



DeKalb County Government

178 Sams Street
Decatur, GA 30030

Minutes - Draft

ERPS-Employee Relations & Public Safety Committee

Commissioner LaDena Bolton (Chairperson)

Commissioner Chakira Johnson

Commissioner Mereda Davis Johnson

Thursday, June 26, 2025

2:15 PM

178 Sams Street, Decatur, GA 30030
(Multipurpose Room A1201)

Meeting Started At: 2:32pm

Attendees: Commissioners Bolton, Johnson, Davis Johnson, Terry, Patrick, Massiah

Present 3 - Commissioner Mereda Davis Johnson, Commissioner LaDena Bolton, and Chairperson Chakira Johnson

I. MINUTES

2025-0929 Commission District(s): All
Minutes for the June 17, 2025 Employee Relations, and Public Safety Committee Meeting
MOTION was made by Chakira Johnson, seconded by Mereda Davis Johnson, that this agenda item be approved. The motion carried by the following vote:

Yes: 3 - Commissioner Davis Johnson, Commissioner Bolton, and Chairperson Johnson

II. DISCUSSION

Pension Board Discussion

*-information on the appointment process provided by Commissioner Bolton
-comments provided by Commissioner Johnson
-comments provided by Commissioner Patrick*

*-CJ: motion to approve recommendation of Mr. Eric Atwater as the final candidate to the DeKalb County Pension Board Second LB
Vote: yes 2-0 (MDJ abstained)*

E-911 Response Times Update

*-presentation provided by Director Swain
-Question MDJ: is service level dependent on answering the call within 15 seconds?
-C Swain: yes Commissioner
-Question CJ: what attributed to the increase in call response times from January to February?
-response provided by Director Swain
-Question MDJ: at the current staffing position numbers that we're at, are we where we should be?
-response provided by Director Swain
-Question RP: what is the goal for answering calls? Does it seem like additional staffing is needed for the department?
-response provided by Director Swain
-Question LB: when do you anticipate the remainder of the new equipment being installed?
-C Swain: within the next week or two
-Question LB: does that impact the number of staff available so AT&T can setup and install?
-response provided by Director Swain
-Question LB: will there be a soft launch of taking live calls using the new system?
-response provided by Director Swain
-Question CJ: with the new system will it require additional training? Is that training ongoing or one time?
-response provided by Director Swain
-Question CJ: how does the scheduling of the training happen? Does it happen during normal hour shifts or after their shift?
-response provided by Director Swain
-comments provided by Commissioner Terry regarding a request for \$2M due to overtime
-Question TT: is the \$2M request for overtime something urgent for this year?
-responses provided by Director Swain and COO Williams*

III. AGENDA ITEM

New Agenda Items:

Human Resources & Merit System (HRMS)

2025-0808

Commission District(s): All
REN - Contract No. 1354714 Pre/Post Employment Hazmat, Dot Physical Examinations, and Drug & Alcohol Testing Services (Annual Contract with 4 Options To Renew): for use by the Department of Human Resources & Merit System (HRMS). This contract consists of providing post-offer pre-employment and fitness for duty physicals to candidates for employment and/or employees. This request seeks to ratify a previously provided contract term increase. This request also seeks to exercise the 1st renewal option through May 31, 2026. Awarded to Occupational Health Centers of Georgia, P.C. dba Concentra Medical Centers. Amount Not To Exceed: \$664,985.00.

MOTION was made by Chakira Johnson, seconded by Mereda Davis Johnson, that this agenda item be recommended for approval. to the Board of Commissioners, due back on 7/8/2025. The motion carried by the following vote:

Yes: 3 - Commissioner Davis Johnson, Commissioner Bolton, and Chairperson Johnson

-information provided by Director Ransom

-Question LB: this is to ratify a previous contract term and the renewal?

-response provided by Director Ransom

-Question TT: what is the different testing regime for a current employee for safety vs. non safety sensitive positions?

-response provided by Director Ransom

-Question TT: once an employee is hired there aren't random drug tests for non-safety sensitive positions?

-response provided by Director Ransom

-Question TT: if someone were applying to work at DeKalb, failed a drug test due to marijuana, but had a medical marijuana card, what would happen?

-response provided by Director Ransom and Dominique Grant

-Question TT: has it happened before for a prescription?

-response provided by Mr. Grant

-Question TT: do applicants know that? We are having a hiring fest in a couple weeks and it would be good to have information to clarify. Additional comments provided by Commissioner Terry

-B Ransom: we will make sure we have that information available

Previously Heard Agenda Items:

Police Services (PS)

2025-0583

Commission District(s): All Commission Districts
Amendment to Contract No. 21-500571, Towing and Wrecker Services (Multiyear Revenue Generating Contract) for use by the Department of Police Services (PS).

This agenda item was recommended holding in committee to the Board of Commissioners due back on 7/8/2025 .

Board of Commissioners - District 1

[2024-1233](#) Commission District(s): All Districts
A Resolution Asking for The DeKalb County Police Department to Develop a Diversion Policy Regarding Unhoused Individuals that Considers Other Options to Arresting and Jailing Them.
This agenda item was recommended holding in committee to the Board of Commissioners due back on 7/8/2025 .

Board of Commissioners - Super District 6

[2025-0390](#) Commission District(s): All Commission Districts
A Resolution to Establish a Community Advisory Board for the DeKalb County Police Department.
This agenda item was recommended holding in committee to the Board of Commissioners due back on 7/8/2025 .

Board of Commissioners - Super District 7

[2025-0600](#) Commission District(s): Board of Commissioners - District 7
To Adopt a Resolution and Department New Hire Checklist Creating a Formal Onboarding Process for DeKalb County Departments.
MOTION was made by Chakira Johnson, seconded by Mereda Davis Johnson, that this agenda item be recommended for approval upon receipt of additional information to the Board of Commissioners, due back on 7/8/2025. The motion carried by the following vote:

Yes: 3 - Commissioner Davis Johnson, Commissioner Bolton, and Chairperson Johnson

-information provided by Commissioner Bolton, Director Ransom

-Question RP: is the CEO's office comfortable with this?

-B Ransom: yes; this has been in place since April

-Question NM: there isn't a sentence that states the employee should be familiar with this checklist; regarding department webpage checkbox, what does this refer to?

-NM: I would suggest a friendly amendment, that states that 'each new hire, as part of onboarding, be familiar with the following:..."

-B Ransom: not a problem

-Question MDJ: what is the timeframe on the new hire familiarizing themselves?

-response provided by Director Ransom regarding the onboarding process

-Question MDJ: so they will get a printed version of this?

-response provided by Director Ransom

-Question LB: will new hires get a prompt to complete this training?

-response provided by Director Ransom regarding intent for hiring manager to get this information to the employee

-CJ: motion to approve with friendly amendment to the checklist

Meeting Ended At: 3:25pm

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

Yes: 3 - Commissioner Davis Johnson, Commissioner Bolton, and Chairperson Johnson