



The Georgia Conflict of Interest in Zoning Action Statute (O.C.G.A. §§ 36-67A-1 et seq.) requires disclosure of certain campaign contributions made by applicants for rezoning actions and by opponents of rezoning application. A rezoning applicant or opponent of a rezoning application must disclose contributions or gifts which in aggregate total \$250.00 or more if made within the last two years to a current member of Effingham County Planning Board, Board of Commissioners, or other Effingham County official who will consider the application. The campaign contribution disclosure requirement applies to an opponent of a rezoning application who publishes his or her opposition by appearance before the Planning Board or Board of Commissioners or by any other oral or written communication to a member or members of the Planning Board or Board of Commissioners. Disclosure must be reported to the Board of Commissioners by applicants within ten (10) days after the rezoning application is filed and by opponents at least five (5) days prior to the first hearing by the Planning Board. Any person knowing failing to comply with these requirements shall be guilty of a misdemeanor.

“Individuals with disabilities who require special needs to observe and/or participate in this meeting, or who have questions regarding the accessibility of the meeting or the facilities should contact the County Clerk at 912-754-2123 promptly to afford the County time to create reasonable accommodations for those persons.”

****PLEASE TURN OFF YOUR CELL PHONE**

Agenda

Watch us live on our YouTube page:

<https://www.youtube.com/channel/UC9wRzS6f2pHHZG3IgRk3OUQ>

I. Call to Order

II. Work Session Topics

Human Resources 4:00pm - 4:15 pm

1. Employee Recognition Program
2. Administrative Leave Earned
3. Education Reimbursement
4. Volunteer Paid Time Off (PTO)
5. Retirement Changes

Development Services 4:15 - 5:00 pm

1. Update on Future Land Use Map/Comprehensive Plan/Ordinance Revision

- a. Progress
- b. Timeline
- c. Commissioner Input

2. Buffers

- a. by use
 - i. possible increase of R-3 buffers

- b. between uses
- c. when right of way is involved
- d. utilities
- e. character areas (examples below)
 - i. entry corridor
 - ii. scenic routes

3. Berms

- a. drainage
- b. type
 - i. vegetation (natural)
 - ii. fencing (man made)

4. Revisit of required 300 yard distance for firearm discharge

[1.](#)

III. Adjournment

Board of Commissioners: Work Session

June 20, 2023 – 4:00 PM

Effingham County Board of
Commissioners HR Department



County
Effingham
Georgia

Agenda for Work Session from HR

Six Topics to Discuss-

- 1) Retirement
- 2) Education Reimbursement
- 3) Admin Leave Earned
- 4) Employee Recognition Program
- 5) Volunteer Time Off (VTO)
- 6) Bereavement Leave Policy Update



Retirement

- Explore options to help with recruitment and retention; especially in the highly competitive arena of first responders.
- Increase employer match from 3% to 5%
- Look into Defined Benefit Plan (Pension)



Education Reimbursement

- Allow employees to complete higher education degrees
- Recruiting and retention tool



Admin Leave Earned

- Current policy allows up to 80 hours of Admin Leave Earned to be paid out.
- Any hours over 80- an employee could use instead of their personal time off (PTO).



Employee Recognition Program

- Plaques for Milestone Years of Service- 1 Year, 5 Years, 10 Years, Etc.
- Allow employees to pick their gift from a catalog- award value amount based on years of service.
- Quarterly/Annual- Award Banquet- catered lunch/dinner, BOC/County Manager presentation.



Volunteer Time Off (VTO)

- Allow employees two days a year to perform community service; they are allowed to volunteer and be paid for the day.
- Community service hours would need to be performed at an approved non-profit 501c3.



Bereavement Leave

- Can we add Aunts, Uncles, Grandparents-In-Law, to the policy?
- Currently we only list immediate family members.



Questions Or Comments

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County
Effingham
Georgia