



DeKalb County Government

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

Draft -Minutes

ERPS-Employee Relations & Public Safety Committee

Monday, November 6, 2023

3:30 PM

Special Called Meeting

Meeting Started At: 3:38 PM

Attendees: Commissioners Terry, Davis Johnson, Bradshaw

Present 3 - Commissioner Ted Terry, Commissioner Steve Bradshaw, and Mereda Davis Johnson

I. MINUTES

2023-1361 Commission District(s): All
Minutes for the October 17, 2023, Employee Relations, and Public Safety Committee Meeting

MOTION was made by Mereda Davis Johnson, seconded by Steve Bradshaw, that this agenda item be approved. The motion carried by the following vote:

Yes: 3 - Commissioner Terry, Commissioner Bradshaw, and Davis Johnson

II. STATUS UPDATE

Flock Camera District Locations

Information provided by Commissioner Terry

TT: I want to open up discussion about the locations, budgetary impact and timeline

COO: I'm envisioning this coming down to budgetary actions in several steps, starting with police top priorities, following with other provided locations in FY24 budget and FY24midyear budget. Ongoing costs will also need to be considered.

Ramos: the top 31 locations would cost \$206,000/2 years, if we do the additional 62 we are looking at \$412,300/ 2 years. Total amount \$618,450/2 years. If we only look at one year, which includes installation; top 31 locations cost \$113,150/1 year , the additional 62 is \$186,000/ 1 year all 92 is \$339,450/1 year. It's easier two do two years because of the amount of time needed for the paper work and contact process. Question TT: can you speak to how they work, it provides real time data?

Ramos: it gives us an alert when it captures a flag plate.

Question TT: is it helpful after the fact?

Ramos: yes historically information is helpful. Additional context provided.

Question SB: Is the list close, could we include additional locations.

Ramos: I'd like to start with the 31 and continuously work on the list.

TT: If we can start with the 31 priority locations now , Could we develop a process for the next phases between now and March 1st budget?

Ramos: We can move forward on the 31 priority locations now. If we know the list for the next phase we can provided that to FLOCK and maybe they scout the locations early. They typically inspect to confirm a location is conducive to FLOCK needs.

TT: Yes to commissioner Bradshaw, We want to keep this conversation into the next budget year.

Question TT: you don't need our approval to start with the first 31 locations now?

COO: no.

Question MDJ: I'd like to see the first 31 mapped out.

Ramos: Ramos: we can provide the locations on a map for you to review , color codes as they are on the list and break it up to compare and provide a holistically view.

Question TT: COO, would like the committee to forward the second round of cameras now to be considered in the FY24 budget?

COO: yes it would be helpful to go ahead and gather what commissioners would like to see in the budget, it's helpful

SB: Motion to accept and forward the recommended locations to the administration to start the top priority areas now and the second phase to be considered in the FY2024 budget. With a return to committee to codify exact locations for FY2024

Second MDJ

Vote: yes unanimous

Large County Pension Plan

Information provided by Ed Wall

Question TT: is DeKalb's Sheriff included in the "Sheriffs" plan?

ED: No sure, this is a plan operated by Georgia Sheriff's Accusation.

Question SB: is the S&P500 our benchmark?

Wall: no sir, Additional information provided

Question SB: Is the S&P500 unique to this style?

Response provided by Ed Wall

Question TT: did we have a COLA in 2021? How many have we had?

Ed Wall: yes, I believe we have had 3

Question SB: Do you have historical county contribution data going back 10 years?

ED: I can provide that

Question SB: Is that calculation done every year?

Ed Wall: yes it is required by law every year. DeKalb has never failed to meet the required minimum. Additional information provided.

Question SB: how could an entity get around a required contribution to an pension plan?

Ed Wall: you lose credit ratings and are un able to obtain state grants

Question TT: are we doing the minimum required contribution?

Ed Wall: yes, we did the minimum requirement. We used to do percent of payroll. Additional information provided

Question TT: regarding decreased police and fire employees, can you explain what the result of that decrease means for pension health?

ED: you have three plans, outlined in the presentation, that 3rd one is not retaining employees. There is a recommendation from the actuary to move public safety back to the previous pension option. Additional information provided

Question TT: if DeKalb public Safety pension plan reverted, what would be the fiscal impact on the yearly budget?

ED: A study was conducted, which is currently with Larry Jacobs, Risk Management. I have not reviewed a copy of it.

TT Request: Please bring Study to committee.

Question SB: How would you characterize the health of the pension plan?

Ed wall: really well compared to some of the metro areas. Additional information provided

Comments provided by commissioner Davis Johnson

Comments provided by Commissioner Terry

TT Request: return to discuss pension contributions and public safety pension plan. I'd like to explore going back to group 2 for public safety pension

III. DISCUSSION

IPMC Fire Safety Requirements

Information provided by Chief Fullum

Information provided by County Attorney Viviane Ernstes

Question TT: When the state adopted the 2018 IPMC, they didn't address any fire safety codes?

VE: They adopted the standardized code and let each county make decisions. Currently regulations do not allow us to make changes to fire code though it is included. Additional context provided.

Question TT: is there anything you wish was more progressive in the fire safety codes?

Response provided by Chief Fullum

IV. AGENDA ITEM

Previously Heard Items

Board Of Commissioners-District 2

2023-1273

Commission District(s): All Commission District
A Resolution Urging the Administration to Explore Use of Physical and Mental Health Advocates(s) for DeKalb Employees Needing Assistance Navigating Insurance and Healthcare Services

MOTION was made by Steve Bradshaw, seconded by Mereda Davis Johnson, that this agenda item be recommended for approval. to the Board of Commissioners, due back on 11/8/2023. The motion carried by the following vote:

Yes: 3 - Commissioner Terry, Commissioner Bradshaw, and Davis Johnson

TT: Commissioner Spears is still working with Mr. Jacobs, lets defer.

-SB: recommended for deferral 2 weeks

New Agenda Item

Fire Rescue

[2023-1026](#) Commission District(s): ALL
CO - Change Order No. 2 to Contract No. 1280129 Cooperative Agreement for the purchase of Municipal Safety Equipment and Supplies for Government: for use by Fire Rescue (FR). This contract consists of providing web-based solutions for managing, maintaining, and track of trainings and certifications for Fire Rescue personnel. This request is to increase the contract funds and term through December 31, 2024. Awarded to: Vector Solutions, Inc. f/k/a TargetSolutions, Inc. Amount Not To Exceed: \$140,858.00.
MOTION was made by Steve Bradshaw, seconded by Mereda Davis Johnson, that this agenda item be recommended for approval. to the Board of Commissioners, due back on 11/8/2023. The motion carried by the following vote:

Yes: 3 - Commissioner Terry, Commissioner Bradshaw, and Davis Johnson

-information provided by Chief Fullum

[2023-1030](#) Commission District(s): ALL
CO - Change Order No. 1 to Contract Nos: 1246736 and 1240826 Emergency Medical Supplies (Annual Contract with 2 Options to Renew): for use by Fire Rescue (FR). These contracts consist of the purchase of emergency medical supplies for Fire Rescue and Emergency Medical Service unit/vehicles. Awarded to Bound Tree Medical, LLC and Henry Schein, Inc. Total Amount Not To Exceed: \$460,000.00.
MOTION was made by Steve Bradshaw, seconded by Mereda Davis Johnson, that this agenda item be recommended for approval. to the Board of Commissioners, due back on 11/8/2023. The motion carried by the following vote:

Yes: 3 - Commissioner Terry, Commissioner Bradshaw, and Davis Johnson

-information provided by Chief Fullum

-Question MDJ: what is the change order?

D Fullum: to extend the term and it does increase it by \$10,000

-Question MDJ: so you have a contract with 2 options to renew. Is this the first option?D Fullum: yes ma'am

E911

[2023-1072](#) Commission District(s): ALL
LB - Invitation No. 23-101567 Floor Replacement Services for E911 Communication Center (12 months): for use by Police Services E911. Consists of demolition and replacement of flooring and base in the E911 Call Center, three outlining offices, and the shift supervisor's office. Recommend award to the lowest, responsive and responsible bidder: Unique Endeavors. Amount Not To Exceed: \$112,972.42.

MOTION was made by Mereda Davis Johnson, seconded by Steve Bradshaw, that this agenda item be recommended for approval. to the Board of Commissioners, due back on 11/8/2023. The motion carried by the following vote:

Yes: 3 - Commissioner Terry, Commissioner Bradshaw, and Davis Johnson

*Information provided by Director
Guest -MDJ: motion to approve*

Human Resources

[2023-1145](#) Commission District(s): All
RFP - Request for Proposals No. 22-500635 Pre/Post Employment Hazmat, DOT Physical Examinations, and Drug & Alcohol Testing Services (Annual Contract with 4 Options to Renew): for use by the Department of Human Resources and Merit System (HRMS). Consists of providing post-offer, pre-employment and fitness for duty physicals to candidates for employment and/or employees. Recommend award to the highest scoring proposer: Occupational Health Centers of Georgia, P.C. dba Concentra Medical Centers. Amount Not To Exceed: \$664,985.00.

MOTION was made by Steve Bradshaw, seconded by Mereda Davis Johnson, that this agenda item be recommended for approval. to the Board of Commissioners, due back on 11/8/2023. The motion carried by the following vote:

Yes: 3 - Commissioner Terry, Commissioner Bradshaw, and Davis Johnson

*Information provided by Director Ransom
Question TT: would it be possible to share locations of testing
Ransom: yes I can*

Meeting Ended At: 4:41 PM

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

Yes: 3 - Commissioner Terry, Commissioner Bradshaw, and Davis Johnson

Barbara H. Sanders-Norwood CCC, CMC