



DeKalb County Government

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

Minutes

FAB-Finance, Audit & Budget Committee

Tuesday, November 9, 2021

3:30 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: 3:36PM

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

Present 3 - Commissioner Larry Johnson, Commissioner Jeff Rader, and
Commissioner Lorraine Cochran-Johnson

I. MINUTES

2021-3319 Commission District(s): ALL
Minutes for the October 26, 2021 Finance, Audit, and Budget
Committee

**MOTION was made by Lorraine Cochran-Johnson, seconded
by Jeff Rader, that this agenda item be approved. The motion
carried by the following vote:**

Yes: 2 - Commissioner Rader, and Commissioner Cochran-Johnson

Absent: 1 - Commissioner Johnson

II. DISCUSSION

2022 Budget Process

-presentation provided by OMB Director TJ Sigler of the FY22 budget outlook

-discussion of 2022 budget as it relates to departments

-Question JR: last year it was recorded you did not solicit proposals from constitutional officers. Is that the case this year? TJ Sigler: we really didn't solicit proposals from any departments last year, including the constitutional officers. We've had some discussions with them, and you know a few have shared their request but we haven't had it sort of formalized process for sharing that. We are looking at what that would look like, but I think the majority of them we've gotten.

-Question JR: but you have not asked for formalized budgetary requests from them correct? How about requests from departments under the CEO?

TJ Sigler: Correct, there hasn't been a uniformed request or instructions to departments for their budgets next year. We talk through with departments are try to identify any issues as they come forward .

Z Williams: in our weekly cluster meetings departments are encouraged to reach out to Mr. Sigler with their needs to gather them for consideration within the budget.

JR: it may be useful for our staff to reach out and get input from the constitutionals; perhaps we could discuss a means to solicit input from the various constitutional officers; as well a means to get some help from OIA regarding identifying the costs that are associated with audit recommendations and the areas where we've identified needs for investments within the governing operation; let's have a process to better understand the dynamics between the CEO's proposal and the other entities that may have an informed perceptive on those budget needs. I'd also like to figure a way for members of the Commission to articulate priorities to both the Administration and Board of Commissioners. In the past we've tried to put together a budget resolution to communicate those priorities. I'm not sure if there is a consensus on that, if folks are interested in a formulized process of projecting budgetary priorities to the administration now is the time.

-LJ: constitutional officers are not part of the independent internal audit process; I'm not sure we can judge them the same in terms of funding

JR: I understand that; we should at least know what those budgetary impacts are when they make recommendations

JR: Staff flesh that out, bring it back to committee so that we can get consensus in committee. Once we see a process on paper I think we can solicit more input from the community.

III. AGENDA ITEM

New Agenda Items:

2021-3335

Commission District(s): All

To Increase Salaries for Employees for the Sheriff's Office. To amend various object codes within the FY21 Mid-Year Budget

MOTION was made by Lorraine Cochran-Johnson, seconded by Jeff Rader, that this agenda item be recommended for approval. to the Board of Commissioners, due back on 11/16/2021. The motion carried by the following vote:

Yes: 2 - Commissioner Rader, and Commissioner Cochran-Johnson

Absent: 1 - Commissioner Johnson

-information provided by COO Williams

-substitute provided by Administration

-information provided by County Attorney Ernestes

-information provided by Sheriff Maddox

-Question JR: could you tell me how you were able to bridge the need for medical expenses at midyear while still proposing these funds?

C Parker: for that medical line we are trending under due to the fact some of our inmate count is down; depending on how many inmates we have depends on our expenditures for this

-question JR: have you calculated the incremental annualized cost of the new salary structure?

-Question JR: could you tell us how much the new salary structure will incrementally increase by?

C Parker: For FY22 we are looking at a variance of salary line of \$10 million additionally

-Question JR: that is the total salary line; what is the amount with the inclusion of benefits?

C Parker: The difference would be \$11 million; \$10million would be the salary and \$1 million would be benefits

-Question Chief Akies: I would like clarity regarding as we move forward, what will the process be? Next year if the Sheriff wants to give a salary increase, what would that process be?

V Ernestes: the substitute reflects that the Sheriff has the authority for the budgetary reallocation to set the salaries of her employees; once the budget is adopted and passed the Sheriff has the discretion to spend those funds within her statutory duties. Each year every constitution officer has to go through a budgetary process, beginning on December 15th.

Chief Akies: There are certain protocols that the sheriff's office is still having to go through, if we wanted to give a 10% pay increase for example, the processes currently in place the Sherriff still has to get approval for these raises, but the Sherriff should not have to go through those processes when the law is clear.

Sheriff Maddox: Once it's done all we are asking for the paper work be processed instead of waiting for approval. We need to know how long this is going to take and if we need to keep going back and forth for this approval

V Ernestes: I think we are on the same page, that is the purpose for the substitute

Z Williams: what is reflected here is consistent with the request the Sheriff provided; I think we are able to address this issue with what the Chief has put before the board. I think there was and is a conflict between our current fiscal policy and the interpretation of the State constitution but we're able to address this issue and address it in the timeline the Sheriff has presented

-Question R Akies: Thank you for that. So the December the 3rd check, with Sherriff approval we will be process and the salary increases will be on the checks of our staff members on December, is that what you're saying today?

Z Williams: I see no impediment for that

-Question R Akies: So for next year, if for whatever reason the Sherriff wanted to give employees another raise, can you walk me through what would need to take place, with the current law and after the budget has been approved

Z Williams: I would be happy to do that in a different setting, I's like to dispose of the item we have in front of the board and we can determine out operating procedure from there

Sheriff Maddox: I agree with that; Chief Akies we will move forward

-Question LCJ: I would ask Mr. Williams to come back to us or send a memo so that we understand as well; what is the expectation of constitutional officers if they have a need to alter their budget after the initial allocation is made? I would assume the standard for one constitutional officer would be required for all

-Question LJ: I believe the Sheriff and her department deserve a raise; our larger public policy will be, you have to be prepared to do for the others for what you do for one. I know we did a \$3000 bonus a few months ago; but for every action there will be a reaction. My question is you brought up \$1.9M for this one month, but is it \$10M for next year?

Z Williams: to annualize the proposed raises the Sheriff is contemplating is \$4.5M based on existing staff; the number will be somewhere in between depending on what the vacancies are. The order of magnitude would be north of \$4.5M, and up to \$10M depending on what those vacancies are. There is no discussion of the 2022 budget today

LJ: once the word is out about raises, the others will come forward; this will be a larger policy question that will need to be addressed; you've now opened the gates to 2022

-Question MDJ: I understand the frustration and I also want to say we are all on the same team; there are other constitutional officers and that is the reason for the budget process; if you submit the budget at the beginning of the year the CEO and Board of Commissioners can consider your request for the 2022 budget. We don't want anyone to have the expectation that if this is passed this is rolling over to 2022, because the budget hasn't been submitted yet; I do know that we have one pot that we are pulling funds from. We need to look at DeKalb as a whole including constitutional offices and departments; I don't have a problem with the appropriation for this year, and until we review your requests for the 2022 budget we can't make a decision on that. We want the best for our sworn officers including our police officers and the Sheriff's office. We want to

ensure that you have what you need, maybe not everything you want; we will try to make the best decisions for all constitutional offices as well as department heads.

-TT: regarding the recruitment issue, we should consider adding to our legislative agenda. In the state of Georgia, legal permit residents are unable to achieve certification as peace officers. We have thousands of people who live in the DeKalb County right now, who are either newly arriving refugees or are on the pathway to citizenship, which takes an average of six to 10 years. Some from Afghanistan; who are former police officers or have military intelligence training, are unable to utilize their skills because Georgia Law requires you have to be a citizen, so by the time they are able to apply they have developed new skills and career paths. We should develop language saying if you are a legal permanent resident who has policing or military skill you should be allowed to be a part of the recruitment pipeline.

-Commissioner Terry requests Central Staff add this to the legislative agenda

-presentation of the substitute agenda item from COO Williams

-LCJ: Motion to approve the substitute, as read by COO Williams to recognize the Sheriff's allocation

Meeting Ended At: 4:32PM

MOTION was made by Lorraine Cochran-Johnson, seconded by Larry Johnson, that this agenda item be adjourned meeting. The motion carried by the following vote:

Yes: 3 - Commissioner Johnson, Commissioner Rader, and Commissioner Cochran-Johnson

Barbara H. Sanders-Norwood CCC, CMC