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, September 22, 2026	2:15 PM	178 Sam's Street, Decatur, GA 30030 (Multipurpose Room A1201)

Meeting Started At: 2:19pm

Attendees: Commissioners Bolton, Davis Johnson, Long Spears

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

Absent 1 - Commissioner Nicole Massiah

I. MINUTES

2026-1357 Commission District(s): All
Minutes for the September 10, 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:

Board of Commissioners - District 2

2026-0728 Commission District(s): All Commission Districts
An Ordinance to Amend the Code of DeKalb County, Georgia, Chapter 5, to Regulate the Sale of Dogs, Cats and Rabbits in Pet Shops
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 9/29/2026. 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
-Commissioner Long Spears requests this item be deferred to the first business meeting in January
-comments and advisement provided by County Attorney Phillips

-MDJ: motion to defer to December 15th BOC meeting with a prior stop in the ERPS Committee

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 9/29/2026. 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
-MDJ: motion to defer to the October 13th BOC with a prior stop in ERPS on October 6th. At that time the committee will go through the redline

2026-1218 Commission District(s): All Commission Districts
An Ordinance to Amend the Code of DeKalb County, Georgia, Chapter 15- Licenses, Permits, and Miscellaneous Regulations, Article XV. Non-Discrimination
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 9/29/2026. The motion carried by the following vote:

Yes: 2 - Commissioner Davis Johnson, and Commissioner Bolton

Absent: 1 - Commissioner Massiah

-a substitute has been provided for this item
-MDJ: motion to defer to the October 13th BOC with a prior stop in ERPS on October 6th
-Commissioner Davis Johnson requests to be added as a co-sponsor on this legislation
-Commissioner Bolton requests from Commissioner Long Spears at the next ERPS meeting a redline of changes from the NDO passed in 2023 to the proposed changes in the current 2026 legislation

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
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 9/29/2026. The motion carried by the following vote:

Yes: 2 - Commissioner Davis Johnson, and Commissioner Bolton

Absent: 1 - Commissioner Massiah

-agenda item not discussed in committee
-MDJ: motion to defer to the October 13th BOC with a prior stop in ERPS on October 6th

III. DISCUSSION

Proposed Pension Changes - Police & Fire Rescue

-presentation provided by Director Jacobs
-Question MDJ: to County Attorney, do I have a conflict if this just deals with Police and Fire?
-response provided by County Attorney Phillips
-Question MLS: regarding pension plan enhancements, this is Police and Fire only, not other entities within Public Safety?
-response provided by Director Jacobs
-Question MLS: why was the date of March 1, 2027 chosen?
-response provided by Director Jacobs
-Question MLS: will you speak with the Budget director to ensure the funding is in the budget so that our Board can be assured that we have the funding?
-response provided by Director Jacobs
-Question MLS: will we need to do a budget amendment next year for it to be effective January 1, 2028?
-response provided by Director Jacobs
-Question LB: how many people are in tier 3 that will be impacted?
-response provided by Director Jacobs
-Commissioner Bolton requests Director Jacobs bring back how many employees are in tier 3 and how many will be transitioning to Tier 2 with this proposal
-Question LB: will this be an automatic opt-in or the choice to opt-in?
-response provided by Director Jacobs
-Question LB: if the majority does not choose to opt-in, how would that impact the County?
-response provided by Director Jacobs

Digital Shield Strategy Update

-presentation provided by Chief Padrick
-comments provided by Commissioner Davis Johnson
-comments provided by Commissioner Long Spears
-Question MLS: regarding drones, can you have them available within 60 seconds?
-response provided by Chief Padrick
-Question LB: please reiterate that the Digital Shield technology is not just cameras. Could you reiterate the other uses of the technology as well?
-response provided by Chief Padrick
-Question LB: how do you determine the location where these devices are used?
-response provided by Chief Padrick
-Question LB: regarding the 8 occasions of misuse, do we have a strict policy to address misuse or improper use?
-response provided by Chief Padrick
-comments provided by Commissioner Bolton
-Question LB: I would like to clarify the numbers provided in the presentation - within a month and a half 75 arrests were made, 41 stolen vehicles recovered, and over $775,000 in property was recovered?
-response provided by Chief Padrick
-Question LB: there's an investment in the technology but there's also an investment in the workforce; could you speak to that more?
-response provided by Chief Padrick
-Question LB: are our officers among the highest paid in the region?
-response provided by Chief Padrick
-Question MDJ: do all officers have access to this technology, or only a few?
-response provided by Chief Padrick
-Question MDJ: if any particular officer abused the system, you are able to identify that officer?
-response provided by Chief Padrick

DKPD Quarterly Update

-Q2 update provided by Chief Padrick
-comments provided by Commissioner Bolton
-Question MLS: regarding the crime trends slide, is the fatalities for all of unincorporated DeKalb and where we provide police services?
-response provided by Chief Padrick
-Question MLS: what's included in crimes against persons?
-response provided by Chief Padrick
-Question MLS: regarding clearance rates, explain that again please?
-response provided by Chief Padrick
-Question MLS: the street takeover issues, is this something that you're working with other jurisdictions in the area on?
-response provided by Chief Padrick
-Question MLS: the 12 municipalities wholly located in DeKalb and City of Atlanta, do you have consistent meetings with them?
-response provided by Chief Padrick
-Question MLS: how long have you been Chief again?
-response provided by Chief Padrick
-comments provided by Commissioner Bolton
-Question LB: how many officers would you need to be fully staffed?
-response provided by Chief Padrick
-Question LB: moving forward what would you say is your biggest priority?
-response provided by Chief Padrick

Meeting Ended At: 3:58pm

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