



# 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, May 4, 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, Bradshaw, Cochran-Johnson

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

#### I. MINUTES

**2021-2511**      Commission District(s): All  
Minutes for the April 20, 2021 Employee Relations and Public Safety Committee Meeting

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

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

#### II. STATUS UPDATE

Pension Board Update

*-presentation from consultant Ed Wall*

*-JR: I would like to have an idea of what the employee split is currently.*

*-Question TT: in terms of the 3 different plans, are any of them including COLA?*

*Ed Wall: no sir, the COLA requires a home rule amendment approved by the board of commissioners; there is not an automatic COLA in the plan*

*-Question TT: how common is it for government plan to have COLA increases automatically?*

*Ed Wall: Some do, some don't; may be less than 25% automatic COLA's today because they are so expensive.*

*-Question JR: regarding historical contributions for the county, will that continue to rise*

*-Ed Wall: it is not anticipated to go up, but if we have a year that is less than the 6.75% net investment return it will go up*

*-Question JR: where are you now between the split between the index and domestic funds?*

*-Question JR: regarding the amortization period of the unfunded liability, could you talk a bit about the BOC's decision previously regarding the pension plan?*

*-Question SB: When did we go to the 6.75% rate of return? 2019 right? What factors drove that decision?*

### Vaccination and Education Efforts

*-presentation from Chief Fullum, public safety department directors*

*-internal video created from Director Lumpkin*

*-survey has been conducted; increase of 10%; currently at 47.7% of Fire department vaccinated*

*-events for residents to receive the vaccine was conducted by the Fire Department*

*-4 employee surveys to gauge vaccination interest within the staff*

*-a work group was also created to look at ways to engage our staff and understand the hesitancy; group is ongoing*

*-over 70 COVID-related documents have been sent to personnel, as well as weekly updates to the department*

*-going forward, we have weekly meetings with Dr. Carr. We also created a process from our health and safety officer, who reaches out to employees who are experiencing COVID-like symptoms. We've also trained members in contact tracing. Our initiatives to purchase PPE include masks, neck gators, decontamination systems for our PPE to make them reusable. All of our stations have been equipped with HVAC sanitizing stations, to name a few of our efforts.*

*-Chief Ramos: police services has experienced an increase since February to now 37% vaccinated in the department. We have enviro-masters who spray our buildings weekly, and have provided cleaning supplies to our offices. Currently only 3 members are out due to COVID, so our numbers are pretty low as to currently infected.*

*-Director Lumpkin: every department within Public Safety has increased 10%. Highest department at 47%. We project to peak around June/July in which vaccines will be disseminated with the departments.*

*-MDJ: this is encouraging information; going forward I feel that it is needed to create an incentive program within public safety to encourage an increase in vaccinations. I am assuming there's also an educational component in intervals; it's important that employee questions regarding the vaccine can be answered from an expert.*

*-Commissioner Davis Johnson requests Public Safety come back to ERPS in 60 days to report back on progress of vaccinations.*

### III. DISCUSSION

#### Open Enrollment

*-presentation from Director Jacobs*

*-no increase in rates for employees this year*

*-mailers will be sent to employees today to inform them of their open enrollment period and options*

### IV. AGENDA ITEM

*Previously Heard Items:*

2021-2517

Commission District(s): Districts 5 & 7

Acquisition of 7558 Pleasant Hill Road, Lithonia, Georgia 30058  
(16-188-04-033).

**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 5/11/2021. The motion carried by the following vote:**

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

*-Terry Phillips: county outright purchase of 3.62 acres; for construction of fire station using SPLOST funds*

*-Question JR: do we have an appraisal conducted?*

*T Phillips: an appraisal has been conducted and supports the sales prices, and other items of due diligence will be scheduled*

*-Question JR: has there been any community discussion on the location of a fire station, as this is near residential housing?*

*Chief Fullum: there has not been specifically that discussion, however there has been discussion with the residents on the need and benefit for the station in this location*

*-MDJ: I have not received any calls in opposition to this from my district, and residents are acceptant of this construction in the community*

*-JR: I would like to know the level of formal public notice that has been provided to the public, rather than the need/benefits of the station*

*T Phillips: this item has been placed on a prior BOC agenda, where the address was disclosed*

*Chief Fullum: there was no discussion of the site with the community during the negotiation period; as we put a sign there we could have discussions with the community to inform the residents and maximize the five mile range in which residents will benefit from the facility.*

*New Agenda Items:*

2021-2394

Commission District(s): ALL

CA - Cooperative Agreement for Law Enforcement Equipment: for use by Police Services (PS). This contract consists of the purchase, training, and support of Conducted Electrical Weapons (CEW). Awarded to: AXON Enterprise, Inc. Amount Not To Exceed: \$3,312,366.00.

**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 5/11/2021. The motion carried by the following vote:**

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

*-Question JR: is this a taser branded product?*

*Chief Ramos: this is one of the few companies that can provide a double cartridge which saves time and is safer for our officers in the field.*

*-Question JR: These are tethered projectiles right?*

*Chief Ramos: Yes that hasn't changed. There are 2 of them on each taser.*

*-You did put this spec out for bid and this CA will yield 10% savings on the cost?*

*CPO Horner: that is correct*

Meeting Ended At: 3:29pm

**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