

**A RESOLUTION TO ESTABLISH AN INDEPENDENT SALARY COMMISSION FOR DEKALB COUNTY TO REVIEW AND RECOMMEND COMPENSATION FOR MEMBERS OF THE BOARD OF COMMISSIONERS, AND FOR OTHER PURPOSES.**

**WHEREAS**, the DeKalb County Board of Commissioners (“Board of Commissioners”) recognizes the need for a structured, transparent, and objective process for evaluating the compensation of its elected members; and

**WHEREAS**, the compensation of public officials should reflect the scope of their responsibilities, time commitment, and regional comparability, and be free from the appearance of political conflict of interest; and

**WHEREAS**, peer jurisdictions including Multnomah County, Oregon; Prince George’s County, Maryland; and the City of Atlanta have established independent salary commissions to facilitate fair and consistent compensation practices; and

**WHEREAS**, the Board of Commissioners finds it in the best interest of DeKalb County to establish an Independent Salary Commission to review pertinent information and make recommendations related to future compensation for members of the Board of Commissioners;

**NOW, THEREFORE, BE IT RESOLVED** by the Governing Authority of DeKalb County, Georgia, as follows:

**Section 1: Establishment of the Independent Salary Commission**

There is hereby created the DeKalb County Independent Salary Commission (“the Salary Commission”) to review and recommend future compensation for the members of the DeKalb County Board of Commissioners.

**Section 2: Membership**

- a) The Salary Commission shall consist of seven (7) members.
- b) Each member of the Board of Commissioners shall appoint one (1) member to the Salary Commission.

- c) Each such appointee shall be a resident of DeKalb County and shall possess experience in human resources, compensation, law, public finance, public administration, or related fields. Salary Commission appointees and members must not be current or recent (within two years) recipients of or bidders for DeKalb County funds (such as DeKalb County employees, individuals whose wages are otherwise paid by DeKalb County, applicants for DeKalb County-paid employment, DeKalb County contractors or vendors, employees of DeKalb County contractors or vendors, persons or entities seeking to become DeKalb County contractors or vendors, DeKalb County retirees receiving monthly pension benefits, or otherwise). Salary Commission appointees and member must not be related to any member of the Board of Commissioners by blood or marriage and must not live in the household of any member of the Board of Commissioners. If a Salary Commission member's situation changes such that the member no longer satisfies the foregoing requirements, the member shall no longer be eligible to serve on the Salary Commission and the Commissioner who appointed that member shall be eligible to appoint a replacement member.

### **Section 3: Term and Operation**

- a) Salary Commission members shall serve terms of up to four (4) years, concurrent with the term of the member of the Board of Commissioners who appointed them.
- b) The Salary Commission shall meet when requested by the Board of Commissioners, upon reasonable notice. Meetings of the Salary Commission shall be open to the public, in compliance with applicable provisions of the Georgia Open Meetings Act, including provisions requiring advance notice.
- c) The Salary Commission shall conduct at least one (1) public hearing during each review cycle.
- d) A majority of the total members appointed, and no fewer than four (4) members, shall constitute a quorum. No action shall be taken except by majority vote of those members present and voting when a quorum of at least four members is present.
- e) The Salary Commission may establish rules of order consistent with county ordinances and state law and shall elect a chair and vice chair, each to serve a term of up to four

(4) years, concurrent with the term of the member of the Board of Commissioners who appointed them.

#### **Section 4: Duties and Responsibilities**

The Salary Commission shall:

- a) Review current compensation for the members of the Board of Commissioners;
- b) Collect and analyze compensation data from comparable jurisdictions nationwide, with a focus on similar county governance structures;
- c) Issue reports with findings and recommendations to the Board of Commissioners regarding future compensation; and
- d) Submit its first such report within three months after the last of the seven Salary Commission members has been appointed.

#### **Section 5: Advisory Nature and Implementation**

- a) The Salary Commission's recommendations regarding future compensation shall be submitted to the Board of Commissioners for consideration.
- b) The Board of Commissioners may adopt, modify, or reject the Salary Commission's recommendations, to the extent permitted by applicable laws.

#### **Section 6: Administrative Support**

The Board of Commissioners will assign a member of the Board of Commissioners' Central Staff to provide administrative support for the Salary Commission, on each occasion when the Salary Commission is asked to meet and/or issue a report.

#### **Section 7: Compensation**

Salary Commission members shall serve without compensation.

#### **Section 8: Effective Date**

This Resolution shall become effective upon adoption by the Board of Commissioners and approval by the Chief Executive Officer.

**ADOPTED** by the DeKalb County Board of Commissioners, this \_\_\_ day of \_\_\_\_\_,  
2026.

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**CHAKIRA JOHNSON**  
Presiding Officer  
Board of Commissioners  
DeKalb County, Georgia

**APPROVED** by the Chief Executive Officer of DeKalb County, this \_\_\_ day of \_\_\_\_\_,  
2026.

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**LORRAINE COCHRAN-JOHNSON**  
Chief Executive Officer  
DeKalb County, Georgia

**ATTEST:**

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**BARBARA SANDERS-NORWOOD, CCC**  
Clerk to the Board of Commissioners and Chief Executive Officer  
DeKalb County, Georgia

**APPROVED AS TO FORM:**

**APPROVED AS TO SUBSTANCE:**

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**TERRY G. PHILLIPS**  
Interim County Attorney  
DeKalb County, Georgia

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**ZACHARY L. WILLIAMS**  
Chief Operating Officer  
DeKalb County, Georgia