



# DeKalb County Government

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

## DRAFT Minutes

### ERPS-Employee Relations & Public Safety Committee

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Tuesday, September 6, 2022

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: 2:17 PM

Attendees: Commissioners Terry, Rader, Bradshaw, Cochran-Johnson

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

#### I. MINUTES

**2022-2064**      Commission District(s): All  
Minutes for the August 16, 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

**2022-2127**      Commission District(s): All  
Minutes for the August 25, 2022, Special Called 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

### Retiree Healthcare Rates

*-presentation provided by Director Jacobs, Paul Kersting of Buck Consulting*

*-Question JR: Does the inflation Reduction Act impact on this?*

*P Kersting: The rules have not yet been issued by Medicare and therefore I don't have the fiscal impact yet. Our hope is they give a group waiver to plans like yours provided.*

*Question TT: can your firm provide an Inflation Reduction Act analysis for us to review?*

*P Kersting: We can provide that through Mr Jacobs.*

*Question JR: Are you suggesting, then, that the cost is being shifted to the benefit provider as opposed to being born by lower costs for the drugs themselves*

*P Kersting: I believe that the impact of what we're losing will be greater than what we're gaining. The help from negotiated prices on the drugs is significant, yes but the loss of the Pharma discount, which was seventy percent of the brand drugs that your members are using. That hurts significantly.*

*Question JR: Who negotiated the seventy percent discount previously, did the law eliminate the seventy percent or was it simply a part of the new law negotiations?*

*P Kersting: It was standard from the Obama Administration. I'm assuming the argument was we cannot have cap on drug costs while reducing what our year to year might be while also paying out the seventy percent.*

*-Question TT: you mentioned savings in 2023 that could be used to benefit the health clinic; is that something that would be included in the budget?*

*-response provided by Director Jacobs*

*-Question TT: regarding the employee health clinic and savings in 2023, will we have the option in 2023 to expand the clinic in 2023?*

*Z Williams: I would think that would be part of the midyear discussion*

*L Jacobs: We are asking to approve a rate pass; there would be no rate increase for coverage or contributions retirees in the plans. We will bring back the agenda item in October*

***-JR: motion to recommend the acceptance of Etna's and Kaiser's 2023 Medicare Retirement Rates that confirm no changes to Etna and Kaiser's retirees, contributions and no change to retirees planned benefits***

## III. AGENDA ITEM

*Previously Heard Items:*

[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.

**MOTION was made by Jeff Rader, seconded by Steve Bradshaw, that this agenda item be recommended for approval. to the Board of Commissioners, due back on 9/13/2022. The motion carried by the following vote:**

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

*-information provided by Commissioner Terry*

*-additional information provided by COO Williams*

*-JR: motion to approve substitute dated August 31st*

*New Agenda Items:*

2022-1916

Commission District(s): All

LB - Invitation No. 22-101511 for Ammunition (Annual Contract with 2 Options To Renew): for use by Police Services (PS), the Sheriff's and Marshal's Offices. Consists of the purchase of ammunition for weapons. Recommended award to the lowest, responsive, and responsible bidders: Dana Safety Supply, Precision Delta, Gulf States Distributors Inc., and Specialty Cartridge Inc. Total Amount Not To Exceed: \$235,000.00.

**MOTION was made by Steve Bradshaw, seconded by Jeff Rader, that this agenda item be recommended for approval. to the Board of Commissioners, due back on 9/13/2022. The motion carried by the following vote:**

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

*-information provided by COO Williams*

2022-2052

Commission District(s): ALL

CO - Change Order No. 1 to Contract No. 1275787 for Records Management System (RMS) Software Maintenance and Support (Multiyear Sole Source Maintenance Contract): for use by Police Services (PS). Consists of providing maintenance and support of proprietary software packages used by public safety for records management and field-based reporting. Awarded to CentralSquare Technologies, LLC. Amount Not To Exceed: \$24,860.34.

**MOTION was made by Jeff Rader, seconded by Steve Bradshaw, that this agenda item be recommended for approval. to the Board of Commissioners, due back on 9/13/2022. The motion carried by the following vote:**

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

*-information provided by Chief Ivanov*

2022-2118 Commission District(s): All District Commission Districts  
Adopt A Resolution to Raise the Minimum Wage for DeKalb County  
Employees to a Living Wage  
**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 9/13/2022. The motion carried by  
the following vote:**

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

*-information provided by Commissioner Terry*

*-TT: we are looking for a 30 day deferral so everyone can have time to review. With this ordinance I would hope that we codify an actual living wage calculation into our employee minimum wage structure. The idea is to keep pace with what is happening in the world, where we are providing a competitive pay wage*

*-Question JR: is there a fiscal note attached?*

*TT: no this asks for the CEO to develop a plan to be implemented in 2023*

*-Question LCJ: would this also require that contractors pay a minimum of \$15/hr for labor?*

*TT: that is not included in this but we have discussed that previously. I would entertain discussion and would be in support of the contractors doing so.*

*-comments provided by Commissioner Cochran-Johnson*

*-Z Williams: we will begin running the numbers and providing our thoughts now; it's important to state our need to do salary surveys. On a daily basis we are constantly evaluating business units and job categories, and do recognize the need to ensure we are paying a competitive wage and finding opportunities to move.*

*-Question TT: what I'm looking for is consensus that this is what we want to move toward. The resolution will ask the administration to help figure this out. If the Administration could come back with a roadmap to get there if immediate funding isn't identified. We can defer this for 30 days, and Mr. COO we could talk in that time and get more details prior to bringing it back to committee*

***-JR: motion to defer 30 days***

Meeting Ended At: 3:14 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**

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Barbara H. Sanders-Norwood CCC, CMC