

QUARTERLY

REVIEW

January 1 – March 31, 2023

**The Office of
Resilience and
Sustainability**



Table Of Contents

3.....	Message from Chairman Turner
4.....	#Claytonconnected Summary

DEPARTMENTS

5.....	Building and Maintenance
6.....	Central Services
8.....	Extension Services (University of Georgia)
9.....	Community Development
10.....	Corrections/Refuse Control
11.....	Corrections/Code Enforcement
13.....	Office of Economic Development
14.....	Fire & Emergency Services
16.....	Office of Grants Administration
17.....	Human Resources
18.....	Department of Information Technology
19.....	Library System
20.....	Office of Resilience and Sustainability
22.....	Parks & Recreation
23.....	Police Department
25.....	Senior Services
27.....	Tax Assessors
28.....	Transportation & Development
29.....	Department of Youth Services
30.....	Office of Communications
31.....	Staff Attorney

Message from Chairman Turner

It is the goal of the Clayton County Board of Commissioners to exceptionally oversee county management and deliver adequate services in representing the needs and interests of Clayton County constituents and businesses.

We are committed to upholding the five strategic pillars: fiscal responsibility, professional growth management, economic opportunity, communication & image, and quality of life.

To ensure optimal performance, cooperation from all county departments is imperative.

Let's all work together!

Jeffrey E. Turner

Jeffrey E. Turner
Clayton County Board of Commissioners

#Claytonconnected

Shifting economies, increasing global competition, and the services and local assets that trigger increased access to human capital have been challenging communities, large and small, across Georgia and globally.

Like many, Clayton County is committed to ensuring a **sustainable and welcoming climate** for businesses and residents. As populations age and economies change, the need for a strategy that promotes and addresses the broader range of opportunities and quality of life for its citizens is increasingly essential.

The purpose of this **quarterly review** is two-fold. First, it clearly defines a shared vision for the community that will delineate the successes and celebrations of Clayton County and its diverse communities. Equally important, the Strategic Plan is intended to provide the Board of Commissioners and staff with a framework for decision-making by providing/reporting critical data from each department.



BUILDING AND MAINTENANCE



KEY ACCOMPLISHMENTS/STATISTICS

- Completed 2,740 work orders as of March 31, 2023 (1,264 completed in the previous year)
- Completed canopy raise at the entrance to Annex 2 and 3, along with exterior light service
- Construction of the new County fueling station began in February 2023 with zero change to orders to date

WORKS IN PROGRESS/CHALLENGES

- Building and Maintenance leadership has begun interviewing department leaders to assess facility needs
 - Seven department meetings have taken place, and three more are scheduled
- Multiple internal candidates are to be considered for Inspector 2 position
- The brick façade and peeling paint inside the South Clayton Recreation Center are being repaired
- The average tenure of 15 out of 35 members of staff is less than three years
- Bricks for the brick façade project are 90-120 days out
- The facility master plan had one firm bid (unqualified), waiting on the second release
- The cost of construction remains expensive
- Fulfilling work orders that request the replacement of aged building components
- Fulfilling work orders that request the modification of the workspace to meet current needs

CENTRAL SERVICES



KEY ACCOMPLISHMENTS/STATISTICS

- Kicked off Mentor Protégé Program (MPP) second cohort- Architecture and engineering
 - Participants: Five mentors and five protégés
- Hosted a virtual Open House Procurement training for county employees
- Revised the procurement manual
- Established a set time for a supplier introduction meeting
 - 1st and 3rd Tuesdays of each month

WORKS IN PROGRESS/CHALLENGES

- To improve productivity and efficiency of the procurement function by reducing the purchase order cycle time
 - Average time: 5.6 days
 - Goal: Decrease by one day
 - January—Average time: 6.61 days
- Focus on employee development of best practices in procurement and supply change management
 - 1 Georgia Certified Purchasing Associate (GCPA) Certification
 - January—No certification

CENTRAL SERVICES



WORKS IN PROGRESS/CHALLENGES

- To create growth in the County's business community and increase procurement of goods and services from SLBEs and MWBEs by increasing the number of certified Clayton County vendors
 - Three Clayton County SLBE Certifications
 - Increase of 18%
 - January - 1 CC certification: increase of 6%
- Staff and retention
 - Vacancy—January 20%
- Market conditions
 - Raw materials, suppliers, and laborers
- Internal Processing
 - Purchase order vs. Check request

EXTENSION SERVICES (UNIVERSITY OF GEORGIA)



KEY ACCOMPLISHMENTS/STATISTICS

- 4-Hers on the Rise:
 - 4-H Horse Quiz Bowl
 - 4-H Day at the Capital
 - Tuskegee University STEM Day
 - District Project Achievement
- Synergistic collaborations with the City of Jonesboro, Human Resources, and Library Services

WORKS IN PROGRESS/CHALLENGES

- Rebuild the foundation and increase 4-H membership and engagement
- Design a fee-based schedule for classes and workshops provided by the department
- Department-wide review of job descriptions and associated salaries
- Increasing the number of volunteers in multiple program areas
- Designing a new fee-based schedule allowing UGA extension to provide targeted services to the community
- Two reclassifications have been submitted to Human Resources and are currently under review
- Limited resources
- Lack of space
- Shortage of staff
- Hiring for 4-H Program assistants stalled

COMMUNITY DEVELOPMENT



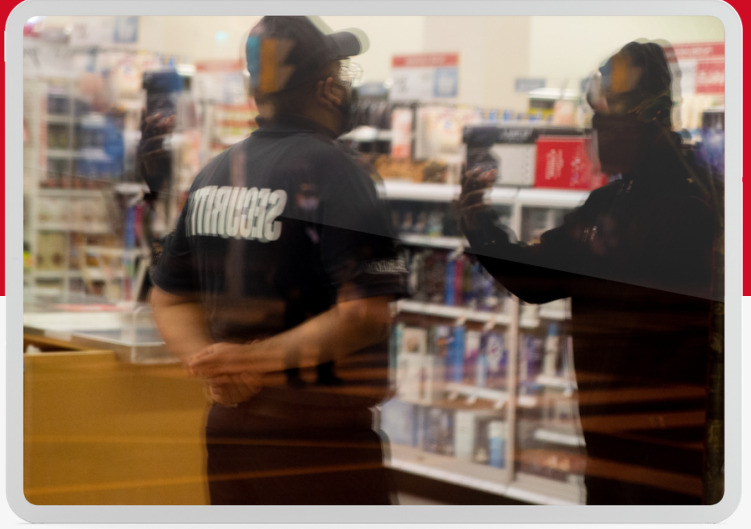
KEY ACCOMPLISHMENTS/STATISTICS

- Application processing remained fairly steady from the 2nd quarter to the 3rd quarter, maintaining good processing averages
- Clayton Gateway Livable Centers Initiative
 - The kick-off meeting with the pond and project management team was completed on March 20, 2023
 - Currently reviewing proposed timelines and deliverables
- Housing Impediment Project
 - The kick-off meeting was completed on February 2, 2023
 - Community Development remains a participant of the team to be incorporated into the comprehensive plan
- Comprehensive Plan Project
 - The Comprehensive Plan Request for Proposal (RFP) was released on March 30, 2023
- Planning and Zoning Support
 - Currently in contract negotiations

WORKS IN PROGRESS/CHALLENGES

- Hiring pressures
- Permit-license experience and longevity
- Working on skills and qualifications
- Compensation
- Structuring a remote environment

CORRECTIONS/REFUSE CONTROL



KEY ACCOMPLISHMENTS/STATISTICS

- Zero COVID-19 cases among all prison inmates
- All commissioner and leadership complaints have been promptly handled
- Maintaining code enforcement blitzes despite staff shortages
- The new captain position is now filled

WORKS IN PROGRESS/CHALLENGES

- Added one captain position to oversee daily operations of the prison and future transition center
 - The new captain was placed with an assignment on January 30, 2023
- Prevent escapes-- No inmate escapes
- Keep prison contraband free
 - Daily shift searches continue to be conducted
 - Periodically use the K-9 team for more detailed searches
 - Confiscated 89 items of drugs and contraband-- Increase of 7% over last quarter
- Provide more comprehensive offender labor to the County departments
 - 30 % shortage in Corrections Officers, 67 % shortage of outside detail officers
- Create partnerships with the community through education and awareness

CORRECTIONS/REFUSE CONTROL

WORKS IN PROGRESS/CHALLENGES



- Coordinate beautification projects to include county road median improvements and general beautification of all county roads
 - Pared out the median projects from the county building landscaping projects to make it easier
 - Finalized responding to questions from landscaping companies through Central Services
 - The bidding process is on track to begin in the 4th Quarter
- Create a landscaping crew dedicated to county buildings (shows roads on actual operational plan) and land bank properties
 - Creating a dedicated specialized landscape crew has not been possible yet due to current staffing shortages
 - Currently have one crew handling all county buildings. However, that crew is often pulled to address 'hotspot' areas
- Increase custodial staff to provide services for new and additional office spaces
 - Currently operating with a 40% vacancy rate, with the majority of those vacant positions being custodians
- Staffing shortage- (30% prison, 40% refuse control, 9% code enforcement)

CORRECTIONS/CODE ENFORCEMENT



KEY ACCOMPLISHMENTS/STATISTICS

- Secured consideration for one judge to be over code enforcement cases once all backlogged cases are cleared

WORKS IN PROGRESS/CHALLENGES

- Coordinate with the new Chief Magistrate Judge to have one judge assigned to preside over all Code Enforcement citations
 - The goal has not been met fully. However, consideration has been secured once the backlogged cases have been heard
- Educate homeowners and business owners on the most common code violations and gain voluntary compliance through education
- Increase the number of code enforcement control blitzes conducted each month within higher crime area
- Conducted 38 blitzes during the second quarter
- Provide additional annual training for code enforcement officers to enhance their knowledge of how to serve the community better and decrease the number of violation complaint
- No official training classes were completed in the second quarter
- A new field training program was added, and five members successfully completed the training for the program

OFFICE OF ECONOMIC DEVELOPMENT



KEY ACCOMPLISHMENTS/STATISTICS

- Currently under contract for 6670 Merchant Way
 - The office will house in OED, incubator, and possibly Clayton Chamber
- The county marketing kiosk has been delivered
 - In the process of digitizing marketing efforts to tell our story
 - Categories included: demographics, maps, resources, photos, events, partners, MARTA, etc
- CRM purchase and roll-out
 - Cataloging OED efforts, activities, projects, and production
- Beautification grant finalization

WORKS IN PROGRESS/CHALLENGES

- Create more exposure through SMDO, foreign investment reception, brokers reception, bus tour, and biotech
- Work with retail strategies group to recruit retail stores, hospitality, and restaurants to key sites in the county
 - Strategy map completed, retailer interviews underway, sites selected for presentation
- Generating positive public relations, business interest stories, and continuing the upward momentum of the County brand as a favorable place to work, live, open businesses, and play
- Local Incentive Policy
 - Competitive local incentives to attract small and midsize companies are needed
- Land assemblage in Mountain View

FIRE AND EMERGENCY SERVICES



KEY ACCOMPLISHMENTS/STATISTICS

- 20 Job offers in Q3 of 2023
 - 14 remain, bringing the vacancy rate to 4.78%
 - Upcoming Recruit Classes-- May 1, 2023, and July 24, 2023
- Completed the mesh network installation in all emergency vehicles
- The last 4 of the 10 transport units and squad are going into service over the next two weeks
- Continued focus on fleet needs
- 4C Team - 402 patient visits, established ten community partnerships, actively working with 18 patients, connected six patients with primary care providers
 - Submitted one Medicare/3 Medicaid applications, second Mobile Health Clinic in-service to offer employee health & wellness initiatives

WORKS IN PROGRESS/CHALLENGES

- Create a more resilient, sustainable, and inclusive workforce to increase retention; keep the vacancy rate at or below 6%
 - Vacancy rate showing a downward trend from Q1
 - The mentorship program was critical in employees' decision to remain with the organization
- Outsourcing fleet maintenance
 - Implemented metrics to evaluate downtime and repairs, progress shared with vendor quarterly
- Expand and modify employee health and wellness programs to promote an inclusive culture designed to maintain and improve overall well-being, proper diet and fitness, mental health, and individual healthcare management
 - Health & Wellness Committee was established and met twice
 - Placing emphasis on the BOX (Mental Health and Wellness Initiative for Fire and Emergency Services) & Proactive, Attentive, Connected, Transparent (PACT)
 - Addition of psychological services focusing on employee health & wellness

FIRE AND EMERGENCY SERVICES



WORKS IN PROGRESS/CHALLENGES

- Low number of qualified applications for vacant positions (Firefighter Billets, Social Worker, and Healthcare Imaging Technician)
- Wait times for new orders on apparatus (3+ years out)
- 4C Challenges; process for donations to the program participants (i.e., hospital beds, wheelchairs, handicapped equipment)
- Exploring funding opportunities for items such as diapers, transportation to doctor appointments, prescriptions, etc. (legal feedback/direction)

GRANTS ADMINISTRATION



KEY ACCOMPLISHMENTS/STATISTICS

- In compliance with the 1.5 timeliness standard as of April 5, 2023
- HUD monitoring audit was completed on April 14, 2023

WORKS IN PROGRESS/CHALLENGES

- Commissioned an “Analysis of Impediments to Fair Housing Choice” study
- Preparing to recognize June as National Homeownership Month
- Preparing a 5-year consolidated plan/Annual action plan (due on May 15th)
 - Conducted 3 technical assistance workshops (mandatory to apply) on December 7, 2022
 - The application was released for 2023 funding
 - 47 requests for funding across all three programs were received
- Analysis of impediments to the Fair Housing Choice study
 - Procured consultant-Mosaic Community Planning
 - Held strategy meetings to outline timeline, data needs, outcomes/goals
 - Identified stakeholders, survey, and community meetings 4/19; 4/20; 4/25
- June - National Homeownership Month (Proclamation)
 - Secured location - VIP and Chairman Turner will give greetings
 - Tax Commissioner Danielle Smith is the guest speaker
 - The event is promoted as Clayton County Employee Day in collaboration with the Down-Payment assistance program to award up to \$15k for DPA for County Employees during the Homebuyer Education Workshop
- Preparing closeout of ERA 1 funding (due April 28th)
 - Met with the Finance Department and the Office of Resilience & Sustainability
 - Cumulative reports and financial data are being prepared by the Finance Department
 - The next pre-submittal meeting is scheduled for April 21, 2023
 - The final closeout report is due to the Treasury on April 28, 2023

HUMAN RESOURCES



KEY ACCOMPLISHMENTS/STATISTICS

- Implementation of the Internship Program
- Implementation of several wellness initiatives
 - Walk-A-Weigh 8-Week Program
- Implementation/Enhancement of the Professional Development Program
 - Non-Traditional training schedule
- Implementation of bi-weekly benefits communication
 - What's Buzzing in Benefits and BOC quarterly benefits updates

WORKS IN PROGRESS/CHALLENGES

- Recruitment
 - Establish alternate job site
- Compensation
 - Background checks
- Employee Relations
- Administration
 - Comprehensive Standard Operating Procedures (SOPs)
 - Firm process for Envisio updates
- Benefits
 - BOC quarterly updates
- Wellness
 - Data-driven initiatives
- County-Wide employee discount program
- Expansion of the school leave policy
- Establishing a volunteerism Policy
- Recruitment/retention program
- Learning Management System

DEPARTMENT OF INFORMATION TECHNOLOGY



KEY ACCOMPLISHMENTS/STATISTICS

- Replaced wireless AP points in the Justice center
- Upcoming Gartner 12-week Security Assessment to develop Cybersecurity Strategic Plan
- Office of Digital Equity hosted a Digital Connectivity listening session with Georgia Technology Authority (GTA) in March, 2023
- Partnership with InspiredEDU to issue 30 laptops to citizens

WORKS IN PROGRESS/CHALLENGES

- Advance the delivery of high-quality government services to our community by safeguarding information systems and records with appropriate governance, security, and availability
 - Monitoring the security of sent and received emails
 - County-initiated phishing attempts—February: 1,703, number of clickers: 63
 - Actual phishing attempts—February—1,703
- Provide technical leadership and expertise for county operations by aligning resources in support of departmental goals and objectives
 - A total of 13 employee technical training classes were held in March, with 31 participants
- Effectively manage the delivery of countywide technology services
- Employee turnover countywide - tremendous loss of organizational knowledge
 - Solutions: Leadership Bootcamp - May 8-12
 - Develop LMS (Learning Management System) for online training
- Website design feedback from departments - causing delays in closing projects
- The budget request for FY24 to continue Judicial Operations and Trial System (JOTS)

LIBRARY SYSTEM



KEY ACCOMPLISHMENTS/STATISTICS

- The permanent appointment of Director Scott Parham
- Partnerships
 - Workforce development initiatives/outreach
 - Job fairs
 - Pending partnership expansion with adult services (GED/ESL/Construction)
- Expansion of partnership with CCSD

WORKS IN PROGRESS/CHALLENGES

- Professional development for all staff
- Facilitate access to state-of-the-art technology and digital resources
- Renovate/re-design library space to improve operations and customer experience
- Maintaining engagement with patrons
- Staff professional development

OFFICE OF RESILIENCE AND SUSTAINABILITY



KEY ACCOMPLISHMENTS/STATISTICS

- Merging of the Office of Performance Management into the Office of Resilience and Sustainability
- Congressionally Directed Spending grant for Camp Creek of \$2.6 million
- Formalized a Local Emergency Planning Committee (LEPC) and had the first meeting with stakeholders
- Conducted a tabletop exercise with Southern Regional Medical Center
- Conducted Hurricane Creek illegal dumping blitz
 - Removed over 100 pounds of trash

WORKS IN PROGRESS/CHALLENGES

- Congressionally Directed Spending (CDS) grant for Camp Creek Watershed Flooding (\$ 2.6 million)
- Applied for CDS 2024 for pocket parks, road improvements, real-time crime & Emergency Operations Center, and others
- Added 16 KPIs for departments
- Conducted county-wide Envisio training
 - 16 attendees
 - 67% very confident
 - 33.3% confident about updating data on Envisio
- Report cards issued to 18 departments – Metrics:
 - Clarity of mission and vision
 - Alignment of operating plan goals to strategic pillars
 - Alignment of operating plan goals to Envisio goals
 - Alignment of resources and budget to strategic goals
 - Progress on goals since last quarter
 - Envisio updates

OFFICE OF RESILIENCE AND SUSTAINABILITY



WORKS IN PROGRESS/CHALLENGES

- Total Staff: 5
 - Chief Resilience Officer
 - Resilience and Sustainability Analyst
 - Training and Exercise Officer
 - Strategy and Performance Management Analyst
 - Executive Assistant
- Future positions: 3
 - Flood plain analyst (Created PA – position will be filled during Q4)
 - Planner
 - GIS expert
- 7 Citizen complaints
- 9 Disaster Preparedness training
 - Total attendees: 342
- Multi-year training and exercise plan
 - Training: School bus crash tabletop
 - Attendees: 21
- Additional instructors are needed for public safety classes and disaster preparedness
- Not fully staffed

PARKS AND RECREATION



KEY ACCOMPLISHMENTS/STATISTICS

- Registrations for youth sports reached their highest level in three years, with a total of 1184 registrations
- Partnered with Trees Atlanta and Delta and planted over 100 trees at the Rivers Edge Greenway
- Administrative staff who attended HR Professional Development courses are on track to complete the program next quarter
- Collaborated with Clayton County Health District to provide swim classes and center memberships to promote healthy living

WORKS IN PROGRESS/CHALLENGES

- Over \$8.4 million in grants applied for from Community Development Block Grant (CDBG), Georgia Recreation and Parks Association (GRPA), and Congressionally Designated Spending (CDS), waiting for award information
- Presented one signature event this quarter and seven other events at various facilities; more events will be held in the coming quarter
- Total of nine new hires for this quarter
 - 2 promotions from part-time (PT) to full-time (FT)
 - 10 separations (FT & PT)
 - The full-time staff retention rate is 91.1%
- Timeline required to fill vacancies from employee separation to new hire start day
- A total of three parks concession stands were deemed inoperable
 - All are awaiting demolition and reconstruction
- A replacement copy/print/scan machine was ordered due to the constant inoperability of the machine, even after repairs
- Lifeguard shortage
 - Potential partnership with the City of Forest Park while their pools are being renovated

POLICE DEPARTMENT



KEY ACCOMPLISHMENTS/STATISTICS

- Received Criminal Justice Coordinating Council Grant for community-based programs
 - Project Safe Neighborhood and Neighborhood Watch Programs
 - A total of 34 department accidents occurred during the first quarter of 2023, compared to 48 accidents in 2022

WORKS IN PROGRESS/CHALLENGES

- Recruitment of qualified candidates and retention of quality personnel within the Clayton County Police Department
 - Two Officers attending Professional Management Program
 - Five Officers/Dispatchers attending FBI LEEDA Leadership Trilogy Course
 - Several officers/dispatchers attending local, out-of-state, and online training
 - 5 CTAE program students from the Clayton County School system
 - Re-establishment of the Citizen's Police Academy
 - 21 Graduating police recruits (April) and 25 hired police recruits (May) for Basic Mandates Class
- Reduce, solve, and prevent crime within Clayton County Police jurisdiction
 - Captain J. Ivey and Sergeant M. Alston were deputized by the Metro Atlanta Child Exploitation (MATCH) FBI Task Force in February 2023
 - Held Quarterly Clayton County Law Enforcement Organizations meeting in March 2023
- Integrate technology within Police Department for improved internal and external communication
 - Intelligence integration with local businesses (currently 2 onboard and 7 prospective businesses within the year)
 - Flock Camera adoption integrated with current technologies
 - Captain C. Windley and CID Staff conducted a press conference updating citizens on the arrest and investigation of the incident at Rainbow House, Inc. in March 2023

POLICE DEPARTMENT



WORKS IN PROGRESS/CHALLENGES

- Increased collaboration with citizens utilizing ring cameras, flock safety cameras, and implementation of Fusus Real Time Crime Center
- Operational and tactical equipment enhancements
 - 159 vehicles received, 116 dispersed to the department, and 43 being prepared to be distributed
 - Upgrading the operational readiness of 24 vehicles for community service
- Improve Quality of Life
 - Eight Police Ambassadors were employed, two in each sector (working day and evening watches)
 - Train and obtain GCIC qualifications, reducing the need for sworn officers on the watch during these shifts, and increasing road staffing
- Current nationwide shortages inhibit recruitment efforts, as well as financial and compensation problems for law enforcement personnel
 - Solution: Recruiting highly qualified officers and employees through bi-weekly hiring events during off-duty hours and over the weekend
- Retention- Eight police officers transferred to Sheriff's Office this quarter
 - Solutions: Record video messaging to all employees on current issues
 - Contracts with newly hired police officers
 - Reemphasize communication within the department by adding Sector Commanders to weekly meetings
- Violence has increased nationwide, but efforts to reduce it are increasing
 - Maintain efforts to educate officers and the community about alternative options and solutions to avoid escalation
- Despite trending in the right direction with purchases over the last few years, every officer may not be fully outfitted with equipment and vehicles if recruitment and retention increase
 - Solutions: Relaxed expectations with equipment (such as vehicle color, type of vehicle (K-9), more internal installation of equipment on vehicles for expedient implementation into the fleet

SENIOR SERVICES



KEY ACCOMPLISHMENTS/STATISTICS

- Completed the National Research Project with the National Council on Aging and the American Society on aging by hosting a townhall meeting
- Started registration for the ARC-funded Project VIVO Fitness
- The American Society on Aging National Conference was held in Atlanta
 - Representatives from the NOCA and ASA requested to tour Frank Bailey Senior Center

WORKS IN PROGRESS/CHALLENGES

- Increase program and service visibility—Senior Services website analytics:
 - 2nd Quarter: Over 4,500 new users, over 18,000 website views
 - 3rd Quarter: Over 6,500 new users, over 25,000 website views
 - Tracking of social media analytics
- On February 21, 2023, met with the IT department to discuss website changes and upgrades:
 - Making the website easier to use for older adults
 - Adding features to complete an inquiry for the Black Box Theater
 - Adding features to include links to resources for older adults
 - Adding YouTube videos of past events
 - Adding a section for event photos
- New website design and button for Parks and Recreation's website for Flint River Community Center and Kinship Care Resource Center will be completed on July 1, 2023
- Implement 3 new evidence-based programs
 - On March 29, 2023, 1st Town Hall Forum was held on behalf of the National Council and the American Society on Aging to conclude a project that addresses obesity and access to care for older adults

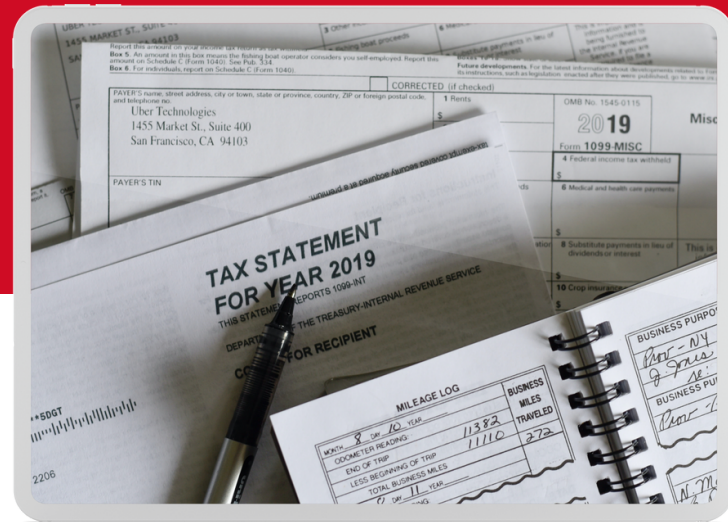
SENIOR SERVICES



WORKS IN PROGRESS/CHALLENGES

- Implement appropriate and evidence-based programs to improve Clayton County residents' quality of life
- To make Mayfest a self-sustaining signature event through sponsorships
- The National Council on Aging has decided to sunset the accreditation due to low participation
 - Solution: Maintain accreditation standard
- Grant funding for medical transportation fluctuations
- The county is supplementing elevated transportation costs due to inflation
 - Solution: Continue to seek additional grant funding
- Low Male participation
 - Solution: Implement programs that have been suggested by the Senior Center Men's focus groups
- Learning how to use Envisio correctly
 - Continue to work with the Office of Resilience and Sustainability to improve analytics and data

TAX ASSESSORS



KEY ACCOMPLISHMENTS/STATISTICS

- Fully staffed as of December 26, 2022
- On April 2, 2023, we closed out accepting business/personal property returns for this year
 - Data input by the staff ensures assessment notices are included with real property notices

WORKS IN PROGRESS/CHALLENGES

- Re-writing/developing a new Appraisal Procedure Manual (APM) to align with the way the Computer Assisted Mass Appraisal (CAMA) system is operated
- Preparing to send out real & personal property assessment notices on April 28, 2023
 - The staff has reviewed all sales for the year and made the necessary adjustments
 - The market continued to experience substantial growth and increased by approximately 16% for 2022
 - The overall sales ratio was 38.19 for residential (approximately 5-8 % below market)
- New Deed Management software is still in the implementation phase of installation and should begin testing in the next month
- The current parcel audit count and deed processing count are on track to meet the goals set forth for the year
- Preparing for Real personal property returns and ensuring staff has the property training

TRANSPORTATION & DEVELOPMENT



KEY ACCOMPLISHMENTS/STATISTICS

- 2023 Resurfacing
 - Request for bids (RFB) awarded
- T&D/ Public Works Software

WORKS IN PROGRESS/CHALLENGES

- Residential curbside solid waste collection project
 - Request for proposals (RFP) developed and released
- Trash Amnesty Day
 - Event Planning
- Continuation of transportation projects
 - Mount Zion Blvd/ Battle Creek Rd Widening
 - Valley Hill Rd Bridge
 - Morrow Roundabout
- Lack of staff
 - 4 hires and 4 separations
 - 59 out of 163 vacant positions
- Stressed employees
 - Heavy workload
- ROW acquisitions/ condemnation progress
- Timeliness of responses

DEPARTMENT OF YOUTH SERVICES



KEY ACCOMPLISHMENTS/STATISTICS

- New storage space and an additional office have been added
- Acquired a van
- Youth Commissioners Dung Tran and Kayla Tran won the best resolution award
- Youth Commissioners Miatta Harris and Emani Madison won the best argument award
- Youth Commissioner Judah Whaley received recognition for serving as Chief Judge for the inaugural International Court Program
- 46 Clayton County Public School scholars from Jonesboro High School participated in Stop the Bleed and Active Shooter training conducted by Emergency Management Services
- 12 young adults are currently enrolled in the first cybersecurity certificate program at Clayton State University
 - The program covers offensive and defensive foundations, computing and networking basics, Linux, and introduction to automation
 - Program participants graduated on April 25, 2023
- Empowerment Resource Center, Inc. sponsored a table valued at \$450 for five female Youth Commissioners and staff to attend the Hats Off to Women National Women and Girls HIV/AIDS Awareness Day dinner seminar
- Through program offerings this quarter, 191 youths were provided an opportunity to engage District Attorney Tasha Mosley, Solicitor General Charles Brooks, Magistrate Judge Latrevia Kates Johnson, and Chief of Police Kevin Roberts to discuss community issues and gain insight into their respective professions

WORKS IN PROGRESS/CHALLENGES

- Actively engage high school students in public service and civic engagement opportunities
 - Youth Commissioners attended the Georgia United Nations Assembly (GUNA), a program of the Georgia Center for Civic Engagement
- Workforce development—Create workforce opportunities

OFFICE OF COMMUNICATIONS



KEY ACCOMPLISHMENTS/STATISTICS

- Training on the new Konica Copiers is complete
- Printshop is now available to print business cards in-house
- Upgrades to the poster machine, cutter, and postScript machine
- Request completed
 - Print Graphic Design/Print Request: 129
 - Videos Completed: 49
 - News Releases: 19
 - Event Postings: 124
 - Photography Request: 41
- Rebranding initiative
- New gateway and roadway signage locations are in the works/waiting on approval

WORKS IN PROGRESS/CHALLENGES

- Photography training--January 6, 2023
- Videography training--January 17, 2023
- PRSA training-- March 3, 2023
- Onboarding/hiring of a new communications manager and printshop employee
- Two vacant positions
 - Assistant print services supervisor
 - Print services specialist
- Timeline to onboard and train new hires with specialized skills
- Affordability and time for workers to commute to work and pay home/rental cost

STAFF ATTORNEY



KEY ACCOMPLISHMENTS/STATISTICS

- Settled 11 cases below the authorized dollar amount from BOC in-house, negating the need for costly outside counsel
- Successfully collaborated with grants administrator and drafted end-of-disbursement contracts for additional ERA 2 funds to ensure rental assistance was provided to citizens in a timely manner
 - ERA funds did not expire during the 2022 holiday season
- Advised and counseled in-house Zoning Advisory Group and Board of Zoning Appeal to adjudicate petitions and applications for zoning changes and variances
 - Successfully advised the foregoing boards regarding the denial of petitions and applications that were not consistent with the County's zoning code, and standards provided by Georgia law
- 116 Open record requests processed via GovQA
- 38 Open record request legal reviews processed via GovQA
- Approximately 20 or more open record request legal reviews processed via email/outside GovQA (HR, PD, IT, Parks and Rec)
- 85 Resolutions and/or ordinances submitted before BOC
- 94 Financial risk opinions
- Approximately 14 or more third-party requests for production processed

WORKS IN PROGRESS/CHALLENGES

- Began prosecution of the backlog of nuisance abatement cases from before the pandemic
- Abating five properties, with cases set or to be set monthly for the rest of 2023

The Office of Resilience and Sustainability will issue a quarterly review of all departments' key accomplishments, work in progress, and challenges to all elected officials and Clayton County citizens.

