



# DeKalb County Government

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

## Minutes

### ERPS-Employee Relations & Public Safety Committee

*Chairperson: Commissioner Ted Terry, District 6*  
*Member: Commissioner Mereda Davis Johnson, District 5*  
*Member: Commissioner Michelle Long Spears, District 2*

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Tuesday, February 6, 2024

2:15 PM

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Meeting Started At: 2:15PM

**Present**      3 - Commissioner Ted Terry, Commissioner Mereda Davis Johnson,  
and Commissioner Michelle Long Spears

Attendees: Commissioners Terry, Davis Johnson, Spears, Patrick, Cochran-Johnson

#### I. MINUTES

**2024-0201**      Commission District(s): All  
Minutes for the January 23, 2024, Special Called Employee  
Relations, and Public Safety Committee Meeting  
**MOTION was made by Michelle Long Spears, seconded by  
Mereda Davis Johnson, that this agenda item be approved. The  
motion carried by the following vote:**

**Yes:** 3 - Commissioner Terry, Commissioner Davis Johnson, and  
Commissioner Long Spears

#### II. DISCUSSION

FY24 Budget

### *E911 Budget review*

*Information provided by TJ Sigler, OMB Director*

*Question MDJ: regarding E911 \$2 million for overtime it was necessary because of the lack of employees?*

*Sigler: that's correct. Additional comments provided*

*Question MDJ: is 911 still having difficulty getting employees?*

*Sigler: I'd have to defer to 911 or HR. Additional comments provided by Director Swain, E911*

*Question MDJ: are you addressing retention, are employees staying?*

*Comments provided by Director Swain, E911*

*Question LCJ: are retention funding coming from federal funds?*

*COO: No this is a part of the operating budget. Additional comments provided*

*TT: Central Staff let's make time to talk more with the new E911 director. I'd like to encourage committee members to set up a time to visit the command center and discuss the mentioned employee retention strategies*

*Question RP: is there a point where the pension system can overtake overtime?*

*Sigler: we think the richer pension system will help attract and retain but right now we are taking the all the above approach TT: The committee did ask last year for a study for an adjusted pension just for public safety and give them the option to go into the tier 2 pension option. It was an estimated \$14-15 million annual impact?*

*Sigler: the budget has an allocation for just the last quarter of this year. We need time to flush out all options*

*TT: Here's something the committee could discuss; If there are things that need to be worked out would we not do that before the roll out and approval of the March 1st budget? Would we not want to test out some of these assumptions sooner this year just on public safety and see if we are correct before we offer it to all employees?*

*COO: let us look at that and we can come back*

*Question TT: what would be the budgetary impact for earlier implantation?*

*Question MDJ: This budget is inclusive of vacant positions that would pretty much eliminate costs of overtime.*

*COO: we do anticipate as we retain more and hire more the overtime costs will reduce. We think for E911 \$2 Million will be sufficient. Regarding commissioner Terry he's proposing taking a look at public safety departments as the first employees to be moved to the new pension plan. It's going to require some discussion, I'm not in a position here to take a stance, we can look at it as an option.*

*Question MLS : I would like to take some time to consider this further and hold on my option and thoughts for now*

*TT: Mr. Jacobs please forward the Public safety pension report to all commissioners especially Commissioner Spears to review*

*COO: we will need to take time to address the desire of moving pension program and the process of how and when departments come on.*

*TT: after the budget is passed let's get with central staff, OMB, Finance and public safety on the path forward is and how best to achieve our goal.*

*COO: What I propose is bringing to you a review of what we have already explored and a recommendation of a path forward.*

### *Fire Services Budget Review*

*Information provided by TJ Sigler, OMB Director*

*Question TT: AMR is the main ambulance provider, we've offered to each municipality an additional unit, the proposed budget here is to support general county-wide service?*

*COO: we are augmenting what AMR provides, we have expanded personal over the past few years. Additional information provided*

*Question TT: Are we going to be cannibalizing AMR services if they go over to Fire Recuse contract?*

*COO: I don't think personal will leave from AMR to come to us, they work together. We can map out personal and details. Question*

*TT: what was the penalty AMR paid last year? Is it back in the fire fund?*

*COO: about 1 million and change. Funds are being held, it's all going to stay in emergency medical services.*

*Comments provided by Commissioner Cochran Johnson*

*Question RP: this \$3.8 million is this for trucks and equipment or personal?*

*COO: all the above*

*Comments provided by Commissioner Patrick*

*Comments provided by Commissioner Davis Johnson*

*TT: we will work with Central staff, COO Williams and Chief Fullum for a specific conversation on the new EMS services unit and operations, in March/April time*

*TT: We have another ERPS meeting on 2/20 budget - I'd like to hear about Police, and Risk Management and other budgets under ERPS. We will take a vote then before the SC Fab meeting on 2/26. TJ can you pull out cost of living adjustments for police, E911 and fire and their impact if in effect March 1st*

Never Use Alone

*TT: We will bring this discussion back at a later date*

### III. AGENDA ITEM

#### *New Agenda Items*

#### Fire Rescue

2024-0119

Commission District(s): All Commission Districts  
EMS Naloxone Request with the State Department of Health,  
Office of EMS and Trauma

**MOTION was made by Michelle Long Spears, seconded by Mereda Davis Johnson, that this agenda item be recommended for approval to the Board of Commissioners, due back on 2/14/2024. The motion carried by the following vote:**

**Yes: 3 - Commissioner Terry, Commissioner Davis Johnson, and Commissioner Long Spears**

*--information provided by COO Williams, Fire & Rescue Dep. Chief McMurray*

*-TT: later this year we will ask the Medical Examiner to come back and give us an update on those numbers and how they relate to overdoses in the County*

*-Question TT: how often are our units using the lock zone in the field?*

*-response provided by Dep. Chief McMurray*

*-Question TT: do the numbers represent lives saved?*

*-response provided by Dep. Chief McMurray*

*-Question RP: 10 boxes won't last very long; how many units come in 10 boxes?*

*-T McMurray: 8 units come in a box, but we stock those in large quantities; additional information provided by Dep. Chief McMurray*

*-MLS: motion to approve*

#### Medical Examiner

[2024-0125](#) Commission District(s): All Districts  
Acceptance of Grant Funds from the Centers for Disease Control (CDC), through the Georgia Department of Public Health (GA-DPH) for the DeKalb County Medical Examiner's Office (DCMEO)

**MOTION was made by Mereda Davis Johnson, seconded by Michelle Long Spears, that this agenda item be recommended for approval to the Board of Commissioners, due back on 2/14/2024. The motion carried by the following vote:**

**Yes: 3 - Commissioner Terry, Commissioner Davis Johnson, and Commissioner Long Spears**

*--information provided by Director Bailey*

*-Question TT: will you have necessary funds in your operating budget to adequately test overdoses?*

*-response provided by Director Bailey*

*-Question TT: we'd like to have you come back in March to give us the 2023 stats regarding overdoses and other deaths. I would like to explore how we can work with entities on addressing the overdose deaths, education on the rising use of fentanyl, and other tactics to consider to adequately address prevention. At a future meeting we will also discuss the Never Use Alone organization; there are several avenues for us in the reduction of overdose and the large addiction issues that we see in the Medical Examiner's Office*

*-Question MDJ: where are we on the indigent grave markers?*

*-response provided by Paige Singer*

*Director Bailey: we can work on bringing you back something in the near future*

*-MDJ: motion to approve*

#### **BOC- District 7**

**2024-0244** Commission District(s): District 5  
An Ordinance requesting the Governing Authority of DeKalb County to Amend the Video Surveillance System Ordinance in Chapter 15 of the Code of DeKalb County, Georgia, as revised 1988; to adjust the requirements for the mandatory use of Video Surveillance Systems at Convenience Stores and for other purposes

**MOTION was made by Mereda Davis Johnson, seconded by Michelle Long Spears, that this agenda item be recommended for approval upon receipt of additional information to the Board of Commissioners, due back on 2/14/2024. The motion carried by the following vote:**

**Yes: 3 - Commissioner Terry, Commissioner Davis Johnson, and Commissioner Long Spears**

*-Information provided by Deputy County Attorney Terry Phillips*

*Comments provided by Commissioner Cochran Johnson*

*Question RP: What is the difference between the 60 days and 180 days?*

*Response provided by Attorney Phillips*

*Question RP: is 60 days efficient or is it grandfathered in?*

*TP: its two components - 60 days if the business is out of compliance. 180 days is if there has been a change to the requirement giving more time for businesses to adjust*

*RP: knowing how processes can run show is 60 enough, would we want to consider 90 days?*

*LCJ: I'm open to a friendly amendment of 90 days. The actual ordinance has been in place for a year.*

*TT: please adjust to 90 days since most commissioners here are amendable*

*Question TT: Would PECS want to have the check in on the ordinance or are you okay with it staying in ERPS*

*MLS: let's keep it in ERPS*

*TT: COO, can we get an update in June/July on how things are going*

*COO: I think we can accommodate*

*-MDJ: motion to approve with friendly amendment to increase 60 days to 90 days in Section F*

Meeting Ended At: 3:27 PM

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

**Yes: 3 - Commissioner Terry, Commissioner Davis Johnson, and Commissioner Long Spears**

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Barbara H. Sanders-Norwood CCC, CMC