

BOARD OF PUBLIC SAFETY
December 19, 2006
Perry, Georgia

BOARD MEMBERS PRESENT:

Vice-Chairman James E. Donald
Mr. Rooney L. Bowen
Mr. Bud Black
Chief Lou Dekmar
Sheriff Bruce Harris
Mr. Patrick Head
Chief Dwayne Orrick
Chief J. D. Rice
Sheriff Jamil Saba
Mr. Gene Stuckey
Sheriff Cullen Talton

BOARD MEMBERS ABSENT:

Mr. Wayne Abernathy
Mr. Dub Harper

OTHERS PRESENT:

Mr. Joseph Drolet, Board Attorney
Ms. Laura Jones, Board Liaison
Colonel Bill Hitchens, Department of Public Safety/Georgia State Patrol
Lieutenant Colonel Arthur White, Department of Public Safety/Georgia State Patrol
Mr. Russ Parry, Department of Public Safety/State Patrol
Mr. Joe Hood, Department of Public Safety/State Patrol
Mr. Mark McDonough, Department of Public Safety/State Patrol
Sergeant Russell Hayes, Department of Public Safety/State Patrol
Mr. Lee O'Brien, Department of Public Safety/State Patrol
Chief Mark McLeod, MCCD, State Patrol
Major Billy Boulware, MCCD, State Patrol
Assistant Director Chris Ash, Georgia Bureau of Investigation
Mr. Paul Heppner, Georgia Bureau of Investigation
Director Dale Mann, Georgia Public Safety Training Center
Mr. Richard Guerreiro, Georgia Public Safety Training Center
Mr. Ed Stempel, Georgia Department of Corrections

Vice-Chairman James Donald called the December Board meeting to order; inviting Sheriff Cullen Talton to speak. Sheriff Talton welcomed everyone to Houston County; also thanking his Chief Deputy Billy Rape, who set up everything for the Board meeting. On behalf of the Board,

Mr. Rooney Bowen, III thanked Sheriff Talton for the hospitality that Houston County showed to the Board for the dinner and the Board meeting. Mr. Bowen stated it was an honor for the Board to be in Houston County.

Vice-Chairman Donald stated the Department of Corrections is moving to the area; he is excited about moving to the heart of Georgia. He thanked Sheriff Talton and Chief Deputy Rape for inviting the Board to Perry.

Vice-Chairman Donald welcomed all guests, requesting each person to stand and introduce himself/herself.

Vice-Chairman Donald requested approval of the November Minutes. Chief Lou Dekmar made a motion to approve the minutes, which was seconded by Mr. Bud Black, and voted approval by the Board members.

DIRECT REPORTS

Colonel Bill Hitchens, Department of Public Safety/State Patrol, began with reporting that the Glock transition is finally complete. Everybody in the state has qualified; the change has been positive. Glock has an annual report, much like a magazine, and the feature story is about the Department of Public Safety and the transition to Glock 45.

The second item brought to the Board members, Colonel stated he had had the opportunity to listen to Dr. Trautman, who is known nationwide as "Mr. Ethics." He greatly impressed Colonel Hitchens; so, Dr. Trautman was brought back for two days to give everyone in the Department a chance to hear him. Dr. Trautman talked about cases around the country; about police officers going to jail for having significant problems. By way of further explanation, Colonel Hitchens is on P.O.S.T. Council, and, the Council looks at cases of law enforcement officers who lose their certification due to significant problems. Colonel thanked Director Dale Mann for providing access to hold those meetings last week.

Colonel Hitchens reported that Trooper School begins January 7th. The agency had the fiscal ability this year to put about 80 cadets in school. The count is now down to between 51 or 56; there are physical issues to work out by January 7th. Once again, the agency tested about 300 successful people; knowing that about 30% of those would drop out. Late next August, that school will graduate and the agency will end up between 36 and 39 graduating.

Colonel Hitchens reported the agency has been designated as lead agency for the inauguration ceremony on January 8th. The planning process has been underway for three weeks; it is pretty much complete. He stated that all events have been consolidated to one day; the media events are scheduled the day before. Several state agencies are involved in working on inauguration day.

Colonel Hitchens presented a map which had been prepared by the Motor Carrier Compliance Division. Chief Mark McLeod made the recommendations on the lines drawn based on workload. The yellow shaded areas talk about who in one county to another; there are six counties that are shaded. Colonel Hitchens requested approval from the Board of the MCCD map. Mr. Rooney L. Bowen, III commented that there had been some counties that were on tail-end of other regions causing people to travel long distances for hearings and such; that this map addresses that issue. Mr. Bowen made a motion for the Board to accept the changes to the regions under Motor Carrier Compliance; said motion seconded by Chief J. D. Rice and voted approval by the Board.

Colonel Hitchens reported that Sergeant Mark McDonough ably represented the agency at the Study Committee on State Law Enforcement Salaries and Benefits. Colonel Hitchens had been ill and could not attend; however, he spoke to several people on the committee. It was outlined at the Committee meeting of the very real difference between government law enforcement employees and private sector. Colonel called on Sergeant Mark McDonough to give a brief overview of what transpired at the Committee meeting.

Sergeant McDonough reported that the House Study Committee was put together for law enforcement salaries and retention. This was a result of two resolutions that were passed in this past Session; one specifically to address those problems of Georgia State Patrol and the other to look at all law enforcement within the State. The Speaker appointed five members to that Study Committee; appointing Representative Burke Day of Tybee Island as Chairman of the Committee. The other members are Representative Terry Barnard, Representative Willie Talton, Representative Tim Bearden, and Representative Jill Chambers.

The speakers who presented their issues before the Committee were Vice-Chairman James Donald of Corrections, Director Vernon Keenan of GBI, Chief Dwayne Orrick of Cordele Police Department, Director Dale Mann of GPSTC, Chief Terry West of Department of Natural Resources, and Sergeant McDonough. It came down to basically that all agencies face different challenges, but it is a nationwide problem that all agencies are facing. That was something that was impressed upon the Committee; this is not unique to Georgia. The competition is no longer between cities within the state; it is now between agencies which are targeting people for various reasons. The three basic things that it comes down to is that state agencies used to have the best benefits package, used to have best equipment, and used to have the best pay. The facts are that it is just not that way anymore; because of that, state agencies are not competitive. Speakers and agencies offered solutions. The Committee is considering those solutions; they are meeting again on Wednesday morning. The final report will go to the Speaker after the meeting.

Sergeant McDonough continued with reporting that Chief Orrick, in particular, did an outstanding job of explaining to the members of the Committee the mindset of the officers employed today. Today's talk is of Generation X and Generation Y and how these generations differ. Sergeant McDonough stated that Chief Orrick spoke specifically in how they think, why

they think, and why they make the decisions that they do. He stated that Chief Orrick also made an excellent comparison between private sector and law enforcement type jobs, why they are looking in different places, why folks are targeting existing employees that have already received training. Sergeant McDonough stated Chief Orrick was extremely well received by members of the Committee and was appreciated for everything he had said before the Committee.

Chief Orrick commented here that what is seen today is that at one time the benefits of working for government were better, with a better retirement package. The people are leaving now because they can; the people hired today have improved integrity, improved work history, communications skills, improved computer skills, and also conflict resolution and problem-solving skills. Those are very marketable anywhere; people are leaving because they can. Chief Orrick stated that one thing he proposed at the Study Committee is for agencies to look at the idea of a statewide retirement plan for all law enforcement agencies, whether it be city, county, or state. This would enable the retirement plan to be transferable to other agencies; enable law enforcement to retire with full benefits with cost-of-living adjustment.

Sergeant McDonough picked back up here to state that the fact that there is a Study Committee looking at these issues, there could only see something positive coming out of it. Very timely, a newspaper article came out on December 12th, *Cities Counties Cop New Attitude On Police Pay*. This article specifically talked about Gwinnett County; that as of the first of January, Gwinnett County officers will receive a 12.4% across-the-board pay raise; along with instituting a 4% a year pay raise in order to bring new officers up to market salary.

Vice-Chairman Donald stated that the Department of Corrections has 10,000 sworn officers, starting at \$23,600. There was a time when \$23,600 probably rivaled sheriffs' departments. It used to be that state jobs were the most sought-after jobs and the counties were in competition to try to keep up. He stated the sub-committee will review this issue, along a group called Mercer, Inc. that Governor Perdue has asked to work this issue. Mr. Bud Black added that it used to be the state would hire correctional officers from county institutions; but now it has flip-flopped. County correctional institutes are now hiring state correctional officers, after training.

As pointed out, it cost more money to hire people, train them, and see them leave for another agency than it is to give pay increases. Chief Orrick stated that Georgia continues to grow, it is the fourth largest state in the Union; and agencies are averaging anywhere from 8% to 20% in turnovers. Chief Orrick suggested that the leadership style will need to be changed for the new officers; what worked for "baby boomers" will not work for Generations X and Y. The agencies will need to come up with new leadership techniques that are critical to new people. Chief Dekmar added that the average 32-year-old has had six jobs.

Mr. Rooney Bowen, III stated that one of the things that he hears a lot out of is that the troopers coming out of trooper school, they are assigned to different places. And now it is an indefinite assignment; not a definitive time that they are going to be there or not be there; it is just a potluck type deals that a trooper puts in for a transfer. Mr. Bowen stated that when commenting on style

for the new group, this is something that could be addressed. The old philosophy is to pay dues; but as a recruiting tool or a retention tool, a man likes to work close to his house; man likes to go home and see his kids. That is something that surely is a problem besides the money as to why losing troopers. Colonel Hitchens responded that there are three very busy posts in the state; one only has 22 people in it. In order to keep things running, those coming out of trooper school for first assignment go their; and those who have done their time get to go back home. Colonel would love nothing better than to be able to promise troopers that would at least to go to the troop from which they came. Mr. Bowen stated that he understands that; a lot of recruiting comes from south Georgia because it is still competitive in that area. However, the rural people who have to travel north for an indefinite period of time, they think they can do that start with and it takes a toll on the family.

Assistant Director Chris Ash, Georgia Bureau of Investigation, stood in for Director Vernon Keenan, who attended an Anti-Crime Summit in Stewart County. As Ms. Ash reminded, Stewart County is the area where the police chief and three officers were shot a year ago; then, a couple of months ago, an undercover GBI agent was involved in a shooting incident in Stewart County. It was very important for Director Keenan to appear at the Summit; otherwise, he would have been here today.

Ms. Ash stated that Director Keenan did stop by last night and joined the Board members at dinner. He announced to the Board members that he met with Governor's staff, and, they have asked him, and he agreed, to stay on as Director of GBI during Governor's administration. There had been concern among the troops, but, everybody in the agency is happy with the decision. Ms. Ash added that Director Keenan is known throughout the nation as an innovative leader. He has been asked many times to serve on groups that are developing nationwide initiative policies.

Ms. Ash announced that she is scheduled to retire March 1st, and, Mr. Dan Kirk will become the Assistant Director. Mr. Kirk is not a sworn officer; he came up through Crime Lab rank. A recruit school will start in March; so, to add that sworn perspective to his others talents, Mr. Kirk will be attending agent school to become a sworn officer. Mr. Kirk is very bright and works very hard and has had a lot of experience in administration; he will do an outstanding job. Because Mr. Kirk will be in school from March through June, Ms. Ash has committed to staying on until Mr. Kirk completes school.

When Dan Kirk takes over in June, Dr. George Herrin will become Director of the Crime Lab. Dr. Herrin has been with the Crime Lab for years; has lot of leadership to offer; is well respected in scientific teams; and has a PhD in Microbiology from Rice University. These changes will be taking place on June 1st.

Ms. Ash reported her agency had a good outstanding report on the legislative Study Committee. Director Keenan testified before that Committee and provided information as the Committee requested. Ms. Ash added to Sergeant McDonough's report that last year the Legislator assigned certain pay raises; however, similar to other agencies, the raises did not help the GBI. It created salary issues. There is no one-size-fits-all solution to this retention and recruitment issue. The GBI has no recruitment problems whatsoever; for every slot, the GBI will have 400 applicants. It has been a priority to retain more experienced people. The agency is losing too much money training people and losing them years later. As stated earlier, an agent school is scheduled to begin in March and finish up in June. There is tentatively scheduled another school to start in September, based on Governor's announcement that he will support a methamphetamine task force, which will add 15 agents.

Vice-Chairman asked how many agents the GBI lost in the last couple of years. Ms. Ash responded the agency traditionally loses about 18 to 25 agents per year; this has been tracked since 2001. That number is based on attrition and not on those retiring. At one time the GBI peaked at about 320 agents; but now, there are about 260 – 275 agents; still shy of where the agency should be. There has been an emphasis on filling the scientist positions for the Crime Lab. It is a serious concern that after hiring scientists and been trained on the job, the private sector hires away those trained scientists. Ms. Ash added that the cost of hiring and training is \$47,655 for an agent; hiring and training cost is \$90,000 for a scientist.

Chief Dwayne Orrick asked about the Forensic Backlog reports, on page 4 of the GBI report, whether that number included DNA. Ms. Ash responded that particular figure includes offender swabs; not just casework; so, that number will fluctuate. This number will fluctuate and maybe go down in the next couple of months.

Director Dale Mann, Georgia Public Safety Training Center, began with stating that he was unable to attend the Study Committee meeting; he appreciates Chief Orrick making the comment that the Committee should not forget the trainers. Director Mann stated the typical trainer needs about five years experience; the entry level salary of a Public Safety Instructor III is at \$34,000, which is not very competitive in trying to recruit someone with five years experience. So, the Study Committee also impacts the Training Center. Hopefully, the Committee will be fruitful and bring something to help the folks on board.

Director Mann stated that it will help when Department of Corrections moves its training unit to Tift Campus. That will help tremendously by opening staff office space and classroom space. Another thing that would help will be to look at a model of bringing Basic Training from the field back to the Training Center. With each of the regional training sites, not a single one owns a pistol range, a driver training facility that they can control; nor a gym facility. Basic training for peace officers, especially deputy sheriffs and police officers, has been conducted on a shoestring for 35 years. Director Mann stated there are two people who manage a statewide

training operation from the Training Center; there are people at the seven academies, but those people have to depend on outside people to come in and teach during basic training. Sheriff Cullen Talton and Chief Dwayne Orrick support basic training program by providing instructors; Chief Dekmar comes in and teaches in the training program. P.O.S.T. is looking at revising the curriculum; looking at holding training for sixteen weeks. Director Mann told P.O.S.T. Council that unless there are appropriations to make that happen, there will be a three/four month waiting period to get someone in basic training. Currently, the classes are running 32 to 36 people in each class. Director Mann proposed reversing the system and bringing the local officers into the Training Center where there are dorms and a gym. Many local agencies bear the burden and pay the cost of training to send their people to classes. Director Mann would like to sit down with the Public Safety Training Center Committee and look at the numbers. Sheriff Jamil Saba, chair of the Committee, agreed to hold a committee meeting with Director Mann. Director Mann would like the sub-committee to look at the new model; look at thinking about bringing the basic training to the Training Center. Vice-Chairman Donald added that the Department of Corrections is projecting to move its training academy out of the Training Center by December, 2007; this will give up more space to Director Mann for basic training.

RULES/DONATIONS/RESOLUTIONS

Mr. Lee O'Brien, Department of Public Safety/State Patrol, requested approval to authorize Department of Public Safety to transfer property located at the old post facility in Statesboro to Department of Driver Services. Driver Services requested this property to be made available for their use to suit their needs; State Patrol moved into its new post in January of 2005. Chief Lou Dekmar made a motion to approve the Resolution, which was seconded by Mr. Rooney L. Bowen, III and voted approval by the Board members.

Mr. Lee O'Brien requested approval for initial adoption of Chapter 570-9 Off Duty Police Employment, which has a change in subsection (c). The time has been changed from one year to six months for an officer to be with Department of Public Safety before he can be eligible for outside employment. Chief Lou Dekmar made a motion to approve this rule, which was seconded by Mr. Bud Black, and voted approval by the Board members.

Mr. Lee O'Brien requested approval for final adoption of Rule 570-22 Window Tinting, which repeals two previous rules; the new rule more accurately reflects changes of O.C.G.A. 40-8-73.1. The legislature eliminated subsections (e), (f), and (g), and passed a new (e) and (f) concerning requirements of window tinting. Mr. Rooney L. Bowen, III made a motion to approve the final adoption, which was seconded by Chief J. D. Rice, and approved by the Board members.

Chief J. D. Rice requested approval of a Resolution for the Georgia Fire Academy Advisory Council. Upon completion of a term by a member, a nomination was given for Chief Johnny Crowley to take that seat on the Advisory Council. Chief Rice requested approval of Chief

Crowley being appointed to the Advisory Council for Georgia Fire Academy, which was seconded by Mr. Rooney L. Bowen, III, and voted approval by the Board.

Mr. Joe Hood, Department of Public Safety/State Patrol, requested approval for the following donations:

16 Streamlight Strion Flashlights	\$ 1,327.20	Sheriff of Twiggs County
One Genesis II Select Directional Radar	\$ 1,615.00	Sheriff of Twiggs County
12 Window Tint Meters	\$ 780.00	Sheriff of Monroe County
Two Stalker DSR 2X Radars ` One Kustom Signals Pro Laser III	\$ 8,900.00	Chief of Police of Braselton
Garmin 496 GPS	\$ 2,795.00	Sheriff of Crisp County
Garmin 496 GPS	\$ 2,800.00	Paulding County Drug Task Force
Garmin 496 GPS	\$ 2,795.00	Shieriff of Barrow County
Garmin 496 GPS	\$ 3,000.00	Sheriff of Laurens County
Garmin 496 GPS	\$ 2,795.00	Sheriff of Hall County
Garmin 496 GPS	\$ 2,795.00	Sheriff of Lowndes County
Computer Accessories	\$ 1,445.23	Sheriff of Whitfield County
One RCA 21" Color TV	\$ 290.00	Gordon County Drug Task Force
Ten Kodak C643 Cameras	\$ 1,594.80	Meriwether County Commissioners

Mr. Rooney L. Bowen, III made a motion to approve these donations, which was seconded by Chief J. D. Rice, and voted approval by the Board members.

ADMINISTRATIVE ISSUES

Mr. Rooney L. Bowen, III reported that the 2007 Board meeting dates conflict with the agency head meetings already scheduled with Governor's staff. As a proposal, the Board members are looking to hold its Board meeting on a Thursday of each month. Mr. Bowen made a motion that the Board meetings be held on the second Thursday, with the third Thursday being a back-up meeting date; said motion seconded by Mr. Bud Black, and approved by the Board.

Sergeant Mark McDonough, Department of Public Safety/State Patrol, announced that DPS is moving to all direct deposit system for travel expenses. If anyone on the Board has a travel expense or Board-related business, the form needs to be completed along with a voided check in order to set up the direct deposit for the Board member.

Chief Mark McLeod, Motor Carrier Compliance Division, stated that the "goodie" bag for each Board member is filled with samples of items that are given out at safety meetings for public information education. There is also a CD that is the Commercial Motor Vehicle Educational and Technical Assistance Packet. It used to be that the cost for Motor Carrier Compliance to print all the material went from \$7.50 down to \$1.50 for the copy on a CD. That CD has everything that an upstarting trucking company needs to make with all contacts and information that can be printed out for their drivers. Chief stated that is what they preach; they preach voluntary compliance through education versus compliance through enforcement on side of the road. Chief McLeod just wanted to give the Board members the bags of samples, along with the map of change of regions, to give an idea of what the officers are doing as far as public outreach. Vice-Chairman Donald thanked Chief McLeod for being active on the road; they are appreciated for what they are doing to enhance safety on the road.

Vice-Chairman Donald stated there have been tragedies during his holiday season; he requested everyone to be careful out there. He thanked all the law enforcement agencies for keeping communities safe.

There being no further business, the meeting was adjourned.

Rooney L. Bowen, III
Secretary