DeKalb County Government

178 Sams Street
Decatur, GA 30030

Minutes - Draft

ERPS-Employee Relations & Public Safety Committee

Commissioner LaDena Bolton (Chairperson)

Commissioner Nicole Massiah

Commissioner Mereda Davis Johnson

Tuesday, March 17, 2026	2:15 PM	178 Sams Street, Decatur, GA 30030 (Multipurpose Room A1201)

Meeting Started At: 2:43pm

Attendees: Commissioners Bolton, Davis Johnson, Massiah (virtual), Terry, Patrick

Present 3 - Commissioner Mereda Davis Johnson, Commissioner LaDena Bolton, and Commissioner Nicole Massiah

I. MINUTES

2026-0420 Commission District(s): All
Minutes for the February 17, 2026 Employee Relations and Public Safety Committee Meeting
MOTION was made by Mereda Davis Johnson, seconded by Nicole Massiah, that this agenda item be Approved. The motion carried by the following vote:

Yes: 3 - Commissioner Davis Johnson, Commissioner Bolton, and Commissioner Massiah

2026-0483 Commission District(s): All
Minutes for the March 3, 2026 Employee Relations and Public Safety Committee Meeting
MOTION was made by Mereda Davis Johnson, seconded by Nicole Massiah, that this agenda item be Approved. The motion carried by the following vote:

Yes: 3 - Commissioner Davis Johnson, Commissioner Bolton, and Commissioner Massiah

II. AGENDA ITEM

New Agenda Items:

Finance - Risk Management

2026-0513 Commission District(s): All Commission Districts
2026/27 Healthcare Benefits

MOTION was made by Mereda Davis Johnson, seconded by Nicole Massiah, that this agenda item be Recommended for approval. to the Board of Commissioners, due back on 3/24/2026. The motion carried by the following vote:

Yes: 3 - Commissioner Davis Johnson, Commissioner Bolton, and Commissioner Massiah

-information and presentation provided by Director Jacobs - Risk Management
-presentation provided by Gallagher representatives - Brett Hayward and actuary Nolan
-Question LB: is the 8% increase in projected self-funded active and early retiree medical costs from what was projected or the actual?
-Nolan: from the actual; what we have currently; additional response provided
-Question LB: could you reiterate what is happening for the Firefighters and Police?
-information provided regarding firefighters having same benefits as Police officers
-Question TT: could you help us understand why healthcare costs increase each year? Is there research you have with other clients in terms of how they have innovated for new programs to decrease cost?
-response provided by Mr. Hayward
-additional comments provided by Commissioner Terry regarding innovative programs from other jurisdictions for cost savings
-Question LB: is there a cost to the County to offer these new employee benefits?
-B Hayward: there is zero cost to the County; these are full employee paid
-Question LB: did these come from requests from employees?
-response provided by Mr. Hayward
-Question LB: could you share additional information on the pet insurance for Commissioner Patrick to be informed?
-information provided by Mr. Hayward regarding pet insurance
-Question RP: how do you look at newer medical technologies/procedures and have that available for our employees?
-response provided by Mr. Hayward
-Question MDJ: could you discuss how the average pet insurance works? Do you pay out of pocket then submit reimbursements?
-response provided by Mr. Hayward

Fire Rescue (FR)

2026-0281 Commission District(s): All
CA - Cooperative Agreement Sourcewell Contract# 10424-VKN - Firefighting PPE and Related Equipment Cleaning: for use by the Department of Fire Rescue (FR). This request seeks to ratify Purchase Order No. 5058768 for the purchase of sixty-five (65) Tri-Certified Viking Shield Gear to be used by firefighters throughout the County. Awarded to Viking Life-Saving Equipment (America) Inc. c/o Central Alabama Training Solutions (CATS). Amount No To Exceed: $110,175.00.
MOTION was made by Mereda Davis Johnson, seconded by Nicole Massiah, that this agenda item be Recommended for approval. to the Board of Commissioners, due back on 3/24/2026. The motion carried by the following vote:

Yes: 3 - Commissioner Davis Johnson, Commissioner Bolton, and Commissioner Massiah

-information provided by Chief Carter
-Question MDJ: why is the item listed as a cooperative agreement when it is really a ratification?
-response provided by Director Butler

2026-0555 Commission District(s): Commission Districts 5 & 7
Intergovernmental Agreement Between The City Of Stonecrest, Georgia And DeKalb County, Georgia For Land Exchange.
MOTION was made by Mereda Davis Johnson, seconded by Nicole Massiah, that this agenda item be Recommended for approval. to the Board of Commissioners, due back on 3/24/2026. The motion carried by the following vote:

Yes: 3 - Commissioner Davis Johnson, Commissioner Bolton, and Commissioner Massiah

-information provided by Chief Carter
-additional information provided by interim County Attorney Phillips
-comments provided by Commissioner Massiah regarding her support for this partnership
-comments provided by Commissioner Davis Johnson regarding the newly built station in Stonecrest and the need for a new fire station
-Question MDJ: Chief could you discuss what we are getting and when is it expected to be completed?
-response provided by Chief Carter
-additional response provided by Chris Kingsbury - SPLOST manager
-Question LB: because the address isn't noted in the agenda item, could you reiterate where it will be located?
-response provided by Attorney Phillips
-Question TT: we're swapping the land at Covington Highway that we own?
-response provided by Mr. Kingsbury
-Question TT: what's the name of the park?
-response provided by Mr. Kingsbury

Previously Heard Agenda Items:

Board of Commissioners - Super District 7

2026-0218 Commission District(s): All Commission Districts
To establish regulatory oversight of blasting operations in DeKalb County through the adoption of a Control Blasting and Safety Ordinance; to promote public safety, environmental protection, and community stability; and for other purposes.
MOTION was made by Mereda Davis Johnson, seconded by Nicole Massiah, that this agenda item be Recommended for approval upon receipt of additional information to the Board of Commissioners, due back on 3/24/2026. The motion carried by the following vote:

Yes: 3 - Commissioner Davis Johnson, Commissioner Bolton, and Commissioner Massiah

-Commissioner Bolton requested the Law Department's upcoming review regarding placement in the County Code
-Question LB: have you had an opportunity to review the latest draft and determined whether the language is satisfactory?
-information provided by Chief Carter regarding the fees and forthcoming fee study that is yet to be adopted
-Question LB: how much time would you need to work through the fees?
-response provided by Chief Carter regarding the fees; on average there have been 707 blastings per year, with the recommendation being $293.70 for permit and $53.49 for the on-site blasting for average annual cost of $207,646. That is for the average for 707 blastings per year.
-Question LB: does that include blasting for projects of all sizes and scope?
-Chief Carter: yes ma'am
-Question LB: the 293.70 is that the current rate for permitting?
-Chief Carter: we don't currently charge for blasting; additional response provided
-Question LB: is that number estimated the standard per other jurisdictions? How did you come up with this number?
-response provided by Chief Carter
-Question LB: does the permitting come directly though Fire or Planning?
-Carter: through Planning
-Question LB: would Planning collect the fees and then give them to you all?
-response provided by Chief Carter
-Question LB: have you considered collecting the permitting and on site fees separately?
-response provided by Chief Carter
-Question LB: were you planning on sharing the fees with the State Marshal's Office as well?
-response provided by Chief Carter
-Question MDJ: so we're going from $0 to $207,646; who paid all of that prior?
-response provided by Chief Carter regarding the previous process
-Question MDJ: this money in the permitting fee is for what? Were we eating this cost before?
-response provided by Chief Carter
-Question MDJ: if the fees will be done in house, is this ready to be passed? How much time will be needed for the fee study?
-response provided by Director Fullum and Chief Carter regarding the status of the fee study
-Question MDJ: would 30 days be sufficient for the fee study results before we vote on this legislation?
-response provided by Chief Carter
-Question LB: are there reservations or concerns with adopting the recommendations while waiting on the results of the study to be complete?
-response provided by COO Williams regarding the upcoming data from MGT regarding the fee study
-additional comments provided by interim County Attorney Phillips
-comments provided by Commissioner Massiah regarding her position with the agenda item
-Question LB: how much time would Law Department need to determine where in the Code this would fit?
-response provided by County Attorney Phillips
-Commissioner Bolton requested Chief Carter share the fee information with the committee for consideration ahead of the upcoming BOC meeting on March 24th

III. DISCUSSION

Operational Assessment Update - ERPS Departments

-presentation provided by Ms. Lakeisha Sesay - the Momentum Firm
-Question MDJ: you all make the recommendation for funding but we wanted to see if there are other areas to explore that wouldn't require the funding. It would be premature to move on that first before seeing the position of the Administration, because what you are looking for is more efficiency and cost savings correct?
-response provided by Ms. Sesay
-additional comments provided by COO Williams regarding what the Administration will be reviewing moving forward in comparison to department budgetary requests that have been made
-comments provided by Commissioner Massiah regarding the possibility for any forthcoming budgetary amendment requests from the Administration as a result of this work
-Question LB: on a previous slide regarding public safety departments, the total recommendations was 106 but the breakdown equals 86 - where do the other 20 fall?
-response provided by Ms. Sesay

Meeting Ended At: 3:55pm

MOTION was made by Mereda Davis Johnson, seconded by Nicole Massiah, that this agenda item be Adjourned meeting. The motion carried by the following vote:

Yes: 3 - Commissioner Davis Johnson, Commissioner Bolton, and Commissioner Massiah

Barbara H. Sanders-Norwood CCC, CMC

March 3 2026