



DeKalb County Government

178 Sams Street
Decatur, GA 30030

Minutes - Draft

ERPS-Employee Relations & Public Safety Committee

Commissioner Ted Terry (Chair)
Commissioner Mereda Davis Johnson
Commissioner Michelle Long Spears

Friday, November 8, 2024

10:30 AM

Meeting Started At: 10:33 AM

Attendance: Commissioners Terry, Davis Johnson, Long-Spears

Present 3 - Commissioner Ted Terry, Commissioner Mereda Davis Johnson,
and Commissioner Michelle Long Spears

I. MINUTES

2024-1331 Commission District(s): All
Minutes for the October 15, 2024, Employee Relations, and Public
Safety Committee Meeting
**MOTION was made by Michelle Long Spears, seconded by
Mereda Davis Johnson, that this agenda item be approved. The
motion carried by the following vote:**

**Yes: 3 - Commissioner Terry, Commissioner Davis Johnson, and
Commissioner Long Spears**

II. AGENDA ITEM

New Agenda Items:

Police Services

[2024-1296](#) Commission District(s): All Commission Districts
FY 2025 Metro Atlanta Multi-Jurisdictional DUI Task Force
(HEAT) Grant, \$149,468.80.
**MOTION was made by Michelle Long Spears, seconded by
Mereda Davis Johnson, that this agenda item be recommended
for approval. to the Board of Commissioners, due back on
11/12/2024. The motion carried by the following vote:**

**Yes: 3 - Commissioner Terry, Commissioner Davis Johnson, and
Commissioner Long Spears**

-information provided by Chief Ramos

Previously Heard Agenda Items:

Board of Commissioners - District 1

[2024-1233](#) Commission District(s): All Districts
A Resolution Asking for The DeKalb County Police Department to
Develop a Diversion Policy Regarding Unhoused Individuals that
Considers Other Options to Arresting and Jailing Them.
**MOTION was made by Mereda Davis Johnson, seconded by
Michelle Long Spears, that this agenda item be recommended
for deferral to the Board of Commissioners, due back on
11/12/2024. The motion carried by the following vote:**

**Yes: 3 - Commissioner Terry, Commissioner Davis Johnson, and
Commissioner Long Spears**

-information provided by Chief Ramos, COO Williams

-comments provided by Commissioner Long Spears

*-TT: As we work with the sponsor of this item we will have a conversation on whether this is directly related to the Police
Department or if this could be a different program that would be more appropriate to the PECS meeting. Let's defer this to
the next Board of Commissioners meeting, and by that time we can determine if we want to keep it in ERPS or move to PECS
to discuss more fully*

*-MDJ: it was my understanding that the Police Department does not do this type of work, so I would assume it should move to
PECS*

-MDJ: motion to defer to the November 12th BOC meeting, with a deferral to the PECS Committee

Board of Commissioners - District 6

2023-0558

Commission District(s): All Commission Districts

A Resolution Requesting a Study Regarding the Possibility of Establishing a Police Civilian Review Board in DeKalb County.

MOTION was made by Michelle Long Spears, seconded by Ted Terry, that this agenda item be recommended for deferral to the Board of Commissioners, due back on 11/12/2024. The motion carried by the following vote:

Yes: 3 - Commissioner Terry, Commissioner Davis Johnson, and Commissioner Long Spears

-presentation documents provided by Central Staff

-information provided by Commissioner Terry regarding most recent substitute provided

-comments provided by Chief Ramos regarding review of surveillance video

-information provided by COO Williams regarding surveillance cameras present in the County

-TT: I would argue that we should have a civilian advisory board as we have for other departments within the County; a police civilian advisory board would be an opportunity to have a more thoughtful and ongoing year-round conversation with the public to increase civilian trust and transparency

-comments provided by Commissioner Davis Johnson

-MLS: motion to defer 30 days (December 10th BOC, stop in ERPS December 3rd)

III. DISCUSSION

2025 Medicare Retiree Health Renewals

-information provided by Director Larry Jacobs - Finance Risk Management

-Question MLS: this would be a 7% increase? The cost impact would be over \$7 million? So this would be up over \$500,000 from when it was last approved?

-L Jacobs: that's correct; additional comments provided by Director Jacobs

-L Jacobs: we are hoping for a passage by the Board on November 19th

-Z Williams: we'll present this to the Board on November 12th and have a vote by the full Board on November 19th

-comments provided by Dionne McKenzie on the logistics of the item for the Board's agenda

-TT: so the Administration will walk this on the November 12th BOC meeting

Pension Board Re-Appointment Discussion

-re-appointment documents provided by Central Staff

-TT: I will introduce these 2 items on the next available agenda and we will plan to hear them in the ERPS committee at the next available opportunity; we will walk it on November 12th and have them in the ERPS Committee at the next opportunity

-Commissioner Terry requests Central Staff reach out to the re-appointee candidates to invite them to the next ERPS for an interview

Commission on Accreditation for Law Enforcement Agencies (CALEA) Requirements Review

- presentation provided by Chief Ramos, Sgt. Tiffany Cribbs - accreditations manager
- comments provided by Commissioner Davis Johnson
- Question MLS: What is the annual fee for CALEA and the GCAP State certification? Is it a barrier to entry? I'm trying to understand why it's less than 6% of the State that are certified by both.
- response provided by Sergeant Cribbs
- Question TT: Could the Board of Commissioners and public review a copy of the CALEA reports?
- response provided by Chief Ramos
- Question TT: Are previous years of accreditation reports available?
- Chief Ramos: I am not sure if those are available; we do not have access to the database for reports. Additional comments provided by Chief Ramos
- Question TT: is it important for the policy makers and civilians that we serve to understand what CALEA means, the things we do right and share those things?
- response provided by Chief Ramos regarding sharing information with the public after the next certification period in March
- comments provided by Commissioner Terry regarding the importance of transparency and accountability
- Question TT: How do the CALEA assessors determine who are the Community Faith Leaders?
- Sgt. Cribbs: We reached out to people that we knew were involved in the community that we have interacted with in the department to participate in the civilian panels; additional comments provided by Sgt. Cribbs
- Question TT: are those chosen on the panel a true representation of the community?
- comments provided by Chief Ramos
- Question MDJ: how long has CALEA been in existence? They are still an independent organization?
- Sgt. Cribbs: since the 1980's, and yes ma'am
- MDJ: I believe they would be the experts that know how to run this program
- comments provided by Chief Ramos
- Question TT: how do we see the portal results from a commissioner perspective?
- Chief Ramos: no one but myself and the accreditations manager have access to the portal; CALEA determines who can review and when the reports are available
- Question TT: what is the issue with having the CALEA report discussed in the ERPS Committee, perhaps on an annual basis?
- Ramos: there is no problem with that; when the report is available we can share it
- comments provided by Commissioner Long Spears
- Question MLS: every 4 years an on-site assessment is conducted, when is that?
- Sgt. Cribbs: we just had one 2 weeks ago
- additional comments provided by Chief Ramos regarding the board's review process in March 2025 as a result of the on site assessment in October 2024
- Commissioner Long Spears suggested a special called ERPS meeting to discuss the latest CALEA report in 2025 once available
- Question TT: have you all discussed having a citizen advisory board?
- response provided by Chief Ramos regarding a review board that was previously formed in the past; additional information provided regarding town halls and community meetings organized by the Police Department
- Commissioner Terry requests a copy of the report and a review of the recommendations or findings.

County Wrecker Service Fees

-comments provided by COO Williams regarding an upcoming agenda item that will be before the BOC before the end of 2024 to propose an increase in rates

Alternative Police Response Discussion

-information provided by Chief Ramos regarding her listed concerns with hiring officers from an outside entity

-TT: I would love to hear your proposal on how to incorporate retired DeKalb officers who are receiving a pension take part in accident reviews

-Question TT: COO Williams when will the pension financial analysis by Segal be presented by the Administration once the analysis is complete?

-response provided by COO Williams

-TT: Central Staff let's bring the pension financial analysis by Segal back at the next ERPS meeting ; it would be good timing coming into next year's budget so that we understand the financial implications

-Question TT: where are we with the 4 day work week study; will we receive a presentation on that?

-Z Williams: we will be prepared to present at the next ERPS

-TT: Central Staff please bring the four day work week study back at the next ERPS

Meeting Ended At: 11:48 AM

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

Yes: 2 - Commissioner Terry, and Commissioner Davis Johnson

Not Present: 1 - Commissioner Long Spears

Barbara H. Sanders-Norwood CCC, CMC