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

Tuesday, February 17, 2026 | **2:15 PM** | **178 Sams Street, Decatur, GA 30030 (Multipurpose Room A1201)**

Meeting Started At: 2:30pm

Attendees: Commissioners Bolton, Davis Johnson, Johnson, Terry

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

I. MINUTES

2026-0324 Commission District(s): All
Minutes for the February 3, 2026 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:

Public Safety

2026-0320 Commission District(s): All Commission Districts
GY2023 Urban Area Security Initiative (UASI) Grant in Amounts Not to Exceed $382,606.81.
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 2/26/2026. The motion carried by the following vote:

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

-information provided by Chief Padrick

2026-0322 Commission District(s): All Commission Districts
Amend the Performance Period for GY2022 Urban Area Security Initiative (UASI) Grant in an Amount Not to Exceed $10,073.24
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 2/26/2026. The motion carried by the following vote:

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

-information provided by Chief Padrick

Public Safety - Animal Enforcement Services

2026-0284 Commission District(s): All
CO - Change Order No. 6 to Contract No. 1132039 Animal Shelter Operation Services for DeKalb County, Georgia (Multi-year): for use by the Department of Public Safety - Animal Enforcement Services. This contract consists of providing animal shelter operations and services. This request seeks to ratify a previously provided contract term and rate increase. This request also seeks to increase contract funds, scope and term through December 31, 2027. Awarded to: Lifeline Animal Project, Inc. Amount Not To Exceed: $22,244,500.00.
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 2/26/2026. The motion carried by the following vote:

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

-this item is currently in OIIA audit review
-information provided by COO Williams
-comments provided by Commissioner Bolton
-Question LB: for the transport van, is that an additional vehicle to what the County has?
-response provided by COO Williams
-Question LB: does this provide onsite spay and neuter events and other related events?
-response provided by COO Williams
-additional information provided by Lifeline CEO Guinn
-Question CJ: regarding targeting areas with largest intake, is that something you can coordinate with Commissioners?
-R Guinn: absolutely
-Question CJ: what would be the cost per district on the general fund for the spay and neuter program?
-response provided by COO Williams

Fire Rescue (FR)

2026-0183 Commission District(s): ALL
CO - Change Order No. 4 to Contract No. 1246736 Emergency Medical Supplies (Annual Contract with 2 Options to Renew): for use by Fire Rescue (FR). This contract consists of the purchase of emergency medical supplies for Fire Rescue and Emergency Medical Service units/vehicles. This request seeks to ratify a previously provided contract term increase. This request also seeks to increase the contract funds and term through June 30, 2026. Awarded to: Bound Tree Medical, LLC. Amount Not To Exceed: $360,000.00

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 2/26/2026. The motion carried by the following vote:

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

-information provided by Chief Carter
-Question LB: do we anticipate a renewal after June 30th date?
-response provided by Director Butler

Facilities Management (FM)

2026-0272 Commission District(s): All
SWC - Statewide Contract (SWC) No. 99999-SPD-SPD0000172-006 Integrated Security and Surveillance Products and Services: for use by the Department of Facilities Management (FM). Consists of purchasing from the competitively let SWC No. 99999-SPD-SPD0000172-006 to purchase indoor and outdoor cameras with sensors for the video surveillance security system. Awarded to Convergint Technologies, LLC. Amount Not To Exceed $146,741.40.

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 2/26/2026. The motion carried by the following vote:

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

Police Services (PS)

2026-0415 Commission District(s): All Commission Districts
Addition to Fleet- Police Services (PS)

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 2/26/2026. The motion carried by the following vote:

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

-information provided by Chief Padrick
-Question LB: were we given deadline for the fleet vehicles?
-response provided by Director Gordon - Public Works
-Question TT: how long will it take the vehicles to be delivered and outfitted?
-response provided by Director Gordon and Chief Padrick

Previously Heard Agenda Items:

Board of Commissioners - District 1

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 Mereda Davis Johnson, seconded by Chakira Johnson, that this agenda item be Recommended for deferral to the Board of Commissioners, due back on 2/26/2026. The motion carried by the following vote:

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

-information provided by Marcus Allen - BOC Central Staff
-comments provided by Commissioner Patrick
-comments provided by Commissioner Davis Johnson
-comments provided by Commissioner Johnson
-comments provided by Commissioner Terry
-Question TT: is what the State is considering at the misdemeanor level?
-response provided by Mr. Allen
-comments provided by Commissioner Terry regarding section 22-69(3)(c)
Question TT: what does the Administration need from a budgetary standpoint to enforce this ordinance?
-comments provided by Commissioner Terry regarding a proposed restorative justice model to provide a diversion program to assist others in becoming a legitimate scrap tire hauler
-comments provided by Dr. Bolton

-MDJ: motion to defer to April 28th BOC meeting with a prior stop in ERPS on April 21st

Board of Commissioners - Super District 7

2026-0218 Commission District(s): All Commission Districts
To establish regulatory oversight of blasting operations in DeKalb County through the adoption of a Control Blasting and Safety Ordinance; to promote public safety, environmental protection, and community stability; and for other purposes.
MOTION was made by Mereda Davis Johnson, seconded by Chakira Johnson, that this agenda item be Recommended for deferral to the Board of Commissioners, due back on 2/26/2026. The motion carried by the following vote:

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

-information provided by Commissioner Bolton, regarding forthcoming information from the State and Risk Management
-MDJ: motion to defer 30 days

III. DISCUSSION

Proposed FY26 Budget Discussion

-information provided by OMB Director Sigler
-Question LB: is the Administration discouraging CIP requests?
-response provided by Director Sigler
-Question MDJ: for DEMA there was a 45% increase and for Fire-General there was a 58% increase. Could you explain the reasons for those increases?
-responses provided by Director Sigler
-Question CJ: for Police will we continue to see the cost allocation decrease as time goes on?
-responses provided by Director Sigler
Question LB: could you explain more about the Contributions - Fire Fund decrease?
-responses provided by Director Sigler
-Commissioner Bolton requests a larger breakdown of departmental budgets from last year to FY26.
-Question TT: for the Police Fund, are we still in the posture of funding all the vacant positions in the Police Fund this year?
-responses provided by Director Sigler
-Question TT: what was the DEMA increase for?
-responses provided by Director Sigler
-Question TT: how are we doing on E-911 response times?
-responses provided by Director Swain
-Question LB: did you all have any significant budget requests?
-C Swain: nothing significant

County Pension Discussion

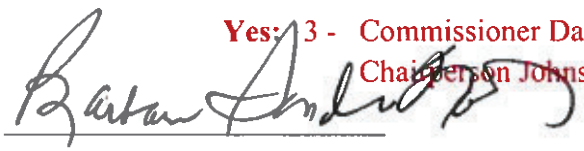
-presentation provided by Ed Wall - Segal
-Question LB: what impact would it be to get rid of the defined contribution?
-response provided by Mr. Wall
-Question CJ: I would like to see what the costs would be if we were to go to a 6% and a 9% contribution for the 401a Group 3 participants.
-response provided by Mr. Wall
-Question LB: If we were to get rid of the 3% defined contribution, do you think that may deter people from wanting to come or stay in DeKalb?
-Question LB: will employees be phased in for is this to move all 4000+ employees from group 3 to group 2?
-response provided by Mr. Wall
-additional information provided by Director Sigler
-comments provided by Commissioner Johnson regarding the options provided
-Question CJ: did the County do a COLA last year for 2% retirees?
-L Jacobs: you did in 2024
-Question LB: would the 3% defined contribution impact the 6% for Public Safety?
-response provided by Mr. Wall
-comments provided by COO Williams regarding fiscal impact analysis on the different scenarios
-Question CJ: when do you think you might be able to have that financial impact?
-Z Williams: if you could give us 30 days; going to midyear gets us to a better understanding of where the economy might be
-Commissioner Terry requested a rubric from Mr. Wall that explains the changes in more detail; a table of each option/scenario for comparison. Could you run the numbers for just doing Public Safety, Police, Fire, E911? I just want to understand the Public Safety impact.
-Commissioner Terry requests - could you run the numbers for just Public Safety departments - Police, Fire, E911? Also could you explain would this be an opt-in option or required? In terms of the vesting period, what would be the impacts if you extended the time period to vest?
-additional comments provided by Commissioner Terry regarding a possible built-in automatic COLA formula that would be a built-in employee contribution
-LB: requests a breakdown proposed by Commissioner Terry
-Question LB: earlier last year did we do the numbers for Public Safety?
-response provided by Ed Wall

-CJ: motion to approve recommendation to move forward on approximately $64,000 annual cost for the line of duty death benefit, retroactive as of January 1, 2025
Second LB
Vote: yes 2-0 (MDJ abstains)

Meeting Ended At: 3:59pm

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