



# DeKalb County Government

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

## Minutes - Draft

### ERPS-Employee Relations & Public Safety Committee

---

Tuesday, March 16, 2021

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: 2:16pm

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

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

#### I. MINUTES

**2021-2298**      Commission District(s): All  
Minutes for the March 2, 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 Patrick, and Rader**

#### II. DISCUSSION

Police Services - Part Time Jobs

-presentation from COO Williams, County Attorney Ernstes

-V Ernstes: here we are reviewing outside employment overall in DeKalb County; there needs to be a policy on outside employment that is accountable and transparent

-reference to the County Code Sec. 20-22, regarding Full-time service; outside employment. This policy was first implemented in 1976

-Z Williams: this is a county-wide issue and should be addressed as such, and there shouldn't be a particular focus on one department, in an effort for a more comprehensive approach; we will develop a system that is uniform across the board

Z Williams: next steps include: soliciting department head input on specific requirements related to their operation; focus on county-wide framework, protocol, and training; request that departments await further direction from administration - COO final review and CEO authorization of county-wide strategy

-Question MDJ: what is the time frame?

Z Williams: anticipating this process taking months to standardize

-Question MDJ: what procedures, if any, are in place at this current moment so that employees know their expectations?

Z Williams: those expectations are listed in the September 2020 written policy that was issued, and has been emailed to all employees; Until the CEO states a new policy, there will be no changes to our policy as it was stated in September 2020

Z Williams: what we need to do is develop a county-wide policy

-JR: in many cases, public safety officers are often those with valid relationships in the community. -Commissioner Rader requests a summary of the police departments current policy as it relates to assignment, detail, and supervision. As you develop department-specific policies, continue to keep the context of the relationships in mind, so that the resources are still available to our stakeholders, while the appropriate oversight and supervision is given to those officers as they contract with outside parties

Commissioner Johnson requests to view the updated policy on this issue from administration as it is formulated

Comments from Larry Hoskins, President of LaVista Park Civic Association:

"I got wind of the new program being planned that pertains to the employment of off-duty Dekalb Police officers that is outlined below. Let me be clear: this is a very bad idea. The LaVista Park community has had a private patrol staffed by off duty Dekalb Police officers since 1998. Concerns I have with the program outlined below are:

- Lack of Continuity – this new program would let any officer post and receive an assignment on our Patrol. These officers would have no familiarity with the issues faced by our neighborhood

- Inability to use our technology – We have invested in a software program called Tsheets that uses an app to track their hours actually worked. When we have new officers constantly coming in it makes utilizing this technology too difficult to implement, which would increase the administrative burden on our volunteer association to manually track the hours using paper timesheets.

- Lack of Familiarity – Most of our officers have been with our Patrol for over 10 years. They know our neighborhood and the people, which gives them insight on when something does not look right and should be investigated. Their familiar faces encourages communication with neighbors, which is where they frequently learn about issues. It has taken us a long time to build this trust, which this program would throw out the window.

- Limit our ability to made adjustments based on events – In the past we have adjusted hours to address certain issues, like mail theft. This program would not provide a timely response due to the advance notification to post hours.

- Budget impacts – our ability to set an hourly rate for the subsequent membership fees to cover it has been removed from our control. This ability to manage our finances is key to a sustainable program.

- Administrative burden of officers - Currently our officers have a fairly predictable schedule, knowing when they can return to their families. This program would likely have them working a less predictable schedule and a much wider geography with varying commute times.

Our Patrol has been key for managing the security in our neighborhood. LaVista Park typically see 30-40 crimes reported per quarter. Within the area managed by our Patrol we typically only have 3-5 per quarter, which are normally petty theft and car break-ins. Outside of our Patrol area. The picture is very different, with car thefts, burglaries and assaults on a frequent basis. Our Patrol has been an effective deterrent to crime.

I would strongly urge you to discontinue this proposed programs. Should you decide to move forward with it, we will be forced to hire our officers elsewhere and discontinue using Dekalb Police officers. The issues defined above, strike at the core values for having our Patrol. Please don't destroy what we have built over 20+ years."

Fleet Management - Apprenticeship Program

*-presentation from Robert Gordon, Dr. Holston - President at Georgia Piedmont Technical College*  
*-Question JR: I would like to encourage our HR dept to also look elsewhere within the County for trainings in existing departments. There is potential for an overarching apprenticeship program*  
*-LCJ: to Director Gordon, please send to myself and the other commissioners the presentation and video shown to today so that we can assist in the marketing for this program*

### III. AGENDA ITEM

*Previously Heard Items:*

#### 2021-2079

Commission District(s): All  
LB - Invitation No. 20-101306 for Uniforms for Public Safety Personnel (Annual Contract with 4 Options to Renew): for use by Police Services, E911 and the Marshal's Office. Consists of the purchase of work uniforms. Recommend award to the lowest, responsive and responsible bidders: NAFECO, Dana Safety Supply, Galls LLC, and Smyrna Police Distributors, Inc. Total Amount Not To Exceed: \$1,108,000.00.

**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 3/23/2021. The motion carried by the following vote:**

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

-no additional information requested

#### 2021-2094

Commission District(s): ALL  
REN - Ammunition (Annual Contract - 2nd Renewal of 2 Options To Renew): Contract Nos.: 1151927 and 1151930 for use by Police Services (PS), Sheriff's and Marshal's Offices. These contracts consist of the purchase of ammunition for weapons. Awarded to Gulf State Distributors, Inc. and Specialty Cartridges, Inc. dba Atlanta Arms. Total Amount Not To Exceed: \$262,500.00.

**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 3/23/2021. The motion carried by the following vote:**

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

-no additional information requested

*New Agenda Items*

2021-2355

Commission District(s): All Commission Districts  
Group Health & Wellness Benefits effective July 1, 2021

**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 3/23/2021. The motion carried by the following vote:**

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

*-information provided by Larry Jacobs, Risk Management*

*-Question JR: Will the current HSA programs remain unchanged this year?*

*L Jacobs: that is correct, and the current positioning of County employees in HSA now exceed those in our POS program*

2021-2256

Commission District(s): All Commission Districts  
GY2018 - GY2019 Urban Area Security Initiative (UASI) Grant,  
\$238,594.37

**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 3/23/2021. The motion carried by the following vote:**

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

*-information from Sgt Tom DeVoie, Police Dept*

*-Sgt DeVoie: for Police, this is for the replacement of bomb suits and digital x-ray system that would be used during bomb calls and suspicious packages and items*

*-Question MDJ: how much is Police Services receiving in this grant?*

*-Sgt DeVoie: \$121,949, and the remainder would go to Fire Services*

Meeting Ended At: 3:37pm

**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 Patrick, and Rader**

Barbara H. Sanders-Norwood CCC, CMC