



DeKalb County Government

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

Minutes

ERPS-Employee Relations & Public Safety Committee

Thursday, November 17, 2022

3:00 PM

Special Called Meeting

Meeting Started At: 3:01 PM

Attendance: Commissioners Terry, Bradshaw, Rader, Cochran-Johnson

Present 3 - Commissioner Ted Terry, Commissioner Jeff Rader, and
Commissioner Steve Bradshaw

I. MINUTES

2022-2295 Commission District(s): All
Minutes for the November 1, 2022, Employee Relations, and Public
Safety Committee Meeting

**MOTION was made by Steve Bradshaw, seconded by Ted
Terry, that this agenda item be approved. The motion carried
by the following vote:**

Yes: 2 - Commissioner Terry, and Commissioner Bradshaw

Absent: 1 - Commissioner Rader

II. STATUS UPDATE

E-911 Response

-information provided by COO Williams
-presentation provided by Director Alicia Guest
-Question TT: so the goal is to hire how many?
A Guest: between 25-30
-Question TT: do we do exit interviews or reasons why people may be changing careers?
-responses provided by Director Guest
-Question TT: how do we make DeKalb County a place to work that is up to speed with other jurisdictions and corporations regarding amenities and benefits. Have you received feedback on additional things we should consider as part of our benefits package?
-responses provided by Director Guest regarding on-site childcare, annual raises, sick hours percentages
-Question SB: regarding your work with the GBI, was your previous staff in a comparable position?
-response provided by Director Guest
-Question TT: is there a texting version of 911?
A Guest: yes we do have the capability to text 911
-Question TT: when an operator gets a text, could you discuss that process?
-responses provided by Director Guest
-Question TT: are the calls received calls that 311 can answer?
A Guest: they can answer some of them
-discussion of nurse navigator program provided by Director Guest, Director Lumpkin
-Question TT: you all are working with the CSB to have a clinician embedded in E-911 to address mental health calls
-Director Lumpkin: we have not worked that out; additional response provided by Director Lumpkin
-Question TT: AMR seems to be refusing to pick up 1013 individuals and it seems police has to handle trips for that?
-response provided by Director Lumpkin
-Question LCJ: regarding the nurse navigator, what number are people dialing?
A Guest: we transfer them to a number once we triage them. Additional response provided by Director Guest
-Question LCJ: how many calls do you all receive on a weekly basis?
A Guest: between 17,000-18,000

III. DISCUSSION

ARP Public Safety Initiatives

-Z Williams: we will give a written report of all the activities in the first tranche via email
-TT: we will discuss in our next committee meeting

Video Surveillance Presentation

-Presentation a part of Item 2022-1299 discussion

Abortion Access and Protect Reproductive Health

-Presentation a part of item 2022-2004 discussion

IV. AGENDA ITEM

Previously Heard Items

2022-1299

Commission District(s): District 7

A Resolution Requesting The Governing Authority Of DeKalb County Amend Chapter 15 Of The Code Of DeKalb County, Georgia As Revised 1988; To Provide For The Mandatory Used Of Video Surveillance Systems at Convenience Stores, And For Other Purposes
MOTION was made by Steve Bradshaw, seconded by Jeff Rader, that this agenda item be recommended for approval. to the Board of Commissioners, due back on 12/13/2022. The motion carried by the following vote:

Yes: 3 - Commissioner Terry, Commissioner Rader, and Commissioner Bradshaw

-presentation provided by Planning & Sustainability Director Baker and Code Compliance Director Tim Hardy

-Question LCJ: regarding the renewals, we had discussed an affidavit for business owners to attest that everything remains in working order in subsequent years. Is that what the document you are discussing entails?

A Baker: that is correct Commissioner

-Question LCJ: is there a sticker that could be placed indicating that a business has surveillance? Did we abort that thought of including small decals on exterior of doors?

A Baker: yes Commissioner it is part of the resolution ordinance

-Question SB: Mr. Hardy are you properly resourced to execute this mission

T Hardy: not at this time; we can circulate

-discussion of the training of code compliance officers for inspections related to this ordinance

-comments provided by COO Williams regarding the requested budget

-Question TT: will this proposal be in the December 15th budget?

Z Williams: yes it will

-TT: thank everyone for working as a team to get this forward. Additional comments provided by Commissioner Terry

2022-2004

Commission District(s): All Commission Districts

A Resolution to Protect Abortion Access and Protect Reproductive Health, Rights, and Justice for DeKalb County Citizens

MOTION was made by Steve Bradshaw, seconded by Jeff Rader, that this agenda item be recommended for deferral to the Board of Commissioners, due back on 12/20/2022. The motion carried by the following vote:

Yes: 3 - Commissioner Terry, Commissioner Rader, and Commissioner Bradshaw

- presentation provided by Desiree Thomas and Amplify Georgia Collaborative
- presentation from Director Allison Kauffman of Amplify Georgia to discuss the reproductive health resolution
- Question JR: has the county attorney reviewed this and has it been approved to form?
V Ernstes: there have been suggestions for changes that just came in today
- JR: I would like to see a review by the County Attorney to review any changes that need to get done; I hope that we can get that done by the end of the year
- Question TT: regarding the employee policy, have you seen other jurisdictions do that?
A Kauffman: yes the employee time-off policy has been discussed in other jurisdictions; additional comments provided by Ms. Kauffman
- Question TT: COO Williams could our HR department review this?

- SB: recommended deferral to December 20th BOC meeting, for a return to committee before then for review from the County Attorney

2022-2118

Commission District(s): All District Commission Districts
Adopt A Resolution to Raise the Minimum Wage for DeKalb County Employees to a Living Wage

MOTION was made by Jeff Rader, seconded by Steve Bradshaw, that this agenda item be recommended for deferral to the Board of Commissioners, due back on 1/24/2023. The motion carried by the following vote:

Yes: 3 - Commissioner Terry, Commissioner Rader, and Commissioner Bradshaw

-information provided by Director Sigler regarding impact to the County to living wage

-Question TT: is there ability to review contracts where County staff could do the work as opposed to contractors? Is there a way to get a ballpark of if we increased staffing shortages in x # of departments, that becomes a negative budget because we aren't paying a contractor to do it? We just wouldn't spend that money because we're not duplicating efforts

-responses provided by Director Sigler

-Z Williams: let us take a look at a number of specific contracts regarding this

-JR: regarding productivity, the only way to justify paying more for a position is to have the employee produce more than what it costs to employ them. I believe that is the thinking behind the ASL sanitation system. Additional comments provided by Commissioner Rader.

-Question JR: do we have a strategy under development to look at productivity and review ways to increase productivity to address compensation?

-Z Williams: the short answer is yes, regarding Sanitation, Roads & Drainage. Additional comments provided by COO Williams

-JR: we need to, in addition to identifying those not making a living wage, to ensure we are developing strategies to increase their productivity to ensure they are earning a living wage. It would make a lot of sense to bring back that information

-comments provided by COO Williams

-Question LCJ: what does this look like long-term? Can DeKalb County sustain the pay raises being discussed? For the positions we are seeking to increase the pay, have we reviewed the current standard for those positions regarding the current hourly wage? Along with the raise should come the expectation to meet the productivity. Additional comments provided by Commissioner Cochran-Johnson

-TT: this certainly does deserve additional discussion, and I'm glad we are starting it in this committee. Additional comments provided by Commissioner Terry

-comments provided by Commissioner Rader

-comments provided by Commissioner Bradshaw

-SB: I'm interested to see what the compression analysis looks like. Let's think it all the way through before we take action

-TT: I agree. Could Director Sigler and Director Ransom work with me and provide additional data; we will push this to the end of the year

-JR: motion to defer to second meeting in January

New Agenda Items

2022-2426

Commission District(s): Commission District 1 and Super District 7
Option to Renew Contract No. 1197126 (previous Contract No. 12-902427) - Lease Agreement 2156 Flintstone Drive, Tucker GA 30084

MOTION was made by Jeff Rader, seconded by Steve Bradshaw, that this agenda item be recommended for approval. to the Board of Commissioners, due back on 12/13/2022. The motion carried by the following vote:

Yes: 3 - Commissioner Terry, Commissioner Rader, and Commissioner Bradshaw

-information provided by Chief Padrick

-Question JR: what are the changes in the lease? Is it a renewal of an existing lease?

G Padrick: it's a renewal of an existing lease

2022-2311

Commission District(s): All

SS - Microfilm Conversion Services: for use by Police Services (PS). Consists of the purchase of digital conversion services, roll film scanning, image quality control, file indexing, rescans, media creation, and film pick-up and delivery services. Awarded to: Business Systems and Consultants, Inc. Amount Not To Exceed: \$285,000.00.

MOTION was made by Jeff Rader, seconded by Steve Bradshaw, that this agenda item be recommended for approval. to the Board of Commissioners, due back on 12/13/2022. The motion carried by the following vote:

Yes: 3 - Commissioner Terry, Commissioner Rader, and Commissioner Bradshaw

-information provided by Major Popp

-Question JR: is the indexing at a case level?

-Major Popp: It will be done by case number sir

2022-2404

Commission District(s): ALL

RFP - Request for Proposals No. 22-500620 Insurance Broker Services (Multiyear Contract): for use by the Department of Finance - Risk Management: Consists of providing brokerage services for Property and Casualty Insurance and Owner Controlled Insurance Program (OCIP) fees for Capital Improvement Projects (CIP). Recommend award to the highest scoring proposer: Marsh & McLennan Agency, LLC. Amount Not To Exceed: \$1,290,595.61

MOTION was made by Steve Bradshaw, seconded by Jeff Rader, that this agenda item be recommended for approval. to the Board of Commissioners, due back on 12/13/2022. The motion carried by the following vote:

Yes: 3 - Commissioner Terry, Commissioner Rader, and Commissioner Bradshaw

-information provided by Director Jacobs

-Question JR: this is the incumbent?

-L Jacobs: yes sir

Meeting Ended At: 4:46 PM

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

Yes: 3 - Commissioner Terry, Commissioner Rader, and Commissioner Bradshaw

Barbara H. Sanders-Norwood CCC, CMC