



# 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, March 15, 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: 2:15PM

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

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

#### I. MINUTES

**2022-1332**      Commission District(s): All  
Minutes for the March 1, 2022 Employee Relations and Public  
Safety Committee Meeting  
**MOTION was made by Jeff Rader, seconded by Ted Terry,  
that this agenda item be approved. The motion carried by the  
following vote:**

**Yes:** 2 - Commissioner Terry, and Commissioner Rader

**Abstain:** 1 - Commissioner Bradshaw

**2022-1369**      Commission District(s): All  
Minutes for the March 10, 2022 Special Called Employee Relations  
and Public Safety Committee Meeting  
**MOTION was made by Jeff Rader, seconded by Ted Terry, that  
this agenda item be approved. The motion carried by the  
following vote:**

**Yes:** 2 - Commissioner Terry, and Commissioner Rader

**Abstain:** 1 - Commissioner Bradshaw

## II. DISCUSSION

FY22 Department Budgets

Police

-Not Heard in Committee

Fire & Rescue

-Not Heard in Committee

E-911

*-information provided by Director Guest*

*-discussion of the Nurse Navigator Program*

*-Question TT: at NACo conference several counties were mentioned regarding services like this. If we could direct in the right way and efficiently we could have stronger response times, efficiencies, etc. Fayette County's director was discussing their 911 system that has a telehealth system where the operator can integrate into someone's smart phone to be there virtually, like a FaceTime. It could help make more timely decisions*

*-Question TT: how many vacancies are there now?*

*A Guest: I believe 15*

*-Question TT: what is the purpose of the backup phone system?*

*A Guest: if for any reason we needed to evacuate this building, we would go to the location on Camp circle, which currently doesn't have that backup phone system, that would allow us to mirror the system that we have here*

*-Question TT: are there specific things to be done that can get the 15 vacancies filled? Who are you recruiting?*

*J Lumpkin: we have an action plan; we're not looking for college graduates in terms of that skillset. We would hope to report to you by the midyear budget that we have the positions filled with a robust recruitment plan. We will be sending something for all of you to share with your constituents*

*-Question TT: if someone calls 911 and it's really 311 can we accommodate?*

*A Guest: Usually if someone calls incorrectly we can help direct them. But if we can answer the question for them we will. But that is also the purpose of this Doors program for residents to address their questions and could help reduce the 311 calls going into 911*

*-TT: getting more signage on the streets to advertise 311 as a service would be great; even 50 signs on roadways to inform people of 311*

*-Z Williams: 2 things. 1) more advertisement for 311. Secondly, commissioners can promote when to call 911 and more importantly when not to call 911. As we are preparing literature to share with residents, if you could share with your communication vehicles to spread the word.*

*-TT: definably; we look forward to partnering with the Administration on that. In that same vein, the idea of texting 911 is done in some jurisdictions*

*-A Guest: we currently have text 911 in place. You simply text 911 and our system will show us the text that was sent, and we then transfer it into the phone system accordingly.*

*-Question TT: how many text messages do you get?*

*A Guest: I don't have that currently and I can get that information for you. But I can say that those numbers are low*

*-Question TT: regarding false alarms, do we have a system for this?*

*Z Williams: we do - it's called Cry Wolf and managed by the Police Department. We'd be happy to provide a report on that to inform the commissioners*

*-Question TT: regarding mental health support of our operators, do we have programs in place? I know it's a tough job with difficult hours and services*

*A Guest: we were previously approved for a meditation room; we have 2 areas where they can recompose. We do recommend EAP, and we have an on-site crisis intervention operators to talk with them for situations as necessary*

*Z Williams: if any department has a tragic event that hits close to home, we send in counseling through our EAP program to intervene; we try to be as proactive as possible. That has been in place*

*-Question SB: what's your current staffing level?*

*A Guest: we are at 101, but I will double check. If fully staffed, we would have 116*

*-Question SB: what's the average tenure of your 911 operators?*

*A Guest: 5 years*

*J Lumpkin: the attrition rate for counties with similar size is 23%. We beat that because ours is where you can see outdoors, see what's occurring, they know that you are taking care of them. These things, when coupled with salary and benefits, help bring down the attrition rate. Additionally, we have the best public safety answering point in the nation is a significant point especially in these times. Regarding the e911 center, we are changing the model - we're putting qualified communications people in there because that is a different discipline*

*-Question SB: What is the training time required?*

*A Guest: We have an 8 week classroom training, and another 8 week on-the-job training. Must be emergency medical/fire dispatch certified before you can be on calls. Once certified, and their officer determines they can take calls, they will be released to begin taking calls*

*-TT: Thank you for your time today. My office will be contacting you for a tour as well*

### III. AGENDA ITEM

*New Agenda Items:*

[2022-1334](#)

Commission District(s): All Commission Districts  
Group Health & Wellness Benefits effective July 1, 2022

**MOTION was made by Jeff Rader, seconded by Ted Terry, that this agenda item be recommended for approval. to the Board of Commissioners, due back on 3/22/2022. The motion carried by the following vote:**

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

*-information provided by Director Larry Jacobs on the County's life insurance plans*

*-presentation provided by Paul Kersting, Brett Haywood, Nolen Quattara of Buck Consulting*

*-Z Williams: we will be proposing \$1 million from the Risk Fund to align with the actuary's \$78.4M budget projection*

*-L Jacobs: we could either come to board with the fund balance or come back to the board at midyear to make up for the \$1 million difference. Retirees will have an increase in their contributions and see a 12.4% rate increase for Anthem plans and 13% for Kaiser plans*

*-Question JR: regarding the health care premiums, what is your recommendation on the contribution for the HSA's?*

*L Jacobs: we will not have a recommendation on the seed money or deductibles for the HSA contributions. No change in contributions over the current plan year.*

*-Question JR: for early retirees, our rate structure is not dependent on their share?*

*L Jacobs: correct. Additional information provided by Director Jacobs*

*-Question JR: what is the average dollar value of the increase you're proposing for retirees?*

*B Haywood: document shared by Mr. Haywood. On page 29 of your presentation, for example if you're an employee/retiree only under the Anthem plan, you will see an increase of about \$76 monthly.*

*-Question TT: there is a \$1M fund balance in Risk Management, and that's where that would come from?*

*L Jacobs: that's correct, there is around a \$3.5M fund balance in Risk Management; we may not have to come back to the board due to that fund balance available. The other half would need to be addressed in the FY2023 budget.*

*-TT: we should think of the idea of the COVID surcharge. For employees that are not vaccinated how would that fit into the overall risk assessment*

*-JR: I'd do it. But there are also laws from the State that may hinder that. Are we not going back to the tobacco incentive?*

*L Jacobs: we would like to Commissioner Rader. The stick approach for the surcharge was not as effective. Now we are thinking more along the lines of an incentive*

*-JR: it seems it would be easier for people to document their vaccination status in order to earn credit for being vaccinated. Do we require people to be vaccinated against the variety of diseases? We should dispel this fear of vaccinations of all sorts. I remember when people would die from diseases that were effectively controlled; it's important for government to show that these are effective in use but also incent the vaccinations themselves. It makes sense for us to establish the vaccination for COVID among the other vaccinations that we get, and employees that have taken advantage of that opportunity get more points in an overall program.*

*L Jacobs: we did have over 4000 employees take advantage of the incentive program, to say that over 4000 employees are fully vaccinated; that shows us that incentives work. Director Ransom may have more details on that later*

*-TT: I'd like to get details on that*

*-Question TT: what is the strategy to encourage unvaccinated employees to get vaccinated?*

*L Jacobs: that number is representative of the employees that took advantage of the incentive program . We are also looking at employees under our Anthem and Kaiser plans that were vaccinated separately.*

*-Z Williams: if you could give us time to talk with the Law department to evaluate where we are, think of a strategy, and come back to discuss*

*-Question MDJ: I agree with the surcharge; you have to pay a surcharge if you smoke. Unvaccinated people can raise our costs in hospitalization costs. There should be a surcharge; you have the right to make a decision but you should not impose the consequences on me*

*-Question LJ: have we included mental health parity as part of these benefits?*

*L Jacobs: yes; DeKalb County took action to ensure employees have equal access to their benefits regarding mental health for the Kaiser and Anthem plans*

*LJ: regarding the incentive program I'm in line with that if we continue along those lines*

*TT: we can come back to this large discussion on overall prevention, discussing incentives and surcharges in a more holistic overview*

*-TT: we will hear the next presentation and agenda item at the next meeting*

*-JR: motion to recommend approval of the revised proposal*

[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

-item held in committee

Meeting Ended At: 3:25PM

**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