



DeKalb County Government

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

Draft - Minutes

ERPS-Employee Relations & Public Safety Committee

Tuesday, June 1, 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: 2:15 pm

Attendees: Commissioner Davis Johnson, Patrick, Rader, Bradshaw, Terry

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

I. MINUTES

2021-2616 Commission District(s): All
Minutes for the May 18, 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. STATUS UPDATE

County Part-Time Jobs Policy

-COO Williams: We began gathering information from employees last time we spoke but we have not been able to come back together to review input or evaluate county wide changes. At this time we are not prepared to present. If we could have 30 days.

Presentation will be heard on July 20 ERPS

III. DISCUSSION

American Rescue Plan Funding

-COO Williams: We are focusing on how we address issues of Safety and comprehensive strategy to deal with public safety, challenges and needs. Work lead by the CEO, Admiration public safety leadership police and BOC. Our Strategy for the past 5 years has included Parks & Rec, WorkSource Development Youth Services, Human Services and courts and other partners to provide proactive programming for youth keeps them engaged and gain valuable skills. Our other philosophy is we will have the best trained and best paid police officers in the area. We will continue to invest in police and the rest of the justice system.

The pillars we use is officers, intervention and available adequate resources at the right time and violence interrupters.

For officers we will do bonus in pay, and increase in training for officers and SWAT, intervention training including training officers to identify instances of someone having a mental health crisis and investment in mobile crisis nurses. This started years ago and we need to continue investment so when there is contact with the community it is not just a police officer but trainer nurses. Victim advocates funding included and youth services keep young people out of harm's way, and the police athletic league.

This strategy recognizing that investing in training and community based policing and in courts to address back logs will help continue low crime rates in the area.

-Chief Ramos: I'm going to touch on some highlights, most importantly training, we are working with John Jay College in violence reduction strategy. Initiative that brings together community members and police to reduce crime, we coordinate on data, tracking and enforcement response and abilities. The partnership indefinitely groups that are driving the most violence and concentrate efforts there. With all partners involved including group leaders we can address consequences, their role in the community and come up with solutions.

SWAT Training can make a big difference on violent calls, make sure they have the best training out there, procedures and technical missions, planning and briefing,

We have two analysts, looking to hire a threes to identify trends, potential subjects and to work with police

Mobile crisis units, currently only have 1, work 7 days a week from 1pm -11pm but for our call amount 1 is not enough, we want to have at least one unit at each corner of the county.

Victim Advocates help provide real time resources to victims, we believe that if we have units on scene we can reduce recidivism.

Physical location for youth resources

Mobile unit to service community and provide a high presence and any given time

-MDJ: Thank you all for what you are doing for public safety and look forward to you all coming back

-JR: The mobile crisis unit, can you give us any statistics of instances of responses that require this response, even with the addition of 3 we maybe understaffed. Why type of calls are units responding to, breakdown of the types of the incidents of those of calls, what hours of day

-COO Williams: We can absolutely provide that, we will provide types of calls and number of calls

-JR: What bases did we make 3 an adequate response, I want to see how this capacity will match the needs, since we only have 1

-COO Williams: I believe we have two

-Chief Ramos: We have two however they run 7 days a week and have to rotate so typically say we say we have one

-JR: my point being that if we cannot fully meet this need with these 3 additional we should consider what it would take to fully meet the need with this type skills set. Its unique skill set and from what I've seen is recommended as a de-escalation resource and a means of avoiding conflict and confrontation response to police. I look forward to getting that information. The second is flock monitoring, does this also cover monitoring other platforms for doorbell cameras and personal security systems.

-Chief Ramos: We are looking or real time monitoring for the actual Flock, we cannot for personal monitoring of Ring Camera, mostly residents will upload that footage and that's real time and utilized by detectives. We can utilizes the PPSA's, The goal is to have real time monitoring for units so even if they are not in their vehicles they can get alerted to a stolen vehicle in their area.

-JR: this is just for license plate monitoring

-Chief Ramos: Yes but we can tweak it to incorporate other areas

-JR: okay I'd like to see what compressive response in terms of monitoring is. I think in other jurisdictions they network real time security cameras of private provides with some monitoring of that. Maybe you can describe an unconstrained solution as it pertains to that type of monitoring so we can get a better idea of what the opportunity is to fully exploit the compacity of the private sector as well as what we are proposing the license plate monitoring

-Chief Ramos: Yes Sri, you are describing a small real time crime center where we can have units monitoring some CCTV Cameras

-JR: I just like to see some type of vision for that,

-COO Williams: WE can certainly provide a futuristic provision on Flock and other strategies

-JR: The spreadsheet we received last week didn't identify Flock as license plate monitoring, We may also benefit from having more detail on the programs you are proposing to fund. The third point I'm interested in under the crime analysts, currently we don't receive any sort of a periodic compressive crime statistically analysis that would identify trends or hotspots and track over time. I've see it in other jurisdictions, I'm wondering if you could provide some sort of frame work that for an ongoing reporting system that you could provide to the Board on crime in both county wide trends and commission jurisdictions.

-COO Williams: Let talk more about that, obviously the police have a lot of data on that but we can discuss what is appropriate what forms to provide

-MDJ: We've had that conversation with statics compared to other jurisdictions

-JR: On the mobile precincts, we saw this under chief Bolton, do we not have any mobile precincts in our fleet, if not what happen to those and is this a single mobile precent, I'd like to know the state of them for the county

-JR: to my knowledge the only mobile precincts that were purchased were RV Homes, they were large and not usable. What I'm looking for is something that is useable, slightly bigger than a truck. This will be easier to transport around the county.

-JR: could be do a history of mobile precincts in the county, and more detail on the current purchase

-Ramos: We are starting with one, we want to get one for each precinct, these are easily drivable by anyone with a license

-COO Williams: I've been here about eight and half years, and this is my first conversation about them. When was this 2008?

-JR: yes, this was right around 2007-2008, the records should be there I just want to find out more about what and how this is different. Lastly I'd like to see some comparative data on CARES Act and CRF Money. We spent a lot of money on hazard pay and primarily in public safety, we are proposing these 3,000 dollar bonuses I'd just like to see some sort of cross sectional data in compensation in public safety across the region. My concern is after this federal money dries up its going to feel like a reduction in salary. I'd like to understand where we are in terms on compensation across our pay structure in public safety and what the implications are in terms of maintaining those levels.

-COO Williams: the County philosophy for the past 5 years has been a well-paid well trained police force and its paying off an the stats show that.

-TT: I feel like we are having a discussion on reimaging policing in 30 minutes and when I look across the nation or boarder of Gwinnett County, we have neighbors who are having community wide discussions with multiple parts of the society at the table. And we are being presented this and its already been baked, I don't see how in this situation we can adequately dive into policy or adequately address mobile precincts, I've met the director of the CSB and he has already highlighted issues in the current system that I don't think are sustainable. We have paradoxical issues that I think need a deeper look, one take away is more policing does address violent crime but we have the issue of over incarceration in general. I believe in the principle of the retention bonus, its exactly what we should be doing, rewarding officers for not leaving but recognizing they are being taxes from different directions. With the mental health unit that is way to reduce police time. The situation with traffic enforcement, traffic and speed enforcement, some are developing a non-armed traffic enforcement, but all of this goes into the realm of reimaging public safety. If we open up the possibility of brining more people to the table these items would come up but if the table is small we are limited. COO Williams in the position of CBS I want to work with you all on highlighted deficits and we have real opportunity to transform things and be more effective.

-MDJ: this discussion has been had before, we've had community input and will continue to do so.

But I would like to focus back on this grant, that is too support COVID-19 response efforts and bring the pandemic under control. There is also conditions that are paced on this grant, this is not the only meeting we will have to discuss the grant and public safety. We will bring this back the 15th to June. If there is anything you all would like to bring to ERPS for discussion please let me know, I'll welcome those recommendations.

-COO Williams: to respond to Commissioner Terry's points, we will be happy to take a look at other jurisdictions. At the same time we recognize our success has not been accidental and a lot of judications are looking at us, the data shows something we are doing is working. It can always been improved, but years and years of coffee with a cop, police athletics program, community policing and having relationships with home owner associations and knowing public is who DeKalb police is. We will continue the relationships we have and continue to foster community relationships. The conversation on how/when/where policy is developed is a great conversation, I would suggest that the next time the CEO is doing a presentation. Rest assure this information is not put together in a vacuum, there meetings and discussions and analyst long before it makes it to paper.

IV. AGENDA ITEM

New Agenda Items

[2021-2657](#)

Commission District(s): ALL DISTRICTS

Approval of an Intergovernmental Agreement (IGA) between DeKalb County Government and DeKalb County School District for the purpose of joint administration of the DeKalb Virtual Career Academy and not to exceed \$295,000.

This agenda item was recommended for approval. to the Board of Commissioners due back on 6/8/2021 .

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

-Attorney Ernestes - I'm going to let Mr. Phillips discuss this but commissioner it might make sense to hear these at the same time
-Attorney Phillips: These two agreements allow DeKalb County to continue job placement training for young people and young adults in a virtual environment given the pandemic using the software the School System and Georgia Perimeter college use. The first agreement is with the DeKalb school system, will provide education for students and Second agreement Georgia Piedmont will provide training for young adults in a virtual environment.

-MDJ: this is not connected to the summer intern program, correct?

-Attorney Phillips: These are not interns, you may have interns through it. Students and participants get exposure to different careers

-MDJ: the schools are open, students have been going to classrooms, is that correct

-COO Williams: That's my understanding

-MDJ: With the virtual programs, I understand the necessity, but I also feel a lot of students are shut out because of inabilities, because of broadband, computers or attention spans. I heard Attorney Phillips said because of the pandemic we still have to go virtual but schools and programs are opening and I'm concern people are being shut out and left behind because of virtual programs

-COO Williams: We are sensitive to that issue, last year we worked with the school system and our IT department to provide resources to applicants. We are going to continue to do that. We want to serve as many people as possible and safe as possible. We are still evaluating in other areas such as hybrids but we wanted to get this started as quickly as possible.

-JR: I am also concerns this program is going to be exclusionary to in person learning, do we have other options. Is this is for resume development and job placement, is that what the career academy is supposed to be focused on?

-Attorney Phillips: The content is a little more expensive than that. There is core academic training, life skill training, introduction to work life, beyond resume building. You get scholastics training GED training and life skills training.

-JR: any performance data on these programs?

COO Williams: We can provide last year's data for you.

-JR: I'd move to defer till we see that report

-MDJ: I believe this is time sensitive since it was brought in today. My concern is the students are lost in the crack not those who addended but the who cannot because of circumstance.

-COO Williams: We can provide the data from last year before Tuesdays meeting. Some Services provided are academic enrichment, peer readiness training GED courses and counseling. We'd recommend this move forward. It So happens this is one of our programs that received a NACO Award for Achievement, so it is nationally recognized.

-MDJ: we can motion for approval pending additional information

-JR: can we get it to us before the meeting

-COO Williams: We can get it to you by end of business tomorrow

Motion to Approve pending additional information both items

2021-2658

Commission District(s): ALL DISTRICTS

Approval of an Intergovernmental Agreement (IGA) between DeKalb County Government and Georgia Piedmont Technical College for the purpose of joint administration of the DeKalb Virtual Career Academy and not to exceed \$160,000.

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 6/8/2021. The motion carried by the following vote:

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

-No Additional Information Requested.

-Item 2021-2657 & 2021-2658 discussed together

Motion to Approve pending additional information both items

2021-2584

Commission District(s): All

SS - BodyWorn™ Body Camera System: for use by the Marshal's office and Police Services (PS). Consists of the purchase of the BodyWorn™ Comprehensive Body Camera System and supporting hardware and software accessories. Awarded to: Utility Associates, Inc. Amount Not To Exceed: \$4,159,861.50

MOTION was made by Jeff Rader, seconded by Robert Patrick, that this agenda item be recommended for deferral to the ERPS-Employee Relations & Public Safety Committee, due back on 6/15/2021. The motion carried by the following vote:

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

This Item was sent to audit because it is a Sole Source item

-MDJ: Is this time sensitive or can we bring it back

-Chief Ramos: It is time sensitive but we can wait till the next meeting

-MDJ: We will bring back June 15th

-TT: Following up on the conversation last week for mental health responders, is there any consideration for body cameras to be worn by non-police

-Chief Ramos: That has not been a thought of ours but we can see if that is possible

-MDJ: I think that's something we can bring up for discussion on the 15th

-JR: this seems to be a recommitment to equipment, I'd be interested in some sort of report on exactly what the equipment has earned us, have there been any glitches, degree of implantation and use of its abilities. I want to know how exactly we are using the body equipment and internet hot spots in vehicles and other features.

-Chief Ramos: We can prepare that for the next meeting

-TT: Does this contract include storage or is that separate

-COO Williams: Its' included

Meeting Ended At: 3:32 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 Patrick, and Rader

Barbara H. Sanders-Norwood CCC, CMC