



DeKalb County Government

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

Minutes

ERPS-Employee Relations & Public Safety Committee

Tuesday, November 1, 2022

2:15 PM

Meeting Started At: 2:26 PM

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

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

I. MINUTES

2022-2294 Commission District(s): All
Minutes for the October 18, 2022, Employee Relations, and Public
Safety Committee Meeting
This agenda item was approved

II. STATUS UPDATE

Brannon Hills Clean Up

-information provided by Ms. Tricia Harris on the Brannon Hills Clean up days

-information provided by Commissioner Terry on next steps and updates regarding clean up and surveillance efforts

Metro South CID

-presentation provided by Larry Kaiser of Metro South CID

-Question SB: regarding the first option, has CID leadership engaged with Pilot leadership? What has been the gist of those conversations?

-response provided by Mr. Kaiser

-Question JR: It seems as they are operating as a nuisance; I wonder if our law department has operated to mitigate that nuisance

-response provided by County Attorney Ernstes

-Question JR: so there are potential legal solutions?

V Ernstes: there are; and I will brief the board offline on those options

-Question JR: is there any thought given to Whitehall Condominiums? There may be some opportunity to assemble and convert that property. I wonder if we could get Community Development to look at that to see if there's a means to buy that out and put it to a different use

-information provided by Commissioner Terry

-TT: regarding short term it seems that County Attorney and COO Williams may be discussing. I would like to have this come back in a month, before the end of the year. If there's any short term enforcements we can put in place now that would be acceptable, while we consider the medium-term solution

-Question MDJ: regarding truck parking, I noticed that a couple of weeks ago and called Police, and was told they had a right to do so. I'd like to speak with Law on whether there is any type of ordinance to address this

-response provided by County Attorney Ernstes

-Question TT: could you discuss the work that you are doing with Officer Daniels and the Police Department?

-response provided by Mr. Kaiser

III. DISCUSSION

American Rescue Funds

Employee Retention Bonuses

-information provided by CEO Thurmond and COO Williams

COO Williams: We would also like to discuss additional employee vaccine incentive

-information provided by Pete Williams of Public Works-Sanitation

-Question JR: could Mr. Williams provide more details on how this bonus will be structured?

-response provided by COO Williams on one-time payment to employees

-Question JR: could you provide historical information on incentive pay done in the past?

-response provided by COO Williams

-Question JR: I want to get an idea of how these awards are looking over a 3-4 year period as compensation. I am concerned that folks have gotten used to it and it may not be available in the future

Z Williams: we'd be happy to provide the historical data on the hazard pay, incentive pay, etc. we have been deliberate recognizing the use of these one-time funds to provide this as an incentive and a thank you

-Question JR: I think it will be important to understand going forward regarding ongoing support. Are these bonuses, have they been added to the employee compensation as its recognized for pension?

Z Williams: I believe this is outside of the pension retirement payout, but taxes are taken out of it. We'll map out the types of pay that have been provided

-Question MDJ: is 911 included in this? I think that they are another group that has stepped up to the plate

B Ransom: the 911 personnel were part of the \$3000 incentive in the spring

-Question TT: I do support this item; this is an important opportunity to recognize and appreciate with our action the work of our front line employees. Before Tuesday, please provide all departments that will receive the pay

-Z Williams: we'll have that provided to you by Thursday

-SB: motion to approve the employee retention bonuses in the ARP budget

Second JR

Vote: yes unanimous

-Question JR: is this estimate reflective of the 67% of employees that are vaccinated? Is this based on maintaining 67% compliance or is the target higher?

Z Williams: the target is 75%

-Question TT: regarding the last tranche, did we exhaust that?

Z Williams: we did; additional information provided by COO Williams

-Question TT: does that include boosters?

Z Williams: that's correct

-SB: motion to approve the vaccination incentives

Second JR

Vote: yes unanimous

Public Safety Initiatives

-Z Williams: if we could hold those discussions

IV. AGENDA ITEM

Previously Head Items:

[2022-2248](#) Commission District(s): ALL
CA - Interlocal Contract for Cooperative Purchasing: for use by Police Services (PS) to be utilized by all County departments. Consists of Uniforms and Accessories and requests authorization to contract with BuyBoard National Purchasing Cooperative and to approve the purchase of ballistic vests for police officers. Awarded to: Galls, LLC. Amount Not To Exceed: \$325,000.00.

MOTION was made by Jeff Rader, seconded by Steve Bradshaw, that this agenda item be recommended for withdrawal to the Board of Commissioners, due back on 11/8/2022. The motion carried by the following vote:

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

-Z Williams: we'd like to remove this item

[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 Steve Bradshaw, seconded by Jeff Rader, that this agenda item be recommended for deferral to the Board of Commissioners, due back on 11/8/2022. The motion carried by the following vote:

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

-Z Williams: we will distribute the proposed SOP, budgetary requirements, and timeline for implementation. Will get that to you in the next day or so and can speak to it at the next meeting

-SB: motion to defer 2 weeks

[2021-3338](#) Commission District(s): All Commission Districts
To Amend Chapter 20, Article X concerning domestic partnerships.
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 11/8/2022. The motion carried by the following vote:

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

-Z Williams: if we could have a little longer on this one. We do have a fiscal impact on this one
-TT: 30 days is fine

-SB: motion to defer 30 days

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 Steve Bradshaw, seconded by Jeff Rader,
that this agenda item be recommended for deferral to the Board
of Commissioners, due back on 11/8/2022. The motion carried by
the following vote:**

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

-Question TT: do we have a budget impact statement that can be shared and discussed at the next meeting?
Z Willaims: yes sir

-SB: motion to defer 2 weeks

New Agenda Items:

2022-2333 Commission District(s): Commission District 5
Approval of Usage of SPLOST Funds in Category 2A, Replace
Existing Fire Station(s) and Construct New Fire Station(s) and Related
Capital Equipment for Fire Station 27
**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 11/8/2022. The motion carried by
the following vote:**

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

-information provided by Chief Fullum
-Question JR: what's the total amount of money?
D Fullum: \$7,085,855. The planning & design portion is \$585,855.60
-Question JR: is this authorizing just the planning amount?
D Fullum: that's correct

[2022-2347](#) Commission District(s): All Commission Districts
GY2019 and GY2020 Urban Area Security Initiative (UASI) Grant,
\$265,362.96.
**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 11/8/2022. The motion carried by
the following vote:**

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

-information provided by COO Williams

-information provided by Chief Ramos, Chief Fullum

-Question TT: could you provide additional information on the FUSUS program?

-response provided by Chief Ramos

[2022-2246](#) Commission District(s): ALL
REN - Emergency Medical Supplies (Annual Contract - 2nd Renewal
of 2 Options to Renew): Contract Nos.: 1246736 and 1240826 for use
by Fire Rescue (FR). These contracts consist of the purchase of
emergency medical supplies for Fire Rescue and Emergency Medical
Service units/vehicles. Awarded to Bound Tree Medical, LLC and
Henry Schein, Inc. Total Amount Not To Exceed: \$400,000.00.
**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 11/8/2022. The motion carried by
the following vote:**

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

-information provided by Director Fullum

[2022-2325](#) Commission District(s): ALL
REN - Contract No. 1232712 Helicopter Maintenance and Repair
Services (Annual Contract - 2nd Renewal of 2 Options to Renew): 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: \$500,000.00.
**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 11/8/2022. The motion carried by
the following vote:**

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

-information provided by Sgt. Veasey

-Question SB: we have 2 helicopters? What's the standard life cycle of a helicopter?

S Veasey: yes sir; response on life cycle provided by Sgt. Veasey

-Question JR: since we have an airport, why are we operating these out of Burgess?

-response provided by Sgt. Veasey

-Question JR: we are asking for \$500,000 in this renewal, and we've had a history of spending less than authorized. Do you expect unusual maintenance this time?

S Veasey: there could be sir. additional information provided by Sgt. Veasey

-Question JR: is there residual capacity in the first two renewals regarding the savings from those?

-TT: between now and next Tuesday we can get some clarification there

-JR: provided there is not capacity between this and the first two renewals

-additional information provided by Michelle Butler

2022-2214

Commission District(s): All

RFP - Request for Proposals No. 22-500618 for Medical Examiner Services (Multi-Year): for use by the DeKalb County Medical Examiner's Office. Consists of providing reasonable and comprehensive interpretation of medical findings to determine the cause, manner, and circumstances of death. Recommend award to the sole proposer: Forensic Medicine Associates, Inc. Total Amount Not to Exceed: \$20,305,866.00.

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 11/8/2022. The motion carried by the following vote:

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

-this agenda item is currently in OIIA audit review

-information provided by Director Bailey

-Question JR: is this all tax funds funded?

P Bailey: yes sir. Additional response provided by Director Bailey

-Question JR: what was our annual rate of expenditure prior to this expansion?

P Bailey: \$1.2 - 1.5M per year. Due to recent shortage we had to bring in part time doctors to cover the shortage.

-Question JR: This is in the current department budget?

P Bailey: This will be a request in the FY2023 budget going forward

JR: Motion to defer 2 weeks pending audit

[2022-2334](#)

Commission District(s): All Commission Districts
2022 Countywide Hazard Mitigation Plan Update

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 11/8/2022. The motion carried by the following vote:

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

-information provided by Chief Cox and Supervisor Hartly

Question: What are the 23 new projects?

Response provided by Supervisor Hartly

Question JR: where can I find information regarding new projects, are they broken out from previous projects?

Supervisor Hartly: section 5, New projects should be broken out with further detail.

Question JR: Does this document support grant applications for FEMA flood buyout?

Supervisor Hartly: That is a different document

Question JR: Do we have any expectations to update our buyout plan so we can purchase more flood threatened property in the County?

COO Williams: let me connect with roads and drainage and get back to you

The committee requests further information on the floodplain buy-out portion

[2022-2343](#)

Commission District(s): All Commission Districts
Official Retirement of K-9 Drago to his handler Master Patrolman Burrell Daniel

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 11/8/2022. The motion carried by the following vote:

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

Question TT: We do not need discussion on this item, there will be a presentation at the next BOC Meeting, are we doing a ceremony COO?

COO Williams: We have done it before but I will need to confirm with the Chief; depends on the disposition of the K9

Meeting Ended At: 4:06 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