



DeKalb County Government

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

Minutes

ERPS-Employee Relations & Public Safety Committee

Chairperson: Commissioner Ted Terry, District 6
Member: Commissioner Mereda Davis Johnson, District 5
Member: Commissioner Michelle Long Spears, District 2

Tuesday, January 23, 2024

1:00 PM

Special Called Meeting

Meeting Started At: 1:01 PM

Attendees: Commissioners Terry, Davis Johnson, Spears, Johnson

Present 3 - Commissioner Ted Terry, Commissioner Mereda Davis Johnson,
and Commissioner Michelle Long Spears

I. MINUTES

2023-1553 Commission District(s): All
Minutes for the December 5, 2023, Employee Relations, and Public
Safety Committee Meeting

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

Yes: 2 - Commissioner Terry, and Commissioner Davis Johnson

Absent: 1 - Commissioner Long Spears

II. STATUS UPDATE

Employee Health Clinic

Presentation provided by Deputy Director Jacobs, Risk Management

Question MLS: Are you working on a solution for employees who selected Kaiser?

LJ: we are, we would need to double the rooms from 2 to 4 to accommodate.

Question MLS: Am I correct we have had 238 appointments to date?

LJ: that is correct

Question MLS: only 4% of those that have used the program have a Primary Doctor, how are you encouraging people to get one?

LJ: We provide staff with Athens tool to help retain a provider, especially if you need specialty care. Additional comments provided.

Question MLS: I am seeing a gap in some of these questions in your survey; are you not asking those yet?

LJ: they could be getting skipped, we will follow up

MLS: can you provide the full survey if the results are available

Question MLS: how do you sign up?

LJ: you'd need to first enroll, we typically have them through email blasts, you also need an app of your phone. Additional context provided.

Question MDJ: How did you determine a provider?

LJ: we did an RFP. Additional context provided.

Question MDJ: what about the selection of the medical provider?

LJ: health clinics tend to work better with self-funded plans, which for us would be Anthem. We are working with Kaiser but that is still very much in the development phase.

TT: As we move forward I'd like to check in on the time period and possibly extend hours? If people get off work at 5 it's only an hour to get there and be seen. Please bring this back later on the year and provide an update to Kaiser being incorporated in.

Question TT: would it be possible over the next few moments to have conversations with departments about having a more direct communication with Risk? Flyers are good but maybe being more direct in your outreach?

LJ: We can look into all avenues for advertising the clinic.

TT: lets circle back in 6 months on these statistics and check in on the results.

4 Day Work Week Study

Information provided by Director Ramson, HR

BR: The Company is actional results research. Once study begins it should be completed in 120 days

Question TT: will we need to vote on the contract?

BR: it will be a PO. Purchasing need further information from the company

Question MDJ: Do we plan on having public comments? If we decide to do this I think it would effect the public and our services. I think it would be good to get input from the public.

Comments provided by Commissioner Terry

TT: we would need to discuss any results that came from the Study.

COO: our goal would be to not diminish our services

Question MDJ: do you foresee employees maintain 40 hours a week?

BR: yes

Comments provided by Commissioner Terry

BR: the consultant would make a recommendation and provide that to the body for a decision. They will like to meet with each of you, so you will have an opportunity to discuss any concerns.

III. DISCUSSION

Employee Step Challenge

Information provided by Michelle Walldorff, Employee Wellness

Question MLS: How many challenged have you had so far?

MW: our first one was in September of 2023.

Question TT: since we are talking about budget, have there been any discussion of additional incentives for employees? MW: I think it could motivate but I'm cautious because we don't know how many winners we would have. they do not take any extra fees, fees are taken out of the initial payment.

Comments provided by Commissioner Davis Johnson

Question TT: is the wellness ambassador budget still in play, do we need to re allocate?

COO Williams: I believe so, I will check to confirm

IV. AGENDA ITEM

New Agenda Items:

Fire & Rescue

2023-1613

Commission District(s): All
Ratification Contract No. 1197176 Medical Director Agreement (Multiyear) with The Emory Clinic, Inc.

MOTION was made by Mereda Davis Johnson, seconded by Michelle Long Spears, that this agenda item be recommended for approval. to the Board of Commissioners, due back on 2/14/2024. The motion carried by the following vote:

Yes: 3 - Commissioner Terry, Commissioner Davis Johnson, and Commissioner Long Spears

Information provided by Chief Fullum

Chief Fullum: this item is to fix a clerical error in the contract. Additional information provided -MDJ: motion to approve substitute

Purchasing & Contracting

2023-1618

Commission District(s): ALL
LB - Invitation No. 23-101595 Law Enforcement Accessories (Annual Contract with 2 Options to Renew): for use by the Department of Police Services (PS) and The Marshal's Office (Marshal). Consists of the purchase of various law enforcement accessories. Recommend award to the lowest, responsive, and responsible bidder: Dana Safety Supply, Inc. Amount Not To Exceed: \$206,168.54.

Voted to approve at 1/23 BOC Meeting

Meeting Ended At: 1:57 PM

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

Yes: 3 - Commissioner Terry, Commissioner Davis Johnson, and Commissioner Long Spears

Barbara H. Sanders-Norwood CCC, CMC