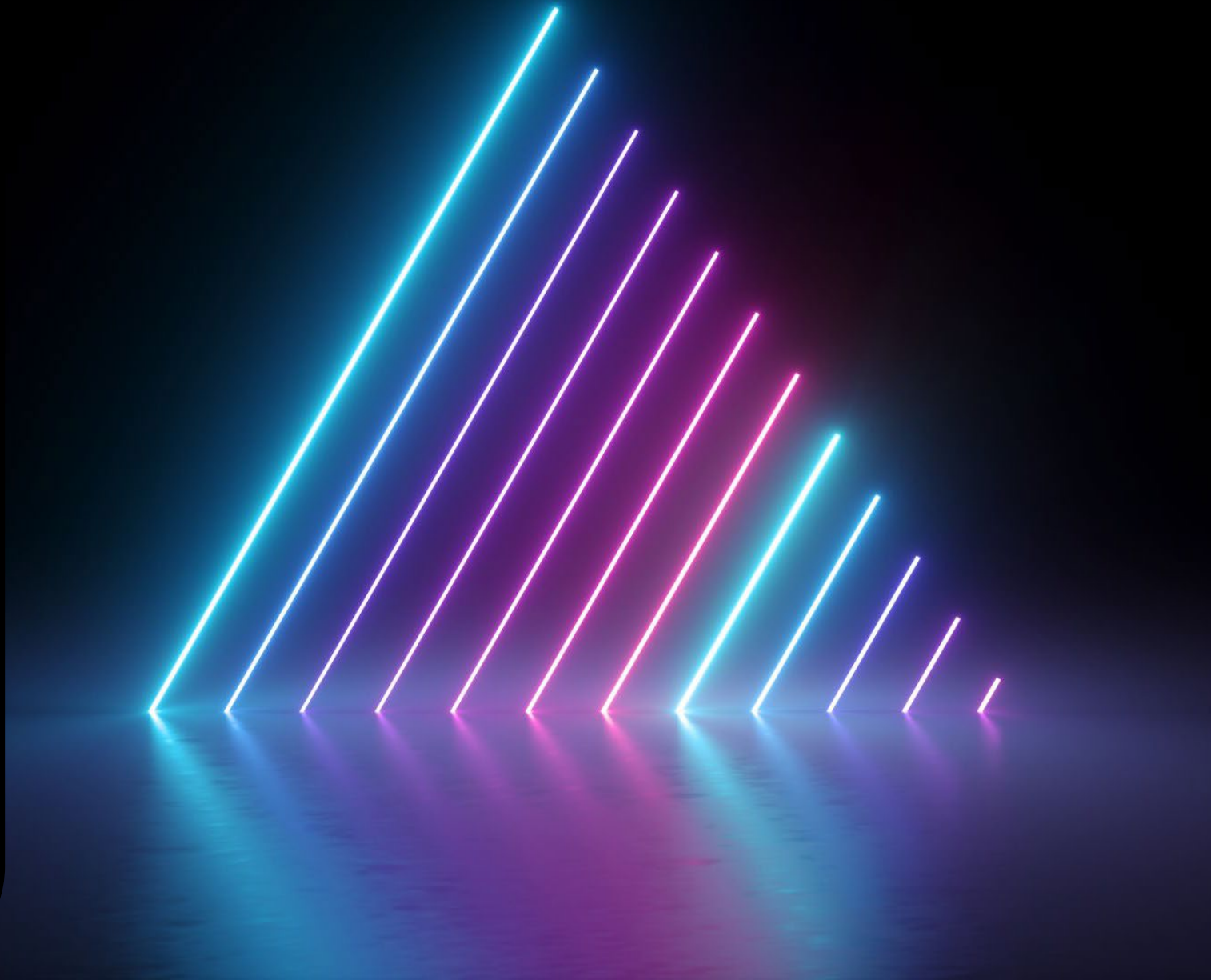


Building Strong Relationships with Constitutional Officers

GCCMA – Spring Conference



**Question: How
would you rate your
current relationship
with your
constitutional
officers?**

Scale of (1-10)



Quick Review Basic Facts:

Who are your Constitutional Officers?

- Clerk of Superior Court
- Probate Judge
- Tax Commissioner
- Sheriff

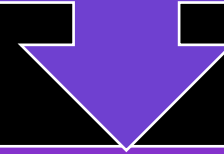


Powers come from Constitution

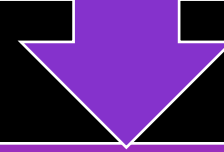
- Have “political independence” from Board of Commissioners – voters to have more direct influence over people providing these important services
- Constitutional offices for the most part have been in existence since the founding of the state and their duties are prescribed by the constitution and state law.

What about Budget?

Budget is under control of county commission, which, subject to some limitations, has authority to amend or change estimates of required expenditures presented by another officer acting under his statutory duty.



What does this mean??????



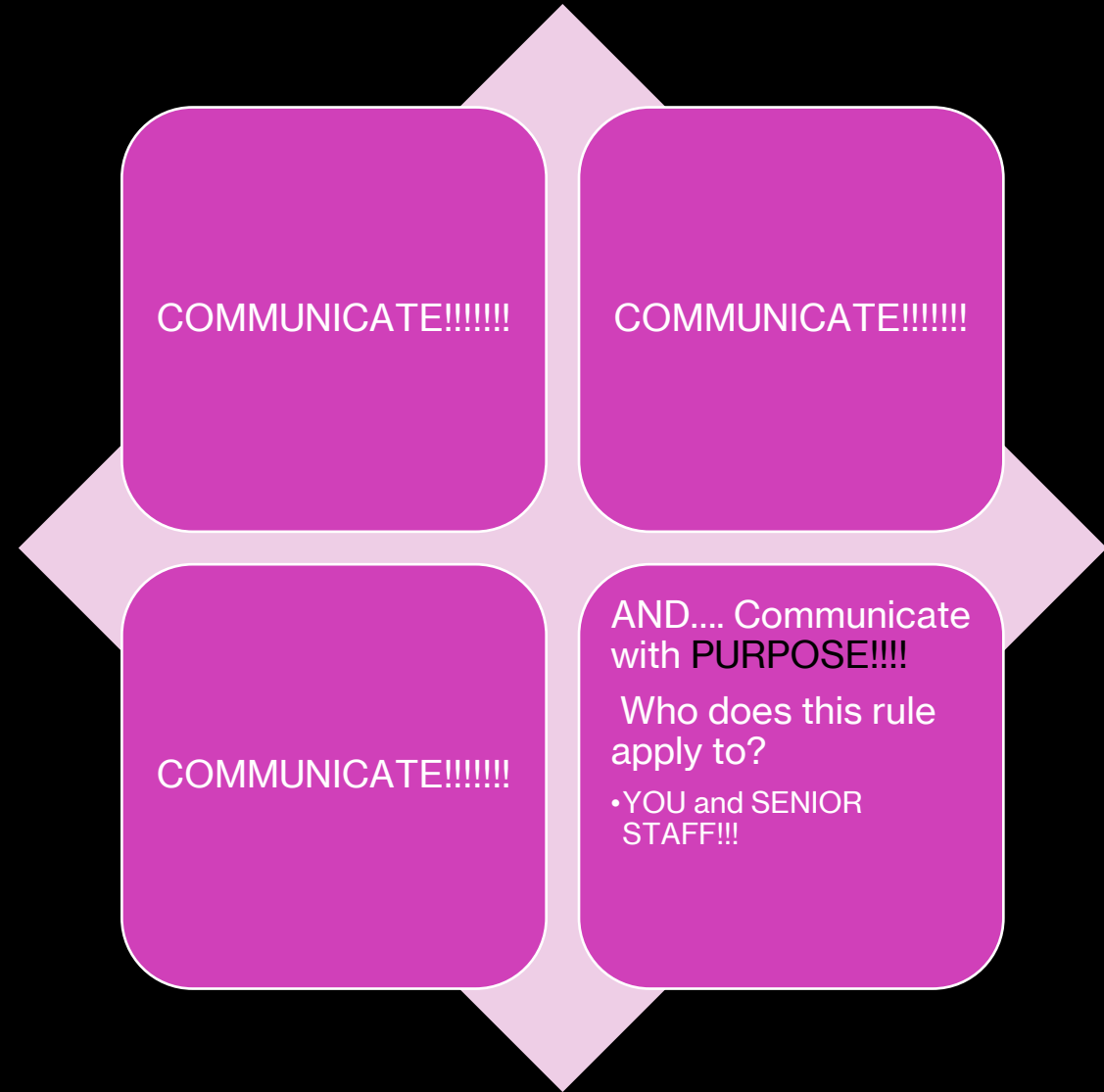
BOC has the power to set the budget.... BUT

BOC may NOT dictate how funds are spent by a constitutional officer who is exercising their duties given to them by authority of the constitution.

Budget must be “reasonable” and allow reasonably sufficient funds to allow officers to discharge legal duties.



How to avoid CONFLICT!!!





Best Practices!

Endeavor to allow your constitutional officers to be a part of the budget process!

Discuss & Explain potential needs for significant budget measures (staff reductions, minimal or no pay increases, across board budget cuts) – do not just announce they will happen

Taking the time to explain the county's financial situation and needs will help your constitutional officers understand requests – make them understand they are part of a team!

Work with your BOC - endeavor to demonstrate respect and help them appreciate the constitutional officer is an independent center of power and should be treated differently than other departments



Best Practices Cont....

Details	Get your #'s right! Data you use in discussions should build accountability and credibility
Listen	Listen!!! Communication involves talking and listening. Be FLEXIBLE! Keep a level head and be slow to anger. Check egos at the door! Set a good example for Commissioners
Remember	Remember the consequences of unhealthy relationships with constitutional officers: • Loss of Public Confidence • Hard Feelings which can take years to overcome • Litigation (which can be very costly for taxpayers)

Panel Discussion:

Alan Ours
County Manager
Lumpkin County

Guy Singletary
County Administrator
Emanuel County

Shawn Boatright
County Administrator
Camden County

Do you have any specific tips or policies that help build positive relationships with your CO's?



Can you share any times you have had a conflict with a CO you had to work through as a county manager?



How do you handle the budget process and how do you communicate with your CO's concerning policy changes and the budget process?



Have you ever had to help a commissioner understand the unique relationship between the BOC and a constitutional officer?