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, October 6, 2026	2:15 PM	178 Sam's Street, Decatur, GA 30030 (Multipurpose Room A1201)

Meeting Started At: 2:17pm

Attendees: Commissioners Bolton, Davis Johnson, Massiah, Terry, Long Spears (virtual)

Present 3 - Commissioner Mereda Davis Johnson, Commissioner LaDena Bolton, and Commissioner Nicole Massiah

I. MINUTES

2026-1410 Commission District(s): All
Minutes for the September 22, 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

Not Present: 1 - Commissioner Massiah

II. AGENDA ITEM

New Agenda Items:

Finance - Risk Management

2026-1327 Commission District(s): All Commission Districts
2027 Medicare Retiree Rates
MOTION was made by Nicole Massiah, seconded by LaDena Bolton, that this agenda item be Recommended for approval. to the Board of Commissioners, due back on 10/13/2026. The motion carried by the following vote:

Yes: 2 - Commissioner Bolton, and Commissioner Massiah

Abstain: 1 - Commissioner Davis Johnson

-information provided by Director Jacobs, Gallagher representatives
-Question NM: could you share the purpose of the increase?
-response provided by Gallagher representative
-Question NM: could you share where DeKalb County fares in comparison to other major metro counties?
-response provided by Director Jacobs
-Question LB: in the negotiations to reduce the rates, were there a loss of services as a result of the negotiation?
-response provided by Gallagher representative
-Question LB: how can we determine what our target contribution levels will be?
-response provided by Director Jacobs
-Question LB: when the retiree contribution cost share change from 70/30 to 60/40 was made 10+ years ago, was that related to the COLA that was provided for retirees?
-response provided by Director Jacobs
-Question NM: do you recall what savings there were to add to the County during that change?
-response provided by Director Jacobs

Police Services (PS)

2026-1384 Commission District(s): All Commission Districts
To Approve the Use of SPLOST I Funding for Preliminary Design and Cost Feasibility Services for a Proposed Police Special Operations/Evidence Storage Facility in an Amount Not to Exceed $150,000.00.
MOTION was made by Mereda Davis Johnson, seconded by Nicole Massiah, that this agenda item be Recommended for approval. to the Board of Commissioners, due back on 10/13/2026. The motion carried by the following vote:

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

-information provided by SPLOST manager Chris Kingsbury, Chief Padrick, Director Fullum
-Question MDJ: is this related to the helipad at Bobby Burgess?
-response provided by Mr. Kingsbury

Marshal's Office, Police Services (PS) and Animal Enforcement Services (AES)

2026-1310 Commission District(s): All
CO - Change Order No. 6 to Contract No. 1257650 BodyWorn™ Body Camera System (Multi-Year)(Sole Source). For use by the Marshal's Office, Police Services (PS) and Animal Enforcement Services (AES) to obtain BodyWorn™ Comprehensive Camera Systems and supporting hardware and software accessories. Seeking increase in contract funds for as needed Riot reinstallations and garment modifications. Awarded to Utility Associates, Inc.: Amount Not To Exceed: $91,148.00.
MOTION was made by Mereda Davis Johnson, seconded by Nicole Massiah, that this agenda item be Recommended for approval. to the Board of Commissioners, due back on 10/13/2026. The motion carried by the following vote:

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

-information provided by Chief Padrick

Human Resources & Merit System (HRMS)

2026-1426 Commission District(s): N/A
Bright Futures Leadership Development Program (Purchasing Policy Exemption): Renewal with Columbus State University Leadership Institute. Amount not to exceed $300K
MOTION was made by Nicole Massiah, seconded by Mereda Davis Johnson, that this agenda item be Recommended for approval. to the Board of Commissioners, due back on 10/13/2026. The motion carried by the following vote:

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

-information provided by Director Haynes

Police Services (PS) and E911 Communications (E911)

2026-1336 Commission District(s): All
SWC - Statewide Contract (SWC) No. 99999-001-SPD0000220-0005, Public Safety Technologies, Equipment, and Services. For use by the Departments of Police Services (PS) E911 Communications (E911) to obtain portable radios, batteries and associated accessories and to upgrade the public safety radio Simulcast System infrastructure. Awarded to Motorola Solutions Inc.: Amount Not To Exceed: $2,186,202.44.
MOTION was made by Nicole Massiah, seconded by Mereda Davis Johnson, that this agenda item be Recommended for approval. to the Board of Commissioners, due back on 10/13/2026. The motion carried by the following vote:

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

-information provided by Director Swain
-Question LB: do you have the capacity to move certain pieces of equipment to another location if necessary?
-response provided by Director Swain regarding a separate mobile precinct
-Question LB: is there a timeline for the contract?
-response provided by Director Swain
-Question NM: why use the East precinct for the backup location?
-response provided by Director Swain
-Question NM: will having a backup crime center help to avoid what happened in the City of Atlanta recently?
-response provided by Director Swain
-Question TT: regarding the letter from Motorola, are they still on the original quote?
-response provided by Director Swain

Previously Heard Agenda Items:

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 Nicole Massiah, that this agenda item be Recommended for deferral to the Board of Commissioners, due back on 10/13/2026. The motion carried by the following vote:

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

-an updated redline version of this legislation has been presented for the committee meeting
-information provided by Commissioner Long Spears
-County Attorney Phillips discussed the detailed proposed redline amendments in the ordinance
-Question LB: would this relate to the unhoused visiting facilities that may not permit animals to be within the facility, What was the response to ensure those who are unhoused are not penalized?
-response provided by Commissioner Long Spears
-Commissioner Bolton requests language be included that considers the unhoused and a potential exception that would be inclusive of the unhoused so that they would not be penalized; for example a time period exception so that the unhoused may receive services and not be penalized for not having any other options
-discussion amongst Commissioners Bolton and Spears regarding the potential inclusion of additional language that considered persons who are unhoused
-comments provided by County Attorney Phillips to work offline with commissioners on this language; discussion of potential additional amendments to this legislation
-comments provided by Commissioner Massiah

-MDJ: motion to defer to next ERPS Committee meeting

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
This agenda item was Recommended holding in committee to the Board of Commissioners due back on 10/13/2026 .

-agenda item not discussed due to time

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 10/13/2026 .

-agenda item not discussed due to time

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 Nicole Massiah, that this agenda item be Recommended for approval upon receipt of additional information to the Board of Commissioners, due back on 10/13/2026. The motion carried by the following vote:

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

-an updated redline version of this legislation has been presented for the committee meeting
-information provided by Attorney Welch
-comments provided by Commissioner Bolton regarding resident concerns that are addressed in the legislation

-MDJ: motion to approve the substitute

III. DISCUSSION

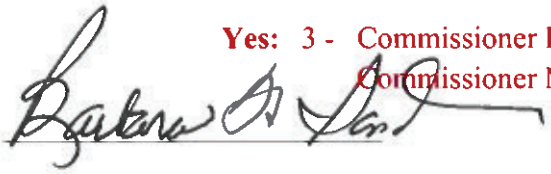
Operational Assessment Update - ERPS Depts

-information provided by Alexis Mathis, Management Consultant at Momentum Firm
-LB: while this was slated for August and we are in October, I do see there are agenda items that build upon the items you are reporting on for your presentation
-comments provided by Ms. Mathis regarding related upcoming requests
-comments provided by Commissioner Davis Johnson
-Question LB: can you elaborate on what 'under review' means for those recommendations?
-response provided by Ms. Mathis
-Question LB: what are we doing to address the heavy lift items to ensure they don't fall through the gaps?
-response provided by COO Williams
-Question TT: regarding DEMA's request for an emergency center, will that be similar to the E-911 real time crime center?
-response provided by COO Williams
-Question TT: do we need to have funding that consider peak load shifts for E-911?
-response provided by COO Williams
-Question TT: regarding the County's tuition reimbursement, is that the standard amount each year and is that pertaining to each department individually?
-response provided by Director Haynes of Human Resources

Meeting Ended At: 3:49pm

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

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



Barbara H. Sanders-Norwood CCC, CMC