



**City of Charleston**

**Citizen's Police Advisory Council**

February 1, 2024

A meeting of the Citizen's Police Advisory Council was held this date beginning at 5:00 p.m., at 180 Lockwood Dr. and virtually over Zoom.

Notice of the meeting was sent to all local news media.

**PRESENT:** Paul Tamburrino (Chair), Jerome Harris (Vice-Chair), Philip Lucier, Joseph Krause, Harrison McIver, Thomas Hummel, Jamie Khan, Sara Mack, David Saulnier, Doris Grant and Imogene Thomas.

**Also Present:** Jillian Eidson, Steve Ruemelin, Councilmember Kevin Shealy (arrived at 5:04 p.m.), Chito Walker (arrived at 5:18 p.m., left at 5:34 p.m.), Logan McVey, Anthony Cretella and Jason Bruder.

Link to the recording of meeting: <https://www.youtube.com/watch?v=j9FI84T0vpl>

**Call to Order**

Chair Tamburrino called the meeting to order at 5:03 p.m.

He welcomed Councilmember Hummel to the Citizen's Police Advisory Council.

Councilmember Hummel introduced himself.

**Roll Call**

Ms. Eidson called roll.

Mr. Ruemelin gave an overview of the existing vacancies in the council and the City Councilmembers responsible for filling them. There were vacancies in Districts 1, 6, 7, 8, and one in the Mayor's student selection for a total of five vacancies.

Councilmember McIver asked Mr. Ruemelin to say which City Councilmembers belonged to which districts.

Mr. Ruemelin said that District 1 was Councilmember Gregg and that he had nominated someone. District 6 was Councilmember Gregorie, District 7 was Councilmember Waring, and District 8 was Councilmember Seekings. He said that he knew Chair Tamburrino had reached out to the Councilmembers about the vacancies.

Chair Tamburrino said that he had sent out emails.

Councilmember Shealy arrived.

Chair Tamburrino welcomed Councilmember Shealy and invited him to the front to say a few words.

Councilmember Shealy said that he appreciated everyone's work and that he wanted to sit in and visit.

Vice Chair Harris asked Councilmember Shealy when the next Public Safety committee meeting would be.

Councilmember Shealy said that they would meet every month on a Monday.

Vice Chair Harris asked if they would meet before the thirteenth.

Councilmember Shealy said that he would need to check the dates, but he would inform Vice Chair Harris when he had them.

Vice Chair Harris said that the Public Safety Committee handled issues that were similar to those handled by CPAC and he found it helpful to attend the meetings.

Chair Tamburrino told Councilmember Shealy that he might cc' him on an email that he would send to the other City Councilmembers who had not filled their CPAC vacancies.

### **Citizen Participation**

Cathy Bennet called in to the meeting via Zoom.

She said that the Racial Equity and Policing Community Forum was successful. They had 279 participants with many representatives from different parts of the community. The majority attended in person. She thanked the collaboration of Human Affairs and Racial Conciliation Commission (HAARC), Charleston Area Justice Ministry (CAJM) and CPAC, and Dr. Bob Kahle and associates for making the community forum happen. She said that Dr. Kahle was compiling a report based on the results gathered from the community forum, and that those results would be ready in about a week.

She asked CPAC to pick representatives to be a part of a team that would work in collaboration with teams from HAARC and CAJM to develop an action plan centered around the findings from the meeting. She asked what role CPAC would play in the follow up of the External Assessment Report. She asked how CPAC would investigate specific areas of reported racial disparity within

the Charleston Police Department and if they would hold the Department accountable for making the recommended changes.

Chair Tamburrino thanked Ms. Bennet. He asked if anyone else wanted to speak.

No one volunteered to speak.

### **Approval of Minutes**

Chair Tamburrino asked for a motion to approve the minutes from December 14, 2023.

Vice Chair Harris said that there was a word in the minutes that had been misinterpreted and needed to be changed.

The Chair and Council agreed to the change.

By acclamation the Council voted unanimously to approve the December 14, 2023 minutes as amended.

### **CPD Status Update – Chief Walker**

Chief Walker arrived at 7:18 p.m.

He thanked everyone who attended the community forum the previous week. He said the CPD was in the middle of their first quarter, and they were mainly focused on retention and recruiting staff. There was a group of 28 Clemson students who were coming in. Last week they had started a class of 11 for the Police Corps, and they were currently looking for hires for the June class. The Clemson group would be a large part of that initiative. His goal for the June class was 20 to 25 members.

The second initiative was organization and structure, and he was pushing to put things in place that were not there in the past. He had hired Jerome Smalls as a youth program coordinator who would be an attachment for the CPD's community-oriented policing efforts. Those would be focused solely on demographics that the CPD saw a lot of issues with. They were designed to work outside of jurisdictional lines, as people who were not a part of the government would not be familiar with those. Mr. Smalls would be working with different organizations in the area, particularly those targeting gun violence.

He would be hiring a Spanish Coordinator for the department, who would be focused on outreach between the department and Spanish speaking members of the community. They would oversee recruiting, different calls to service, and community outreach. He said the department was in the middle of transition, but they were trying to get key positions in place.

The last initiative was Public Safety, which the department was really focusing on as an agency.

Chair Tamburrino asked Chief Walker if the department's plans had changed based on what was discussed at the community forum last week.

Chief Walker said that the CPD's plans had not changed since their last Public Safety presentation. He said that CPAC needed to manage their expectations of the department's timeline of implementation, and the community forum was meant for Dr. Bob Kahle to present the ERA findings to the public. He believed that the forum had been recorded and they would be able to go over the response from the public at a later time.

Vice-Chair Harris said that the forum had not been recorded, but the discussions at the tables had been summarized and would be transcribed and provided to the CPD.

Chair Tamburrino asked to clarify that the forum had not been recorded.

Vice-Chair Harris said that the main presentation had been recorded, but individual roundtable discussions had not.

Chief Walker said that the forum was an assessment of the work that the department had done and asked that they not lose sight of that work. He said that they were nearing the end of the Strategic Plan, and they would begin work in 2025. They planned to shorten the Strategic Plan time period from five years to three years, as that would allow them to more quickly address changes that needed to be implemented.

Chair Tamburrino asked if anyone had any questions for Chief Walker.

Councilmember Saulnier asked how Chief Walker was going to handle departmental retention and turnover. He asked if the current turnover was at the expected levels.

Chief Walker said they were consistent over the past five years. There were around 32 vacancies left after the last class, which he said was average. They would have three classes per year and the ones they would lose at the end of the classes were returning to out-of-state homes or who were being pushed on to the Federal Government.

Councilmember McIvers asked what percentage of the classes made it through the application process.

Chief Walker said that they would lose one to two people per class, and that aside from military exceptions, applicants needed to have a four-year college degree. People leaving training to enter the hiring process were subjected to intense background scrutiny and investigations. He acknowledged that the ERA report pointed out the racial disparity within department hires. They were comfortable with vacancies instead of just hiring to fill holes if it meant not lowering their standards of hiring.

Councilmember McIvers said that he knew they were proactive, and when they had gone to the police academy, he had noticed a very small percentage of Spanish speakers or people with Spanish ethnicity on the force. He asked if there was anything the CPD was doing to recruit from that demographic.

Chief Walker said to refer back to his report on seeking out a Spanish Coordinator for the department and that they were still looking for qualified people. He said that it was not for lack of effort.

Councilmember Grant asked if they were increasing minority rates.

Chief Walker said that it was about the same. He asked her which minorities she was talking about.

Councilmember Grant said all minorities.

Chief Walker said that in the class they had just hired had five women, one Asian, and one African American. He said that diversity within hires was taken into consideration, but he was looking for good candidates across all demographics.

Chair Tamburrino asked about the 25 Clemson students from the most recent class hires.

Chief Walker said it was a result of the new recruitment initiative, they were very proactive with their various partners across the state and Clemson University was one of them. The initiative was like a built-in Citizen's Academy. He would rather people know what the department was doing directly from the department, and not from an outside party on the department's behalf. All demographics were welcome to participate in the Citizen's Academy.

He said that the things CPAC asked the department about were addressed at the Academy. Classes lasted weeks and were very intense.

Councilmember Grant said that one way for the department to create civilian engagement would be through internships. She asked what kind of offerings the department had.

Chief Walker said that they had extensive internships.

Captain Bruder said that they had been calling it Tiger Academy. It operated through Clemson University and Vice-Chair Harris had been working with them for years. It was meant to give students a more in-depth education aside from doing ride-alongs with officers. It would last over a weekend and would simulate a real Police Academy test. He said that it started because of the number of interns they had, as every year they would have 10 to 12 from The Citadel, The College of Charleston, or Charleston Southern University.

Chief Walker said they also came from out of state.

Captain Bruder said they also had a skill-based program for people who were about to leave the military to see if they wanted to become a police officer. He said that three out of four people would join the force from the military. He said that the Tiger Academy was facilitated by Clemson, who paid the department, and they were following the university's requests. After they received feedback from the past weekend's class, they would be able to disperse the information to other institutions and develop the Citizen Academies further from there.

Chief Walker said that local universities also took advantage of the Citizen Academies.

Councilmember McIver asked that since Clemson interns were being paid to attend, what about the other universities.

Captain Bruder said that it was Clemson University that had paid for the interns to attend by covering the cost of hotels and other similar fees. He said he did not think the interns were being paid to attend.

Councilmember McIver said he thought it was a paid internship.

Chair Tamburrino said that they had tripled incentives to come attend the class, as in increasing college credit.

Vice-Chair Harris asked Chief Walker what the timetable to develop their Strategic Plan was, and how CPAC could be involved with it.

Chief Walker said that they worked in quarters, and they had not finished the current one yet. They would begin working on the Strategic Plan in the second quarter and would involve Ms. Eidson and local universities and academics to get the plan out. He said Vice-Chair Harris would be in the middle because of CPAC, and there would be a collaboration.

Councilmember Grant asked for clarification that there were not any paid internships.

Chief Walker said there were not.

Councilmember Grant asked if they had been considered.

Chief Walker said they were not currently being considered, but they might in the future.

Captain Bruder said they could barely handle what they were currently getting, and those were free.

Chair Tamburrino asked what percentage of interns turned into hires.

Captain Bruder said it was close to 30%, but they did not go into internships thinking they were going to hire everyone.

Chief Walker said that internships also had to get through the process. Interning was one thing, but they still had to make it through background checks, testing, polygraphing, and psychological testing.

Captain Bruder said that interns could also look at the culture of the department and decide to not pursue their policing career.

Chair Tamburrino asked if there were any more questions.

As there were none, they moved on to the next topic.

### **CPAC Chair Update – Paul Tamburrino**

Chair Tamburrino said that they had attended the last City Council meeting and brought up the upcoming ERA assessment audit. CPAC was featured in the assessment and had been assessed on their ability to communicate. He said they were doing great communicating with

the CPD, but they needed to examine what they were doing for their community outreach. They needed to make sure they were listening to community voices, and to relay department information to the community as they heard it. The ERA meeting was not sponsored by CPAC, but they needed to be involved in promoting it because Public Safety was being discussed. COVID-19 had caused some setbacks for CPAC's ability to have public outreach meetings, and they all needed to jump on board with promoting those.

He said that he was pleased that nine members of CPAC attended the ERA meeting and with their conduct at the meeting. Attending the meeting was only the first part of what they needed to do, however.

He also attended a meeting about a police-involved shooting. He and Vice-Chair Harris agreed in the aftermath that they needed a better network of communication for when something like that happened, as they were unsure whether absent community leaders had even been invited to the event.

Councilmember Khan asked if Chair Tamburrino was talking about a press-conference event.

Chair Tamburrino said it was a 15-to-20-minute pre-briefing where attendees could ask questions before the media entered and started the press-conference. He explained the CPD's policy of releasing information to the public and that they would wait until after the South Carolina Law Enforcement Division (SLED) had done so. In the event of public outcry, the Chief could release it ahead of SLED. The CPD had put a briefing together to explain the body cam footage of the shooting with a narrative. He asked if the department planned on doing that again, and they told him that they would wait for SLED next time.

Captain Bruder said that the briefing was meant for the community members in the area of the incident. The narrative was meant to explain the police's steps to community members who were not familiar with department code and what would come next.

Vice-Chair Harris asked him which directive it was covered under.

Captain Bruder said it was numerous policies.

Chair Tamburrino said the only difference between the event and the last one held for a police-involved shooting was that the suspect had not died. In the event of the suspect dying the body worn camera footage was shown in private to the family of the deceased and not the press or public.

Councilmember Thomas asked if he had gotten information about it out to the surrounding neighborhoods.

Chair Tamburrino said he had not, but he believed it was already in the news by the time he was called to attend. The department had some time to put together a report to deliver to the public that was more comprehensive and accurate than initial reports.

He had attended the Charleston Police Department Awards Banquet and was impressed by the scope of the event. He said that Ms. Eidson was given an award. He described the banquet and officers present.

Chair Tamburrino called on Mr. McVey.

Mr. McVey introduced himself as a member of the Mayor's Office and thanked everyone for having him.

Chair Tamburrino asked if anyone had any questions.

Councilmember Shealy said that he had the schedule for Public Safety. He said that Mr. McVey might change it, but as of the current date it was scheduled for February 12 at 2:00 p.m.

### **Subcommittee Reports**

He said that he wanted Councilmembers to read the reports in advance and come with prepared questions.

Councilmember Grant went over highlights of the Policy and Procedures subcommittee. Five of the seven policies they had received in 2023 had been reviewed. They had received 14 or 15 policies to review for 2024, and their most recent policy was G0-82. She thanked everyone who had read the report and offered comments.

They had asked members to rank the 2024 policies in the order that they wanted tackled, and she had asked Ms. Eidson to distribute the final ranking for the current meeting.

She concluded her report and asked if there were any questions.

Councilmember Saulnier asked if the police would override the voted-on ranking.

Captain Cretella said that the department would look over the policies voted on by CPAC and determine which they could do first.

Councilmember Saulnier asked if the ranking looked right to the department.

Captain Cretella said that it did.

Councilmember Grant asked about the policy from 2023, G0-39, not being on the list.

Captain Cretella said that he was still catching up on his emails, but he would get the information to her later that week.

Councilmember Grant said that they would tackle that before the 2024 policies.

Councilmember McIver asked who drafted the policy.

Councilmember Grant said the department did, and that they were existing policies that were being updated. They asked CPAC to make edits and changes while they were updating them.

Chair Tamburrino said they reviewed the department's recommended edits and gave feedback.

Captain Cretella said that if there were any major changes made to the policies, they would inform CPAC. The last major change was last year to a traffic policy where they took out constitutional violations.

Chair Tamburrino asked about their original agreement with the department about policy editing.

Councilmember Grant said they received the original and updated copies of policies so they could look at both, and nothing had changed since then.

Captain Cretella said that the department had realized they didn't have strict guidelines for policy review and partnered with CPAC to review policies at the minimum every three years.

Councilmember Grant said they liked how their comments had been received by the department. She asked about a policy from 2023.

Captain Cretella said that they had not begun implementing the policy changes from last year. They had begun the promotional process, and they needed to announce policy changes 60 days ahead of time. The sergeants studying the then-current policies had begun testing on them and it would be unfair to change them mid-test. They would change the policies when things were settled.

Chair Tamburrino asked if they would receive commentary from the department about why policy edits were or were not accepted.

Captain Cretella said yes.

Chair Tamburrino said that would be respectful to the person who had sat down to write out a recommendation.

He asked if there were any questions for Councilmember Grant.

As there were none, they moved on to the next subcommittee presentation.

Councilmember McIver presented on behalf of the Complaints subcommittee.

Ms. Eidson pulled up the subcommittee's write-up about operating procedures.

Councilmember McIver said that nothing had changed since the October 5, 2023 CPAC meeting. He said Mr. Ruemelin had initially stated they would receive feedback subject to review that would be complete and presented by the current meeting. He had spoken to Captain Cretella who had agreed to give an update on where the department was with the proposed procedures. He believed the proposals were within CPAC guidelines. He wanted to know why the policies were still unreviewed and when they could start functioning as a subcommittee. He mentioned guidelines because he had been told City Council might need to weigh in.

He called on Captain Cretella.

Captain Cretella said they would have 2023's fourth quarter statistical data to present to the subcommittee. He asked Ms. Eidson to schedule it.

Ms. Eidson said she would call him tomorrow.

Councilmember McIver asked about the four policy operating procedures and asked if the department was okay with them.

Captain Cretella said that he had statistical data.

Mr. Ruemelin said that the proposals presented were restatements of the guidelines. Because they already had a guideline, they wanted to know if adding subcommittees to CPAC meant creating new documents for each new committee. They believed that would become unruly, and so their preference was to rely on the guidelines and not have a separate procedure for each new committee.

They were also waiting on the new Chief and Mayor to give their opinions on the proposals and what direction they saw them going in. He said he didn't think they'd have a separate procedure, and that the guidelines said they needed to provide statistical data, which Captain Cretella would do. They would send the data to Councilmembers McIver and Khan for them to discuss at their subcommittees. Guidelines then called for summary investigations they could look at in order to make recommendations.

Councilmember McIver asked if all of that was in the guidelines.

Mr. Ruemelin read off where it was in the guidelines.

Chair Tamburrino said the subcommittee was confused and trying to act within their mission statement. He told Councilmember McIver that they needed to create a standard operating procedure. The reason the subcommittee was created was in the event CPAC and the CPD did not have a great working relationship. If anyone decided they didn't want to do something, they could remind them it was enforced by their boss.

He went over what the subcommittee's responsibilities were again and who their point of contact within the department was.

Councilmember McIver asked Mr. Ruemelin to explain the Freedom of Information Act (FOIA) to him. He asked if complaints made against members of the department could be requested by the public.

Mr. Ruemelin said they had 10 days to respond with whether or not they had the requested records and then 30 days to produce those records, with exemptions as outlined by FOIA.

Councilmember McIver said he wanted to ask because he had been told citizen complaints were confidential.

Mr. Ruemelin said that FOIA did not exempt the whole record, it would just exempt certain parts of the report.

Councilmember McIver thanked him.

Chair Tamburrino said that the complaints weren't all citizen on police, there were some internal complaints.

Vice-Chair Harris went over the ERA report. He said Councilmember Fielding facilitating the session made it successful. His assignment from CPAC was to facilitate conversation between CPAC and Dr. Kahle in March, and to make note of what was said and to make sure that plans were upheld.

He said the presentation went over the ERA findings, and that Dr. Kahle did not get to the portion on the departmental recommendations or what the steps were to go forward. They were going to go over how their plan interfaced with Chief Walker's strategic planning.

Chair Tamburrino asked if anyone had any questions for Vice-Chair Harris.

Councilmember McIver asked how many people attended the ERA report.

Vice-Chair Harris said that there were 279 people physically in attendance, there were 14 tables with five or six people seated. A summary of their comments would be made available by February 9 and disseminated by CAJM. CAJM had asked for CPAC to provide a postmortem on the report and where they would all go from there. He asked Chair Tamburrino to decide if they were going to provide representatives for that, and if so, who would be chosen.

Chair Tamburrino said he had appointed Councilmember Saulnier to go through the ERA assessment to pull out points that were specifically pointed at CPAC, catalogue them, and then build a team to present them to CPAC. He said he could make another subcommittee if necessary.

Ms. Eidson said that if there was a subcommittee that could have a quorum, it would need to be posted publicly.

On a motion by Chair Tamburrino seconded by Councilmember McIver, the Council unanimously approved the creation of a subcommittee for the ERA Audit Recommendations.

By acclamation, the Council unanimously voted Councilmember Saulnier as Chair of the ERA Audit Recommendations subcommittee.

Chair Tamburrino gave an overview of his responsibilities and who he would be working with. He said that CPAC wanted to be involved from the beginning and not reactive. He said the new mayor and chief of police were looking to CPAC to be a public face and that was why they needed to attend subcommittees.

He asked if there were any questions.

Councilmember Saulnier asked if the subcommittee was focusing on CPAC related items and would not step on police toes.

Chair Tamburrino said they were related items about how CPAC was currently operating and how they would be used to enact changes that the CPD had been encouraged to make by the ERA review.

Vice-Chair Harris said that it would also cover things that fell within CPAC guidelines.

Chair Tamburrino said that the meetings did not need to be limited and if related topics came up at the subcommittee meetings, they could bring them to CPAC proper.

Councilmember Saulnier said that he had read the review and met with Vice-Chair Harris to discuss the things he had thought were priorities in the review, and the Vice-Chair added some of his own. He said his main plan was to create a list of priorities to address and put together a timeline to bring back to CPAC for approval. They would then take it to the CPD and begin reaching out to the community. They would regularly report on their progress.

Chair Tamburrino asked Mr. Ruemelin if the subcommittee would be required to have a quorum to function.

Mr. Ruemelin said they wanted to move in that direction.

Chair Tamburrino said that in that case they needed to formalize membership of the subcommittees. If anyone wanted to officially be on a subcommittee, they needed to reach out to the subcommittee chair and Ms. Eidson to indicate so.

Councilmember McIver asked for clarification on the issue of meeting publication.

Ms. Eidson said that her understanding was that a quorum meant the meeting had to be posted publicly. She asked Mr. Ruemelin for confirmation.

Mr. Ruemelin said that was correct, and when there were issues in the past it was a result of meetings occurring outside of regular times. An example was subcommittee members going out for lunch and discussing subcommittee business.

There was scattered discussion of that incident.

Mr. Ruemelin said that it didn't mean subcommittee members could not communicate, they could send emails to each other.

By acclamation, the Council voted to defer the appointment of the new Chair of the Communications subcommittee.

### **CPD Updates**

Ms. Eidson gave her report on the BJA Smart Policing Grant. The CPD sought out funding from the Department of Justice to help improve areas they were weak in and to serve as an example of success and failure to other departments. The CPD had been awarded \$800,00, with no match, through a competitive process. The grant was meant to build upon, test and sustain Community Problem Oriented Policing efforts. The CPD would partner with the University of

Cincinnati for the next three years for training and evaluation. CPD Patrol Teams would focus on problem hotspots like violent crime, property crime, and traffic crime. One team would work as a control group, and they would all work closely with community leaders in problem hotspots. The funding would pay for research team involvement, data systems improvement, and project support. They would start collecting data after 2025 on how well the response plans worked, and the goal of the agency would be to create a policy based around those results.

She said even though it was early, she was still open to feedback and suggestions.

Councilmember Mack said that she was passionate about the topic and that in the past Team 1 had been put together through funding and were specifically meant to work on the east side. She said they did a wonderful job because the police officers were involved with the community, but in recent years had become derelict of their duties. She also took issue with the money spent to park police cars on Cannon Street downwards, because there was no coverage where she lived between Hanover Street and Columbus Street. She missed the ability to speak to known officers if there were a problem in her area.

She wanted to know that since the department had received the grant money, if they would use it to go back and see what had happened in the past for the Team Patrol structure to have failed like it had.

Ms. Eidson said that it was not a goal of the grant, but the coverage of different hotspot areas would come up in discussions. She appreciated Councilmember Mack's sentiments and said she had zeroed in on the Community-Police relationship goal.

Councilmember Mack said that even with that, Team 1 only worked from 11:00 a.m. to 7:00 p.m., and she did not know the officers working from 7:00 p.m. onwards. She described reporting an incident happening across the street from her house, and when an officer showed up instead of going to the place where the incident was occurring, he went to her husband and asked if he had called them. She had then called the police chief and told him his officer could have gotten her husband killed.

She said that she wanted to know if they would use the grant funding to look at Team 1 to reinstate community policing, and if they would look at what had happened during that team's tenure and create a system that worked.

They discussed who was currently in charge of Team 1.

Councilmember Thomas asked if the area crime report overlays would be online.

Ms. Eidson said it would be.

Chair Tamburrino asked how it was different than what there was now.

Councilmember Mack asked where the site was.

Chair Tamburrino said that he would forward it to her.

Captain Bruder said that what they were doing was trying to reduce the fear of crime, and the fears were different. Most of their data was facilitated by the process of investigations that led to arrests or an issued ticket. They would traditionally judge if a fear was resolved successfully by checking in with the person who had initially reported an incident to the police, but that did not always last and further investigation of the total area of the report needed to be conducted. What they were hoping for was to create a system that provided a total analysis and explanation of how problems were solved in an area.

Ms. Eidson agreed with Captain Bruder's explanation and thanked him.

Councilmember Krause asked who was spearheading the University of Cincinnati collaboration on their end.

Ms. Eidson said it was Dr. Cory Haberman, who had begun the CPD's development of Problem Oriented Policing in the past.

Councilmember Saulnier asked if other jurisdictions had received similar grants and if Ms. Eidson could compare the CPD to them.

Ms. Eidson said there was a cohort of 10 municipalities who received grants every year.

Councilmember Saulnier asked if they were recurring grants.

Ms. Eidson said that her experience was that the same cities were not awarded the same grant every year, but if they were compelling enough they might.

Councilmember McIver asked if other jurisdictions received different grants every year.

Ms. Eidson said she did not know.

Captain Bruder said BJA was interested in seeing results and not funding outdated academic research.

Ms. Eidson said one of the requirements was to have a third party monitor the success and failure of a municipality that had been awarded specific grants.

Vice-Chair Harris asked if there was a tutorial available to teach people how to use the new interface. He asked if there were resources available in the grant to put together a tool to teach people about the new interface.

Captain Bruder said the grant was being used to facilitate a discussion around community identified problems.

Vice-Chair Harris asked how the community would play a role in that.

Captain Bruder said they were going to have a meeting about how they would set it up for community engagement.

Chair Tamburrino said that if the department didn't reach out to the community, they would need to call the department.

There was a scattered discussion about different ways to set up communal conversations about the new interface and how they would be able to get the word out about it to the community.

Councilmember Thomas said that she could see the data negatively impacting insurance agencies or real estate brokers in hotspot areas, as people would not want to do business in areas with reported rates of crime.

Captain Bruder asked if, as a real estate agent, she would want them to know about the crime in the area or not. The interface would show actions the department had taken to address crimes in hotspots, as well as let the department know to continue monitoring areas that were formerly red to keep them green.

Councilmember Saulnier said the information was also already on the map.

Chair Tamburrino used the sex offender registry as an example, people would rather know about crimes and criminals than not. He said it was a double-edged sword, but he would rather know.

He called on Ms. Eidson to continue her reports.

Ms. Eidson said that they were formulating their response to the feedback they had received from the ERA report and the community forum. They would present those to CPAC to hear their feedback and what changes they might make based on the report. She said they would make sure their projected plan for change implementations would coincide with the department's Strategic Leadership Plan in the second quarter.

She said they had already discussed the Strategic Plan Update during the meeting.

She said the CPD/CAJM Motor Vehicle Stops Community meeting had been put on hold because they would be focused on the ERA for the time being, and wanted to see if they could address that topic during their ERA action plan.

She said the next Citizen's Police Academy meeting was coming from April 10 to May 29. There were 25 slots open, and she encouraged those present to sign up for them or to encourage people they knew to apply for it.

Chair Tamburrino said he wanted to talk about the Motor Vehicle Stops Community meeting. He said that the department had a captain in charge of traffic, and that the meeting had been requested for a long time. The ERA report had specifically noted a disparity in traffic stops, and the department could not keep pushing it off. He said if he were the leader he would assign the captain in charge of traffic to attend the meeting and get the ball rolling. They could not keep skipping over the meeting, because it would anger the public.

Councilmember McIver said that it also did not build trust.

Chair Tamburrino said that they knew that the department did not have all the answers, but just having the head of traffic show that they were working on getting those answers would help the department out. He said it was CPAC's job to point that out.

Councilmember Krause said that he had attended the community forum and that what he had heard at his table was relief that the department had negative data available, which meant they were truthful. They did not want all positive data; they wanted regular data.

Chair Tamburrino called on Captain Cretella to give his report.

Captain Cretella said that they would get the department's annual report and the Internal Affairs annual report disseminated publicly by April 5. Their internal timeline had reached the first round of vetting, and they were on time with that.

Chair Tamburrino asked if it was from 2023. He asked Captain Cretella if he remembered what the date was the last time they spoke.

Captain Cretella said the 2022 timeline had been disseminated in June, and that they had fallen behind because of Chief Luther Reynold's funeral.

Chair Tamburrino said that the department kept kicking the can down the road and that law enforcement never took a day off.

He asked if anyone had any questions for Captain Cretella.

As there were no questions, they moved on to the next report from Captain Bruder.

Captain Bruder said that Ms. Eidson would email everyone about the upcoming Citizen's Police Academy. He said that Tiger Academy was coming up, and that if anyone wanted to learn more about that or to recruit for it to email him and they would come and talk to them. The meetings would be about what it would take to become a police officer.

Chair Tamburrino made a formal request for them to include a representative of CPAC to be fit into the Citizen's Police Academy or the Tiger Academy to increase awareness that the public were involved with the department. They wanted to be able to recruit into CPAC, as well.

Captain Bruder said he would send the schedule out for them to apply for.

He said that they had new members of their professional staff focused on community outreach. One was an embedded mental health clinician who participated in handling crisis calls, and she participated in the community outreach team. He mentioned Mr. Smalls as the head of the youth outreach program and stated that if anyone had any suggestions or recommendations for how to handle that to reach out to him. He said that the Spanish Liaison Program would start up soon since the position had been posted.

He thanked LENS for funding the community outreach initiatives the department had been able to make. They were going to reimburse officers who had spent their own money on communal outreach initiatives like buying gloves, hats and scarves for the unhoused during the winter.

Chair Tamburrino said that the department's social media manager was doing an excellent job.

Captain Bruder said the department was using X, formerly known as Twitter, for live news updates, but feel-good reports were on their Facebook page. He asked people to share their social media updates, because that was how they got the word out about different things.

Vice-Chair Harris asked that they build a bridge between LENS and CPAC's initiatives at the next award ceremony. They had reached out to LENS and members of the business community about it before, but they wanted more direct conversation.

**Closing Remarks**

Mr. McVey thanked them for having him and said that he would try to attend more meetings. He said Mayor Cogswell's philosophy was to get to a point where they would be able to identify problems and people would be able to take decision points to him and give him ideas for solutions. He said that he would meet with Vice-Chair Harris afterwards to discuss an email that had been sent to him. He said the Mayor wanted to find creative ideas and take inspiration from other communities to apply to the City. If anyone wanted to reach out to him, he and the Mayor were accessible and available.

Chair Tamburrino thanked him for his attendance.

There being no further business to discuss, the meeting was adjourned at 7:14 p.m.

Mae-Lee Colwell

Clerk of Council's Office