



DeKalb County Government

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

DRAFT Minutes

ERPS-Employee Relations & Public Safety Committee

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

Thursday, August 29, 2024

2:15 PM

Manuel J. Maloof Auditorium

Special Called Meeting

Meeting Started At: 2:52 pm

Attendees: Commissioners Terry, Davis Johnson, Spears, Patrick

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

I. MINUTES

2024-1070 Commission District(s): All
Minutes for the August 20, 2024, 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. STATUS UPDATE

Alterative Police Response

Information provided by Commissioner Terry

Additional context provided by Captain Albritton Police Services

Albritton: year to date our CSAs have handled approximately 11,700 calls and completed 2,600 incident reports.

Question MDJ: Are CSAs all retired officers?

Albritton: no, they can be.

Question MDJ: how many CSAs do we have now, what is the salary range?

Albritton: we have 13 now with two start training soon. A total of 15. The salary is approximately \$45 - \$47,500/year range

TT: We have had success talking with others at ACCG about expanding CSAs it may take time to get a law passed at the state level so the question is what can we do in the meantime.

Albritton: the department preference would be to use our current CSA program. Regarding the proposed OSS flyer, I believe Chief Ramos would like time to further review and discuss.

Lumpkin: to our knowledge this program is not in effect in Georgia. CSAs receive a lot of training and are integrated into our system, our preference would be to change state law.

Comments provided by Commissioner Terry

Lumpkin: we have an officer senior program now that provides support but not to this level. We will have a discussion with them but we need to continue to work on changing state law. My concern is getting the needed level of personnel.

Comments provided by Commissioner Long Spears

Comments provided by Commissioner Davis Johnson

Comments provided by Captain Albritton

Question MDJ: are retired officers still certified? What makes them different?

Lumpkin: as long as they keep the minimum requirements retains certification as long as they have employment with an agency. We would also need to secure support from Sheriffs.

Question MLS: can you repeat the number of CSAs?

Response provided by Captain Albritton

Question MLS: do you have more CSA positions already budgeted?

Albritton: that is in the works. I don't have full details but we do want to expand the program.

TT: I'd like Chief Ramos to come back to a future meeting and provide some alternative solutions to reduce wait times for traffic incidents. My final point of the CSAs - do we have a memo specifically what they can and can't do per state law? Has that been fully flushed out?

County Attorney: no sir, not yet

TT: Would the committee be interested in getting a legal option?

MDJ: I would like to know what CSAs can and cannot do.

County Attorney: we would be glad to work with the department. I believe, currently they cannot be the sole responder to an accident without an officer. That would need a state law change.

MDJ: so if they respond to an accident it has to be with an officer?

County Attorney: I believe so per state law. We will review.

TT: Please provide clarity on that. And I think the next step would be to talk with the Sheriff next

III. 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 Michelle Long Spears, seconded by Mereda Davis Johnson, that this agenda item be recommended for deferral to the Board of Commissioners, due back on 9/10/2024. The motion carried by the following vote:

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

Item is pending review by OIIA

-MLS: motion to defer

Board of Commissioners - Super District 6

2024-1009 Commission District(s): All DeKalb County Commission Districts
A Resolution Requesting CEO Michael Thurmond to Enact an HR Policy in Alignment with the Federal Paid Maternity, Parental, and Elder Care Leave Initiatives Championed by Vice President Kamala Harris and Governor Tim Walz
MOTION was made by Ted Terry, seconded by Michelle Long Spears, that this agenda item was recommended for deferral to the Board of Commissioners, due back on 9/10/2024 . The motion carried

Information provided by Commissioner Terry

Information provided by Director Benita Ransom, HR

Question MDJ: have we looked into the cost associated ?

TT: the Director may have more insight. if you are a salaried employee you can use sick leave.

Comments provided by Director Ransom

Ransom: we did previously look into this, however it was overshadowed by the pandemic. We would need to review the incorporation of elder care.

Question MLS: how do we define a child, is that under 18?

Ramson: yes

Question MLS: is that consistent with best practices, going to 12 weeks?

Ramson: 6 weeks is the average.

MLS: Could we consider boarding the scope to extended family. Are there any parameters or guardrails, like do they have to be in the home?

Ransom: yes, once we have consulted with law department and COO we can provide those parameters and definitions.

Question MLS: other Counties in the Metro providing this benefit?

Ramson: for paid paternal leave yes. Elder care is new.

TT: I'm open to these suggestions maybe Ramson can do the research and come back

RP: I am in support of the elder care.

MDJ: I'm in agreement to a certain extent. We need to know the impact on our budget and asses from there.

Ransom: yes we will do some research and come back.

Question MLS: the resolution mentions retroactively enacting this policy to September 1, 2024, is that something we legally do?

Ransom: I cannot speak to the legalize, our recommendation would be from the moment of adoption County

Attorney: there's very little we can do retroactively but we will review.

Ransom: we can come back within 30 days

-TT: motion to defer 30 days

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