



DeKalb County Government

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

Minutes - Draft

ERPS-Employee Relations & Public Safety Committee

Tuesday, June 15, 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: 2:22pm

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

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

I. MINUTES

2021-2684 Commission District(s): All
Minutes for the June 1, 2021 Employee Relations and Public Safety Committee Meeting

MOTION was made by Robert Patrick, seconded by Jeff Rader, 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

American Rescue Plan Funding

-presentation from COO Williams, Director Lumpkin, Chief Ramos, Chief Fullum

-Z Williams: Staff has been diligently reviewing all funding sources related to the ARP and other funds; will look forward to a comprehensive conversation the first ERPS meeting in July. Today we are discussing incentive pay for public safety professionals.

-Director Lumpkin: the administration has proposed a plan to exemplify DeKalb's appreciation of our public safety professionals via the structuring of the bonuses. The other issues are how do we impact the stressors that have caused increases in shootings and homicides? We have worked via different initiatives to address and will allow Chief Ramos and Fullum to speak on this.

-Chief Fullum: regarding the proposed retention bonuses, they are very timely as we come to the back end of the pandemic. We are seeing attrition, and there may be other factors as to why that is occurring. Aggressive hiring will be happening in our region, that allow for lateral moves as well.

Director Lumpkin: Significant changes are happening in the metro area as it relates to recruitment. I believe that we should continuously demonstrate the value these public safety employees provide to DeKalb County on a daily basis. We don't want them to be lured by another jurisdiction within just a few years.

-Director Lumpkin: we have addressed violence initiatives in several means, from education as a way out of the justice system, to working with federal, state, and local jurisdictions to address violent offenders.

-Chief Ramos: the retention bonus will be a bonus for those that need it at the time needed most. One of the items we have addressed immediately are the flock cameras, and we are finalizing plans to utilize them further.

-Z Williams: we are excited to have future conversations where we discuss how these entities work together. Today we wanted to focus on incentive pay for the public safety professionals. We are all reading the same headlines, and we see that keeping people in the same position in difficult, especially within public safety. We are proud to have a strong law enforcement and fire rescue presence, and are dedicated to supporting them.

-MDJ: this is a much needed incentive; our professionals do an excellent job with good leadership. Question - would this incentive be for sworn officers, or would include public safety staff as well?

Z Williams: we have been reviewing the eligibility requirements of the ARP. It is easy to identify first responder personnel that are eligibility. We are also looking into other funding sources that are not as clear and do not meet the strict interpretation of a 'first responder'. Whether this comes from ARP or from a combination of the ARP and some other funding sources.

-Question MDJ: Is there a mechanism in place to incentivize the support staff?

Yes, there are mechanisms in place. When the CEO's reveals the budget, those sources will be identified.

-Question RP: are the departments fully staffed? What steps are we taking to keep our staff and attract new members in this vein?

Z Williams: over the last several years our recruitment and retention have increased substantially. Beginning in 2017 and each year since, our public safety personnel have received raises. We also implemented take-home vehicles, and tuition reimbursement. The proposals discussed in the ARP, like the flock system or others, create an environment where the first responders have the necessary tools to do their jobs effectively, and stay.

-Question JR: It would be useful for HR or another department to compile these benchmarks for hazard pay and overall scale of compensation, and other enhancements that others enjoy that we anticipate that we could receive.

Z Williams: we will provide that information

-Question TT: I definitely support the bonuses. Regarding the percentage of vaccination rates among first responders, if we have a significant number of those that are not vaccinated they could be placing non-vaccinated people at risk. At some point we want to incentivize our public safety staff to get vaccinated, where the employees are provided more for being vaccinated. Regarding expanding the mobile crisis units, the intention has been to have 2 nurses/officers running that unit -but there has only been 1 for years. The ARP funding does provide additional funding. If we don't have the officer capacity for this network, will we still have the issue where we don't have the positions available to fill the need? Lastly, during last year's protests, I heard a lot of pleas from people to have more of a seat at the table as it comes to public safety. We could be missing an opportunity to address blind spots we may not know about as it relates to beneficial outcomes from citizen input in policing efforts.

-MDJ: we will have those discussions at the next 7/6 ERPS meeting; it is already on the agenda, in reference to the overall policing strategy, vaccination updates, and existing community involvement and any recommendations we may have to expand on that.

-MDJ: as chair of the ERPS committee, I did receive several emails today, that I will forward to public safety and the administration. This is regarding non-sworn officers to be added into the incentive program.

III. AGENDA ITEM

Previously Heard Agenda 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 Robert Patrick, seconded by Jeff Rader, that this agenda item be recommended for approval. to the Board of Commissioners, due back on 6/22/2021. The motion carried by the following vote:

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

-MDJ: this sole source item was previously in audit. Do we have anyone in audit available to speak to this?

-L Campbell: this item has been reviewed and is supported by OIIA.

-Question JR: could you provide an overview from Police on their plans for utilizing the capacity of this system, and how they anticipate their evolution of use to change over this contract extension?

-Chief Ramos: I did provide an overview of where we are with the body-worn cameras. The features that we did not have before are integrated into this contract. We are running issues where if an officer moves past a certain distance of 325 ft the equipment will not capture. The only features yet to be added in this contract are the CAD integration and holster sensors that will allow us to operate more effectively.

-JR: I think that it's great that this company is managed in DeKalb as well.

-Question MDJ: can you expound on the purposes of the CAD integration and holster sensors?

Chief Ramos: CAD integration will allow the camera to be integrated in with the call that the officer receives, so the officer won't have to manually turn on their camera. The holster sensor will automatically activate the body-worn camera once a weapon is drawn from the holster.

New Agenda Items:

2021-2596

Commission District(s): All

Acceptance of the Urban Area Security Initiative (UASI) Program Grant - No Cost to The 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 6/22/2021. The motion carried by the following vote:

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

-no additional information requested

2021-2502

Commission District(s): ALL

REN - Self-Contained Breathing Apparatus (SCBA) Purchase, Repair and Maintenance (Annual Contract - 1st Renewal of 4 Options to Renew): Contract No. 1218886 for use by Fire Rescue (FR). This contract consists of the purchase, repair, maintenance and management of the County's SCBA equipment. Awarded to Municipal Emergency Services, Inc. (MES). Amount Not To Exceed: \$1,477,246.70.

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 6/22/2021. The motion carried by the following vote:

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

-Question JR: Are these working out in the way that you like them?

Chief Fullum: that incident that happened many years ago, where the entire equipment inventory was changed. The ones we have now are working very well. The turnover on an annual basis - we are spending \$250,000 on repairs; this contract has decreased the need to replace the equipment because we are doing normal preventive maintenance that extends the life.

-Question MDJ: this is for repair, maintenance, and management, is that correct?

Chief Fullum: that is correct

Meeting Ended At: 3:16pm

MOTION was made by Robert Patrick, seconded by Jeff Rader, 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