



DeKalb County Government

178 Sams Street
Decatur, GA 30030

Minutes - Draft

ERPS-Employee Relations & Public Safety Committee

Commissioner LaDena Bolton (Chairperson)

Commissioner Chakira Johnson

Commissioner Mereda Davis Johnson

Thursday, March 6, 2025

2:15 PM

178 Sam's Street, Decatur, GA 30030
(Multipurpose Room A1201)

Meeting Started At: 2:15PM

Attendees: Commissioners Bolton, Davis Johnson, Johnson, Patrick

Present 3 - Commissioner Mereda Davis Johnson, Commissioner LaDena Bolton, and Chairperson Chakira Johnson

I. MINUTES

2025-0308 Commission District(s): All
Minutes for the February 18, 2025 Employee Relations, and Public Safety Committee Meeting
MOTION was made by Chakira Johnson, seconded by Mereda Davis Johnson, that this agenda item be approved. The motion carried by the following vote:

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

II. STATUS UPDATE

Employee Benefits & Insurance Plans

- presentation provided by Director Larry Jacobs
- Question MDJ: could you reiterate the County domestic policy that was passed? I don't remember us passing anything for domestic partners generally; did we do that?
- response provided by Director Jacobs
- Question LB: could you discuss the difference between sex and gender?
- response provided by Director Jacobs
- additional information provided by Attorney Welch regarding codification in the County's code
- Question MDJ: regarding sole source for Kaiser are you saying we don't have to bid it and we would forever have it?
- response provided by Director Jacobs
- Question CJ: when are we due to have it go out for bid again?
- L Jacobs: we are 3 years from our next RFP for healthcare
- Question MDJ: could you send me the information on the life insurance policies offered by the County?
- L Jacobs: yes I will
- Question LB: are each of these through the same insurer? Could you explain more regarding the dependent life care and the guaranteed issue?
- responses provided by Director Jacobs regarding the Hartford Insurance Company, and details on the basic and dependent life policies
- Question MDJ: do we voluntarily or automatically opt in?
- L Jacobs: if you receive a paycheck you are automatically enrolled
- Question LB: with the dependent care is that a Federal \$5,000 maximum contribution?
- response provided by Director Jacobs regarding the IRS Federal maximum
- Director Jacobs requests to come back in August to discuss the Peer Group Study and how municipalities and counties compare regarding average cost sharing between employer and employee
- MDJ: I would like to speak with you offline after the meeting
- Question LB: how do we compare in cost sharing for co-pays and premiums compared to other jurisdictions?
- response provided by Director Jacobs regarding the upcoming peer group study
- Question LB: from what you can recall was there continuity between the insuring institution and the rate structures?
- response provided by Director Jacobs regarding the upcoming peer group study

- Question LB: regarding the Pension Board, could you share with the Committee the position we're in and the steps that need to be taken to address the vacancy in the Pension Board?
- information on the Pension Board provided by Director Jacobs
- Question LB: can you share what the responsibilities of that board or that member might be?
- response provided by Director Jacobs
- Question LB: how long is the term?
- L Jacobs: 4 years
- Question CJ: ERPS would be the committee that manages the committee process but who makes the recommendation to start the process?
- response provided by Director Jacobs
- Question MDJ: are there qualifications that apply for those openings?
- response provided by Director Jacobs
- Question LB: for the past several appointees how were we able to identify those candidates?
- response provided by Director Jacobs
- Question LB: for something like this could we use HR to help us identify qualified candidates to serve on this board?
- response provided by Director Jacobs
- Question LB: is there a job description that we would have on file?
- response provided by Director Jacobs
- Commissioner Bolton requests a job description regarding the vacant Pension Board position be sent to all Commissioners for consideration

III. AGENDA ITEM

New Agenda Items:

Police Services (PS)

[2025-0145](#)

Commission District(s): ALL
CO - Change Order No. 1 to Contract No. 2000048 Uniformed Security Guard Services (Multiyear Contract): for use by the Department of Police Services (PS) to be utilized by all County Departments. This contract consists of providing Armed and/or Unarmed Security Guard Services at various County facilities. This request seeks consent to assign the contract and all remaining contract funds and term with Pinnacle Security Inc. dba Paradigm Security Services to Universal Protection Service, LLC dba Allied Universal. There will be no change in existing contract terms or conditions.

MOTION was made by Chakira Johnson, seconded by Mereda Davis Johnson, that this agenda item be recommended for approval to the Board of Commissioners, due back on 3/11/2025. The motion carried by the following vote:

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

-information provided by Chief Albritton

Public Safety

[2025-0362](#)

Commission District(s): All Districts
Amendment to Code Section 16-43

MOTION was made by Mereda Davis Johnson, seconded by Chakira Johnson, that this agenda item be recommended for approval upon receipt of additional information to the Board of Commissioners, due back on 3/11/2025. The motion carried by the following vote:

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

-information provided by COO Williams

-Question MDJ: can you add to that list the entrance/exit ramps on the highways within DeKalb County?

-response provided by COO Williams

-Question RP: could we have something that says industrial or commercially zoned properties or something generic that alludes to that?

-response provided by COO Williams

-Commissioner Davis Johnson suggested being discussed in the legislation fundraisers that may take place by students or youth sports teams

-comments provided by Attorney Phillips

-LB: regarding enforcement or signage in those areas, making sure there is intention on reducing those activities in the areas suggested

-comments provided by COO Williams

-Question LB: has it been a hinderance to our officers to come and address the issue?

-comments provided by COO Williams regarding enforcement on private property

-Question CJ: regarding posting of the notice of loitering, is that something that the businesses would purchase or would we provide it?

-response provided by COO Williams

-MDJ: motion to approve pending additional information provided by the Law Department

Meeting Ended At: 3:08PM

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

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

Barbara H. Sanders-Norwood CCC, CMC