



South Fulton Employee Transition Frequently Asked Questions

What Services are affected by the City of South Fulton transition?

All municipal-type services funded directly through the Special Services District fund, including:

- Police/Code Enforcement
- Fire
- Parks & Recreation
- Planning & Community Development
- Business licenses

In addition, services funded through the General Fund that are specifically allocated to unincorporated Fulton, including Public Works Transportation, would also be affected.

What does the city of South Fulton mean for employees?

At this point, Fulton County is still responsible for providing municipal-type services to unincorporated Fulton County. The earliest that the new city could begin providing services is May 1, 2016, the day the new city officially incorporates.

At the option of the new city, Fulton County may continue to provide all or some services through the two-year transition period, which ends on November 15, 2018.

When will the city begin providing services directly?

That decision will ultimately be made by the leadership of the new city when it incorporates in May 2017. According to HB 514, at the option of the new city, Fulton County may continue to provide all or some services through the two-year transition period, which ends on November 15, 2018.

Will the new city hire existing employees?

Because Fulton County has a highly qualified, trained and experienced workforce, we expect that many employees who are currently serving in unincorporated Fulton may eventually be hired by the new city. Hiring decisions will ultimately up to the management of the new city. Fulton County will work with the new city's leadership to make the hiring process as streamlined as possible.

What accrued leave will employees be paid for if they leave Fulton County?

Employees who leave Fulton County will be compensated for accrued vacation and compensatory leave. This is paid in one check after the final paycheck, and is sometimes referred to as a "bust out" check. Funds have been set aside in the proposed 2017 budget to cover accrued leave balances.

Employees will not be paid for accrued sick leave. In certain cases for employees in the defined benefit plan, accrued sick leave may count toward to years of credible service.

Will employees keep their Fulton County benefits?

As long as employees remain employees of Fulton County Government, they will maintain their Fulton County benefits. Employees of the new city would enroll in the benefits are offered by the city.

What will be the impact of employee transition with regard to retirement plans?

Over the last several decades, Fulton County has offered primarily two retirement plans: the Defined Benefit plan ("old plan") and Defined Contribution plan ("new plan"). Eligibility requirements for these two plans have changed over the years, based on hire date and other factors. In addition, there are some plan rules that

apply specifically to public safety personnel. For the most accurate information about plan impact, we recommend that employees consult directly with the Employee Benefits office at 404-612-7605.

Will Fulton County declare a Reduction in Force?

We anticipate the new City of South Fulton will provide all municipal services and at some point the County will no longer be providing these services. At that time, a RIF would likely be required. However, no date has been established and many transition steps must be completed before such a timeline can be finalized. The timing is unknown at this time, but could be up to two years. Once the new city's elected representatives are in place and the new city officially incorporates in May 2017, Fulton County will work with those leaders to finalize transition steps. At such time, we would be able to accurately advise employees of any anticipated RIF impacts

Will opportunities be offered to employees who wish to stay with Fulton County?

Employees who work with Fulton County today and wish to remain employed with the County will have the opportunity for skills assessment and possible matching with existing opportunities within Fulton County Government.