



DeKalb County Government

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

Minutes

ERPS-Employee Relations & Public Safety Committee

Tuesday, April 5, 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: 2:36 PM

Attendees: Commissioners Terry, Bradshaw, Rader, Davis Johnson

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

I. MINUTES

2022-1398 Commission District(s): All
Minutes for the March 15, 2022 Employee Relations and Public
Safety Committee Meeting

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

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

II. DISCUSSION

Employee Vaccine Incentive program

-information provided by Director Ransom

-Question MDJ: why do you think so few people received the flu shot?

B Ransom: personally, I think some of our employees saw how COVID was affecting family and loved ones, and they were more apt to want to be incentivized to take the COVID vaccine, and take their chances with the flu

-Question MDJ: Did we have a campaign on the importance of flu shots?

B Ransom: education is always a good thing; there was a tremendous effort on COVID-19; the flu vaccination was offered to employees, and we had on-site vaccination campaigns. We did emphasize more of the COVID 19

-Question MDJ: if we have another incentive on the flu, maybe we should consider more education on it prior to the time that we have it

B Ransom: yes point well made. As we approach the flu season we will encourage more of our employees to take the flu vaccine

-Question TT: congratulations on getting us to the rate we're at. Regarding how the Administration is viewing the booster shots, the CDC has released guidance on when that may happen. What are your thoughts on the remainder of this year -boosters, second boosters, and getting the remaining employee population that is not yet fully vaccinated?

B Ransom: we have not yet engaged in conversations on getting the remaining workforce vaccinated or other incentives

-Question TT: is the thinking that we don't want to continue the incentive program? What is the goal?

Z Williams: I wouldn't say that we're satisfied at 67% but we are pleased. We will review whether we need to try another round of incentives or positive/negative reinforcements

-Question TT: is the Board of Health advising us on this? Who are we consulting?

Z Williams: when we first initiated this we were at the hip with the Board of Health. Any activities that we undertake we run it by them if their endorsement is appropriate

-Question MDJ: have we discussed surcharges to our medical insurance premiums?

Z Williams: we're not prepared to modify our existing programs in this upcoming round this summer, but maybe that would be something we reintroduce in the next round. That conversation was first had in committee a couple weeks ago

-Question MDJ: would it be too late to implement it for July? I say that because it could increase our premiums for the following year - if we had enough people utilizing the plan that could significantly increase the costs of our overall healthcare Z Williams: from the discussion last week, it seemed that Buck indicated that the timing would be exceedingly difficult

-Question MDJ: if not this year, could we do it at midyear?

Z Williams: we'll get you an answer and we can bring it back to the next ERPS meeting

-TT: I would like to do that

-Question TT: in terms of funds used to fund the incentives, are those coming out of the original ARP?

Z Williams: The vaccine comes out of ARP, and the flu incentive comes out of the General Operating. We will stay mindful if there are opportunities for more 'carrot'; at some point there may be a 'stick' strategy in place

-Question TT: in terms of funds being used, are we running out?

Z Williams: with the plan we set certain dates; we will continue to be flexible in the realm of COVID and explore ways within the ARP funds or other budgets to allocate. We've had to adapt and will keep evaluating; there are no closed doors with this

-Question TT: we did a county wide survey on vaccine hesitancy; if HR could do a survey similarly of our 6000 employees. Could we review why the other 33% haven't been vaccinated?

B Ransom: we haven't done a survey but that is something that we can take under advisement

-Question TT: what is the chance that employees use sick leave?

B Ransom: There is the possibility that we could use that. We could certainly discuss that with the COO

-Z Williams: with the challenges there are, we recognize there are challenges with hiring and retaining talent; that is certainly something we take into account

Committee Policy Priorities

-discussion of committee policy priorities by Commissioner Terry

-Question MDJ: I have received some questions from E911 workers, if they could be designated professionals regarding frontline pay. It may not be ARP - that would be something that I'd like to see discussed in ERPS and get some additional information from them as to what they would like to see, and present it to the Administration and Commissioners.

-TT: Central Staff please make a note to get with Commissioner Davis Johnson to discuss E911 and those issues discussed here

-SB: I would like to commend the chair on putting this list together. Do you anticipate us hearing these in committee one-by-one?

TT: the next step - Ms. McGraw is our point on the committee and we will work with her to develop the work plan. Let's get another 2 weeks, and by the next ERPS meeting we will finalize our committee goals - Ms. McGraw please capture priorities from the commissioners and use that data to adjust how we address the work plan

-JR: it's the pension that I'm focused on and we need to work on that

-TT: Commissioners if there is any other policy direction you would like to bring forward please let me and Ms. McGraw know

III. AGENDA ITEM

New Agenda Items:

2022-1339

Commission District(s): All

CO - Change Order No. 1 to Contract No. 1257650 BodyWorn™ Body Camera System (Multi-Year): for use by the Marshal' Office and Police Services (PS). Consists of the purchase of the BodyWorn™ Comprehensive Body Camera System and supporting hardware and software accessories. Awarded to: Utility Associates, Inc. Amount Not To Exceed: \$25,000.00.

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 4/12/2022. The motion carried by the following vote:

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

-C Horner: P&C and Police Services would like to discuss this further before bringing to committee. I would ask that this item be deferred

-JR: motion to defer to second meeting in April

[2022-1428](#)

Commission District(s): All
CO - Change Order No. 2 to Contract Nos. 1213056 and 1213057 for Temporary Personnel Services (Four (4) Year Multi-Year Contract): for use by all DeKalb County departments through the Department of Human Resources & Merit System (HRMS). The contracts consist of the provision of temporary staffing. Awarded to: Howroyd-Wright Employment Agency, Inc. dba AppleOne Employment Services and Corporate Temps, Inc. Total Amount Not To Exceed: \$5,000,000.00.
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 4/12/2022. The motion carried by the following vote:

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

-item is currently in OIIA audit review

-JR: motion to defer to second meeting in April

Meeting Ended At: 3:27 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