

Alachua County Board of County Commissioners Minutes

January 28, 2025, 11:30 AM

Present: Commissioner Mary Alford, Chair Charles S. Chestnut, IV, Vice

Chair Ken Cornell, Commissioner Anna Prizzia, Commissioner

Marihelen Wheeler

A. Invocation

Senior Pastor Dr. Karl Anderson, Upper Room Ministries provided the Invocation.

B. Pledge of Allegiance

C. Call to Order

Chair Chestnut called the meeting to order at 11:30am.

D. Approval of Regular and Consent Agenda

Commissioner Alford moved adoption of the Regular and Consent Agenda as printed.

2nd Commissioner Cornell

The motion carried 5-0

To approve the Regular and Consent Agenda.

E. Announcements

There were no announcements presented today.

F. Approval of Recognitions

Commissioner Cornell moved approval all Proclamations on the agenda.

2nd Commissioner Prizzia

The motion carried 4-0 with Commissioner Alford out the room.

 Approval of a Proclamation Declaring February 2, 2025, World Wetlands Day, Alachua County, Florida - 25-00068

Commissioner Alford presented the proclamation declaring February 2, 2025 World Wetlands Day in Alachua County Florida.

Land Conservation Manager Andi Christman and staff accepted the proclamation and presented comments.

Commissioner Cornell, Commissioner Wheeler, and Commissioner Prizzia presented comments.

Proclaim February 2, 2025, as World Wetlands Day in Alachua County, Florida

G. Board and Committee Items

 Request Appointment of Alternate Member to the Arts Council of Alachua County with a Term Ending September 30, 2029 - 25-00073

Commissioner Cornell moved to nominate Jacob Case as alternate member to the Arts Council of Alachua County with a term ending September 30, 2029.

2nd Commissioner Wheeler

The motion carried 5-0.

Appoint Alternate Member to the Arts Council of Alachua County with a Term Ending September 30, 2029

H. Public Comment

The Board recognized Anthony Johnson, Crystal Sorrow the CEO of Peaceful Paths, and Kathleen Ruppart who all presented comments.

I. Action Items

Request to advertise a Notice of Public Hearing for a Unified Land
 Development Code (ULDC) amendment related to small-scale alcoholic beverage production facilities - 25-00078

Mehdi Benkhatar presented the above item to the Board.

Background

- Rise of small-scale alcoholic beverage producers in US
- No specific use or definitions currently exist in ULDC
- Allow for restaurants and bars to produce beverages for on-site consumption

Revisions to Code

- New use proposed to be added to the Food & Beverage code (Sec. 404.69.2)
- Permitted in BW, ML, MS, MP districts and as an accessory use in the A district
- Bars and restaurants would also be allowed to produce alcoholic beverages for on-site consumption
- Tap/tasting rooms and sale of related merchandise allowed

SSABPF defined

- A small-scale alcoholic beverage production facility is a facility that produces no more than:
- 15,000 barrels (465,000 U.S. gallons) of beer and/or cider
- 100,000 U.S. gallons of wine and/or mead per year (winery/meadery)
- 15,000 U.S. gallons of spirits per year (distillery)
- Tasting or tap rooms and retail sales of merchandise related to the alcoholic beverage may also be allowed.

Proposed revised code

Sec. 404.69.2 Small-scale alcoholic beverage production facility

A small-scale alcoholic beverage production facility is allowed as a
permitted use within the BW, ML, MS and MP districts and as an
accessory use in the A district, with an active agricultural operation for
agritourism purposes and utilizing agricultural products grown and
processed on site.

Chapter 410 definitions:

Small-scale alcoholic beverage production facility: A facility that produces no more than 15,000 barrels (465,000 U.S. gallons) of beer and/or cider per year (microbrewery/cidery), 100,000 U.S. gallons of wine and/or mead

per year (winery/meadery), or 15,000 U.S. gallons of spirits per year (distillery). Tasting or tap rooms and retail sales of merchandise related to the alcoholic beverage may also be allowed.

Restaurant:

Any structure where food is prepared or served for consumption on or off the premises or within an enclosed business or building. <u>Alcoholic beverages may also be produced for consumption on the premises.</u>

Cocktail lounge, bar, tavern, or nightclub:

A commercial establishment dispensing alcoholic beverages for consumption on the premises in which the service of food is merely incidental defined as the establishment deriving no more than fifty (50) percent of its gross revenue from the sale of food consumed on the premises. Alcoholic beverages may also be produced for consumption on the premises. Dancing and musical entertainment may be permitted. The term nightclub may also include facilities in which dancing and musical entertainment are permitted whether or not alcoholic beverages are served.

Staff Recommendation:

Staff recommends that the Board of County Commissioners authorize a request to advertise a public hearing on a ULDC amendment related to small-scale alcoholic beverage production facilities.

Commissioner Alford, Commissioner Prizzia, Mehdi, Growth Management Department Principal Planner Chris Dawson, and Commissioner Wheeler presented comments.

Commissioner Cornell moved staff recommendations and approved the request to advertise.

2nd Commissioner Prizzia

The motion carried 5-0.

Staff recommends that the Board of County Commissioners hear the presentation and approve the request to advertise.

2. Presentation on the Community Health Worker Program and Recommendations for Sustainability - 25-00094

Cherisse Britton, MPH Florida Department of Health Program Administrator and Jodie Lindsey, Mobile Integrated Healthcare Team Captain presented the above item.

CHW Program Focus

Program focuses on addressing the Social Determinants of Health and Closing Health Disparities

- Increasing access to health care
- Increasing access to mental health services
- Improving food security
- Increasing access to housing
- Increasing access to social services

Aligns with Alachua County's vision statement, the Safety Net Collaborative's mission, and the County Community Health Improvement Plan.

Option #1

Dept. Of Health & Alachua County Community Support Services

Program Structure: Geographic CHWs

- CHWs are Alachua County CSS employees
- Program Administrator is DOH employee
- Maintains Health Program Connection

OJT

- Via CareerSource WIOA Only Minimum Qualifications
- High School Diploma/GED
- Valid Florida Driver's License
- Ability to complete CHW course within 90 days of hire
- Ability to obtain CHW certification within 1 year of hire

Option #2

Program Housed at Community Support Services Employment:

All Employees of Alachua County

OJT

OJT via CareerSource – WIOA Only

Minimum Qualifications

- High School Diploma/GED
- Valid Florida Driver's License
- Ability to complete CHW course within 90 days of hire
- · Ability to obtain certification within 1 year of hire

Option #3

Mobile Integrated Healthcare (MIH) TeamCore Services

- · Community-based
- Outreach and Education
- Connects with resources (transportation, food, housing and mental health care) follow up to ensure receipt
- Peers who relate to the needs of vulnerable residents
- Chronic disease management
- Medication reconciliation
- Fall prevention and house safety checks
- Linkage to medical equipment
- Opioid overdose prevention activities and education
- Connection to telehealth
- Clinical counseling and support

Staffing

- 2 Paramedic
- 1 EMT
- 1 Social Worker
- 1 Case Manager
- 2 Peer Specialists (to become Certified CHWs)

Partners

- Mental Healthcare
- Long-term Medication Assisted Treatment

Staff Recommendations:

1. Continue the existing program structure through September 30, 2025.

2. Transition the key functions of the CHW Program to the MIH Team on October 1, 2025.

Chair chestnut exit meeting at 11:58am

Commission recessed 12:16- Commission Reconvened at 12:31

Commissioner Prizzia, Commissioner Alford, Commissioner Wheeler, Commissioner Cornell (states motion in comments), and Fire Chief Harold Thieus presented comments.

Commissioner Prizzia moved to as our team to look at court combining options 2 and 3 to have geographically assigned community health workers working in collaboration with our fire rescue integrated mobile health team. Bring back recommendations during the budget process. Fire Rescue would be in charge. The reason to combine the options is to sunset the program and only have their two mobile integrated health teams existing peer support specialist which are focused on substance abuse trained as community health workers and to add additional geographically assigned community health workers that would be dealing with general public and well being through a community health worker program. The ideal scenario would be that the employees would be hired from the community and trained to provide the service within the community. The motion carried 4-0 with Chair Chestnut out of the room.

2nd Commissioner Alford

The motion carried 4-0 with Chair Chestnut not present.

Public Comment

Khali Blount presented comments

Alford exits 1:11pm

 Continue the existing program structure through September 30, 2025.
 Transition the key functions to the Mobile Integrated Healthcare Team on October 1, 2025. Discussion of Gun Violence Initiative and Request for Direction - 25-00110
 County Manager Michelle Lieberman presented the update on the above item.

Carl Smart, Commissioner Wheeler, Commissioner Alford, Commissioner Prizzia, Commissioner Cornell, and Interim Fire Chief Sean presented comments.

Commissioner Alford moved that the County move forward with the alliance in creating a strategic plan and work with the alliance to continue this important work.

2nd Commissioner Wheeler

The motion carried 3-1 with Commissioner Prizzia voting "Nay" and Chair Chestnut not present.

Public Comment

Khali Blount presented comments.

Hear update and receive direction from the Board

J. Presentations

World Masters Indoor Athletics Championship Update - 25-00003

Jolene Miller and Stephen Rodriguez – RADD Sports presented the above item.

Commissioner Cornell, County Manager Lieberman presented comments.

The World Masters Indoor Athletics Championship will be March 23rd - March 30th 7am-7pm. Currently there are over 3700 participants and an estimate of about 9,000 total visitors to the community. The athletes are coming from 97 different countries, the oldest participant is 104 years old.

All information regarding the event can be accessed at wmaci2025.com, There is no entry fee this is a free event, there will be live entertainment for all citizens to enjoy.

Chair Chestnut returned to the meeting at 2:00pm

Hear presentation

Facilities Management Master Space Plan Quarterly Update - 25-00074
 Facilities Director Travis Parker presented the above item.

ELEMENTS OF PHASE I

Phase I master plan:

- Civil Court Complex
- Central Energy Plant (CEP)
- Parking Garage
- Civil Courthouse
 - Construction of a new Animal Services Facility
 - Renovation of the Armory (Move: EOC & Fire Rescue HQ)
 - Fire Rescue HQ (Move: EPD and Growth Management)

CHILLED WATER CENTRAL ENERGY PLANT (CEP)

- CEP Delivered in December 2024.
- Site Plan approved in December 2024.
- Building Permit received in December 2024.
- Est. Construction Start: February 2025
- Est. Construction Completion: June 2025
- Est. Project Cost: \$6.3 Million

PARKING GARAGE

- FinFrock will provide 100% Construction Documents in February 2025.
- DRB Meeting with City of Gainesville tonight, January 28th.
- All permits should be finalized in February.
- Site work will start in February 2025.
- Precast erection to start in early May 2025.
- Permitting: April 2025
- Est. Construction Start: May 2025
- Est. Construction Completion: December 2025

• Est. Project Cost: \$12.5 Million

CIVIL COURTHOUSE & COURT SERVICES

- Currently in the Construction Document phase of the project.
- DLR Group (A&E) will provide 100% Construction Documents in February 2025.
- Ajax (CMAR) will provide a GMP in February 2025.
- DRB Meeting should be in March/April 2025.
- A&E Completion: February 2025
- Est. Construction Start: August 2025
- Est. Construction Completion: February 2027
- Est. Project Cost: \$70 Million

ANIMAL RESOURCE FACILITY

- A&E contract to BoCC in February 2025.
- Negotiations for the CMAR contract are currently in progress.
- Discussions are ongoing with UF for a Term Lease Agreement.
- A Memorandum of Understanding is being negotiated with VetMed.
- A&E Start: January 2025
- Est. Construction Start: January 2026
- Est. Construction Completion: January 2027
- Estimated Project Cost: \$27.5 Million

NEW FIRE RESCUE HQ / EMERGENCY OPERATIONS

- Bids received in October 2024.
- Recommended award to Ulloa Management Group, LLC.
- Contractor approved by Board on January 14, 2025.
- Contract finalization in process.
- Renovation Start: January 2025
- Renovation Completion: July 2025

• Renovation Cost: \$3.7 million

Relocation Start: July 2025

ENVIRONMENTAL PROTECTION RELOCATION

 EPD from the Wilson Building to the existing Fire Rescue Headquarters.

• This will leave the Wilson Building (14 N.E. 1st Street,) vacant.

 Renovations will be needed to transition from Fire Rescue operations to Environmental Protection operations.

• Renovation Start: July 2025

• Renovation Completion: October 2025

• Relocation Start: October 2025

WAREHOUSE

• 61,203 SQFT - Warehouse Space

• Fire Rescue, Health Department, Supervisor of Elections will utilize the space initially.

• Currently working with A&E on master space plan for all users that will utilize the space.

Phase I Impact:

- Facilities Management moved in December 2024.
- Growth Management will move to the existing Facilities Office near Depot Park.
- Master Planning: Through February 2025
- Relocation Completed

Commissioner Alford, Commissioner Prizzia, Commissioner Cornell, and Commissioner Wheeler presented comments.

Presentation only, no action requested.

3. Facilities Operations Update: Progress and Priorities for Jail Maintenance - 25-00075

Facilities Director Travis Parker presented the above item.

Commissioner Prizzia, Commissioner Alford, Commissioner Cornell, County Manager Lieberman, Commissioner Wheeler, and Chair Chestnut presented comments.

4. Strategic Plan Timeline Presentation - 25-00095

Assistant County Manager Tommy Crosby presented the above item.

Commissioner Alford, Commissioner Cornell, and Commissioner Prizzia presented comments.

K. Public Hearings

1. Public Hearing for a Partial Right-of-Way Vacation in the Plat of Grove Park. - 25-00050

Public Works Director Ramon Gaverrete presented the above item.

Commissioner Cornell moved that the Board adopt the Resolution to vacate a portion of Montrose Street, an unimproved County Right-of-Way in the Plat of Grove Park.

2nd Commissioner Prizzia

The motion carried 5-0.

Commissioner Alford and Commissioner Prizzia presented comments.

L. Quasi-Judicial Public Hearings

1. Preliminary Development Plan for Live Oak Cottages - 25-00086

Planner Jacob Stout presented the above item.

Correction to comment #13 should be left turn lane not right turn lane.

Commissioner Alford, Public Works Director Ramon Gavarrete, Commissioner Wheeler, Commissioner Cornell, Agent for the Applicant Tom Young, Commissioner Prizzia, Commissioner Wheeler, Bob Cox, and Commissioner Prizzia presented comments.

Commissioner Prizzia moved to approve the proposed Preliminary Development Plan and Resolution DR-25-01 based on a finding of consistency with the Alachua County Comprehensive Plan and the Alachua County Unified Land Development Code with trees 778 and 777 being protected and efforts to protect as many trees as possible. Staff is given flexibility with impacts of the multiuse path to protect trees.

2nd Commissioner Alford

The motion carried 5-0.

2. Preliminary Development Plan for Twenty-two Farms Rural Subdivision - 25-00083

Planner Leslie McLendon presented the above item.

Commissioner Prizzia disclosed a conversation with the owners of the property.

Commissioner Prizzia moved to Approve the proposed Preliminary Development Plan with conditions and Resolution DR25-02 based on a finding of consistency with the Alachua County Comprehensive Plan, and the Alachua County Unified Land Development Code with conditions.

2nd Commissioner Wheeler

The motion carried 5-0.

Bill Menadier with Menadier engineering presented comments.

3. County Manager Comment

Executive Order placing on hold All Federal Grants and Loans

County Manager Lieberman stated that the Federal Office of Management and Budget issued an executive order that all grants and loans as long as they do not provide individual assistance such as SNAP, Medicaid, and student loans. She stated that staff is scrambling to ascertain the exact amount which will also affect the Constitutional Officers. Currently the amount is believed to be about \$5,000,000. There is a deadline of February 10, 2025 for agencies to review and provide a report to the Office of Management and Budget. Staff is in a wait and see position at the moment and the County will continue business as usual and fund all operations.

Commissioner Alford, Commissioner Prizzia, Chair Chestnut, and Commissioner Wheeler presented comments.

Commissioner Prizzia requested that when a list of programs that will be affected is available that it be provided to the Board.

Ms. Lieberman stated that she will provide the Board with the information when available.

4. Commission Comment

Locations for Community functions/needs

Commissioner Wheeler stated that locations are needed for an Animal Shelter, Farmers Market, and Medieval Faire as well as other events. There is 100 acres at the Cabot/Kopper site. If the land is cleaned up it would be a great location for these activities on the east side of the County.

County Manager Lieberman stated that the County did have discussions of purchasing the site for the Fairgrounds and other activities. The City of Gainesville expressed concerns with the County's plans and felt that the City had a better use for the site. She further stated that EPD Director Hoffstetter was going to check on the status of the site and an email to the Boad will be provided.

Tree Protection Policy

Commissioner Cornell stated that there are currently 28 zoning applications under construction with an additional 11 applications pending approval. He had received emails about large Live Oaks off of 8th Avenue. He would like to consider a moratorium to protect Live Oaks at the pending applications or consider staff recommendations to protect the trees on these sites.

Commissioner Alford stated that she is not in support of moratorium at this time. Staff is working on the code changes necessary, and she feels that the Board can work with developers on the applications when they come before the Board.

Growth Management Director Jeff Hays stated some of the changes such as changing from 60-inch trees protected to 45-inch trees can be done relatively quickly probably by the end of March. The changes to the Open Space requirements would require a Comprehensive Plan amendment which will take time as it is a process specified in law.

County Attorney Torres stated that applications that are sufficient and complete would come in under the old rules. They could agree to comply with the new rules but are entitled to develop in accordance with the old rules.

Commissioner Prizzia stated that she also wants to protect as many trees as possible but forcing a code change to quickly will lead to unintended consequences. She would like staff to complete the work and get it to the

Board quickly. She stated that if the Board sees Commissioner Cornell's concerns materialize then the Board can take quick action.

The Board recessed at 4:18 P.M.

The Board reconvened: 5:00 P.M.

M. Items Pulled From Consent

N. NOTE: This meeting will reconvene at 5:01 PM

O. Discussion Items

 Discussion of the status of the Florence Construction and Demolition Landfill. - 25-00081

Growth Management Director Jeff Hays, EPD Senior Environmental Specialist Chris Gilbert presented the above item.

Commissioner Alford, and Commissioner Cornell presented comments.

Public Comment

Chair Chestnut recognized Kiwana Robinson, Marilyn, Wendy Wood, Sarah Younger (documentation provided), Jessica Rockstein, Cathy McIoon, Leah Cohen, Gabrielle Keller (documentation provided), Jaime, Zack Whiteman, Robin Lemann, Ed Darby, NKwanda Jah, Suzanne Michell Morris, Johnell Gainey, Michael Sexton, Jodie Van Horn, Sadie Matteucci, Brackin Camp (documentation provided), and Kelly May who presented comments.

Commissioner Alford, Commissioner Wheeler, Commissioner Prizzia, County Attorney Sylvia Torres, EPD Chris Gilbert, and Commissioner Cornell presented comments.

Commissioner Cornell moved the following:

- Work with the Health Department to begin implementing a regular air monitoring program and that staff bring back to this Board a plan within the next 60 days which would include but not be limited to the purchase of continuous air monitoring equipment to identify hydrogen sulfate gas concentrations and other known contaminants.
- 2. Direct Environmental Protection Department (EPD) staff to restart graphing of all groundwater data to help identify any potential

- contaminant trends and report that information to the Board. Staff is to determine if private groundwater data is to be included.
- 3. Refer to staff the issue of installing "No Truck" signs on the Kinkaid route report back within 60 days.
- 4. Staff is to contact Mr. Florence and request that all drywall that is collected be diverted to the Palatka facility and ask for Mr. Florence to consider implementing an early closure plan that would result in a closing prior to the completion of the tolling period.
- 5. Request that we prepare a Chair Letter and forward it to the Governor, our local delegation, the State Department of Environmental Protection, and any other governing State agencies over this facility of the community concerns with a link to tonight's meeting and petitions we were served and forward to this Board any available responses.
- 6. Direct staff to utilize their best efforts to review the current closure plane and bring back to this Commission a presentation of exactly what is involved something over the next 90 days.

2nd Commissioner Alford

Chair Chestnut recognized Commissioner Wheeler, County Manager Lieberman, and Patrice Boyes, Esq. who presented comments to the Board.

The motion carried 5-0.

P. Closing Comments

1. Public Comment

Chair Chestnut recognized Anthony Johnson, Marly Prichard (documentation provided), Jim Konish, and Keith Jackson who presented comments

2. County Attorney Comment

County Attorney Torres informed the Board that a Federal Court just issued an injunction on the Executive Order freezing federal funds. The Court will have a hearing on Monday to determine if the injunction will remain in effect. So, there will be no interruption of funding as the County Manager previously announced.

Q. Adjournment

There being no further business before the Board, the meeting was adjourned at 7:10 p.m.

R. Consent Items

- Budget & Fiscal Services
 - FY26 Budget Development Budget Calendar and Constitutional Officers Budget Request Resolution - 25-00092

Approve FY26 Budget Calendar and Adopt Resolution

- Clerk of the Court
 - Report of Inter-fund Loans that Span the Fiscal Year End 25-00063
 Accept the Inter-fund Loans Report of outstanding loans that span the fiscal year end
 - FY2024 Alachua County BOCC Investment Report 25-00105
 Accept the FY2024 Alachua BOCC Annual Investment Report
- 3. Community Support Services
 - 1. 1st Amendment to 14350 Subrecipient Agreement with Department of Health for Community Health Worker Administrator, 24-01081
 - Approve the 1st Amendment to 14350 Subrecipient Agreement with Department of Health for Community Health Worker Administrator and authorize the Chair to execute same on behalf of the County.
 - 2. 14520 Community Health Worker Program Gainesville 4 All OJT Wage Subsidization Agreement, 24-01082
 - Approve Agreement 14520 with Gainesville 4 All for OJT Wage Subsidization and authorize the Chair to execute same on behalf of the County.
 - First Amendment Community Partners and Engagement Consultants -25-00062
 - Approve the First Amendment and Authorize the Chair to Execute it.
 - 4. Emergency Rental Assistance Program (ERAP) Housing Stability Services 25-00087
 - Approve the agreements with Three Rivers Legal Services and with Florida Legal Services, and authorize the Chair to sign

4. County Manager's Office

 Resolution to Support Hands Free Devices While Driving Legislation -25-00084

Approve the resolution

5. Human Resources

1. Fiscal Year (FY) 2024-2025 Revisions to the Non-Bargaining Pay Plan add Division Chief/Logistics - 25-00096

Request approval of the Fiscal Year 2024 -2025 revisions to the Non-Bargaining Pay Plan.

6. Procurement

1. Purchase Order to United Data Technologies, in the amount of \$300,067.80 for Information & Telecom Services. - 25-00065

Approve the issuance of a purchase order to United Data Technologies, in the amount of \$300,067.80.

 First Amendment to Agreements with Bird Dog Fire and Land Management (14087), Blackham Contracting Group, LLC (14088) Promise Habitat Services LLC (14091), R.O.T. Ranch Construction Inc. (14092), for Environmental Protection Department. - 25-00071

Approve and authorize the Chair to execute First Amendments to Agreements with Bird Dog Fire and Land Management (14087), Blackham Contracting Group, LLC (14088) Promise Habitat Services LLC (14091), R.O.T. Ranch Construction Inc. (14092).

3. Sole Source and Purchase Order to Channel Innovations Corporation, in the amount of \$171,905.00 for Fire Rescue Services. - 25-00072

Approve and authorize the Chair to execute the Sole Source and Purchase Order to Channel Innovations Corporation, in the amount of \$171,905.00.

4. Purchase Order to United Data Technologies, in the amount of \$115,075.75 for Information & Telecom Services. - 25-00080

Approve the issuance of a Purchase Order to United Data Technologies, in the amount of \$115,075.75.

5. Purchase Order to SHI International Corporation, in the amount of \$108,000.00 for Information & Telecom Services. - 25-00093

Approve the issuance of a Purchase Order to SHI International Corporation, in the amount of \$108,000.00, for the renewal of Azure Services.

7. Public Works

1. Correction to Notice of Intent for Quail Street Special Assessment
District - 25-00061

Approve the Resolution and Corrective Notice of Intent, authorize the Chair to sign the Resolution and Corrective Notice of Intent and authorize staff to record the Corrective Notice of Intent in the public records.

8. Risk Management

 Examination of Sufficiency of Public Official Bond for County Officers -24-01027

Examine and Approve the Public Official Bonds for County Officers

- 9. Tourism & Economic Development
 - Request Appointment of Dr. Sarah Rockwell to the Economic Development Advisory Committee as the School Board Appointment with a Term Ending September 30, 2028 - 25-00103

Appoint Dr. Sarah Rockwell to the Economic Development Advisory Committee as the School Board Appointment with a Term Ending September 30, 2028

S. Notation for Record

Recreation and Open Space Committee- January 9th Minutes - 25-00091
 No Action necessary. For Informational purposes only

T. Notice of Upcoming Meetings