



DeKalb County Government

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

Minutes

ERPS-Employee Relations & Public Safety Committee

Tuesday, November 2, 2021

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: 2:15PM

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

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

I. MINUTES

2021-3264 Commission District(s): All
Minutes for the October 19, 2021 Employee Relations and Public Safety Committee Meeting

This agenda item was approved

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

II. DISCUSSION

County 401a Plan Updates

-presentation from Director Jacobs

-Question MDJ: what do we do to encourage or focus the employees to stay on track for their retirement?

L Jacobs: we try to get them right out of the gate; that's why we attend every new hire orientation as well as Nationwide side-by-side to discuss the importance of saving. For employees in their 40s or 50s we use these tools to help them get there. The Interactive Retirement Tool is very robust and helps them understand their retirement. We also provide 1 on 1 meetings to help them get to retirement readiness.

-Question JR: Does the board select the specific options available to participants?

L Jacobs: The committee does not select those investment options, the County will engage Segal to create the investment menu, Segal will monitor those investments to see if they are reaching their benchmarks, if they do not meet those benchmarks the committee will vote to remove those options.

-Question JR: is there an analysis or report you receive from Segal that benchmarks both the selected funds as well as the Nationwide funds against the market? I'd be interested in seeing how the nationwide funds are doing and the mechanics behind replacing them. Do we have any idea of how these options benchmark against our defined contribution fund?

L Jacobs: we don't have a comparison because the monies in the 401a and 457 are all mutual funds. Over on the DB side managers are buying individual stocks, most of the mutual funds there are stock funds.

-MDJ: if we could come back next meeting to further this discussion it would be good. Mr. Jacobs could you come back at our next meeting?

L Jacobs: I'd be happy to

Medical Examiner Mortality Update

-presentation from Director Bailey, representatives from Medical Examiner's department

-Question LJ: to clarify, someone who overdoses is considered a suicide?

P Bailey: No sir it is considered an accidental death. If there is no other involvement its considered an accidental death. Once you include physical involvement of other individuals it moves to a homicide

-Question MDJ: Would you contribute the increase in deaths over the last year to COVID-19?

P Bailey: not directly, there is some influence which the presentation covers

-Question MDJ: what is the turnover rate in the Medical Examiner's office

P Bailey: 20% as of late

-MDJ: I'd like to bring you back to the next ERPS meeting to complete your presentation and allow commissioners the opportunity to provide questions. Will 2 weeks be good to come back to committee?

P Bailey: absolutely

County Costs on Domestic Partnerships

-presentation from Director Jacobs

-16 employees with DP benefits

-Question MDJ: that does not include healthcare costs when they go to their healthcare provider, correct?

L Jacobs: that is correct

-Question MDJ: in addition to the premium costs, the healthcare costs overall can affect the premium costs of all employees in the County, correct?

L Jacobs: that is correct

-Question JR: what do we do to enforce our policy on that type of benefit? What do we do in terms of auditing those domestic partnerships, and have we had an experience of DP being improperly applied?

L Jacobs: We have identified a number of individuals that obtained domestic partner benefits but did not provide appropriate documentation. We reached out to them and the majority did provide the documentation, at which time we reinstated their benefits.

However their benefits were interrupted until they provided documentation for were reinstatement. We also audit claims every 5 years, it is a big administrative task to investigate and clean up our roles each time we audit.

-Question JR: that would indicate that there would be some evidence of cohabitation. Does that extend to dependents?

L Jacobs: the employee can only claim the dependents if the dependent is adopted

-Question JR: there would still be certain classes of those related by blood that would be disqualified from such partnership benefits correct?

L Jacobs: there are some areas in which that would apply correct

-Question JR: for formal marriage we simply require documentation of the marriage correct?

L Jacobs: that is correct. That is also captured during the audit process, if we are missing a marriage certificate the audit will catch it

-Question JR: the domestic partnership does not carry with it all the privileges and responsibilities of a formal marriage is that correct?

L Jacobs: Regarding benefits, DeKalb a number of years ago issued a resolution requiring those to qualify by sharing the same residence and of the same gender.

-Question RP: per employee as a married or domestic partner, what is the cost difference?

L Jacobs: The premiums are the same for employees with the domestic partner benefit and married employees within the County.

-Question LJ: the premise of domestic partnerships was done because the option of marriage wasn't available?

L Jacobs: that's correct. It was 2015 in which the Supreme Court made same sex marriages legal, a vast majority of our domestic partners elected to get married at that time, so our numbers dropped from around 80 to roughly 16 couples

-MDJ: it is legal for same sex marriage and is no longer discriminatory. There is a savings for the County if we covered only married couples. If you have a right to marry and establish that legal relationship that establishes the marriage, then you have to pay. However if you make the choice not to marry, then that is your choice but taxpayers and employees should not be forced to pay for those benefits. There is also investigative costs and overhead trying to verify the partnership. My position that this benefit be prohibited and that only those that have engaged in legal matrimony be entitled to benefits within DeKalb County.

-Question RP: How many fraud cases County-wide?

L Jacobs: During the audit we did discover individuals that had fraudulently insured a dependent. Most cases where employees would ensure a niece or nephew that was not adopted. There was no resistance when we took those dependents off the plan. The audit process does work, helps the County to avoid costs, let's say that DP came down with a Chronic illness we would be responsible for the premiums and the health care costs if they were enrolled in our self-funded Anthem plan which 50% of our employees are. I am not prepared today to speak to the cost impact was but we did experience claims that did not occur.

Question RP: Where those DPs or married couples?

L Jacobs: it was a mix of both

-Question RP: For the 16 domestic partners, would that be transferring the costs from domestic partners to marriage?

L Jacobs: Correct, theoretically if those 16 individuals received marriage documentation, we would not see any change in cost to the County. Similarly if those individuals were dropped from the plans then the County would save money.

MDJ: if same sex marriages were not legal in America, I would be the first to support this policy. But today it is legal and if you make that choice not to marry then that is your choice but I don't believe tax payers should pay for it. That was the purpose of bringing this, to understand how much money we are spending on this.

-Question JR: have we done a survey of other competing jurisdictions on this particular benefit? Is this benefit common for domestic partners, and do other jurisdictions limit coverage to married couples?

L Jacobs: The majority of local governments do and continue to offer DP coverage for same sex couples. We did an informal survey to see if any Counties or cities were offering any DP benefits to opposite sex couples, city of Atlanta does offer DP benefits for opposite sex couples.

-Question JR: have we inquired to other jurisdictions other than the City of Atlanta?

L Jacobs: I couldn't be sure to say but we'd be happy to bring this survey

-RP: If you could also review this data for municipalities within DeKalb County

-MDJ: we will have discussion on this at the next meeting in 2 weeks; I intend to present an agenda item on this

III. AGENDA ITEM

New Agenda Items:

2021-3201

Commission District(s): ALL

CO - Change Order No. 1 to Contract No. 1125109 for Insurance Broker Services (Multiyear Contract): for use by Finance - Risk Management. This contract consists of providing brokerage services for Property and Casualty Insurance and Owner Controlled Insurance Program (OCIP) fees for Capital Improvement Projects (CIP). Awarded to Marsh & McLennan Companies. Amount Not To Exceed: \$25,250.00.

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 11/9/2021. The motion carried by the following vote:

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

-Question JR: what is the Pace Safe Driver Training Program?

L Jacobs: The driving program is designed to customize defensive driving depending on the type of vehicle in use. We've used defensive safety courses through the national council for the past 20 years. IT's an effective program but one size fits all model and doesn't take into consideration different size vehicles. Pace offers customizable instruction based on the type of vehicles you are using and offers 'in vehicle' training, not just over Zoom.

-Question JR: is the reduction due to the specificity of this program?

L Jacobs: Pace looked at groups of similar size. Historical data showed that clients reduced their losses within the 15-30 range.

-Question JR: it appears this is an aggregate reduction not incremental, is that correct?

L Jacobs: That's correct

-Question JR: Is this program available to all County employees or those with a county vehicle?

L Jacobs: it is currently available to those who drive County vehicles

-Question JR: Do we pay for this on a per-user basis or could we broaden this application? Is this available for those who would drive for County business

L Jacobs: we could certainly expand this to include those that drive personal vehicles for County business. Additionally most insurance companies will offer a range of rate reductions after you finish the Pace program, similar to taking the one day course offered through national safety council.

JR: it seems what we might need is different course more suitable for employees using their own vehicles to conduct county business. please investigate those options and bring back an available training module to meet our objective of trying to reduce instances of vehicle crashes and have a collateral benefit of qualifying employees for rate reductions.

L Jacobs: would be happy to do it commissioner

2021-3207

Commission District(s): ALL

REN - Helicopter Maintenance and Repair Services (Annual Contract - 1st Renewal of 2 Options to Renew): Contract No. 1232712 for use by Police Services (PS). This contract consists of providing helicopter repair and maintenance services for existing County helicopters. Awarded to: Rotor Resources, LLC. Amount Not To Exceed: \$400,000.00.

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 11/9/2021. The motion carried by the following vote:

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

-Question JR: last year we only used \$80,000. Do we expect this to be a higher usage year?

G Ivanov: we are expecting about \$120,000 in our scheduled maintenance; however there is unscheduled maintenance that could be from \$55,000 - \$250,000; the \$400,000 is a cushion for the unscheduled maintenance

-Question JR: last year what did we recommend for the amount not to exceed?

C Horner: that amount was \$400,000; for one year

-Question JR: is there \$325,000 left in that authorization?

C Horner: there is but it is scheduled to expire at the end of this year

-Question RP: how often is the helicopter used?

G Ivanov: It depends on the call volume. This year we responded to 794 calls so far with roughly 130 flight hours that includes training time as well.

-Question RP: is that more usage than previous years?

G Ivanov: Its slightly down, about a 30% decrease in calls and flight time overall

-Question JR: do we know what percentage of those calls are for mutual aid?

G Ivanov: it is not very high

-Commissioner Rader requests data related to the amount of calls received for mutual aid

2021-3337

Commission District(s): All Commission Districts

A Resolution to request that the CEO amend the Administrative Regulations of the County, to the extent permitted by law, to exclude from substance detection testing the testing of County employees and applicants for employment with the County, and the pre-screening except for public safety personnel and applicants for public safety positions, for marijuana use.

This agenda item was recommended for deferral to the ERPS-Employee Relations & Public Safety Committee due back on 11/16/2021 .

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

-MDJ: we can defer these items to the end of the meeting or to the next meeting if the Commissioner does not join

-JR: it would be helpful to have the Law department test this regarding the drug free workplace act; often there is a representation we have to make to that end; I hope that we can be prepared to understand the replications of those efforts.

[2021-3338](#)

Commission District(s): All Commission Districts

To amend Article X, Section 20-200, to remove the words "person of the same gender" under the below definitions section Article X Domestic Partnerships.

MOTION was made by Robert Patrick, seconded by Jeff Rader, that this agenda item be recommended for deferral to the ERPS-Employee Relations & Public Safety Committee, due back on 11/16/2021. The motion carried by the following vote:

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

Meeting Ended At: 3:37 PM

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

Barbara H. Sanders-Norwood CCC, CMC