



# DeKalb County Government

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

## Draft - Minutes

### ERPS-Employee Relations & Public Safety Committee

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Tuesday, January 17, 2023

2:15 PM

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Meeting Started At: 2:18 PM

Attendees: Commissioner Terry, Davis Johnson, Bradshaw, Johnson

**Present**      3 - Commissioner Ted Terry, Commissioner Steve Bradshaw, and Mereda Davis Johnson

#### I. MINUTES

**2022-2337**      Commission District(s): All  
Minutes for the December 6, 2022, Employee Relations, and Public Safety Committee Meeting  
**MOTION was made by Steve Bradshaw, seconded by Ted Terry, that this agenda item be approved. The motion carried by the following vote:**

**Yes:** 2 - Commissioner Terry, and Commissioner Bradshaw

**Abstain:** 1 - Davis Johnson

#### II. AGENDA ITEM

*New Agenda Items*

2022-2587 Commission District(s): All Commission Districts  
Salary Finance - Financial Wellbeing

**MOTION was made by Mereda Davis Johnson, seconded by Steve Bradshaw, that this agenda item be recommended for approval. to the Board of Commissioners, due back on 1/24/2023. The motion carried by the following vote:**

**Yes: 3 - Commissioner Terry, Commissioner Bradshaw, and Davis Johnson**

*-Information provided Larry Jacobs, Risk Management*

*Question MDJ: Is this the program we previously discussed? For district 5 residents I'd like to talk to you about incentives later on. This would go on the credit report?*

*Jacobs: Correct*

*Question MDJ: and they can borrow upwards of \$35,000?*

*Jacobs: That is correct*

*Question MDJ: I appreciate you all putting this together, I believe this is an excellent program. Could they use this to purchase a home?*

*Jacobs: They could use the loan as a down payment or cover closing costs*

*Question TT: can we get any ongoing stats of like patriation rates? What is the uptake currently, how can we gauge outreach?*

*Jacobs: To your point, these are the more flashing features, really the core we want to provide financial education. Before an employee can take advantage of some of these products they will go through a financial fitness test first to get an idea of their current status, help with behavioral changes to help them and then use resources as needed. As far as effectiveness we receive monthly reports from Salary/Finance*

*Question MDJ: I provided an incentive of \$50 to sign up, I'd encourage each Commissioner to do the same*

*Question TT: is there a chance the 1.5% interest rate would natural increase because of the FED increase?*

*Jacobs: We are going to have that conversation with Salary/Finance. Some online banks offer 2%, so we'd like to at the very least match competitors.*

*Question TT: Could the department be able to provide the Commissioners with how we could structure additional bonuses? Jacobs: we'd love to do it our initial talks with Commissioner MDJ and Salary/Finance included some options*

*Question TT: this comes from the general fund?*

*Jacobs: So far it has been from Commissioner Davis Johnson*

*Question MDJ: Can we check on them more often than once a year? To make behavioral changes, you need further check in than just one time?*

*-additional comments provided by Larry Jacobs*

2022-2596 Commission District(s): All Commission Districts  
Acceptance of Federal Forfeiture Property - Police Services

**MOTION was made by Steve Bradshaw, seconded by Mereda Davis Johnson, that this agenda item be recommended for approval. to the Board of Commissioners, due back on 1/24/2023. The motion carried by the following vote:**

**Yes: 3 - Commissioner Terry, Commissioner Bradshaw, and Davis Johnson**

*-information provided by Chief Ramos*

*Question MDJ: This is acceptance of property?*

*Chief Ramos: This is more funding, when we seize funding from being apart of the criminal investigation we generally get it put into our account. We have already been approved to accept up to \$400,000 and we are requesting the extension because we thought we would go over*

2022-2496

Commission District(s): ALL

SS - Motorola P-25 SmartZone Radio System (Sole Source- Multiyear Contract): for use by Police Services (PS). Consists of maintenance, upgrades, technical support and network monitoring of the Radio Network infrastructure for five (5) years. Awarded to Motorola Solutions, Inc. Amount Not To Exceed: \$17,242,831.26.

**MOTION was made by Steve Bradshaw, seconded by Mereda Davis Johnson, that this agenda item be recommended for approval. to the Board of Commissioners, due back on 1/24/2023. The motion carried by the following vote:**

**Yes: 3 - Commissioner Terry, Commissioner Bradshaw, and Davis Johnson**

*Information provided by Director Guest, E911*

*Question MDJ: How many units are getting updated?*

*Guest: All of them, this a renewal of the contract*

*Question LJ: what happened to LSBE*

*Guest: Motorola is the sole source for the radio systems. Communications American the local small business we work with that works with Motorola*

### III. DISCUSSION

*2023 Committee Goals*

*-overview Provided by Commissioner Terry*

*TT: We have two buckets, Employee Relations and Public Safety, I'd like us to think about what goals and policy initiatives we as a committee could work together to address. One of our initial focuses should be to provide a safer DeKalb. We have a great Public Safety Team who work hard everyday with so many programs/initiatives. I'd like us to be able to highlight those in Committee by introducing those teams/officers/resources to constituents. COO Williams would it be possible to hold a briefing/introduction to teams on Community Policing Team, PAL and others in charge of Anti-violence, Community engagement, and Youth Education.*

*SB: I agree with the concerns over gun violence, as to other committee objectives or ideas I would like time to think on it MDJ: Are there any opportunities for Counties to regulate/control any usage, positions, places or storage of guns that the State will allow us to do. Could the Law department review and maybe we can hold discussion in ERPS*

*Question TT: I agree with MDJ. We've talked about this before with safe gun storage. Attorney Phillips, please recirculate the Gun Storage memo to Commissioners. We passed a resolution around safe gun storage out of the BOC last year. We also discussed providing gun locks or other safety equipment, community partnerships, nonprofits. COO Williams I know you are working through the details, is that something forthcoming and we could initiate by the March 1st budget?*

*COO Williams: Some proposals before March 1st what exactly they will look like is still being talked through. So people may not want the locks but we are looking for a solution.*

*LJ: One suggestion, As you talk about violence, I think its important to discuss the history and data of the issues that will help us in our solutions. we can talk about technology and having a center to enhance our public safety apparatus. I don't know what we are currently using but things like central surveillance and upgraded technologies or employee incentives. TT: mention of technology make a lot of sense, let's have those moving forward. Additional comments provided.*

*MDJ: one reality, guns are everywhere and you can take them everywhere. That is why Id like us to look into what was passed by the Governor and see what we can do as a County. This would also be beneficial to the public to know how we can help them. Let's close the loopholes if possible*

*SB: Full spectrum approach is appropriate, additional information provided*

*TT: My goal is to go into a February ERPS and present a focus for the year. I'm also wanting to see more of the employee side and retention. I ask my colleges to think about those two buckets for discuss.*

Meeting Ended At:

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

**Yes: 3 - Commissioner Terry, Commissioner Bradshaw, and Davis Johnson**

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Barbara H. Sanders-Norwood CCC, CMC