



DeKalb County Government

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

Minutes

ERPS-Employee Relations & Public Safety Committee

Tuesday, June 7, 2022

2:15 PM

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: 2:15 PM

Attendees: Terry, Bradshaw, Rader, Davis Johnson

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

I. MINUTES

2022-1673 Commission District(s): All
Minutes for the May 17, 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

Abstain: 1 - Commissioner Rader

II. 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 Jeff Rader, seconded by Steve Bradshaw, that this agenda item be recommended for deferral to the Board of Commissioners, due back on 6/14/2022. The motion carried by the following vote:

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

-information provided by Commissioner Cochran-Johnson

-LCJ: we would ask for deferral on this. I will ask Mr. Phillips to give an update on where we are in the process

-information provided by Attorney Phillips

-Question JR: Mr. Phillips do you have a list of concerns that you are addressing?

T Phillips: We are going through feedback from various departments to make sure that we cover all bases and ensure that everyone is comfortable with the language that has been drafted

-Question JR: I think that there were other issues that commissioners raised. Do you have a list of those?

T Phillips: we went through all of the comments received in committee; I believe that we have addressed all of those comments

-additional information on previous commissioner comments provided by Attorney Phillips

-Question JR: you are working with staff to ensure compatibility of these technical standards within the code correct?

T Phillips: yes

-Question SB: when will we see the full document before we're asked to vote on it?

T Phillips: our hope is to get a copy to Commissioner Cochran-Johnson by this week; we hope to get it to everyone by next week

-Question TT: will this be in the form of red-lines so that we can see the changes?

T Phillips: typically we provide track changes and a clean copy; we can provide both to you

-Question MDJ: are these areas designated as high-risk areas?

LCJ: there is no such thing as a high-risk area in DeKalb. What we identified through the legislation are high-risk businesses. A business becomes high-risk based upon the activity that takes place among its premises

-additional details on the term and definition of high-risk provided by Attorney Phillips

-Question TT: should we defer this for 2 weeks?

LCJ: I would ask that we defer until the next meeting. I would also yield to the desire of the Law department if they believe otherwise.

Once the red-line is given to me, I will read it and send it to all commissioners within 24 hours

-JR: if we have 2 weeks then this committee will be able to review and provide a recommendation

-JR: motion to defer 2 weeks to return to committee

[2022-1656](#)

Commission District(s): All Commission Districts

To Amend the Code of DeKalb County, Georgia, As Revised 1988, Chapter 20, Article VIII, to Recognize General Election Day as a Paid County Holiday.

This agenda item was recommended for deferral to the Board of Commissioners due back on 6/14/2022 .

-information provided by Commissioner Terry

-information provided by COO Williams

-Z Williams: I would like to talk it through and cost it out to see how it would work. If you can give us a couple of weeks to discuss it and come back with specific thoughts we can do that

-JR: I'm also interested in seeing the costs and mechanics of this; there are holidays that we have that seem to be obsolete, such as Columbus Day. I would like to see our current policy in terms of voting; I'd like to see what we can do to support franchise while maintaining services to our constituents

TT: I agree with Commissioner Rader on doing a cost analysis. I don't know that there is the need to have additional holidays added. I believe that Juneteenth and Election Day are the biggest holidays I have heard from constituents.

Z Williams: should our research include giving the equivalent of 8 hours time off? From a managerial standpoint I believe it may be better to manage in that regard

TT: I think that all of that makes sense to look at

-Z Williams: can we bring this back in 30 days?

TT: that sounds good

-TT: motion to defer 30 days, pending Administration and HR review and cost analysis

2021-3338

Commission District(s): All Commission Districts

To Amend Chapter 20, Article X concerning domestic partnerships.

MOTION was made by Ted Terry, seconded by Jeff Rader, that this agenda item be recommended for deferral to the Board of Commissioners, due back on 6/14/2022. The motion carried by the following vote:

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

-information provided by Commissioner Terry

-Question JR: I am generally supportive of this; we also offer domestic partnership benefits to same sex couples that are eligible for consummated marriages; I believe we ought to have some parity there. In light of the job market now, it seems optimal to add to the options of benefits rather than detract from it

-MDJ: I am not old-fashioned, but as a steward of taxpayer money, I would like to go back to where we were when domestic partnerships existed. I believe the County should not pay for domestic partners who have the options to pay; I believe the County would be paying for lifestyle choices and it would cost us money. I believe we will have productive employees whether we provide domestic partnerships. What is the time frame? We do not have Medicaid expansion here, so it's attractive for people to say 'this is my domestic partner'. We will not have a police force to look into relationships. When we had common law marriages, every couple that separated in court, it overloaded the courts and resulted in the repeal of common law marriages in Georgia. If you make a choice not to, that's your choice, but don't put that burden on the County because we don't police relationships and we should not pay for your personal choices

-Question TT: I agree; I don't think we should setup a system where you can simply say you want to be a domestic partner. There is some sort of paperwork and review process. What is the current standard so that you can't add domestic partners left and right?

-D McNabb: I believe it's a year, but I will doublecheck to make sure

-TT: I believe we have to update our policies to adapt to the changing environment. People choosing not to get married is a trend we are seeing; government workers in general tends to be an aging workforce; this is just one of many efforts that could have positive effects on recruitment of younger and a more diverse workforce. I think it makes sense to have that piece in a larger conversation of a benefits analysis. How can we move forward on that analysis? Could there be a survey on where our current employee base is, and an opportunity to survey the market on their top preferences for benefits?

Z Williams: this is something we've discussed internally, wherein we need to define things beyond salary or pay. We can certainly survey the market to see the creative things being done in terms of benefits and coverage being done

-TT: knowing what other similar sized organizations are doing is important. Regarding an internal survey of our employee base here too is important

Z Williams: we can assess how our current benefits packages stack up to theirs; one of the questions will be centered around how they offer benefits described here

-Question MDJ: what would our potential exposure be for this? For HR, are we having difficulty recruiting younger, skilled prospective employees that we need in DeKalb County?

Z Williams: we'll provide to the best of our ability; there are certain job classes that are much more challenging than others in terms of recruitment. Regarding exposure, let's do our best to guesstimate because there are factors that are difficult to know. There are some ways to make extrapolations and go from there

-TT: the 2 job classifications I see in need are our frontline workers, like Police, and our Sanitation, Facilities Maintenance, Watershed. One way to get employees is not only through pay but benefits. Police, to me, would need more of an urgent benefits review. That is the most glaring worker staffing shortage. Can we work with the ERPS committee and COO Williams and Mr. Jacobs on how we move that survey process forward?

Z Williams: I think so Commissioner. We are also having constant conversations with the CEO and other departments on these critical positions. We have to do things above and beyond adding to the salary line. We are looking to be more creative on how we retain and recruit

-Question RP: how many employees do we have and how many currently fall within the domestic partnership benefits program?

Z Williams: I believe Commissioner Davis Johnson quoted 41 employees in the program, and approximately 6,500 employees

-SB: I get Commissioner Terry's point on making DeKalb a stronger employer. On the other hand, marriage is not a holy institution it is a legal institution. In the macro-sense, what happens when a domestic partnership ends? How is that marked? Technically someone could move out of your house and be your domestic partner in perpetuity. I would ask that we consider that as we think through this process. Commissioner Terry how much further would you like to defer?

-TT: I will motion for a 90 day deferral to work through the issues discussed and with Director Jacobs as well

III. STATUS UPDATE

Brannon Hill Update: EMAG Impact

-information provided by Commissioner Terry, Erica Williams of EMAG Impact

-Question TT: can we strategize on the best treatment of public surveillance, sanitation resources, and what we can do to fund these resources in certain areas?

Z Williams: certainly; I would love to take this discussion and the input over the last couple of months, and have the conversations through ERPS with our key personnel talk through and get an understanding of what we are dealing with. There are a host of issues that we may begin to unravel locally; but there are other issues, such as mail delivery, that are outside our sphere of influence but we can assist on. Erica if you could send us your list of issues, and we will get with our internal team, and we will take it one step at a time. I think we have the opportunity to leverage different funds to make a longer-term impact. Allow us to have those internal discussions to discuss that

-MDJ: looking at Brannon Hill, there are many others that have similar problems. When you look at spending money on one, you have to take others in consideration. What would be our role in all of this? There are issues in the 3rd and 5th district that are similar to Brannon Hill, and we work with those issues constantly. Mr. COO when you are looking at resolutions for Brannon Hill, please look at resolutions for similarly situated housing in other areas.

-TT: absolutely; I think of Whitehall Forest in Districts 3 and 6. with this discussion I hope that we can hone in on best practices and systems changes around redevelopment, rejuvenation. I would like to ask Law to look into the eminent domain processes and what that might entail. Tackling and improving these areas improve the areas around them

Video Surveillance at Brannon Hill

Not heard in Committee

Meeting Ended At: 3:31 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