



# DeKalb County Government

178 Sams Street  
Decatur, GA 30030

## Minutes - Draft

### ERPS-Employee Relations & Public Safety Committee

*Commissioner LaDena Bolton (Chairperson)*

*Commissioner Chakira Johnson*

*Commissioner Mereda Davis Johnson*

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Tuesday, September 16, 2025

2:15 PM

178 Sams Street, Decatur, GA 30030  
(Multipurpose Room A1201)

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Meeting Started At: 2:33pm

Attendees: Commissioners Bolton, Davis Johnson, Johnson, Patrick

**Present**      3 - Commissioner Mereda Davis Johnson, Commissioner LaDena Bolton, and Chairperson Chakira Johnson

#### I. MINUTES

**2025-1284**      Commission District(s): All  
Minutes for the August 28, 2025 Employee Relations and Public Safety Committee Meeting  
**MOTION was made by Chakira Johnson, seconded by LaDena Bolton, that this agenda item be approved. The motion carried by the following vote:**  
**Yes: 3 - Commissioner Davis Johnson, Commissioner Bolton, and Chairperson Johnson**

#### II. AGENDA ITEM

*New Agenda Items:*

**Police Services**

2025-1343

Commission District(s): All

CO – Change Order No. 1 to Contract No. 2000081 Master Services Agreement - Flock Equipment and Services (Multiyear Sole Source): for use by Police Services. This contract consists of the purchase, installation, and service of; Flock Safety license plate recognition (LPR) cameras, AI enabled drone first responders, mobile security trailers, comprehensive surveillance cameras, and Flock 911. This request seeks to increase the contract funds, scope of services, and term through September 30, 2038. This multiyear “10 year” request will enhance the County’s existing public safety platform as well as assist in the implementation of the Real-Time Crime Technology Center. Awarded to Flock Group, Inc. Amount Not to Exceed: \$18,969,939.00

**MOTION was made by Mereda Davis Johnson, seconded by Chakira Johnson, that this agenda item be recommended for approval. to the Board of Commissioners, due back on 9/23/2025. The motion carried by the following vote:**

**Yes: 3 - Commissioner Davis Johnson, Commissioner Bolton, and Chairperson Johnson**

*-this agenda item was supported by OIA audit review*

*-presentation provided by Chief Padrick*

*-Question CJ: will this be integrated with smaller cities as part of service delivery strategies?*

*-response provided by Chief Padrick*

*-Question CJ: with the portable security, how many are we planning to add with this?*

*Chief: we are adding 3 more trailers*

*-Question CJ: for the costs, there is escalation built in so that if inflation happens we are not hit with unexpected costs?*

*-response provided by Chief Padrick*

*-Question CJ: regarding drone operators, do we have the existing space for these additional operators built into this cost or will we need to build something out?*

*-response provided by Chief Padrick*

*-comments provided by Commissioner Davis Johnson*

*-Question LB: are there other jurisdictions that are comparable with similar models?*

*-response provided by Chief Padrick*

*-Question LB: regarding the slide that shows drone as first responder, are the distance limits based on the frequency that the drones would need to be charged?*

*-response provided by Chief Padrick*

*-Question LB: do we have docking stations strategically placed around the County or do they have to return to home base?*

*-response provided by Chief Padrick*

*-Question LB: regarding license plate reader cameras, would the panels be solar powered? Is that included?*

*-Chief: yes ma'am, as well as the permitting*

*-Question LB: how many additional hours or weeks of training would officers need refamiliarization training for this technology?*

*-response provided by Chief Padrick*

*-Question LB: would your equipment be able to interface with DEMA's interface as well?*

*-Chief: yes ma'am*

*-Question LB: will we have the personnel to respond to the influx of notifications, such as gunshot detection?*

*-response provided by Chief Padrick regarding upcoming recruiting of civilian crime analysts*

*-Question NM: regarding evidence sharing and prosecution of offenders, what mechanisms are in place for ascertaining and sharing evidence?*

*-response provided by Chief Padrick*

*-Question NM: does this come with an evidence platform or allow for upgrades in evidence management?*

*-response provided by Chief Padrick*

*-Question RP: can you briefly describe the strategy between LPR, other readers, and pan and tilt surveillance cameras?*

*-response provided by Chief Padrick*

*-Question RP: can you place cameras in locations for a certain duration?*

*-Chief Padrick: yes we can do that*

*-Question RP: can these cameras do traffic counts for planning and zoning, and other departments being able to utilize this platform or cameras?*

*-response provided by Chief Padrick*

*-Question RP: regarding accidents and damage to equipment, will the County have to cover the costs if these are damaged?*

*-response provided by Chief Padrick*

*-Question RP: will they be able to operate around PDK with no concern?*

*-response provided by Chief Padrick*

*-Question RP: please confirm where all the cameras are in District 1*

*-Question MDJ: do you have an ask today?*

*-response provided by COO Williams*

*-LB: please state the sense of urgency for getting this approved so quickly*

*-response by COO Williams regarding the start of the real time crime center; additional comments provided*

*-Question LB: where there any comparable vendors that we looked at?*

*-response provided by COO Williams*

*-Question LB: can you share if these are numbers that we estimated or did we dig into the data to determine these are number of drones needed to support the community?*

*-response provided by Chief Padrick*  
*-Question LB: the \$16M doesn't look like \$18M to me; could you discuss further?*  
*-response provided by COO Williams*  
*-comments provided by Commissioner Davis Johnson regarding the impact of the investment of FLOCK cameras in DeKalb County*  
*-comments provided by Commissioner Johnson regarding the need for this investment*  
*-Question LB: would Code Compliance be granted access to this?*  
*-Chief Padrick: yes ma'am*  
*-Question RP: is there contemplation of license plate readers on vehicles?*  
*-Chief Padrick: we have that but for a different vendor*

2025-1141 Commission District(s): All  
CO - Change Order No. 2 to Contract No. 1349075 Cloud Solutions and Services (Statewide Contract (SWC) No. 999999-SPD-T20190814-0001): for use by Police Services (PS). This contract consists of purchasing off the competitively let SWC to purchase OpenGov software to assist in management and operation of the Permits Unit. This request seeks to continue use of the software through September 30, 2026. Awarded to Carahsoft Technology Corp. Amount Not To Exceed \$61,094.45.

**This agenda item was recommended holding in committee to the Board of Commissioners due back on 9/23/2025 .**

*-agenda item not heard in committee*

#### **Police Services (PS) and Animal Services**

2025-1235 Commission District(s): All  
RA – Ratification of Change Order No. 4 to Contract No. 1257650 BodyWorn™ Body Camera System (Multi-Year)(Sole Source): for use by the Marshal's Office, and Departments of Public Safety Police Services (PS) and Animal Services. This contract consists of the purchase of BodyWorn™ Comprehensive Camera Systems and supporting hardware and software accessories. This request seeks to ratify an increase in contract funds and scope for Body Worn™ Body Cameras. Awarded to: Utility Associates, Inc. Amount Not To Exceed: \$330,204.00.

**This agenda item was recommended holding in committee to the Board of Commissioners due back on 9/23/2025 .**

*-agenda item not heard in committee*

#### **Fire Rescue (FR)**

- 2025-1236 Commission District(s): All Commission Districts  
To Donate 2004 Spartan Tractor and Trailer to the Newton County  
Fire Department  
**This agenda item was recommended holding in committee to  
the Board of Commissioners due back on 9/23/2025 .**

*-agenda item not heard in committee*

- 2025-1313 Commission District(s): All Commission Districts  
Memorandum of Agreement with the State of Georgia Emergency  
Management and Homeland Security Agency (GEMA/HS) and DeKalb  
County  
**This agenda item was recommended holding in committee to the  
Board of Commissioners due back on 9/23/2025 .**

*-agenda item not heard in committee*

*Previously Heard Agenda Items:*

**Human Resources & Merit System (HRMS)**

- 2025-1159 Commission District(s): All Commission Districts  
Bright Futures Leadership Development Program (Purchasing  
Policy Exemption): Awarded to Columbus State University  
Leadership Institute. Amount not to exceed \$300k.  
**MOTION was made by Chakira Johnson, seconded by Mereda  
Davis Johnson, that this agenda item be recommended for  
approval. to the Board of Commissioners, due back on  
9/23/2025. The motion carried by the following vote:**

**Yes: 3 - Commissioner Davis Johnson, Commissioner Bolton, and  
Chairperson Johnson**

*-information provided by Director Ransom regarding the Bright Futures Program  
-Question LB: is this an opportunity for those that work for the Administration as well as the BOC?  
-response provided by Director Ransom  
-Question CJ: this is for \$300K for one year?  
-Question LB: how many participants each year?  
-responses provided by Director Ransom  
-Question MDJ: how are they selected?  
-responses provided by Director Ransom  
-additional comments provided by Fabienne Niles*

**Finance - Risk Management**

2025-1202

Commission District(s): All Commission Districts  
Nationwide Fee Structure Change

**This agenda item was recommended holding in committee to the Board of Commissioners due back on 9/23/2025 .**

*-agenda item not heard in committee*

### **Board of Commissioners - District 1**

2024-1233

Commission District(s): All Districts  
A Resolution Asking for The DeKalb County Police Department to Develop a Diversion Policy Regarding Unhoused Individuals that Considers Other Options to Arresting and Jailing Them.

**This agenda item was recommended holding in committee to the Board of Commissioners due back on 9/23/2025 .**

*-agenda item not heard in committee*

### **III. DISCUSSION**

#### **Employee Benefits Peer Group Study**

*-presentation provided by Director Larry Jacobs - Finance-Risk Management, Paul Kersting - Buck Consulting*

*-Question CJ: is it possible for us to include our Fire Dept in those numbers as well*

*-Question LB: has the inclusion of Fire been investigated in the past?*

*-Question RP: is it possible to scope those costs across Public Safety?*

*-LB: if you could separate the costs for 1) Fire Dept inclusion, and also for 2) Public Safety personnel including Sheriff's Office, and 3) Public Safety without this department*

*-Question MDJ: where does the funding come from?*

*-response provided by COO Williams*

*-additional comments provided by Commissioner Bolton*

#### **DeKalb County Operational & Performance Assessment Discussion**

*-discussion of the expectation of Committee assessment review provided by Commissioner Bolton and COO Williams*

Meeting Ended At: 3:57pm

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

**Yes: 3 - Commissioner Davis Johnson, Commissioner Bolton, and Chairperson Johnson**

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Barbara H. Sanders-Norwood CCC, CMC