



DeKalb County Government

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

Minutes - Draft

ERPS-Employee Relations & Public Safety Committee

Tuesday, July 20, 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: 2:30PM

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

Present 2 - Chairperson Mereda Davis Johnson, and Commissioner Robert Patrick

Not Present 1 - Jeff Rader

I. MINUTES

2021-2831 Commission District(s): All
Minutes for the July 6, 2021 Employee Relations and Public Safety Committee Meeting

MOTION was made by Robert Patrick, seconded by Mereda Davis Johnson, that this agenda item be approved. The motion carried by the following vote:

Yes: 2 - Chairperson Davis Johnson, and Commissioner Patrick

Not Present: 1 - Rader

II. STATUS UPDATE

Insight on Police Strategies, Training, and Procedures

-MDJ: could you discuss recruitment efforts, position vacancies, funded positions?

-MDJ: are we losing officers?

-Question RP: what do we have in place for retention policy?

Z Williams: I would start with the tuition reimbursement program, that was followed by the take-home vehicle program. Each year for the past 5 years, officers have been given raises that maintain the competitiveness in pay. When you look at hazard pay, we have been offering hazard pay to frontline employees. Resources to salary have been significant.

-RP: some municipalities are looking at housing units; that may be something we could consider as a county

Z Williams: those types of things have been explored and are always on the table

-LJ: in the Fall I'd like to have a joint meeting in our communities to talk about enforcement and community strategies that we can bring to PECS

-Question LJ: could you discuss the plans for surveillance cameras and FLOCK as it relates to ARP?

Chief Ramos: We have started the requisitions for FLOCK cameras, which are very useful here in DeKalb. Many of the vehicles being monitored are stolen vehicles; this system is alerting officers in real-time to alert them of stolen vehicles in their area. We started that around 3 weeks ago and have seen some success with it.

-LJ: I'd like to see those cameras downtown that can have street-level technology at some of our busy corridors. Here you can see human trafficking, purse snatching at gas stations, etc.

MDJ: I hear what you are saying, but I don't feel that we should be a police state; there are areas of high crime that can be focused on, but if it's not necessary, our county doesn't need to become a police state. We should balance the need with people's liberties.

-LJ: you're right I don't want them everywhere, but we should focus on the areas with prostitution, human trafficking; I have seen areas where this has been done successfully in other states.

Z Williams: our takeaway for this discussion is that we all agree that we need to more effectively implement modern technology to assist monitoring and taking action when appropriate. Additionally, we need to understand the context in when actions can be taken when loitering does happen

-MDJ: this is something that we will bring back for further discussion during future ERPS meetings

-Z Williams: we will provide the recruiting information prior to the next meeting in which that will be discussed.

Public Safety - Vaccination and Education Efforts

-Information provided from Chief Ramos

-Chief Ramos: as of July 20th, we are at 48% vaccinated

-Chief Fullum: Animal Services 60%, DEMA 67%, E-911 40%, Fire and Rescue 53%. That should put public safety as a whole right at 56% vaccinated.

MDJ: requests the BOC be provided a printout of those percentages provided

-Question MDJ: for those not vaccinated, is there continued testing?

Chief Fullum: they are not tested on a regular basis, but we do have rapid testing available for those with symptoms or if they are in close contact with someone who has tested positive. We do have temperature scanning machines, and are still wearing masks inside.

-Question SB: questions for both chiefs, I am curious as to what is the remaining reasons for the hesitancy. Also what has been most effective in getting people to get the vaccine?

Chief Ramos: from my side it helps when people are having family members who are sick, and the food drives with vaccinations available that have helped

Chief Fullum: I echo those comments, and for the same reasons. Additionally there are some who are still taking a wait and see approach.

Midyear Budget

-no further recommendations from the ERPS committee to send to FAB committee

III. DISCUSSION

Police - Community Service Aides

-overview provided from Chief Ramos.

-Chief Ramos: CSA's are not considered officers. They operate in different vehicles so the public knows they are not officers. These individuals have gone through a 7 week training program.

-Chief Ramos: CSA's receive calls for topics such as vandalism, traffic directions, etc. Cannot be involved where there are subjects on the scene. One thing they do that officers don't do is take fingerprints.

-Chief Ramos: Their efforts reduce the efforts that officers undertake. For example we receive 2300 calls/month. This will help the officers focus on the calls they need to focus on. We also hope to have them on their own within a week or so

-Question MDJ: what are their salary ranges?

Chief Ramos: \$33,701 is the beginning range, and can go up to just over \$52,000

-Question RP: how many of these CSA's will be appropriate to have if this program works well?

Chief Ramos: you can never have too many. There are 2300 calls that our officers are logged with that these CSA's can assist with. After a while we will be able to give a more accurate number

-Question RP: can they refer things they see over to code enforcement?

Chief Ramos: We can use them as we do our officers; when our officers do see these situations they can contact code enforcement

IV. AGENDA ITEM

Previously Heard Agenda Items:

[2021-2444](#)

Commission District(s): All Commission Districts
Change Order No. 2 to Contract 06-900516 for Lease Agreement with
ATC Watertown LLC (Multiyear)

MOTION was made by Robert Patrick, seconded by Mereda Davis Johnson, to rescind the previous action that deferred this item, until a substitute is provided from Law to the Board of Commissioners, due back on 7/27/2021. The motion carried by the following vote:

Yes: 2 - Chairperson Davis Johnson, and Commissioner Patrick

Not Present: 1 - Rader

-information provided from County Attorney Ernestes; requests this item be held in committee until Law brings this back. This may need to be deferred for at least 30 days

-RP: Motion to defer 30 days

Second: MDJ

Vote: yes 2-0

Item Rescinded information

-County Attorney Ernestes: This is actually a multi-year lease that is actually around \$3,000,000. we will send you that update to have you reconsider; if you could rescind your previous motion

-MDJ: this committee could vote on the rescinding of the contract to bring to the BOC meeting on 7/27/21

-RP: motion to rescind previous action that deferred this item, until substitute is provided from Law at the next BOC meeting on 7/27/2021

Second RP

Vote: yes 2 - 0

New Agenda Items:

[2021-2796](#)

Commission District(s): All
Acceptance Of Homeland Security Grant of \$30,000.00 For Hazmat
Related Equipment from GEMA - No Cost To The County

This agenda item was no official recommendation

[2021-2806](#)

Commission District(s): All
Acceptance of Homeland Security Grant for Georgia Search and
Rescue (GSAR) Related Equipment of \$10,675.00 - No Cost to The
County

This agenda item was no official recommendation

[2021-2761](#)

Commission District(s): All

LB - Invitation No. 21-101392 for Fire Rescue Equipment and Parts (Annual Contract with 2 Options to Renew): for use by the Department of Fire Rescue. Consists of providing equipment and parts for Fire Rescue and Emergency Medical Service units/vehicles. Recommend awards to the lowest, responsive and responsible bidders: Ten-8 Fire, NAFECO, Georgia Fire Rescue Supply, Municipal Emergency Services (MES); Thomas J Madden and Associates and Stryker Medical. Total Amount Not To Exceed: \$1,820,201.10.

MOTION was made by Robert Patrick, seconded by Mereda Davis Johnson, that this agenda item be recommended for approval. to the Board of Commissioners, due back on 7/27/2021. The motion carried by the following vote:

Yes: 2 - Chairperson Davis Johnson, and Commissioner Patrick

Not Present: 1 - Rader

-no additional information requested

Meeting Ended At: 3:27PM

MOTION was made by Robert Patrick, seconded by Mereda Davis Johnson, that this agenda item be adjourned meeting. The motion carried by the following vote:

Yes: 2 - Chairperson Davis Johnson, and Commissioner Patrick

Not Present: 1 - Rader

Barbara H. Sanders-Norwood CCC, CMC