shall appear from time to time.

The Putnam County Board of Commissioners public transit employees and employees who work with public transit vehicles are provided an additional policy* that adheres to the

established guidelines to maintain a drug and alcohol-free workplace in compliance with the Drug-Free Workplace Act of 1988, and the Omnibus Transportation Employee Testing Act of 1991.

*Second Chance Drug And Alcohol Testing Policy Putnam County Transit Adopted as March 2, 2018

H TESTING REQUIREMENTS

- 1) Analytical urine drug testing and breath testing for alcohol will be conducted as required by 49 CFR Part 40 as amended. All employees covered under FTA authority shall be subject to testing prior to performing safety-sensitive duty, for reasonable suspicion, following an accident, and random as defined in Section K, L, M, and N of this policy, and return to duty/follow-up.

Employees may be required and subject to periodic testing for job competency, physical ability to perform job, substance abuse, or other tests deemed appropriate by the County Manager.

An annual physical may be required for those positions that affect public welfare and safety. These positions are Firefighters, Emergency Medical Service personnel, Law Enforcement personnel, County vehicle operators, Transit System drivers, and personnel that perform maintenance on those vehicles.

Substance abuse testing is required for each of the following circumstances:

1. *Pre-Employment Testing*

A pre-employment drug screening shall be conducted when an individual applies for an employment position with Putnam County. Any job applicant who refuses to submit to a pre-employment drug test or who has a confirmed positive test shall not be hired. An employee who transfers from one position covered by this manual to another position covered by this manual does not require pre-employment testing. Potential hires must go for testing at the specified time and place as directed. Once they are at the testing facility, they may not leave for any reason until testing is complete.

2. *Post-Accident Testing*

Following any accident that involves damage to property or personal injury, Putnam County will promptly test each surviving employee for alcohol and/or drugs.

Any employee who is involved in an accident while on duty or on County business in their personal vehicle must remain available for alcohol and drug testing. Each employee who is requested to submit to testing shall do so within two hours of the accident. Employees who have been involved in an accident may not consume

alcohol for eight hours following the accident or until an alcohol test has been conducted.

An employee who is subject to post-accident testing and who fails to remain readily available for such testing may be deemed to have refused to submit to testing. An employee who leaves the scene of the accident prior to submission to an alcohol and drug test without first notifying his or her supervisor shall be deemed to have refused to submit to testing unless the employee left the scene to seek emergency medical attention or assistance in responding to the accident. If an employee who is subject to post-accident testing is hospitalized, the hospital or medical facility shall be asked to obtain samples for alcohol and/or drug testing.

If an alcohol test is required pursuant to this section and is not administered within two hours following the accident, the supervisor for the employee shall prepare a written report explaining why the test was not promptly administered and shall forward that report to the County Manager. If an alcohol test is required pursuant to this section and is not administered within eight hours following an accident, the County shall discontinue efforts to administer an alcohol test and the supervisor for that employee shall prepare a written report explaining why the alcohol test was not conducted. The written report shall be sent to the County Manager.

If a drug test is required pursuant to this section and is not administered within thirty-two (32) hours following an accident, the County shall discontinue efforts to administer a drug test, and the supervisor for that employee shall prepare a written report explaining why the drug test was not conducted. The written report shall be sent to the County Manager.

3. *Reasonable Suspicion Testing*

Reasonable suspicion testing is designed to identify alcohol or drug-affected employees who may pose a danger to themselves or to others in their job performance.

The decision to test an employee for alcohol or drugs pursuant to this section must be based on a reasonable and articulable suspicion of alcohol or drug use by the employee on the basis of specific contemporaneous physical, behavioral, or performance indicators. In addition, an employee's close association with law enforcement identified drug dealers and/or drug users may be used as "reasonable suspicion" for a decision to test. The observations which underlie the decision to test on the basis of reasonable suspicion for alcohol must be made during, just before, or just after the performance of covered functions by the employee.

If a reasonable suspicion test is not administered within two hours following the determination that testing is appropriate, the supervisor shall prepare a written report explaining why the test was not promptly administered and forward the report to the County Manager. If the test is not performed within eight hours of the

determination, then the County will discontinue efforts to administer a test, and the supervisor shall prepare a written report explaining why the test was not administered and forward the report to the County Manager. Failure of the employee to have the test conducted could result in adverse action, up to and including dismissal.

Putnam County will not permit an employee to report for duty or to remain on duty requiring the performance of covered functions while the employee is under the influence of or impaired by alcohol or drugs, as shown by the behavioral, speech, or performance indicators of alcohol or drug misuse.

4. *Random Testing*

All employees who work in a position which is covered by this manual shall be subject to unannounced drug testing based on a random selection process. To insure that the selections are random, employees shall be placed in a common pool via their employee numbers, and the selections shall be computer-generated. Employees shall be tested at a rate to be determined by the County Manager. Test dates shall also be randomly selected. A person may be selected for drug testing more than once or not at all during the course of random testing.

G. ~~ZERO TOLERANCE~~ **SECOND CHANCE**

Any ~~Putnam County~~ employee that has a verified positive drug or alcohol test, **or test refusal**, will be ~~removed from his/her position~~, informed of educational and rehabilitation programs available, **and** referred to a Substance Abuse Professional (SAP) for assessment, ~~and will be terminated.~~