



# 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, February 2, 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: 2:15 PM

Attendance: Commissioners Davis-Johnson, Rader, Patrick, Cochran-Johnson, Bradshaw

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

#### I. MINUTES

**2021-2054**      Commission District(s): All  
Minutes for the January 19, 2021 Employee Relations and Public  
Safety Committee Meeting

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

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

#### II. DISCUSSION

*Legislative Agenda Items:*

2020-1420

Commission District(s): All Districts

A Resolution Of The Governing Authority Of DeKalb County, Georgia  
To The DeKalb County Delegation Of The General Assembly To  
Institute A Transparency Policy For Public Safety Officers Whereby  
Complaints Are Available For Public Review

**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 2/9/2021. The motion carried by  
the following vote:**

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

*-LCJ sponsor and discussion of item*

*Item exists to clearly define the process, ensure transparency, and build public trust.*

*No state-wide policy when it comes to hiring officers.*

*This proposed legislation would ensure current standards are not just an option but becomes the uniform policy across  
the state.*

*-Police Chief Ramos: this wouldn't be a change for DeKalb b/c the process is currently in place for us*

*-Question JR: this doesn't directly bear on hiring, this is more so for transparency items regarding complaints available for  
review?*

*LCJ: that is correct*

*-JR: this anticipates a tracking system of records available on a state-wide basis and timely release of disciplinary records  
in this legislation?*

*M Ramos: sending BOC the updated package for item 2020-1420 sent yesterday Feb. 1*

*-MDJ: Have you spoken with ACCG on this legislation?*

*Matthew Welch: hasn't been discussed with ACCG via Law office*

*-MDJ: Sheriff do you have any comments at this time?*

*Sheriff Maddox: no current comments; internal discussion has been had*

*-JR: this legislation doesn't mention disciplinary history to provide in the released information. We should include that.*

*Secondly the version of this legislation was addressed in November's original document, but not the one that was created on  
Feb 1. Why is that not there on the new legislation?*

*Matthew Welch: we anticipate that those disciplinary records would be included in employment history. Secondly, the  
legislation has shifted since November b/c the Open Records Act does address that once investigations are complete*

*-JR: in many cases employment history is usually just defined as far as time tracker; but evaluations/deeper records are not  
usually available. Secondly, the idea of a statewide database would be useful to include here.*

*LCJ: I also believe that a statewide database of disciplinary actions should be available; however doesn't want this to  
hinder this legislation b/c personal information availability could be a hinderance in getting this legislation passed*

*-Public Safety Director Lumpkin: this criteria currently only applies to new recruits. What we are putting forward is that  
this be expanded to current certified officers also*

*-MDJ: only concern is that this would be state-wide, and rural counties may not see things the same way*

*-RP: this legislation is reasonable, approachable, and appropriate for this time in our lives.*

*-LCJ: study group may be in order to respond to these challenges and come up with best practices*

- 2020-1421 Commission District(s): All Districts  
A Resolution Of The Governing Authority Of DeKalb County, Georgia  
To The DeKalb County Delegation Of The General Assembly To  
Institute A Body Camera Policy  
**This agenda item was recommended holding in committee to the  
Board of Commissioners due back on 2/9/2021 .**

*-LCJ sponsor and discussion of item*

*Statewide institution of body cameras; currently 7 states nation-wide have these policies.*

*Main encumbrances of state-wide funding of body cameras are funding, privacy, and storage/maintenance arguments.*

*-JR: will the state be asked to develop a repository of records to store the footage?*

*LCJ: open to this; the largest costs come from storage of footage. If we don't have the mechanisms in place this would become an unfunded mandate*

*-LCJ: study group on state level would be helpful to respond to these challenges and come up with best practices*

*-MDJ: it would be better to have ACCG review this and support this legislation*

*-Director Lumpkin: this legislation doesn't cover all police officers (ex. Solicitors & investigators); it has a narrow scope.*

*Expect this to be controversial; typically it takes 2 years for this legislation to be enacted. Expect GMA, Sheriff's Association, Prosecutors Association to be involved*

*-MDJ: we need a final version of the resolution before we move forward on this; need to ensure the scope is well defined*

*-LCJ: will make the updates, and work with ACCG on this legislation*

*-SB: Ga General Assembly has requested we bring our legislative agenda to them; they are standing by for a date in which we can provide our items to them*

*-MDJ: perhaps once we get this items revised, we can have a special called meeting before the full BOC so that we can get these items approved and moved on the GA Gen Assembly*

### III. AGENDA ITEM

*New Agenda Items:*

- 2020-1647 Commission District(s): ALL  
LB - Invitation No. 20-101279, Roof Replacement at Various DeKalb  
County Fire Stations (270 days): for use by the Department of Fire  
Rescue Services. Consists of the removal and replacement of roofs at  
Fire Stations 4, 6, 18, 19, 20 and 25. Recommend award to the  
lowest, responsive and responsible bidder: Hawk Construction  
Company LLC. Amount Not To Exceed: \$1,136,640.00.  
**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 2/9/2021. The motion carried by  
the following vote:**

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

*-Chief Fullum: funding coming through SPLOST funds*

*-Question JR: there were only 2 proposals in LB?*

*Administration: that is correct*

*-Question JR: do these vendors have a history with DeKalb?*

*Administration: Yes, both vendors have a history of work with DeKalb County*

*-how did their bids come in comparison to our prior estimate of the cost?*

*Administration: our estimate was lower, so we are under budget*

**2021-2145**

Commission District(s): All Districts

An Ordinance to Amend the Code of DeKalb County, Georgia, as Revised 1988, to Expand Characteristics Protected by Law in DeKalb County and Protect those Characteristics Similarly and Equally throughout the Code of DeKalb County

**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 2/9/2021. The motion carried by the following vote:**

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

*-Attorney Welch: main thrust of this item is to expand and make uniform protections in our code*

*Includes uniform protections for predatory lending, equal opportunity employment*

*-V Ernstes: currently reviewing and may need to be revised*

*Can remove the predatory lending section and be able to place in upcoming Tuesday's commission meeting*

*-JR: will then approve the substitute*

*-Motion to approve the substitute JR*

*-Second RP*

*-passed unanimously*

Meeting Ended At: 3:25 PM

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

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

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Barbara H. Sanders-Norwood CCC, CMC