



DeKalb County Government

178 Sams Street
Decatur, GA 30030

DRAFT - Minutes

ERPS-Employee Relations & Public Safety Committee

Commissioner LaDena Bolton (Chairperson)

Commissioner Chakira Johnson

Commissioner Mereda Davis Johnson

Tuesday, December 2, 2025

2:15 PM

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

Meeting Started At: 2:41 PM

Attendees: Commissioner Bolton, Johnson, Davis Johnson, Spears, Terry, Patrick

Present

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

I. MINUTES

2025-1755

Commission District(s): All

Minutes for the November 24, 2025 Special Called Employee Relations and Public Safety Committee Meeting

MOTION was made by Chakira Johnson, seconded by Mereda Davis Johnson, 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:

Fire Rescue (FR)

2025-1169 Commission District(s): ALL
LB - Invitation No. 25-100065 Uniforms for Fire Rescue Services
(Annual Contract with 4 Options to Renew): for use by Fire Rescue
Services. Consists of the purchase of uniforms for Fire Rescue
personnel. Recommend award to the lowest, responsive and
responsible bidders: NAFECO and Williams Fire Apparatus. Total
Amount Not To Exceed: \$2,580,000.00

**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
-CJ: motion to approve

2025-1692 Commission District(s): All Commission Districts
Memorandum of Agreement with Emory University and DeKalb
County for Critical Event Preparedness and Response
**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

-CJ: motion to approve

**Fire Rescue (FR), the Marshal's Office, Police Services (PS), Sanitation and Roads and
Drainage (R&D)**

2025-1698 Commission District(s): All
CO - Change Order No. 5 to Contract No. 1377240 Public Safety Communications Technology and Hardware Solutions (Sourcewell Contract No. 042021-MOT): for use by the Departments of Fire Rescue (FR), the Marshal's Office, Police Services (PS), Sanitation and Roads and Drainage (R&D). This contract consists of purchasing through the competitively let Sourcewell contract for the purchase of APX radios, remote speaker microphones, chargers, batteries, and related accessories, device hardware, installation, and programming. This request seeks to increase contract funds. Awarded to Motorola Solutions, Inc. Amount Not To Exceed: \$310,000.00.

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
-CJ: motion to approve*

Police Services (PS)

2025-1586 Commission District(s): ALL
CO - Change Order No. 5 to Contract No. 1241890 False Alarm Billing and Tracking Services (City of Brookhaven Contract No. 130415) [Revenue Sharing - Cooperative Agreement]: for use by the Department of Police Services (PS). This contract consists of the management of false alarms in accordance with County Ordinance O.C.G.A 36-60-13. This request seeks to increase the contract funds and term through December 31, 2026. Awarded to Superion, LLC. Amount Not To Exceed: \$200,000.00.
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 Carina Swain, E911 Director

Additional information provided by Michelle Butler, CPO

-CJ: motion to approve

2025-1653

Commission District(s): All
CO - Change Order No. 3 to Contract 1191296 Motorola Radio Equipment, Installation, Maintenance, Repairs and Removal Services for DeKalb County Vehicles (Sole Source): for use by Police Services (PS) and Public Works - Sanitation and other County departments. This contract consists of radio repairs and the installation and removal of equipment in County vehicles with Motorola radios. This request seeks to increase the contract term. Awarded to Mobile Communications America, Inc. CONTRACT TERM INCREASE ONLY.

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 Padrick, DeKalb Police

-CJ: motion to approve

2025-1659

Commission District(s): All
CO - Change Order No. 2 to Contract No. 1343980 Phone Interpreter Services (Multi-Year Contract): for use by the Department of Police Services (PS). This contract consists of the provision of interpreting services for the E911 Communications staff and Police personnel. This request seeks to increase contract term and funds through December 31, 2026. Awarded to: Propio LS, LLC. Amount Not To Exceed: \$140,000.00.

MOTION was made by Chakira Johnson, seconded by LaDena Bolton, 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 Carina Swain, E911 Director

CJ: motion to approve

Previously Heard Agenda Items:

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.

This agenda item was Recommended holding in committee to the Board of Commissioners due back on 12/9/2025 .

Item not heard - Recommend hold 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 12/9/2025 .

Item not heard - Recommend hold in Committee

Board of Commissioners - Super District 6

- [2025-1107](#) Commission District(s): All Commission Districts
A Resolution Requesting The Administration Implement A DeKalb
County Police Department LGBTQ+ Police Liaison Position,
Require Hate Crimes Identification Training For Law Enforcement,
And For Other Purposes.
**This agenda item was Recommended holding in committee to
the Board of Commissioners due back on 12/9/2025 .**

Item not heard - Recommend hold in Committee

- [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 .**

Item not heard - Recommend hold in Committee

III. DISCUSSION

Animal Shelter Operations Audit

Presentation provided by Director Campbell, Office of Independent Internal Audit

Q CJ: Who does the review of disagreements

Campbell: we do.

Q CJ: What is the timeline?

Additional details provided by Director Campbell

Q LB: how are standards set for these SOPs

Additional details provided by Director Campbell

Q MLS: What is the impact if we only feed animals once a day

Campbell: that is out of my wheelhouse

Q TT: When did he consultant complete the work?

Campbell: I want to say the draft was completed in October 2024, then published

Q TT: COO Williams, when did the administration provide their response

Additional details provided by Director Campbell

Q MLS: I want to point out that the high risk number 2 could be addressed with more funding, this might need to be a consideration with SPLOST II funding we have allocated. Would that need a separate allocation

COO Williams: I believe so. Additional details provided

Q LB: was there any specific documentation of the "Commingling" of Funds

Campbell: no, its more of a highlight that because these is so much transferring amount operations it could be a risk

Q RP: does the county have any other contracts that are similar to this one, are there any other areas we need to be concerned about?

Additional details provided by Director Campbell

Q MJD: was there any proof of misappropriation from the vendor?

Campbell: no, no documentation was provided but based on how operations are structure there should be caution

Q MJD: how is the risk assessed and determined high or low?

Campbell: when we are talking about risk we are also talking about the factors at play that would determine the likelihood of it occurring. Additional context provided.

LB: I would like to bring this presentation back to the next ERPS

County Pension Discussion

LB: Please bring this discussion back

Meeting Ended At: 3:47 PM

MOTION was made by Chakira Johnson, seconded by LaDena Bolton, 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