



DeKalb County Government

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

Minutes - Draft

ERPS-Employee Relations & Public Safety Committee

Tuesday, February 1, 2022

2:15 PM

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: 2:27 PM

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

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

I. MINUTES

2022-1120 Commission District(s): All
Minutes for the January 18, 2022 Employee Relations and Public
Safety Committee Meeting

-Item not heard in committee

II. DISCUSSION

Committee Goals

-discussion not heard in committee

FY22 Proposed Departmental Budget

-Police

-Fire & Rescue

-Medical Examiner

-discussion not heard in committee

Anthem Health Insurance - Northside Hospital Briefing

-information provided by Director Larry Jacobs and how this affects DeKalb County employees

-Question TT: could you clarify the employees that receive those services, will they start needing to find a transfer in the next few months?

L Jacobs: there's 2 answers. For those currently in the pipeline, you can continue treatment with Northside; if you are there on an emergency basis, if you are able to go to another system of your choice, you can do that. There is an end date; after April 15th new patients would not be in their network. We request that employees talk with their providers and doctors. If they are out of network it is more expensive

-Question TT: have any employees reached out for assistance on this?

L Jacobs: we have received some outreach, and our process is to direct employees to the Anthem resources where they can have their questions answered that are unique to their treatment regimen

-Question TT: there is communication happening to employees on this?

L Jacobs: absolutely; employees with in or outpatient treatments - Anthem has sent them a letter on these details

-Question JR: did you say how many of our employees have relationships that

L Jacobs: We have about 900 employees that are users of the Northside system; they are currently our #1 provider for maternity resources

-Question JR: is there an estimate on how much our efforts to mitigate this situation might cost us?

L Jacobs: we don't really have leverage; employers do have the choice to protect employees by applying the in-network rate; DeKalb has a 70-30 split, so the County would take the heavier share; as of now we haven't estimated what that cost may be

-Question JR: is there possibility of us negotiating a scale with Northside?

L Jacobs: Anthem tends to have the most leverage when it comes to negotiation

-Question JR: how long is left on Anthem's benefits administration contract with the County?

L Jacobs: We have 4 years left on that contract; we are in year 1; this potential split doesn't currently constitute a breach of contract in my view

-Question JR: are there other competitors to Anthem that are maintaining their in-network access to Northside?

L Jacobs: Anthem is the larger player; United Healthcare and Signa are smaller players, it is my understanding they are still operating as previous

-JR: I would appreciate some effort to develop a matrix of potential options and costs associated with those options for mitigating this issue. We need to clearly delineate the contingencies and costs associated

-L Jacobs: we'd be happy to pull that data together based on the number of employees and retirees in that system

Sheriff's Office - Retention & Recruitment Efforts

-Information provided by Sheriff Maddox regarding departmental retention and recruitment efforts, and how the BOC can support those efforts

-Question JR: you all don't use the county's HR resources regarding recruiting and onboarding right?

Sheriff Maddox: that is correct we do have our own HR department, but the paperwork does still get processed by the county

-JR: it may make sense to work with the administration to work on areas to attract recruits within public safety as a whole, and to do a staffing study that may give us the opportunity to work together to see if we can bring personnel into both. Has that been discussed?

Sheriff Maddox: that has been discussed and we are looking toward that; but in the meantime I am working to ensure we have what we need to carry out constitutional responsibilities

-Question SB: what is your #1 recruitment source for candidates?

Sheriff Maddox: they come from all over; the last big recruitment we did, we hit all the media outlets, social media, etc. There were several people that were here for a basketball game going on, heard it on the radio, and came over and applied. Even the Sheriff going to the grocery stores and community events helped. That's what I have been doing and have personally traveled out of state for recruitment

-Question JR: I would like to hear from the administration regarding funding level; I would ask they explain and defend their budget recommendation

-Z Williams: bifurcate the Sheriff's recommendation in 2 pots. 1 we discussed in FAB. I'm looking forward to having a better understanding on the need to change any recommendation, working with the Sheriff to understand the staffing needs as opposed to services and our specific objectives; we don't have data like that we can point to. We need to know how many posts, how many positions to make the official recommendation. The Sheriff and I will talk more about that and provide that sort of analysis. Our objective is x amount detention deputies for each category, starting with the Sheriff's constitutional mandate

-TT: what I'm hearing is the opportunity to dive deeper into the current levels of what's needed

-Z Williams: as it relates to budgetary recommendations - how many positions, do we have them all covered, etc.

-Question TT : how long will that process take?

Z Williams: I don't think you could do a true staffing analysis between now and the end of February; maybe we could have the jail allocation by midyear or courts, but I would suggest the Sheriff start with the highest priorities

-Sheriff Maddox: we have 67 vacancies for our deputies; we have 98 detention officers vacant. Actions speak louder than numbers. We have had a superior court judge call us to ask us about more security. My mental illness population has increased from 25% to 35%. Our staff is tired and overworked, and taking medical leave due to medical issues. Until that study is done, and I have no problem working on that, but what we do in the meantime for the safety and security of the employees, inmates, and community is my #1 priority. If you don't have good public safety, business is not good. I am asking that my budget be amended to the numbers discussed previously to help address those recruitment efforts

-TT: during the FAB committee meeting, requests further delineations of positions funded in the budget vs. those not funded, and what can be done in the next few months to a year on what can be done to address those vacancies. Also a deeper analysis of those challenges faced. Could you provide the commissioners a 3 month, 6 month plan of how funds would be deployed to address needs.

-SB: how long does it take to get a detention officer trained before they are turned loose?

Chief Akies: it's between 90 and 180 days. Additional information provided regarding the 3 to 6 month direction. The 98 positions unoccupied by detention officers is a top priority for the Sheriff's office. Each shift we should have roughly 60 detention officers; we have roughly 30. we have 15-17 detention officers per shift. The study being asked today has been discussed previously for the past year or so. We don't have time for a drawn out contingency plan or study to review what is needed. We know from a day to day standpoint how many positions are needed based on how many floors of inmates we have. The pay increases were well deserved for those who having been working through the pandemic, but there is more needed. There are many facility needs. During exit interviews, individuals state that some is pay, but some is also due to the conditions of the facility. We are also dealing with a security issue that I don't want to get outside in the community, but we are needing a collaborative effort between stakeholders, commissioners, and the administration to come up with the resources it will take to hire individuals. This is becoming a career that no one wants to be involved in. We are competing with agencies such as the City of Dunwoody, who is offering free medical benefits; we should be looking at better incentives for employees. Perhaps housing for public safety, medical, and/or marketing strategy from a county standpoint for public safety. We are behind on recruiting efforts.

-TT: could commissioner Rader and FAB touch base with the CEO/COO on the staff analysis, as well as the facilities discussion. From an ERPS discussion, I would like to explore that discussion on what is the DeKalb Public Safety message

and what does it look like?

-Question MDJ: it was mentioned there have been discussions about a study a year ago. What came out of those discussions?

Chief Akies: I don't have a follow-up from the study that was recommended. It may have been longer than a year ago; it was recommended that the county would look into this particular study; the Sheriff's office doesn't have information on that follow-up

Z Williams: there must have been breakdown in communication. Several years ago there was the study on the facility; this may go back 4 years up to around 2020. one study looked at feasibility of a new facility, and another looked at a physical plant; that's where some of our conversations are ongoing, and I do anticipate recommendations in this budget on capital investments. Segregating those funds, in 2021 we allocated capital funds, and some funds to pay increases. I would hope to make an investment on capital improvements. I am not familiar with a study regarding posts

-Sheriff Maddox: we did request a pay and class study and haven't received information back on that

-Z Williams: a lot of that information has been provided; what I am referring to now is a staffing analysis, detailing what is being funded. There are companies that do that

-TT: we will continue this conversation in the FAB committee, but could you provide some data on the 3,6, 12 month timeline?

Sheriff Maddox: yes we will get you that Commissioner

III. AGENDA ITEM

New Agenda Items:

2022-1074

Commission District(s): All

Appointment to the Regional Emergency Services Council, District III - Kimberly Bullock-Unangst, No Cost to the County

MOTION was made by Jeff Rader, seconded by Steve Bradshaw, that this agenda item be recommended for approval. to the Board of Commissioners, due back on 2/8/2022. The motion carried by the following vote:

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

-information provided by Chief Fullum and appointee Kimberly Bullock-Unangst

2022-1141

Commission District(s): All

Add an Additional Vehicle (Mobile Precinct) to the Police Department Fleet - \$286,116.

MOTION was made by Jeff Rader, seconded by Steve Bradshaw, that this agenda item be recommended for approval. to the Board of Commissioners, due back on 2/8/2022. The motion carried by the following vote:

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

-information provided by Chief Ramos

-Question TT: were these both ARP funded?

Chief Ramos: yes sir

-Question JR: are these additions to the fleet?

Chief Ramos: These are additions to the fleet and we have worked with Director Gordon to go through this process.

2022-1142

Commission District(s): All

Add an Additional Vehicle (15-Passenger Van) to the Police
Department Fleet - \$40,553.45

**MOTION was made by Jeff Rader, seconded by Steve Bradshaw,
that this agenda item be recommended for approval. to the Board
of Commissioners, due back on 2/8/2022. The motion carried by
the following vote:**

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

-information provided by Chief Ramos

Meeting Ended At: 3:47 PM

**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**

Barbara H. Sanders-Norwood CCC, CMC