



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

Thursday, June 27, 2024

2:15 PM

Special Called Meeting

Meeting Started At: 2:24 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

2024-0824 Commission District(s): All
Minutes for the June 20, 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. DISCUSSION

[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 7/9/2024. The motion carried by the following vote:

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

Information provided by Commissioner Terry

Review of previous discussion provided by Shannon McGraw, BOC Central Staff

Question MLS: what there any review of reboards in the US?

SM: we reviewed review boards in 'southern states'

Question MDJ: do we know the annual budget for Athens-clarke board?

SM: we do not and can provide.

Question MLS: of the 19 external cases are provided by citizens

Ramos: yes

Question TT: How many cases over 180 days?

Ramos: current I believe there is one involves with noncontact shooting that will require additional review

Question MLS: what is the most common violation

Ramos: body worn cameras violations or not writing reports in a timely manner. We do random audits of officers to ensure compliance

Question MLS: how is GBI alerted?

Ramos: Immediately. We do it through our 911 system and reach out and DKPD holds the scene until they arrive. Additional context provided.

Question MLS: are the reports open records?

Ramos: once it is completely closed.

Additional context provided by County Attorney Ernestes

Question MDJ: internal criminal and administrative review runs concurrently?

Ramos: yes. Administrative is a little deprioritized due to criminal matters.

Question TT: do you know when police started wearing body cams?

Reponses provided by COO Williams and Staff

Question TT: was there an event that initiated the policy change or was it proactively done?

COO: I believe it was proactive. Additional context provided.

Comments provided Commissioner Davis Johnson

Question TT: What is police view or feelings towards body cameras?

Ramos: I think a lot of people are hesitant at first but we always focus on it has a support for officers. We have had received complaints that footage did not support.

Comments provided Commissioner Terry

Comments provided by Commissioner Long Spears

Question MDJ: can you briefly describe your departments community outreach and what you understands triggers a citizens' review? Additional comments provided

Ramos: as it relates to community involvement; every precincts has 4 community events in a month. We have 4 precincts which means we have 16 events a month. We host town halls throughout the year to receive feedback from citizens. Question RP: does every city had different code of conducts or is it standardized?

Ramos: it is probably different. Additional comments provided.

Question RP: When was the last time amendments were made to DeKalb police policy?

Ramos: depends on what we are talking about; I know there have been some changes to internal affairs, we do reevaluate policies.

Question RP: do you have outside review of policies and procedures?

Ramos: we have not. We have assistant other entities in their reviews.

Comments provided County Attorney

Comments provided by Chief Ramos regarding CALEA certification

Comments provided by Commissioner Terry

Comments provided by Commissioner Davis Johnson

III. AGENDA ITEM

New Agenda Items

[2024-0683](#)

Commission District(s): ALL
CO - Change Order No. 8 to Contract No. 1010560 Computer Aided Dispatch (CAD) System (Multiyear): for use by the Departments of E-911 and Fire Rescue (FR). This contract consists of providing an enhanced CAD system for receiving and responding to the County's emergency 911 calls. This request seeks to add an interface from DeKalb CAD to AMR Imagetrend Record Management System and to add annual support costs for the Rapid SOS interface. Awarded to CentralSquare Technologies (TriTech Software Systems). Amount Not To Exceed: \$46,361.21.

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 7/9/2024. The motion carried by the following vote:

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

Information provided by Chief Fullum, Fire Rescue

-MLS: motion to approve

[2024-0732](#)

Commission District(s): All
CO - Change Order No. 2 to Contract No. 1239452 for Employee Assistance Program (Multiyear Contract): for use by the Department of Human Resources & Merit System (HRMS). This contract consists of psychological counseling for all County employees for both personal and work stress-related conditions and/or other issues. This request seeks to increase the contract funds and term through December 31, 2025. Awarded to Keystone Peer review Organization (KEPRO), LLC. Amount Not To Exceed: \$124,800.00.

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 7/9/2024. The motion carried by the following vote:

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

Information provided by Director Ramson, HR and Michelle Butler,

Purchasing Question TT: How do we advertise the services?

Response Provided by Director Ramson

Question MDJ: it expires December 2024?

Ramson: yes we want to be proactive to not lapse in services

Question MLS: can you expand on the term "per issue"

Response Provided by Director Ramson

Question MLS: and no cost of employees or household?

Ramson: that is correct

-MDJ: motion to approve substitute

Meeting Ended At:3:31 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