



# DeKalb County Government

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

## Minutes - Draft

### ERPS-Employee Relations & Public Safety Committee

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Tuesday, April 20, 2021

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: 2:15pm

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

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

#### I. MINUTES

**2021-2461**      Commission District(s): All  
Minutes for the April 6, 2021 Employee Relations and Public Safety Committee Meeting

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

**Yes:** 2 - Chairperson Davis Johnson, and Rader

**Not Present:** 1 - Commissioner Patrick

#### II. DISCUSSION

DeKalb County Grievance Process for Employees

*-presentation from Director Ransom, Human Resources*

*-Question JR: how many grievances do we have open currently?*

*J Essix: the stats we gave were for 2020. We currently have 5 for 2021*

*-Question MDJ: regarding the appeals procedure, the grievance process did not include appeals. Could you tell us about the appeals process?*

*-Question MDJ: who are the hearing officers? Who are they?*

*B Ransom: we have 8 hearing officers, which are approved by Law. They are typically lawyers, those that have a strong background in HR. They are independent of DeKalb County.*

*-Question MDJ: could you explain the difference between 'grievance' and 'ethical' complaints regarding the office?*

*-Question MDJ: is there mandatory training within the department regarding the expectations of employees?*

*B Ransom: new employee orientation is mandatory; manager & supervisor training regarding promotions is not mandatory*

*Question MDJ: do you feel that manager/supervisor training should be a standard requirement?*

*B Ransom: yes, we will work with administration to determine the application of that training across our managers/supervisors*

### Financial Wellness - Employee Savings Program

*-presentation from Larry Jacobs, Risk Management*

*-looking to expand the conditions of employee wellness to include financial wellbeing for employees*

*-will consult with Buck Consultants to put out a RFP in the next couple of months to provide specific recommendations for this program*

*-MDJ: we will bring this back in 3 months to discuss*

### III. AGENDA ITEM

#### *Previously Heard Agenda Items:*

2021-2289

Commission District(s): All Commission Districts

Catalina Content - HLN Network - "Vengeance" Filming with The DeKalb County Police Department

**MOTION was made by Jeff Rader, seconded by Robert Patrick, that this agenda item be recommended for approval upon receipt of additional information to the Board of Commissioners, due back on 4/27/2021. The motion carried by the following vote:**

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

*-Chief Ramos: they are willing to provide the video for Board review, but request a turnaround time of 5 days. The Board does have power to not approve the video if that is the decision*

*-MDJ: we can setup a special-called meeting to discuss once the video has been reviewed*

*-JR: 5 days is a short time period for turnaround, it would be better to have 2 weeks due to our process of getting full Board approval after this is recommended in committee*

*-JR: it would be helpful to have protocol for nomenclature and symbols to be contingent upon Chief Ramos reviewing the segment, and making an administrative decision prior to its release*

*-MDJ: I am ok with that*

*-JR: Motion to approve this use of nomenclature and symbols to be contingent upon Chief Ramos reviewing the segment, and making an administrative decision prior to its release*

*Second: RP*

*Vote: yes unanimous*

*New Agenda Items:*

2021-2411 Commission District(s): All  
Appointment to The Regional Emergency Services Council, District III  
- Dr. Michael Carr, No Cost to The County  
**MOTION was made by Jeff Rader, seconded by Robert Patrick, that this agenda item be recommended for approval to the Board of Commissioners, due back on 4/27/2021. The motion carried by the following vote:**

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

*-Question JR: was this seat vacant since the previous chair?*

*Chief Fullum: The seat was vacant for a while; there has been a reconfiguration of the council's bylaws*

2021-2416 Commission District(s): All Commission Districts  
Grant Acceptance - FY 2020 Emergency Management Performance Grant (EMPG), \$50,000.00  
**This agenda item was no official recommendation**

*-assigned to consent agenda during COW meeting 4/20/21*

*-item was not heard in committee*

2021-2314 Commission District(s): ALL  
CA - Cooperative Agreement for 911 Equipment & Emergency Notification Software and Services: for use by the Department of Fire Rescue. Consists of the purchase, installation, and technical support of the First-In Alerting system for DeKalb County Fire Stations. Awarded to: Westnet, Inc. Amount Not To Exceed: \$2,163,000.00.  
**MOTION was made by Jeff Rader, seconded by Robert Patrick, that this agenda item be recommended for approval to the Board of Commissioners, due back on 4/27/2021. The motion carried by the following vote:**

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

*-Question JR: does this provide the crew advance information on the nature of the call?*

*Chief Fullum: yes, currently the way it operates they hear the information over the radio. This system will have display boards that display the information of the call that the crews can obtain before they get into the truck*

*-Question RP: will IT bring this into our security suite?*

*Director Matelski: we will work to ensure this is integrated; overall we have no concerns with the security aspect of this software*

Meeting Ended At: 3:09pm

**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