



# DeKalb County Government

Manuel J. Maloof Center  
1300 Commerce Drive  
Decatur, Georgia 30030

## Minutes

### ERPS-Employee Relations & Public Safety Committee

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Tuesday, January 18, 2022

2:15 PM

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*This meeting will be conducted via teleconference (Zoom). Simultaneous public access to the meeting will be available*

*(1) via live stream on DCTV's webpage,*

*(2) on DCTVChannel23.TV*

Meeting Started At:2:31PM

Attendees:Commissioners Davis Johnson, Rader, Patrick, Cochran-Johnson, Terry, Johnson

**Present**      3 - Chairperson Mereda Davis Johnson, Commissioner Robert Patrick, and Jeff Rader

#### I. MINUTES

Commission District(s): All

Minutes for the December 21, 2021 Employee Relations and Public Safety Committee Meeting

**MOTION was made by Jeff Rader, seconded by Robert Patrick, that this agenda item be approved. The motion carried by the following vote:**

**Yes:** 2 - Commissioner Patrick, and Rader

**Abstain:** 1 - Chairperson Davis Johnson

#### II. STATUS UPDATE

Employee Life Insurance RFP

- information provided by Director Jacobs, representatives at Buck Consulting
- Question L Jacobs: regarding the death benefit for first responders is that for killed in the line of duty or any circumstance?
- B Haywood: that would be \$15,000 first responder benefit for any circumstance
- Question JR: could you return to discuss this further? Are these benefits that you have - can the participant increase those or is it set?
- B Fuhr: the benefit is based on guaranteed issues; the employer has the option up to \$150,000 for guaranteed issues
- RP: this is very informative
- MDJ: this discussion will be returning to ERPS

#### IV. AGENDA ITEM

##### *Previously Heard Items*

Commission District(s): All Commission Districts  
A Resolution to request that the CEO amend the administrative regulations of the County, to the extent permitted by law, to exclude marijuana testing from pre-employment substance detection testing for positions that are not safety-sensitive.

**This agenda item was no official recommendation**

- information provided by Commissioner Terry
- RP: as I recall, there haven't been changes in state law regarding testing for marijuana presence.
- MDJ: marijuana less than an ounce, is still a crime in Georgia; we have consistently been working to change that into an ordinance, so that it is not on the record of those caught with less than an ounce. I have stated my position that we have an absolute responsibility to determine if one is utilizing illegal drugs before we hire them. I feel that the government would continue to be responsible with that drug testing in place. If someone was injured, what type of liability would the County have?
- JR: we see that this is a revolving issue in Georgia and nationwide. I believe that people that have responsibilities of critical nature should not have any controlled substance used. I do think we ought to continue to work on this - perhaps making this a non-dispositive factor; and those that test positive go through some sort of counseling for appropriate conduct in the future. I propose that we do allow for more input on this, and serve both interests of not harming our labor pool but also making sure that people conform to the expectations of DeKalb County.
- JR: Motion to defer 1 month  
No second - motion fails
- TT: I would appreciate us continuing to work on this; if someone applies to work for DeKalb and they fail due to marijuana positivity, they are barred from reapplying for 2 years. I believe that policy needs to change
- no successful motion; no official recommendation in committee

Commission District(s): All Commission Districts  
To Amend Chapter 20, Article X concerning domestic partnerships.

**This agenda item was no official recommendation**

*-information provided by Commissioner Terry*

*-JR: I also believe that it's a challenge to get people hired; money itself does not move the needle; a more flexible workplace consistent with lifestyles may be the most effective and least restrictive way of doing this. This is something we should consider doing.*

*-MDJ: I believe that we have excellent employees, and an open market for jobs. We have not lost out, in my opinion, because of policies that we have put out. I don't believe we should spend extra money on choices they make; it doesn't affect the quality of candidates that we have received in DeKalb.*

*-TT: if commissioners don't keep up with reading news reports, studies on what is happening in the world, you will stay cemented in a place and time where views become more antiquated. The purpose of policymaking is to come to consensus; let's take this opportunity to educate ourselves*

*-MDJ: Because we don't agree with you means that we don't educate ourselves is condescending*

*-RP: motion to defer 30 days*

*No second - motion fails*

*-no successful motion; no official recommendation in committee*

*New Agenda Items*

Commission District(s): All Commission Districts

Acceptance of Federal Forfeiture Property - Police Services

**MOTION was made by Robert Patrick, seconded by Jeff Rader, that this agenda item be recommended for approval. to the Board of Commissioners, due back on 1/25/2022. The motion carried by the following vote:**

**Yes: 3 - Chairperson Davis Johnson, Commissioner Patrick, and Rader**

*-information provided by Chief Ramos*

*-Question JR: review of forfeiture expenditures over the last few years, to provide what remains and what forfeiture funds have been used for would be helpful*

*-Chief Ramos: yes sir we can provide that*

Commission District(s): All Commission Districts

Acceptance of State Forfeiture Property - Police Services

**MOTION was made by Robert Patrick, seconded by Jeff Rader, that this agenda item be recommended for approval. to the Board of Commissioners, due back on 1/25/2022. The motion carried by the following vote:**

**Yes: 3 - Chairperson Davis Johnson, Commissioner Patrick, and Rader**

*-information provided by Chief Ramos*

Commission District(s): All Commission Districts  
To Authorize the Community Service Aide's (CSA's) to Direct Traffic  
When Needed

**MOTION was made by Robert Patrick, seconded by Jeff Rader,  
that this agenda item be recommended for approval. to the Board  
of Commissioners, due back on 1/25/2022. The motion carried by  
the following vote:**

**Yes: 3 - Chairperson Davis Johnson, Commissioner Patrick, and Rader**

*-information provided by Chief Ramos*

*-Question MDJ: what type of training do they receive?*

*They receive the same training that our officers receive, as well as 2 additional hours of post-training*

*-Question JR: how many CSA's do we have?*

*M Ramos: 2 now sir, and 2 more that are in training*

*-Question JR: will this make them eligible for detail work at other places where there isn't traffic management?*

*M Ramos: I don't believe they would be qualified for part-time work but I can look further into that, since they are not sworn officers*

*-Question JR: would you be adding to the 4 at East or sending them to other precincts?*

*M Ramos: other precincts sir*

*-RP: it seems that CSA's will be well managed*

*-Question LJ: regarding creating ambassadors and having more eyes on the streets will help regulate this in the community; I would like to hear about this in PECS at some point*

Commission District(s): All Commission Districts  
FY19 Securing the Cities (STC) Grant Program - \$948,536.61

**MOTION was made by Robert Patrick, seconded by Jeff Rader,  
that this agenda item be recommended for approval. to the Board  
of Commissioners, due back on 1/25/2022. The motion carried by  
the following vote:**

**Yes: 3 - Chairperson Davis Johnson, Commissioner Patrick, and Rader**

*-information provided by Greg Ivanov*

*-Question JR: has this program in other areas cover anything other than nuclear?G Ivanov: no sir it does not; it is dedicated to radioactive isotope detection*

Commission District(s): ALL  
CA - Cooperative Agreement for the purchase of Municipal Safety  
Equipment and Supplies for Government: for use by Fire Rescue  
Services. This contract consists of providing various products and  
services as appropriate. Awarded to: Vector Solutions, Inc f/k/a  
TargetSolutions, Inc. Amount Not To Exceed: \$133,013.00.

**MOTION was made by Robert Patrick, seconded by Jeff Rader,  
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of Commissioners, due back on 1/25/2022. The motion carried by  
the following vote:**

**Yes: 3 - Chairperson Davis Johnson, Commissioner Patrick, and Rader**

*-information provided by Chief Fullum*

Meeting Ended At: 3:33PM

**MOTION was made by Robert Patrick, seconded by Jeff Rader,  
that this agenda item be adjourned meeting. The motion carried  
by the following vote:**

**Yes: 3 - Chairperson Davis Johnson, Commissioner Patrick, and Rader**

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Barbara H. Sanders-Norwood CCC, CMC