



## **Authority of County Manager: Purchasing and Contracting may be expanded**

A "Purchasing Reform Initiative" is now under review by the Board of Commissioners. "Reforms" to the County's purchasing policies and procedures include an increase in the authority of the County manager to implement certain actions without approval of the BOC including the authority to award contracts up to \$100,000, the authority to approve emergency purchases up to \$100,000 without subsequent ratification by the BOC, the authority to sign contracts up to \$100,000 and the authority to approve renewals when the original contract was approved by the BOC with renewal options.

"It will be important that the recommendation is evidenced-based," Commissioner Emma I. Darnell stated. "Efficiency is a desirable goal, but we must be careful how we define efficiency.

"The trains ran on time at Auschwitz (a Nazi concentration camp)," she stated. "However, six million Jews were killed there. New Orleans government was reasonably 'efficient' in 2005. However, 1,000 residents of a predominantly African-American neighborhood-who had been zoned by the City in a lake-drowned."

The proposal also increases the authority of the Purchasing Agent (Director) to sign purchase orders and award contracts without competition.

VISIT [www.emmadarnell.com](http://www.emmadarnell.com), HOME, then DOCUMENTS, to read full Purchasing Reform proposal

## **Board of Registration and Elections recommends precinct changes**

The Board of Commissioners, at its Recess Meeting on August 16, approved the recommendation of the Board of Registration and Elections (BRE) for precinct changes in South Fulton, Chattahoochee Hills, College Park, Fairburn, and Sandy Springs.

VISIT [www.emmadarnell.com](http://www.emmadarnell.com), HOME, then DOCUMENTS, to BRE Report and recommendations.



## **Bonus Compensation Plan to achieve an "Engaged Workforce" presented**

A "Bonus Compensation Plan" to achieve "high performance" by selected employees at the department level is under review by the Board of Commissioners upon the recommendation of the County Manager and Kenneth Herman, Human Resources Officer.

Presented to the BOC at its Recess Meeting, August 16, the overall purpose of the Program is to develop an "engaged workforce" according to Herman. Connected with the County's Customer Service target, initially, bonuses would be based upon Department (goals) and (individual) achievements.

If adopted, effective Fiscal Year 2019, bonuses would be paid only on the employee's base salary.

All employees, except Constitutional Officers, elected officials, personal staff of elected officials and fee employees would be eligible after six (6) months service or a work test period.

"The question is whether the evidence supports the assumption that a correlation exists between pay and an 'engaged' employee's performance," stated Commissioner Emma I. Darnell. "Some of the highest-paid employees are among the least engaged. It appears that high performance and 'engagement' correlates most with good management, fairness, transparency, and an opportunity to grow and participate in the decision-making process."



## **South Fulton Truck Traffic: Highways/Streets listed in National Study on Noise Pollution and Segregated Neighborhoods**

The following Fulton County streets and highways are listed in a national study by the University of California at Berkeley of the high correlation between noise pollution and “segregated” neighborhoods:

Camp Creek Pkwy.; Campbellton-Redwine Rd.;  
Fulton Industrial Blvd./Cascade Palmetto Rd.(same road);  
Hwy. 29 (Roosevelt Hwy.); Spur 14 (South Fulton Pkwy.); Old  
National Hwy.; I-20; I-85; Hwy. 92 (Spence Rd.); Hwy. 138  
(Jonesboro Rd.); Hwy. 74 (Virlyn B. Smith Rd.); Gullatt Rd.;  
Martin Luther King Jr. Drive (near Charlie Brown Airport);  
Oakley Industrial Blvd.;Rivertown Rd.; and Buffington Rd.



VISIT [www.emmadarnell.com](http://www.emmadarnell.com), HOME, DOCUMENTS, to read/download UC-Berkeley Noise Pollution Study.

## **Information Technology (IT) Re-Organization Update**

Of 34 new positions, (3) management positions have been filled according to Sallie Wright, Director of IT, in response to inquiries by members of the Board of Commissioners at the August 16 Recess Meeting.

Wright indicated the Department did not have "budget" challenges. She also indicated many employees had completed the (individual) “skills training” project and assessment and evaluation was in progress.

“I am disappointed that we have such a large number of vacancies in the IT Department. I am hopeful that we can make more progress in the important job of providing opportunities for Fulton employees to reach their career and professional goals,” Commissioner Emma I. Darnell stated.

“The attrition rate is troublesome. Truly ‘engaged’ employees will not stay with you indefinitely if they do not believe you mean what you say. I would like to do my part as a policymaker-to help resolve a problem in the IT Department that has demanded the attention of the Board of Commissioners for many years,” Darnell stated.

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