



# 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, March 19, 2024

2:15 PM

---

Meeting Started At:2:20 PM

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

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

#### I. MINUTES

**2024-0312**      Commission District(s): All  
Minutes for the February 20, 2024, Employee Relations and Public  
Safety Committee Meeting

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

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

#### II. DISCUSSION

DeKalb Crime Trends

*Information provided by Chief Ramos*

*Question TT: What is VIN etching?*

*Information provided by Chief Ramos*

*MDJ: How can we get the signs?*

*Response provided by Chief Ramos*

*Comments provided by Commissioner Long Spears*

*Question MLS: How do you collect the data if DV and rape correlate ?*

*Ramos: We started capturing DV claims during the pandemic. A high percentage do correlate and make a specific note if they are related.*

*TT: When you return next quarter I want to add data points relating to is youth crime as it relates to youth involvement in any of the statistics provided and tracking instances of gun related injury.*

*Ramos: we can provide information on youths harmed by guns. We track that data*

*Question TT: are we still giving out gun safes?*

*Ramos: yes these are still available. Additional information provided*

*RP: I want to highlight an incident that occurred in district 1 today. I'd like to talk offline*

## 2024-2025 Medical Rates

*Information provided by Director Jacobs & Bulk Consulting*

*Item requested to be passed at the April 9th BOC*

*Question MLS: regarding the employee needs and wants, is this done annually, can you give some details*

*Jacobs: we are planning to launch the survey later this year. Additional comments provided*

*Question MLS: what about challenges they might experience with providers?*

*Jacobs: we can add that to the survey*

*Question MLS: regarding the out of pocket deduction, does it affect the County's bottom-line?*

*Jacobs: those costs do shift to the County. Additional information provided*

*Question MLS: Can you expand on your comments regarding the IRS*

*Information provided by Director Jacobs*

*Question RP: Have we looked further into pet insurance?*

*Information provided by Director Jacobs*

*Question TT: can you expand on Hospital indemnity*

*Response provided by Bulk Consulting Representative*

*Question TT: when would op in be available?*

*Bulk Consulting: more than likely July of 2025*

*Question TT: what would we need to do to add it this year?*

*Jacobs: ultimately timing, we would need to review with the administration and do an RFP. Additional information provided by Larry Jacobs*

*Question MDJ: I'd assume it would be depended on how many employees would be interested? Additional comments provided*

*Response provided by Larry Jacobs*

*Question TT: could all three of these topics be off cycle?*

*Jacobs: my knee jerk reaction is moving these to Jan 1 calendar. Pet insurance we could probably be done sooner.*

*Question TT: Could we incorporate some of these add-ons in the proposed survey?*

*Jacobs: My mind would be after open enrollment. We want to get feedback on employee experience.*

*Question TT: do both our providers provide out of state coverage?*

*Jacobs: that is correct. Additional information provided.*

*Question TT: is this something we could include in the survey?*

*Response provided by Larry Jacobs*

*Comments provided by Commissioner Davis Johnson*

*Comments provided by Commissioner Long Spears*

*Question TT: what is the current seed money for HSAs?*

*Jacobs: currently it is 50% of your deductible amount. Additional information provided.*

### E911 Responses Times

*TT: Every Quarter I'd like to have a check in on response times and address any department concerns. In two weeks I want to focus on the range/distribution of response times in 20 second increments. (0-20, 20-40, 40-60 etc.)*

*COO: we can come back in two weeks.*

*RP: Can we incorporate hold times? How often it happens and what is typical. I'd like to see some data on how frequently it occurs and what needs to be addressed*

*COO: we can cover what has been requested and we can provide an overview of steps to route calls and some programs available such as nurse navigator and how to access other systems without tying up 911.*

*TT: any visuals, like a map of chatcom jurisdictions, would be helpful. Can we also touch on an overview of texting E911 in emergencies, any percentages of texts verse called and an update on nurse navigator. Overall we want to discuss the different layers of capacity.*

### Committee Goals - Employee Town Halls

*TT: I would like us to prioritize committee goals and make an outline to move forward. I'll ask Ms. McGraw to meet with each committee members to get a sense of your priorities are and we can come back to make a structure*

*TT: one thing I'd like feedback from COO is the development of Employee town halls - over the next few weeks get a pulse of ways we can engage with employees at large or focus on specific departments.*

## III. AGENDA ITEM

### *Previously Heard Items*

#### **Board of Commissioners - Super District 6**

[2023-0558](#)

Commission District(s): All Commission Districts

A Resolution requesting a study regarding the possibility of establishing a police civilian review board in DeKalb County.

**This agenda item was No recommendation to the Board of Commissioners due back on 4/9/2024 .**

*Information provided by Commissioner Terry*

*Comments provided by Commissioner Davis Johnson*

*MDJ: I've asked for district Attorney and Police and public Safety to come in and discuss the need. As a committee lets establish the need.*

*Comments provided by Commissioner Terry*

*TT: Now that we have a substitute we can get deeper in the why and if;*

*Reach out to COO & Public Safety departments for*

*1. Request information from the administration as it relates to law enforcement complaints and available data. How they are fielded and resolved currently*

*2. Invite District Attorney - speak to areas that may overlap - what she doesn't peruse but can be reviewed by board Comments provided by Commissioner Davis Johnson*

*Comments provided by Commissioner Terry*

*TT: Central Staff lets work to have some meetings on this item over the coming months*

*No vote/ recommendation out of Committee*

### *New Agenda Items*

## Police Services

[2024-0350](#) Commission District(s): All Commission District  
Acceptance of Federal Forfeiture Property - Police Services  
**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 3/26/2024. The motion carried by the following vote:**

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

*Information provided by Chief Ramos  
-MDJ: motion to approve*

[2024-0351](#) Commission District(s): All Commission Districts  
Acceptance of State Forfeiture Property - Police Services  
**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 3/26/2024. The motion carried by the following vote:**

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

*Information provided by Chief Ramos  
-MDJ: motion to approve*

[2024-0251](#) Commission District(s): ALL  
REN - Contract Nos.: 1244308 and 1244310 Uniforms for Public Safety Personnel (Annual Contract - 3rd Renewal of 4 Options To Renew): for use by Police Services and E911 Office. These contracts consist of the purchase of work uniforms. This request seeks to exercise the 3rd renewal option through March 31, 2025 with a price increase. Awarded to Galls, LLC and Smyrna Police Distributors, Inc. Total Amount Not To Exceed: \$1,041,664.00.  
**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 3/26/2024. The motion carried by the following vote:**

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

*Information provided by Chief Ramos  
-MDJ: motion to approve*

**Public Safety**

2024-0377 Commission District(s): Commission District 4  
CO - Change Order No. 1 to Five-Year Lease of Space atop Stone  
Mountain for County Radio Communications with Pinnacle Towers  
LLC.

**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  
3/26/2024. The motion carried by the following vote:**

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

*Information provided by Director Swain and COO Williams -  
MLS: motion to approve*

Meeting Ended At:3:36 PM

**MOTION was made by Mereda Davis Johnson, seconded by  
Michelle Long Spears, 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