



DeKalb County Government

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

Minutes

ERPS-Employee Relations & Public Safety Committee

Chairperson: Commissioner Ted Terry, District 6
Member: Commissioner Mereda Davis Johnson, District 5
Member: Commissioner Michelle Long Spears, District 2

Tuesday, February 20, 2024

2:15 PM

Meeting Started At: 2:16 PM

Attendees: Commissioners Terry, Davis Johnson, Long Spears, Johnson, Cochran Johnson, Patrick

Present 3 - Commissioner Ted Terry, Commissioner Mereda Davis Johnson,
and Commissioner Michelle Long Spears

I. MINUTES

2024-0250 Commission District(s): All
Minutes for the February 6, 2024, Employee Relations, and Public
Safety Committee Meeting

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

Yes: 2 - Commissioner Terry, and Commissioner Davis Johnson

Absent: 1 - Commissioner Long Spears

II. DISCUSSION

FY24 Budget

*Presentation provided by OMB Director TJ Sigler
Department leadership in attendance to answer questions*

DEMA

TT: I'd like us to consider a table top exercise

COX: we have already scheduled a tabletop for our essential departments and agencies. It will be in collaboration with cities and nonprofits and some private businesses such as EMORY. We are aiming for early summer.

TT: Lets come back before them to discuss

COX: we will have 3 workshops before the table top.

Question TT: Can you speak to this new position

Response provided by Director Cox, DEMA

Human Resources

-information provided by Director Sigler

-Question TT: to Director Ransom - regarding workforce enhancements, I would like a quarterly report on how many positions have been filled, how we can get the word out on filling open positions, and other ways to ensure that DeKalb County is a great place to work

-Question MDJ: could you explain how you get the word out when there is a job opening?

-response provided by Director Ransom

-Question TT: do we continue to screen for marijuana during drug tests for new employees?

-B Ransom: that's correct

-additional comments provided by Commissioner Terry

-comments provided by Director Ransom

-TT: my point is that younger people are not applying to work in DeKalb County because they know they will get tested

Risk Management

-information provided by Director Sigler

-Question MLS: to Mr. Jacobs, one of the resolutions passed last year was for a health navigators position. Is that in the budget?

Question MDJ: insurance premiums are going up; is it just a market increase or is our liabilities going up?

LJ: we have fewer vendors that want to take on this risk, And yes those claims are going up in cost. Additional comments provided.

Question MLS: can you speak to the healthcare advocate resolution?

Comments provided by Deputy Director Jacobs

Question MLS: can you confirm that this position is in the budget TJ?

Sigler: I believe so, we have one position of employee service manager and I believe that is it but let me check

MLS: I will circle back to you

Question TT: is there a consultant or is it a position?

LJ: there is an employee, it's the preferred path for us for a variety of reasons.

Question TT: what is the budget allocation?

TJ: all in \$125,000

Question TT: the \$1.3 million for insurance premiums is directly related to health insurance?

Response provided by Larry Jacobs

LJ: We would like to get insurance rates approved in early April if not March

Police

Information provided by TJ Sigler, OMB

Question TT: Are we ending triple overtime?

Sigler: no, I don't believe so, we are reducing it. We used to use funds from vacant positions to supplement.

Question TT: so if we got a 100 new recruits it would eat up the available funds for triple overtime?

Chief Ramos: if we got and retained 100 new officers, yes we would need to review. Additional context provided.

Question TT: is the Internal Affairs funding additional funding?

Ramos: it's a software to help us track our complaints more efficiently.

Question LJ: to Chief Ramos regarding pension. Do you believe the switch would be an asset to you?

Ramos: I would be concerned about the tier 1 retirement age, 62 is a hard age for a patrol officer. Additional context provided. Question TT: can you speak to Community service Aides and PAL programs?

Ramos: I don't believe we budgeted specifically for PAL or CSAs but we are in the process of hiring 8 more CSAs and use last year's funds to purchase additional vehicles that are just not coming online. Our goal is to have 4 CSAs at each precinct. Question TT: Did we ever clarify CSAs traffic responsibilities?

Ramos: we are working with central staff to get something done on at the legislative level.

Question TT: To Director Sigler; do you have a response to the committees previous request for the cost to move up the current COLAs for Police, Fire and E911 to march 1st instead of July 1st

TJ Sigler: I can get you the exact numbers. It would be an additional 4 months I'd estimate around \$667,000.

Question TT: to COO, if the board approved the additional 4 months it can it be allocated?

COO: yes we would make it work.

MLS: I'd like to be sure the healthcare advocate is in the budget.

Question LJ: for clarity you said additional \$600,000 for COLAs?

Sigler: roughly, estimated \$667,000

LJ: We received two proposals today to add commission staff at \$350,000 and \$700,000 for public art. Could we offer those funds?

Question TT: The police services is funded by police mileage rate? Discussing other funds is not a 1:1 switch.

Sigler: that's correct.

Question TT: what's the projected EHOST for FY2024

Sigler: we are projecting a flat curve. Additional context provided.

Question TT: what is the EHOST reserve?

Sigler: there is a question of how you calculate. What years proceeds are used for it. I believe it is somewhere \$35 million. Question

MDJ: what is the request for additional positions in the BOC budget?

LJ: Commissioner Terry brought it to my attention I haven't reviewed but it sounds like each district could get a new allocation for staff and art funds. I'd recommend those funds to be use for COLA costs.

MDJ: I see no justification for additional staff in each commission office.

Comments provided by commissioner Terry

Question LJ: can you move general fund money to Police Services? That was my proposal.

Sigler: it is possible to move the money but it could have an impact of the mileage rates

Comments provided by Commissioner Johnson

Comments provided by Commissioner Terry

MLS: motion to include within FY24 budget a healthcare advocate position in the Risk Management Department for a total cost of approximately \$127,000

Second MDJ

-comments provided by Commissioner Davis Johnson

-comments provided by COO Williams

-comments provided by Commissioner Cochran Johnson

TT: I would suggest we also amend the budget to include the COLA going into effect the first pay period in April 2024 -amount to be determined

-MLS: motion to implement funding for COLA adjustment on April 1st and also include funding for a health advocate position for a base plus benefits compensation of \$127,000

-Commissioner Davis Johnson withdrew her second

-Second TT

-Motion has now been amended

-MLS: motion to approve funding of approximately \$127,000 for a health advocate position

Second MDJ

Vote: yes unanimous

-MLS: motion for funding for COLA adjustment for Police, Fire, and E-911 in effect the first pay period in April 2024, amount to be determined (approx. \$667,000)

Second TT

-comments provided by Commissioner Davis Johnson

Vote: 2-0 (MDJ abstain)

Public Safety COLAs

Discussion incorporated with Budget presentation

Public Safety Pension Implantation

Context and information provided by County Attorney

VE: Our pension is governed by federal tax law. We have retained outside council to accommodate and advise on the amount and costs associated. Additional context provided.

Presentation provided by Deputy Director Jacobs

Question TT: is it the personal or professional option that pension change would help retention ?

LJ: personal option but there is value there. Additional information provided

Question TT: You said you'll need 6 months for this change. We first wanted to look at this for public safety, which is a CEO priority.

Would it not make sense to front load public safety to 1. test out the transfer and reflect the priorities of the CEO?COO: we spoken a lot about prioritization and landed on doing it all simultaneously because there are others outside of public safety we believe would benefit.

We are not in a position to prioritize but it's not say we don't appreciate all employees answering the call

Question TT: but you are capturing the expense in the 4th quarter?

COO: it will take time for it to get everything together.

TT: I'm highlighting this is at the end of one CEO's term for a new CEO and board to facilitate.

III. AGENDA ITEM

Previously Heard Items

Board of Commissioners - District 6

[2023-0558](#)

Commission District(s): All Commission Districts

To Adopt a Resolution Establishing a Police Civilian Review Board in DeKalb County, GA to Review and Investigating Certain Complaints Against the DeKalb County Police Department (DKPD) and its Employees.

This agenda item was recommended holding in committee to the Board of Commissioners due back on 2/27/2024 .

No Discussion - Held in Committee

New Agenda Items

DEMA

[2024-0219](#) Commission District(s): All Commission Districts
FY2021 Urban Area Security Initiative (UASI) Subgrant
Agreement, through the Atlanta Regional Commission (ARC), in the
amount of \$80,000.

**MOTION was made by Mereda Davis Johnson, seconded by
Michelle Long Spears, that this agenda item be recommended
for approval. to the Board of Commissioners, due back on
2/27/2024. The motion carried by the following vote:**

**Yes: 3 - Commissioner Terry, Commissioner Davis Johnson, and
Commissioner Long Spears**

Information provided by Director Cox, DEMA

-MDJ: motion to approve

Meeting Ended At:3:40 PM

**MOTION was made by Mereda Davis Johnson, seconded by Ted
Terry, that this agenda item be adjourned meeting. The motion
carried by the following vote:**

**Yes: 3 - Commissioner Terry, Commissioner Davis Johnson, and
Commissioner Long Spears**

Barbara H. Sanders-Norwood CCC, CMC