DeKalb County Government

178 Sams Street
Decatur, GA 30030

Minutes - Draft

ERPS-Employee Relations & Public Safety Committee

Commissioner LaDena Bolton (Chairperson)

Commissioner Nicole Massiah

Commissioner Mereda Davis Johnson

Tuesday, June 2, 2026	2:15 PM	178 Sams Street, Decatur, GA 30030 (Multipurpose Room A1201)

Meeting Started At: 2:31pm

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

Present 2 - Commissioner Mereda Davis Johnson, and Commissioner LaDena Bolton

Absent 1 - Commissioner Nicole Massiah

I. MINUTES

2026-0990 Commission District(s): All
Minutes for the May 21, 2026 Employee Relations and Public Safety Committee Meeting
MOTION was made by Mereda Davis Johnson, seconded by LaDena Bolton, that this agenda item be Approved. The motion carried by the following vote:

Yes: 2 - Commissioner Davis Johnson, and Commissioner Bolton

Absent: 1 - Commissioner Massiah

II. AGENDA ITEM

Previously Heard Agenda Items:

Fire Rescue (FR)

2026-0903 Commission District(s): Commission Districts 4,5,6, & 7
Fire Stations 16 & 27 Street Lighting Lease Agreement
MOTION was made by Mereda Davis Johnson, seconded by LaDena Bolton, that this agenda item be Recommended for approval. to the Board of Commissioners, due back on 6/9/2026. The motion carried by the following vote:

Yes: 2 - Commissioner Davis Johnson, and Commissioner Bolton

Absent: 1 - Commissioner Massiah

-information provided by Assistant Chief Welch
-Question TT: I sent an email to the Administration on whether the metering of our own lights be a better cost savings than the Georgia Power lighting agreement. Is there any update on means in our toolbox to deal with streetlights?
-response provided by Chris Kingsbury, SPLOST manager

2026-0687 Commission District(s): ALL
CO - Change Order No. 4 to Contract No. 1210840 Inspection, Care, Maintenance and Cleaning of Personal Protective Equipment (Multiyear). For use by the Department of Fire Rescue (FR), to obtain inspection, care, maintenance and cleaning of personal protective equipment (PPE). Ratifying term increase and an increase in contract funds and term through October 27, 2026. Awarded to North America Fire Equipment Company, Inc. (NAFECO). Amount Not To Exceed: $75,000.00.
MOTION was made by Mereda Davis Johnson, seconded by LaDena Bolton, that this agenda item be Recommended for approval. to the Board of Commissioners, due back on 6/9/2026. The motion carried by the following vote:

Yes: 2 - Commissioner Davis Johnson, and Commissioner Bolton

Absent: 1 - Commissioner Massiah

-information provided by Assistant Chief Welch

2026-0303 Commission District(s): ALL
CO - Change Order No. 1 to Contract No. 2000432 Self-Contained Breathing Apparatus (SCBA) Purchase, Repair, & Maintenance (Annual Contract with 4 Options To Renew): for use by the Department of Fire Rescue Services (FR). This contract consists of the purchase, repair, maintenance, and management of the County's SCBA equipment. This request seeks to ratify a previously provided contract term increase. This request also seeks to increase the contract funds and term through October 30, 2026. Awarded to: MES Service Company, LLC. Amount Not To Exceed: $80,000.00.
MOTION was made by Mereda Davis Johnson, seconded by LaDena Bolton, that this agenda item be Recommended for approval. to the Board of Commissioners, due back on 6/9/2026. The motion carried by the following vote:

Yes: 2 - Commissioner Davis Johnson, and Commissioner Bolton

Absent: 1 - Commissioner Massiah

-information provided by Assistant Chief Welch

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
This agenda item was Recommended holding in committee to the Board of Commissioners due back on 6/9/2026 .

-agenda item not discussed

Board of Commissioners - District 2

2026-0596 Commission District(s): All Commission Districts
An Ordinance to Regulate the Restraint and Transportation of Animals and for other Purposes.
MOTION was made by Mereda Davis Johnson, seconded by LaDena Bolton, that this agenda item be Recommended for deferral to the Board of Commissioners, due back on 6/9/2026. The motion carried by the following vote:

Yes: 2 - Commissioner Davis Johnson, and Commissioner Bolton

Absent: 1 - Commissioner Massiah

-information provided by Commissioner Long Spears regarding the ordinance proposal
-presentation provided by Sonali Saindane, DeKalb Animal Advisory Board chair
-information provided by Peggy McCarthy - GA Pet Coalition, regarding public safety considerations
-comments provided by Commissioner Long Spears regarding the tenants of the proposal
-comments provided by Lisa Milot, Director of Animal Welfare Public Safety Division - State of Vermont
-Question MDJ: Director Fullum, have you had a chance to review this ordinance?
-response provided by Director Fullum - Public Safety, & Director Wallen - Animal Enforcement
-Question MDJ: would the department be the one to determine how many hours the dog is being tethered?
-response provided by Commissioner Long Spears
-Question MDJ: how are dogs contained within their homes so that they do not present a danger to the public at large?
-response provided by Director Wallen
-Question LB: could you share the redlined versions so that the commissioners can see what the changes are?
-response provided by Commissioner Long Spears
-Commissioner Long Spears would like to add a few definitions to the ordinance; other comments on 'direct control' of the animal; enclosure language
-comments provided by Commissioner Patrick
-Question TT: in section 4, is there something in the ordinance about an unattended animal in an unattended vehicle?
-response provided by Director Wallen
-comments provided by Commissioner Bolton regarding unintended consequences for potential unhoused individuals; comments regarding enclosures and financial impediments to meeting the enclosure requirements

Board of Commissioners - Super District 6

2026-0769 Commission District(s): All Commission Districts
A Resolution Requesting the Administration to Establish Independent Civilian Oversight and Auditing For DeKalb County's Digital Shield Initiatives and Surveillance Infrastructure
This agenda item was Recommended holding in committee to the Board of Commissioners due back on 6/9/2026 .

-agenda item not discussed
-recommended holding in committee

New Agenda Items:

Medical Examiner

2026-0929 Commission District(s): All Districts
Acceptance of Grant Funds in the amount of $44,840 from the Centers for Disease Control (CDC), through the Georgia Department of Public Health (GA-DPH) for the DeKalb County Medical Examiner's Office (DCMEO)

Finance

2026-0941 Commission District(s): All
Home Rule Ordinance to amend the Pension Code of DeKalb County, Georgia, 1962 Ga. Laws 3088, as amended, to add a death benefit for beneficiaries of certain plan participants who die in the line of duty as officers, employees or deputies of DeKalb County on or after September 1, 2026, and to provide for compliance with certain updates to federal tax law.
MOTION was made by Mereda Davis Johnson, seconded by LaDena Bolton, that this agenda item be Recommended for approval. to the Board of Commissioners, due back on 6/9/2026. The motion carried by the following vote:

Yes: 2 - Commissioner Davis Johnson, and Commissioner Bolton

Absent: 1 - Commissioner Massiah

-information provided by Director Jacobs
-Question LB: for the families that experienced the death of officers last year, will they be included since it is retroactive?
-response provided by Director Jacobs regarding impediments due to the gratuities clause
-discussion amongst the committee and Administration regarding the previous discussion of pension death benefit in February 2026
-comments provided by Commissioner Terry
-comments provided by Commissioner Bolton regarding death benefit
-Commissioner Bolton requests Central Staff assist in identifying the date the discussion was previously in committee with Ed Wall

Public Safety

2026-0956 Commission District(s): All Commission Districts
To Amend the Previously Approved GY2023 Urban Area Security Initiative (UASI) Grant in Amounts Not to Exceed $382,606.81.

Police Services

2026-0957 Commission District(s): All Commission Districts
Acceptance of Federal Forfeiture Property - Police Services
This agenda item was Recommended holding in committee to the Board of Commissioners due back on 6/9/2026 .

-agenda item not discussed

2026-0823 Commission District(s): All
CA - Cooperative Agreement - Bus and other Transportation Vehicles Parts and Service (The Interlocal Purchasing System (TIPS) Contract 260205). For use by Police Services (PS) to obtain equipment installation service for vehicles. Awarded to Monster Customs LLC: Amount Not To Exceed: $156,000.00.
This agenda item was Recommended holding in committee to the Board of Commissioners due back on 6/9/2026 .

-agenda item not discussed

2026-0829 Commission District(s): All
CA - Cooperative Agreement for Technology Solutions, Products, & Services (The Interlocal Purchasing System (TIPS) Contract 230105). For use by Police Services (PS) to obtain 160 Toughbook's and docking stations for police vehicles. Awarded to ProLogicITS: Amount Not To Exceed: $636,000.00.
This agenda item was Recommended holding in committee to the Board of Commissioners due back on 6/9/2026 .

-agenda item not discussed

Police Services (PS) and Animal Enforcement Services (AES)

2026-0897 Commission District(s): All
CO - Change Order No. 4 to Contract No. 1349075 Cloud Solutions and Services (Statewide Contract (SWC) No. 99999-SPD-T20190814-0001). For use by Police Services (PS) and Animal Enforcement Services (AES) for OpenGov software supporting management of license and permitting functions. Seeking increase in contract funds and term through September 30, 2029. Awarded to Carahsoft Technology Corp.: Amount Not To Exceed $384,161.62.
This agenda item was Recommended holding in committee to the Board of Commissioners due back on 6/9/2026 .

-agenda item not discussed

E-911

2026-0898 Commission District(s): All
CO - Change Order No. 1 to Contract No. 2000023 DeKalb County E-911 Call Handling System. For use by E911 Communications (e911) to obtain Emergency Call Handling System. Seeking increase in contract scope and funds. Awarded to AT&T Enterprises, LLC: Amount Not To Exceed: $1,219,732.00.
This agenda item was Recommended holding in committee to the Board of Commissioners due back on 6/9/2026 .

-agenda item not discussed

III. DISCUSSION

Public Safety Pension Discussion

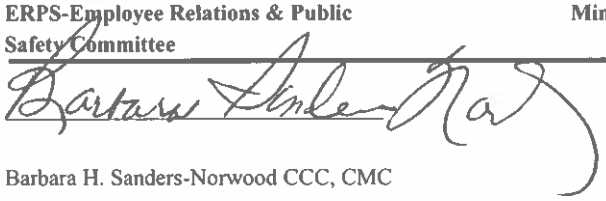
-presentation provided by Director Jacobs regarding the pension benefit for sworn police and firefighters hired after 1/1/2016
-Question LB: in our last discussion it was communicated that transitioning people in phases would be an administrative headache; the team came back and said it would be better to transition everyone, and the cost benefit is that it would be over$4M to transition all employees. Why not just stick with what was discussed before?
-response provided by Director Jacobs
-Question LB: was cost the deciding factor for just including Public Safety personnel?
-L Jacobs: it was cost
-Question LB: earlier this year there was a request for a millage rate increase; when we were discussing the budget we discussed a $155M housing strategy versus $8M per year to improve pension for our pension beneficiaries; the funds could potentially be there if that increase is voted upon - is that a consideration?
-response provided by COO Williams regarding fiscal impact methodology and the overall recruitment and retention strategy
-Question LB: so the millage rate increase will only cover what our current expenses are, not the additional projects that the Administration wanted included?
-Z Williams: the increase will cover the projects that were presented in the budget; additional comments provided by COO Williams
-comments provided by Commissioner Bolton
-comments provided by Commissioner Davis Johnson
-Commissioner Terry requests that when the agenda item for this request is brought to the BOC, that the next stage be brought forward; so that employees know that when the public safety agenda item is brought forward, the item to include all employees in group 3 would be next perhaps the following year
-comments provided by Commissioner Patrick
-comments provided by Commissioner Davis Johnson
-discussion of the timeline for the death benefit and the enhanced pension benefit for Police and Fire

Meeting Ended At: 4:05pm

MOTION was made by Mereda Davis Johnson, seconded by LaDena Bolton, that this agenda item be Adjourned meeting. The motion carried by the following vote:

Yes: 2 - Commissioner Davis Johnson, and Commissioner Bolton

Absent: 1 - Commissioner Massiah



Barbara H. Sanders-Norwood CCC, CMC