



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

Monday, November 24, 2025

11:00 AM

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

Special Called Meeting

Meeting Started At: 11:14am

Attendees: Commissioners Bolton, Johnson, Davis Johnson, Terry, Long Spears, Patrick

Present

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

I. MINUTES

2025-1666 Commission District(s): All
Minutes for the November 4, 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

Previously Heard Agenda Items:

Fire Rescue (FR)

2025-1317 Commission District(s): ALL
CO - Change Order No. 3 to Contract No. 1210840 Inspection, Care, Maintenance and Cleaning of Personal Protective Equipment (Multiyear): for use by the Department of Fire Rescue (FR). This contract consists of the inspection, care, maintenance and cleaning of personal protective equipment (PPE). This request seeks to increase contract funds and contract term through April 27, 2026. Awarded to North America Fire Equipment Company, Inc. (NAFECO). Amount Not To Exceed: \$150,000.00.
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 12/9/2025. The motion carried by the following vote:

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

-information provided by Chief Fullum

2025-1353 Commission District(s): ALL
CO – Change Order No. 1 to Contract 1292000 Medical Oxygen: for use by the Department of Fire and Rescue (FR). This contract purchases from the competitively let SWC 99999-01-SPD0000158-0001 Industrial, Medical, and Special Gases for the purchase of medical oxygen cylinders. This request seeks to ratify additional funds to the contract. The requests seek to increase the contract funds for the purchase of Medical Oxygen. Awarded to Airgas USA, LLC. Amount Not To Exceed: \$13,000.00.
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 12/9/2025. The motion carried by the following vote:

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

-information provided by Chief Fullum

DeKalb Emergency Management Agency (DEMA)

2025-1292

Commission District(s): All
CO - Change Order No. 4 to Contract No. 1263615 Information Technology Software (General Services Administration (GSA) Contract No. GS-35F-0253W): for use by DeKalb Emergency Management Agency (DEMA). This contract consists of purchasing off the competitively let GSA contract for the purchase of CodeRED Emergency Notification Solutions. This request is to increase the contract funds and term through November 18, 2026. Awarded to OnSolve, LLC. Amount Not To Exceed \$56,700.00.
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 12/9/2025. The motion carried by the following vote:

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

-information provided by Director Avory - DEMA

-Question LB: how effective has CodeRED been for us?

-response provided by Director Avory

-Question MDJ: would this be effective for one year?

C Avory: yes ma'am

-Question CJ: if we make this switch would this have to go out to via RFP?

C Avory: that is correct

-Question TT: regarding reaching landlines, you were discussing recorded calls. What would that look like for recorded messages, would it be interactive?

-response provided by Director Avory

-additional information provided by COO Williams

-Question TT: is our standard language in the contract regarding termination for convenience within 30 days?

-response provided by Attorney Phillips

2025-1527

Commission District(s): All Commission Districts
Hazard Mitigation Grant Program (HMGP) Award, \$130,667.00.
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 12/9/2025. The motion carried by the following vote:

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

-information provided by DEMA representative

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 12/9/2025 .

-item not heard in committee

- 2025-0683 Commission District(s): All Districts
To Approve a Resolution to Address Egregious Littering and the Illegal Dumping of Scrap Tires
MOTION was made by Chakira Johnson, seconded by Mereda Davis Johnson, that this agenda item be Recommended for deferral to the Board of Commissioners, due back on 12/9/2025. The motion carried by the following vote:

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

*-presentation provided by Marcus Allen - BOC Central Staff
-discussion amongst the Committee members and Staff regarding the policy research and local approach
-Staff will return on the December 16th ERPS meeting to discuss the regional and state approaches, with any noted updates from offline conversations with commissioners
-CJ: motion to defer to the December 16th ERPS Committee meeting*

Board of Commissioners - Super District 6

- 2025-0390 Commission District(s): All Commission Districts
A Resolution to Establish a Community Advisory Board for the DeKalb County Police Department.
This agenda item was Recommended holding in committee to the Board of Commissioners due back on 12/9/2025 .

*-a substitute for this agenda item has been provided
-item not heard in committee*

New Agenda Items:

Fire Rescue (FR)

2025-1429 Commission District(s): All
CO - Change Order No. 2 to Contract 1373878 Cloud Based Software - Form Builder (Annual Contract with 2 Options to Renew): for use by Fire Rescue (FR). This contract consists of the purchase of a cloud-based software for the creation of departmental forms that includes training and support. This request seeks to add the Department of Police Services (PS) and to increase contract funds to establish a multiyear software subscription service. Awarded to: GovOS Inc. Amount Not To Exceed: \$124,125.00.
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 12/9/2025. The motion carried by the following vote:

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

-information provided by Chief Fullum

2025-1600 Commission District(s): All
REN - Contract Nos.: 2000170, 2000171, 2000173 and 2000182, Engine and Aerial Accessories for Fire Rescue (1st Renewal of 4 Options To Renew): for use by Fire Rescue (FR). These contracts consist of purchasing engine and aerial accessories and equipment to outfit Departmental fleet purchases. This request seeks to ratify a price increase to Contract Nos.: 2000170 and 2000173 effective September 1, 2025. This request also seeks to exercise the 1st renewal option. Awarded to: Williams Fire Apparatus Inc., Ten8 Fire and Safety LLC, Fireline Inc., and Pro Fire and Tactical LLC. Total Amount Not To Exceed: \$1,830,000.00.
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 12/9/2025. The motion carried by the following vote:

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

-information provided by Chief Fullum

-Question LB: how many vehicles is this amount able to equip?

-response provided by Chief Fullum

Police Services

[2025-1481](#)

Commission District(s): All

RAT - Ratification of Change Order No. 3 to Contract No. 1349075 Cloud Solutions and Services (Statewide Contract (SWC) No. 99999-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 the development and management of a Pet Litter Registry program for Animal Enforcement Services. Awarded to Carahsoft Technology Corp. Amount Not To Exceed \$82,981.15.

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 12/9/2025. The motion carried by the following vote:

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

-information provided by Director Lumpkin

-comments provided by Commissioner Terry

-Question LB: would OpenGov have additional security with the software that others may not?

-response provided by Director Lumpkin

-comments provided by Commissioner Long Spears regarding the litter registry

-Question MLS: Mr. Lumpkin could you explain what the process would look like for Doraville who is looking to develop their own registry?

-response provided by Director Lumpkin

-Question MLS: how long will the implementation run for before initial review?

-comments provided by Commissioner Long Spears

-Question MLS: is the \$65,000 allocated in the budget sufficient or do we need to carry more funding into 2026?

-response provided by Director Lumpkin

Human Resources & Merit System (HRMS)

2025-1513

Commission District(s): All

RFP - Request for Proposals No. 2024-100007 for Temporary Personnel Services (Four (4) Year Multiyear Contract): for use by all DeKalb County departments through the Department of Human Resources & Merit System (HRMS). Consists of the provision of part-time and full-time temporary personnel positions for DeKalb County on an as-needed basis. Recommend award to the highest scoring proposers, who are responsive and responsible: Tryfacta, Inc.; Openwork, LLC; and 22nd Century Technologies, Inc. Total Amount Not To Exceed: \$30,000,000.00.

MOTION was made by Chakira Johnson, seconded by Mereda Davis Johnson, that this agenda item be Recommended for deferral to the Board of Commissioners, due back on 12/9/2025. The motion carried by the following vote:

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

-this agenda item is currently in OIIA audit review

-information provided by Jadia Haynes - HR

-Question LB: does this include support for constitutional offices?

-J Haynes: yes

-Commissioner Terry requests a list of departments that have used the contract for similar work in the past year

-response provided by Deputy Director Haynes

-Question CJ: we put this back out to bid every 4 years?

J Haynes: we do

-CJ: motion to defer 2 weeks

III. DISCUSSION

Animal Shelter Operations Audit

-discussion not heard in committee

Meeting Ended At: 12:38pm

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

Barbara H. Sanders-Norwood CCC, CMC