



# DeKalb County Government

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

## Minutes - Draft

### ERPS-Employee Relations & Public Safety Committee

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Tuesday, September 7, 2021

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: 2:30PM

Attendees: Commissioners Davis Johnson, Patrick, Rader, Cochran-Johnson, Terry, Bradshaw, Johnson

**Present**      3 - Chairperson Mereda Davis Johnson, Commissioner Robert Patrick, and Jeff Rader

#### I. MINUTES

**2021-3008**      Commission District(s): All  
Minutes for the August 17, 2021 Employee Relations and Public Safety Committee Meeting  
**MOTION was made by Jeff Rader, seconded by Mereda Davis Johnson, that this agenda item be approved. The motion carried by the following vote:**

**Yes:** 2 - Chairperson Davis Johnson, and Rader

**Abstain:** 1 - Commissioner Patrick

#### II. DISCUSSION

ARP Funding Budget Discussion

*-discussion not heard in committee*

### Minimum Average Starting Salaries for Public Safety

*-information provided by Director Ransom*

*-Question TT: will you also discuss other benefits other than salary?*

*Director Ransom: today we are taking into consideration salary, rather than pension and benefits*

*-Question JR: does the Administration plan to keep hazard pay?*

*Z Williams: we are constantly reviewing; we have not positioned ourselves to change at this moment. We have continued to react and scale back where we felt that we could.*

*-Question JR: Could you provide justification for ongoing hazard pay since it seems that we are the only metro jurisdiction doing that?*

*Z Williams: we would be happy to; we have shown that we have been a leader in regards to response*

*-Question TT: what does the opportunity for advancement look like once you are on the police force?*

*Z Williams: about 4 years ago, we dealt with increasing the salaries of the master officer, and ensuring take home vehicles. It is around the 5 year mark that jurisdictions begin losing officers. Staffing in the labor market is tight; this is an employees' market. Many times it is not just about the money.*

*-MDJ: can we discuss retirement?*

*Z Williams: there is not a separate retirement system for public safety, however that is a different conversation*

*-Question LJ: what did you decide to do with the minimum?*

*Z Williams: we don't currently have a proposal to take action on the minimums; what we have shown is that we are competitive due to incentives like the incentives pay and front-line pay. We are still in conversations with the Sheriff as to what would happen within her budget.*

*-Question LJ: Ms. Ransom are you satisfied with this package that we offer? Do you know why some officers are leaving?*

*Director Ransom: we haven't examined why people leave; we can say that we have a competitive salary package. In many instances we lead the market.*

*-MDJ: that is something we can address in the near future regarding why public safety personnel leave. We can bring it back up again regarding retention and exit reasons.*

*Z Williams: this conversation will reach beyond public safety; other departments have had challenges staffing*

*MDJ: we can bring both in future ERPS committee meetings; we will get with you all to see if we can schedule that.*

*-Question LCJ: will we be able to sustain the incentives we currently offer? Can we get an assessment of the exit interviews from personnel that can be shared with commissioners?*

*MDJ: we will have further discussion on this*

### III. AGENDA ITEM

2021-2967

Commission District(s): All Commission Districts

2022 Medicare Retiree Health Renewals

**MOTION was made by Robert Patrick, seconded by Jeff Rader, that this agenda item be recommended for approval. to the Board of Commissioners, due back on 9/14/2021. The motion carried by the following vote:**

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

**Abstain: 1 - Chairperson Davis Johnson**

*-presentation from Director Jacobs and Buck Consulting*

*-Question JR: only about half of our retirees are over 65?*

*L Jacobs: That is correct*

*-Question JR: Is there any expectation for a bounceback next year?*

*Paul Kersting: There will continue to be a trend headwind for us; it has been two years in a row that we have had reductions due to the medical and pharmacy trends climate.*

2021-2981

Commission District(s): All Commission Districts

Donation of Two Used 2014 Harley Davidson Police Motorcycles  
Valued at \$9,300 Each to the Lithonia Police Department.

**MOTION was made by Jeff Rader, seconded by Robert Patrick, that this agenda item be recommended for approval. to the Board of Commissioners, due back on 9/14/2021. The motion carried by the following vote:**

**Yes: 3 - Chairperson Davis Johnson, Commissioner Patrick, and Rader**

*-Question MDJ: is this the first time the Police department would be given a gift that would be normally given at auction?*

*Chief Ramos: since I have been here it is a first*

*-Question JR: Clarkston used to regularly bring used County equipment back to them. Chief Ramos can you speak on other departments that have made requests for equipment?*

*M Ramos: This is the first time I have received a request to me regarding equipment.*

*-Question JR: Do you deal with this on ad hoc basis or does the department have a policy for this?*

*M Ramos: we do not have a policy; after review I did not see issues, and that is why I am proposing it*

2021-3050

Commission District(s): All Commission Districts

Salary Finance - Financial Wellbeing

**MOTION was made by Jeff Rader, seconded by Robert Patrick, that this agenda item be recommended for approval. to the Board of Commissioners, due back on 9/14/2021. The motion carried by the following vote:**

**Yes: 3 - Chairperson Davis Johnson, Commissioner Patrick, and Rader**

*-information provided from Director Jacobs*

*-RP: as a former municipality employee, this is a long-term benefit and a great program*

*-Question LCJ: I would like to verify this will come before the Board on September 14 for a vote? L Jacobs: that is correct*

*-TT: I support this initiative and agree that we can be incentivizing these sound financial practices.*

Meeting Ended At: 3:32PM

**MOTION was made by Robert Patrick, seconded by Jeff Rader, that this agenda item be adjourned meeting. The motion carried by the following vote:**

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

**Not Present:** 1 - Chairperson Davis Johnson

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Barbara H. Sanders-Norwood CCC, CMC