



DeKalb County Government

Manuel J. Maloof Center
1300 Commerce Drive
Decatur, Georgia 30030

Minutes

ERPS-Employee Relations & Public Safety Committee

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

Tuesday, September 17, 2024

2:15 PM

Manuel J. Maloof Auditorium

Meeting Started At:2:17 PM

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

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

I. MINUTES

2024-1118 Commission District(s): All
Minutes for the August 29, 2024, Special Called, Employee
Relations, and Public Safety Committee Meeting
**MOTION was made by Mereda Davis Johnson, seconded by
Michelle Long Spears, 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

Previously Heard Items

Police Services

[2024-0233](#)

Commission District(s): ALL

RFP - Request for Proposals No. 23-500649 Uniformed Security Guard Services (Multiyear Contract): for use by the Department of Police Services (PS) to be utilized by all County departments. Consists of providing armed and/or unarmed security guard services at various County facilities. Recommend award to the highest scoring proposer: Pinnacle Security Inc. dba Paradigm Security Services. Amount Not To Exceed: \$29,483,805.10

MOTION was made by Mereda Davis Johnson, seconded by Michelle Long Spears, that this agenda item be recommended for approval upon receipt of additional information to the Board of Commissioners, due back on 9/24/2024. The motion carried by the following vote:

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

Information provided by COO Williams

COO: this item will have a substitute created. We would like to move forward with the reduced amount

Question RP: what is the minimum salary for this contract?

COO: \$16/hour for unarmed and \$18/hour for armed personnel

Question TT: is there any indication that the wages have inflationary adjustments?

COO: I believe right now they are fixed rates. In the past we have negotiated pay with a cost to the County Question TT: does this include benefits?

COO: I can get you than information

Question TT: what can we do to ensure pay equity and increases that keep up with inflation?

COO: these are 1099 employees, what we can do is evaluate for years 2 and 3.

Question TT: can we keep the new amount not to exceed but keep that difference in place for salary adjustments

COO: we can include a contingency for future employee wages.

-MDJ: motion to approve pending additional information (Substitute)

Board of Commissioners - Super 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 Ted Terry, seconded by Mereda Davis Johnson, that this agenda item be recommended for deferral to the Board of Commissioners, due back on 9/24/2024. The motion carried by the following vote:

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

Information provided by Shannon McGraw, BOC Central Staff

Information provided by County Attorney, Viviane Ernstes

TT: I'm not looking for action today, I'd request deferment to be able to review and meet one on one to go over any questions or concerns of the most recent draft.

Question MDJ: why deferral to ask a consultant to look into a need? Did central staff look into if the two boards here in Georgia were created proactively or reactively?

SM: I would need to connect with City of Atlanta to determine. but Athens-Clarke's was developed after an event that occurred during the pandemic that sparked the governing authority's interest in research and creation.

Question MDJ: my question still remains why defer it?

Question MLS: I am open to a deferral to review. My question is instead of diving into this we commit to a one time audit of police to determine if there are any findings that warrant a need for review board, however if not then we just conclude the item and move forward. I am concerned, based on conversations I've had it would disrupt moral in the police force.

Question RP: was there any conversations with other jurisdictions to see if there could be comparisons with other municipality forces in DeKalb County?

Ernstes: there have been no discussions. I would be difficult legally for the County to try and include the city's police departments. We can have those discussions but I do not think they would be fruitful.

Comments provided by Commissioner Patrick

Question MLS: I still have questions if we move forward, how would it be populated, how would staff and members be trained, what is the oversight specifically. I am in favor of deferral of the item to continue to review and have discussions.

TT: One point of coconscious sounds like we all have is taking stock of our current resources, Internal affairs does internal reviews. if the administration is willing to come back with a response on a one time audit of internal affairs over a certain period of time to determine if there are issues that would or could have benefited from a review board. I'm not sure on the details of how it would happen, if there is a specific process or something OIIA could do. My opinion I think we should be proactive and get ahead of anything that could happen in the future.

MLS: I would like to hear Chief Ramos' opinion about doing a time framed audit and if we have had any flags in the past.

MDJ: I think that the GBI also has power to investigate officer involved incidences. Can director Lumpkin and speak to the investigation process. Second, I would prefer a consultant that does this time of work, that we could select to give recommendations than an auditor, especially one that is in the department that may or may not be familiar or know history or rules or regulations. I would like to see an agency rather than an audit give recommendations.

Lumpkin: GBI typically investigates criminal matters although it can investigate matters at the Governor's request. Typically they do not investigate administrative matters. Internal review boards across the country have different powers and structures and depending on those will spend its time accordingly.

Question MLS: does GBI do audits; could we call them and ask them to come in and review cases?

Lumpkin: probably not. Additional Context provided.

Question RP: Are DeKalb County police CALEA certified?

Lumpkin: yes, we are state certified and CALEA accredited

Question RP: What do we have to be in compliance with to receive accreditation? Does it get into

administrative policies that a review board might as well?

Lumpkin: there are state policies and certifications you must satisfy on each investigation or behavioral performances. There are many more CALEA you have to adhere to.

Question RP: Do we know if the other two jurisdictions that have review boards, are they CALEA accredited?

Lumpkin: there is a list of state and CALEA certifications we can provided.

Question MLS: can you define the acronym CALEA for me?

Lumpkin: Commission on Accreditation for Law Enforcement Agencies

COO: I think having a conversation on what the process if on accreditation may be informative. It may well be if we can articulate what we currently do may broaden the perspective. I don't know if we've talked before about what are the safety and accountability measures that are currently in place that happen could be a good starting point

MLS: I agree

Question MDJ: what happens if you are not certified under CALEA?

Lumpkin: there's not requirements to state or nationally certified.

MDJ: since it is deferred 30 days; at the next ERPS meeting can we discuss what is covered under CALEA certification.

-TT: motion to defer 30 days

New Agenda Items

Police Services

[2024-0433](#)

Commission District(s): ALL

SS - Flock Safety LPR Camera System (Multiyear Contract): for use by Police Services (PS). Consists of the purchase, installation and service of seventy-five (75) Flock Safety LPR Cameras (Phase 5) for an initial twenty-four (24) months with an automatic renewal for twenty-four (24) months. Awarded to Flock Group, Inc. Amount Not To Exceed: \$498,750.00.

MOTION was made by Mereda Davis Johnson, seconded by Michelle Long Spears, that this agenda item be recommended for approval. to the Board of Commissioners, due back on 9/24/2024. The motion carried by the following vote:

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

Information provided by Chief Ramos, Police Services

Question TT: the item gives the approval for evaluation of locations?

Ramos: they have reviewed the sites are waiting for the final contract to install

Question MDJ: what determines the locations?

Ramos: this is from the list provided last year. This is not different than that list. I can provide commissioners the exact locations per district, if you have any feedback or want to review.

MDJ: I'd like to see the big picture of cameras

Question MLS: these cameras here and ones you operate are unincorporated DeKalb, not cities?

Ramos: correct. We do have access to those but we do not operate them

MLS: I'd like to see that. If you place one on the boarder of a city, who manages that, can the municipality and DeKalb utilize it?

Ramos: we do share access with municipalities

Question TT: what is flocks role with police?

Ramos: I can look at any camera I have access too, as long as a municipality have given Flock and us permission to view it we can utilize the camera. We provide the same access.

Question TT: if there is a wanted vehicle you can monitor in real time?

Ramos: if the vehicle is marked stolen and goes through your system it will notify detection.

Question MDJ: is there any cost sharing with municipalities ?

Ramos: no, if they want to install cameras within their limits they taken on the cost burden. I will provide a list of locations for all cameras by district. I could not get that in time for this meeting.

Question RP: does Flock do active recording?

Ramos: it gives up a snapshot it's not a live feed.

-MDJ: motion to approve

2024-0922

Commission District(s): ALL

CO - Change Order No. 2 to Contract No. 1275787 Records Management System (RMS) Software Maintenance and Support (Multiyear) (Sole Source): for use by Police Services (PS). This contract consists of providing maintenance and support of proprietary software packages used by public safety for records management and field-based reporting. This request seeks additional funding to implement an interface from Citizen Online Reporting system (DORS) into the Inform RMS (Web RMS/NIBRS). Awarded to CentralSquare Technologies, LLC. Amount Not To Exceed: \$36,465.09.

MOTION was made by Mereda Davis Johnson, seconded by Michelle Long Spears, that this agenda item be recommended for approval. to the Board of Commissioners, due back on 9/24/2024. The motion carried by the following vote:

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

Information provided by Chief Ramos, Police Services

Question MDJ: how do you determined the accuracy?

Ramos: it would for things of civil matters but need for insurance purposes or other reasons. It is for documentation purposes. It is the same as if an officer was there, we only document what is reported to us.

Question TT: is there any education on how to use the system?

Ramos: yes, additional comments provided

Question MDJ: does this cover domestic violence complaints?

Ramos: domestic violence is very sanative, we probably would not have an option to report that. Maybe if one party is no longer on the scene but if both parties are there or its active we would want officers to respond

-MDJ: motion to approve

2024-1012

Commission District(s): All

RA - Ratification of Purchase Order No. 5002051 Technology Solutions, Products and Services (Omnia Partners Contract No. 01-145): for use by Police Services (PS). This request seeks to ratify an issued purchase order for citation printers, batteries, and accessories for installation in two hundred (200) new Police Tahoe units. Awarded to Howard Industries Inc., dba, Howard Technology Solutions. Amount Not To Exceed: \$157,200.00.

MOTION was made by Mereda Davis Johnson, seconded by Michelle Long Spears, that this agenda item be recommended for approval. to the Board of Commissioners, due back on 9/24/2024. The motion carried by the following vote:

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

Information provided by Chief Ramos, Police Services

Question MLS: have you documented the efficiencies of going from paper to electronic, is it saving officers time?

Ramos: it does save time, we've been doing this for years. The current printers need to be updated.

-MDJ: motion to approve

Emergency Management (DEMA)

[2024-0999](#) Commission District(s): ALL
CO - Change Order No. 3 to Contract No. 1263615 Information Technology Software (General Services Administration (GSA) Contract No. GS-35F-0253W): for use by DeKalb Emergency Management Agency (DEMA). This contract consists of purchasing off the competitively let GSA contract for the purchase of CodeRED Emergency Notification Solutions. This request is to increase the contract funds and term through November 30, 2025. Awarded to OnSolve, LLC. Amount Not To Exceed \$56,700.00.
MOTION was made by Mereda Davis Johnson, seconded by Michelle Long Spears, that this agenda item be recommended for approval. to the Board of Commissioners, due back on 9/24/2024. The motion carried by the following vote:

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

Information provided by Director Lumpkin, Public Safety

TT: COO Williams, can we ask DEMA to update commissioners on the number of users

-MDJ: motion to approve

[2024-1106](#) Commission District(s): All Commission Districts
Grant Acceptance - FY2023 Emergency Management Performance Grant (EMPG), \$50,000.00
MOTION was made by Mereda Davis Johnson, seconded by Michelle Long Spears, that this agenda item be recommended for approval. to the Board of Commissioners, due back on 9/24/2024. The motion carried by the following vote:

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

Information provided by COO Williams

TT: lets get the details of the grant emailed to commissioners before Tuesday's business meeting

-MDJ: motion to approve

III. STATUS UPDATE

Wrecker Fees

TT: Are we prepared to talk about this or do we need to hold?

COO Williams: I'd request we hold this for now. There are ongoing conversations and it may be best for us to bring back a proposal in the form of an agenda item in the next 30 days

TT: we will come back then.

IV. DISCUSSION

Video Surveillance

Presentation provided by Attorney Philips.

TT: Committee, I would request the law department work on amending our ordinance to comply with state law.

Information provided by Dan Baskerville, Dentons

Information provided by Tim Hardy, Code Compliance

Question TT: how many of the 212 inspected have been removed since they are gas stations?

Hardy: I don't have any exact number. Additional information provided.

TT: What id like to do is work with Code Compliance and police and map out gas stations where we know there are high crime hot spots so we have some data to provide to ACCG and legislature and know the impact.

TT: can I get a motion from Committee to ask the law department to draft an amendment to the video surveillance ordinance so it can be in compliance with state law.

MDJ: I'd like to review the state law, can we move that to the next meeting.

Phillips: we will get you a copy of the House bill and the proposed ordinance for your consideration this week.

Meeting Ended At: 3:32 PM

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

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

Barbara H. Sanders-Norwood CCC, CMC