

## **Charleston Citizen Police Advisory Council**

August 6, 2020

A meeting of the Charleston Citizen Police Advisory Council was held this date beginning at 5:30 p.m., virtually over Zoom.

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

### **PRESENT**

Thuane Fielding, Chair, Frank Walsh, Ryan Davis, Mary Alice Mack, Paul Tamburrino, George Palmer, Anne Janas, Melvin Ezell, Doris Grant, Jerome Harris, Joe Lysaght, Max Milliken, Camden Norris Shields, J. Robert Haley **Also Present:** Chief Reynolds, Steve Ruemelin, Captain Chito Walker, Lieutenant Cretella, Wendy Stiver, Bethany Whitaker

### **Call to Order/ Welcome**

Ms. Fielding thanked everyone for joining. Ms. Whitaker called the roll.

### **Approval of Minutes**

On a motion of Mr. Tamburrino, seconded by Mr. Haley, the minutes of all previous minutes other than June 30, 2020 were approved unanimously.

### **Review of Guidelines**

Ms. Fielding stated there were a few points she wanted to bring to their attention so that they were all able to stay on task. When they looked at the guidelines, they stated that CPAC served to facilitate the involvement of the residents, representing neighborhoods and communities in the City in order to improve policing and strengthen the connection between the citizens and the Charleston Police Department. Under Officers and Responsibilities, the initial chairperson and one vice chairperson would be appointed by the Mayor for a term of one year. The positions would be a term of one year with the vice chairperson replacing the chairperson in succession. Thereafter, the chairperson and vice chairperson would be elected by CPAC members by majority vote. Terms were to begin January 1<sup>st</sup> of each year. The vice chairperson had submitted her resignation. So, they now had a vacancy for that position. The next item to talk about in the guidelines was meetings frequency. The guidelines stated that they would meet quarterly or more frequently as needed at the request of the chair, the Chief, the Mayor or City Council to address community issues or concerns. Finally, there was a removal section. If they missed three consecutive meetings without cause, the removal action could be taken by a majority vote of CPAC. She didn't think they would have that issue. It looked like they were well in attendance and committed.

Mr. Harris asked how the guidelines could be amended. Ms. Fielding said that any amendments would have to go before City Council. City Council was who developed the guidelines and appointed members.

Mr. Haley stated that he would be moving out of the City of Charleston to Ravenel on August 19<sup>th</sup>. He would no longer be in the City limits and because of that he was thinking he needed to say that and

tender his resignation. Ms. Fielding thanked him for bringing that to their attention. It would be proper for him to write a letter of resignation and they could share that with his Councilmember who could appoint someone to replace him. He could continue that night and participate in the meeting. They appreciated his willingness to serve and his presence in the meetings.

Mr. Ruemelin stated he would talk about FOIA. This CPAC, as well as any sub-committees, were public bodies and fell under the FOIA statute. All meetings had to be noticed and minutes had to be taken. Public would have to have access to those meetings. If they were on CPAC or the sub-committees, if they had a quorum and started emailing back and forth, it would be considered a public meeting. They couldn't do that without proper notice. He wanted to caution them from discussing business outside of the meetings.

### **Election of Vice-Chair**

Ms. Fielding stated she had two members reach out regarding interest in this. Those members were Joe Lysaght and Paul Tamburrino. She asked them to share some things about themselves so that they could elect their vice chairperson. She was open to the process in which they could use to do that.

Mr. Lysaght stated he was a Charlestonian. He was born, raised, and educated here. His family was fourth-generation Charlestonians. He was an original appointee to CPAC by the Mayor in 2018. He has successfully completed all training, both in classroom and in the field. He was a recipient of the South Carolina Order of the Silver Crest for his exemplary service to the state and citizens of South Carolina. He served six years in the United States Air Force and was a decorated Vietnam Veteran. He was CEO of Lysaght Associates which had been based in Charleston for the last twenty years. He retired from Charleston County in 2015 as Deputy Director of Veteran's Affairs. He had served or was serving on the following organizations: Adopt A Guard Foundation Executive Board, Sumter Guards of South Carolina Executive Board, Salvation Army Tri-county Executive Board, American Legion National Security Commission, The American Legion Department of South Carolina Constitution and Bylaws, American Legion Department of Liaison to Senator Graham and Congressman Cunningham, and the American Legion Past Department as Council. All his life, he had been treasured with guidance and different mentors. But, he believed the most important trip you could take in your life was meeting people halfway and listening before you spoke.

Mr. Tamburrino stated that his credentials were probably, in a lot of ways, opposite. He was not from Charleston and was originally from Miami. He went to school at The Citadel and had lived here for six years. For his background, he had done military and board work. In Miami, he had served in a similar role on their Citizen's Advisory Committee for the police department there. They faced a multi-cultural background. His experience was more along the lines of helping to communicate, which he thought was the biggest part of what they were doing. The professional attributes he brought to a role like this was that he currently worked for Oracle and was a global human resources and labor management consultant, so his professional role was to go into different cultures around the world and guide teams on their hiring practices and how to be more diverse. This wasn't something that was unique to Charleston or the Charleston Police Department. It impacted public and private institutions. He was able

to go around and teach companies how to do this and put it into practice using his past experience in HR executive roles and community experience. Mr. Lysaght's credentials were amazing and he couldn't say his were any better but he thought they brought different attributes to the table. Either way they voted, they had two people that would do a great job.

Ms. Fielding asked the members to send an email with their vote to Ms. Whitaker and Mr. Ruemelin. She could then send an email the following day with the results.

### **Meeting Schedule for Remainder of Year**

Ms. Fielding stated that it helped with planning and schedules if they knew their frequency and the month of the meeting. She asked if they wanted to meet quarterly or more frequently. Mr. Milliken stated that during this time, with regard to how the audit wanted to implement CPAC, they should meet more frequently. He would say every month, but at least every other month.

On a motion of Mr. Tamburrino, seconded by Mr. Milliken, CPAC voted unanimously to meet every two months, with the option of meeting every month if deemed necessary.

Ms. Fielding stated they were looking at meeting in October, December, and February. She asked if they could select the October and December dates. She asked if the first Thursday of the month worked. For October, that would be October 1<sup>st</sup>. For December, it would be December 3<sup>rd</sup>.

### **Citizen's Participation Period**

Ms. Fielding stated that she and Mr. Tamburrino had spoken with Emily Walter who was the young lady who spoke at the previous meeting. She was a member of the American Civil Liberties Union.

Ms. Whitaker stated they did have one person signed up to speak, and she had his name, however he didn't give a phone number. She didn't see his name. Ms. Fielding said they looked forward to hearing what he had to say if he was able to get on. She said they received comments online. Ms. Whitaker said there were about twenty comments received between the day before and that day. She believed it was the same person who had left a succession of comments/questions and they hadn't left a name. She could read them out or send them in an email after the meeting. CPAC members stated that they could be sent over email to be reviewed prior to the next meeting. Chief Reynolds stated that Mr. McDonald was in the waiting room.

Mr. McDonald stated that he had been watching the YouTube stream. He wanted to address two things. He asked if he had a time limit. Ms. Fielding said he did not but they did have some other items. Mr. McDonald stated that he wanted to commend the Racial Reconciliation Board and the person in charge of the criminal justice part, Michael Better. He held him to a really high standard and he was excited to see some of the things they were moving forward with in regards to the audit. Secondly, for the age diversity on CPAC, he felt that was a big issue because when you talked about these kinds of issues with the police, they were looking for a male kind of like him, 5'8, Black and 20-30 years old. So, when they had these vacancies, they should look into seeing if there were younger, persons of color that were interested in being a part of it. Third, he thought they were doing a great job, but they could also help

other municipalities that were trying to develop audits. They could reach out to him and help him with that. Ms. Fielding thanked him for his comments. They were good points. They would keep those in the forefront for action. Georgetown and a number of counties nearby were starting to develop citizen's advisory councils, so other places were realizing that it was valuable to have a partnership with the community to work on harmonious relationships and respect between the community and police departments.

Ms. Grant asked if they could provide him with some information to get in touch with his City representative so that person would know he had expressed interest in being a member. Mr. McDonald stated he had applied. He was waiting to hear back. Ms. Fielding asked when he applied. Mr. McDonald said it was about a month ago and he had reach out to John Mitchell in the Mayor's office. He said he would check in for him, but he hadn't heard back. Ms. Fielding asked what district he was in. Mr. McDonald said he believed he was in District 3. Ms. Fielding said that was also her district. Mr. McDonald said that was great and that he would be in contact then via email to continue the conversation.

### **Presentation on City of Charleston Special Commission on Equity, Inclusion and Racial Conciliation**

Ms. Fielding stated this Commission was new and City Council had established it. They thought it would be good to hear what they were working on because it might touch on what they were working on as well. Ms. Johnson was there to represent them.

Ms. Johnson stated that she was the Equity, Inclusion, and Conciliation Manager for the City and had been for about a year. It was created as a part of the slavery apology. The Commission was comprised of six Councilmembers and seven community members. The seven community members would lead seven subcommittees which included housing/mobility, economic empowerment, health disparities in environmental justice, youth/education, criminal justice reform, history/culture, and internal review. Initially, the goal for the commission was to create an action plan within ninety days to provide the Mayor and Council with recommendations and policy changes that could be made in those seven areas. They were also tasked with reviewing the apology, the audit, and internal policies and procedures. Specifically, with the criminal justice reform subcommittee, they could partner with CPAC and the Public Safety Committee to make sure they were weren't duplicating their efforts. She could take questions.

Mr. Harris asked when the 90 days started and who the seven community members were. Ms. Johnson stated it would begin after the first meeting which would be this month. The members were Tracy Doran (Housing/Mobility), Alvin Johnson (Economic Empowerment), David Rivers (Health Disparities), Crystal Rouse (Youth/Education), Michael Better (Criminal Justice Reform), Dr. Felice Knight (history/culture), Darren Calhoun (internal review). Mr. Lysaght asked if Ms. Johnson could send that information to them. He agreed they needed to be working together so they weren't several groups working on the same things. Ms. Janas asked how each of those subcommittees would be filled out. Ms. Johnson said there would be two co-chairs and five members. They had people volunteer already but there would be a website created so people could send their applications in to be on those. Ms. Janas asked how they put that information out into the community. Ms. Johnson said that the application

would be on the City's webpage. Ms. Fielding thanked Ms. Johnson for joining them and the information she provided.

### **Establishment of Policies and Procedures and Traffic Stop Sub Committees**

Ms. Fielding thanked everyone for their willingness to serve on these committees. Mr. Ruemelin had sent the names for each subcommittee and he would run through those again. For the Policies and Procedures Subcommittee, there was George Palmer, Max Milliken, Doris Grant, Anna Janas, and Jerome Harris. For the Traffic Stop Subcommittee, there was Ryan Davis, Thuane Fielding. Interested in both was Paul Tamburrino, Camden Shields, and Frank Walsh. Interested in working on either was Melvin Ezell and Joe Lysaght. She asked if everyone was okay with where they were placed right now. Ms. Janas said she was flexible, so if they needed to change her over to make it more even, she was happy to be on either. Mr. Ezell stated that he wanted to be on Policies and Procedures and Mr. Lysaght said he would prefer Traffic Stops. Mr. Tamburrino said he was interested in the Policies and Procedures Subcommittee. Ms. Fielding asked Mr. Shields what Subcommittee he would like to be on. Mr. Walsh said he would like to be on Traffic Stops. Mr. Shields said he could do whichever one. Ms. Fielding said he would be on Traffic Stops so that it would balance the numbers. Ms. Fielding stated that Ms. Stiver had some information to share on process for the subcommittees.

Ms. Stiver stated that with the subcommittees, she was offering a proposed timeline and plan to facilitate and support the work that they wanted to do. It was based off similar projects that had been done in other cities as far as setting up a schedule. She referred to the audit recommendations that pertained specifically to the work that CPAC was doing on Policies and Procedures. One was to gather community feedback on existing policies and procedures and new policies and procedures, as well as organize and participate in community meetings to offer the opportunity for community input on department policies and procedures. That was verbatim out of the Racial Bias Audit report. She sent that out, as well as the longer version of those recommendations and findings. The plan was once CPAC determined a schedule for the main meetings, the subcommittees could determine a meeting schedule. The recommendation from their staff would be that the subcommittees could meet on the alternating months between the main CPAC meetings. She referred to a potential work group mode. Number one was to identify the focus policy areas they would like to work on, which they already did in the last meeting and then designate members to the work groups, which they had also done. The work groups could then set up their own timelines based on the policy subjects and set reasonable expectations for completion dates and meeting frequency to allow for appropriate training for work group members in the subject area. A general process might look like establishing the expectations, goals and timeline. Her role would be to facilitate the education and training on current policy, relevant laws, police procedures, training and research evidence, and data. That meant she could coordinate with both Captain Thompson and Captain Cretella to schedule presentations as desired to work through those topics. They could have policy review workshops to clarify or improve those policies and then, at some point, they could develop final recommendations and findings to report out to CPAC and the Chief. For a potential timeline, between now and the Spring, they could set those goals and objectives. For the Policy Subcommittee, if they decided to take on the entire book of policies for the police department, it was a pretty big task. There were a lot of policies and some were longer than others. It might be better to identify a focus or

first topic. They could bring in the appropriate department members to conduct some informational sessions on what the existing policies and training were. She recommended that heavily because she fielded a lot of questions for the police department and received a lot of questions/suggestions that they should implement things that they were already doing. It would be helpful to get a better idea of what they were already doing before they got into the part of making recommendations. Some of those activities could include ride-alongs when safe to do so, tours of the facilities, and maybe some hands on training exercises offered to the Citizen's Police Academy. Those who had been through the Academy had already seen some of those things and could speak to how important it was to have that exposure to what was going on. Additional training and presentations could be scheduled as needed if there were questions about specific issues or policy topics. For Spring/Summer 2021, they could then decide to conduct some facilitated discussions on what they had learned and seen, and what they wanted to see. Members could seek outside information and bring it back to the group. As a group, they could then submit those recommendations for evaluation and consideration to CPAC. Following that, she was estimating that summer/fall of next year those subcommittees could report out their findings to CPAC and forward that to the Chief. A suggested next step would be general introductions at the first meeting with a briefing on some basic information about that topic. At the first meetings, they could determine objectives and narrow the focus as needed. She would recommend that the members do some homework before the meetings to review the audit recommendations that pertained to those topic areas. As an additional recommendation, what they saw in front of them were all the audit recommendations that specifically pertained to CPAC and public communication/soliciting input. There were several items that translated some responsibility to CPAC in terms of participating in community meetings, informing the community about transparency, establishing methods to educate community about the role of CPAC, and creating a messaging plan. One of the things they might want to consider was to create a third work group to spend some more time looking at those particular recommendations and helping to define those strategies and methods for messaging/solicit input. As they decided what they wanted to do, she was happy to work with them and support their work. She was open for feedback at any time.

Ms. Fielding thanked Ms. Stiver. She asked if anyone had any feedback they would like to share. She asked Ms. Stiver to send the presentation to all members. It was a wonderful guide for them to use. Mr. Tamburrino said he liked Ms. Stiver's plan, but the ones that were recommendations for the audit shouldn't take a year. He thought those were pretty immediate things and if they prioritized those to address it was reflecting on the impact of CPAC to the public. He would like to see them carve out the recommendations and form a group that addressed those almost immediately, because they were immediate wins they could solve. Mr. Shields said he thought the third work group was a great idea.

On a motion of Mr. Shields, seconded by Mr. Tamburrino, CPAC unanimously voted to form a third subcommittee to investigate outreach and communication.

Mr. Harris said this seemed to speak to him about outreach, community engagement and communication. He wanted to be clear that this was the charge that the department take on those activities and recommendations and they could clarify the role of CPAC in helping the department carry that out. Mr. Lysaght said he recalled early on in the formation of CPAC, that one of the topics was to

consider looking at the venue of committees and they would treat it as a marketing program. In the American Legion, every year they had to go out and recertify those members and add to the rolls. If they were going to be active in the community, the community had to know they were there. There were groups in the City who stayed together and it was hard to communicate with them because they didn't know CPAC. They could simply have a business card with their name on it and that they were a part of CPAC. They should investigate the possibility of some kind of direct, strategic plan to get into the communities so they could then cycle off the critical needs upfront. Right now, they knew what they were supposed to be doing but the information wasn't getting into the communities or into the right hands and he was concerned about that.

Ms. Fielding asked everyone to email their name if they wanted to serve on that third work group. If they needed to change which subcommittee they were serving on, they should email their desired change to Mr. Ruemelin. Mr. Harris stated that he would recommend that members review the update grid report that was disseminated and posted by the department which gave a status of each of the recommendations. That way, they could better identify what their priorities were and what their work could be. Ms. Fielding said to get them started, she asked Ms. Whitaker and Mr. Ruemelin to get together to discuss the schedule and public notice for those subcommittees. They could meet in September so that they could report out at the main CPAC meeting. Ms. Fielding said Ms. Stiver offered herself up as facilitator during those meetings. She thought that would be a good thing so that the members could ensure they were reviewing the data necessary. Ms. Stiver said she was happy to do that and would help coordinate scheduling of guest speakers and presentation as well.

### **Chief's Update**

Chief Reynolds stated that this continued to be a very challenging time in their profession and in the nation. He was optimistic. He thanked everyone for getting CPAC up and running and almost filled. He thanked the new members. He thanked Mr. Haley and was sorry to see him leave. He thought they would stay in contact and appreciated his perspective as an experienced practitioner in the City and region. He also thanked Mr. Lysaght and Mr. Tamburrino for offering to be vice-chairs.

Continuing to be active was Covid, as they had 28 positive cases. The good news was that most had been spread apart and they hadn't had a case for the last week. Most of those individuals were back to work and none of those cases had been in hospitals. They had a very good relationship with MUSC and the City Wellness Coordinator so the efficiency of their test results had been very effective. Their people had been doing a good job wearing masks and social distancing. The department had been navigating mask ordinances. There had been a large impact on the communities with the cancellation of special events, tourism, the economy and local businesses. They had partnered with Livability in terms of education, awareness and handing out masks. One of the things that was impacting them fairly significantly was schools. With as busy as things had been in the last few months with protests and other things going on, they had the school officers able to help in the communities that maybe wouldn't have been possible if they were in the schools. Now, they were doing their annual training and lean back into a presence and working with the schools. They were getting back to some kind of normalcy with schools opening back up.

They continued to experience ongoing protests every weekend. That was something that had required them to look at the permitting process. It had been challenging with Covid, but they had been successful thus far in trying their best to work with all the different groups to honor their right to protest and have their voices heard and do it safely. That had taken a lot of effort and work in engaging with different groups and leaders. They had nine homicides this year to date versus four at the same time last year. They had six since mid-June. They had one at Gadsden Green in June and a night not long after that where they had five people shot in the same night. Two died on Hazelwood in West Ashley. They had a killing on King Street and one a week ago in the Radius Apartments near Orleans Road in West Ashley. They also had one a few nights ago. Those were things they had to pay attention to. He was excited about this committee and getting into the audit and continuing to make meaningful changes and progressing in different areas.

They were going through their accreditation process right now. A lot of people had asked him how the troops were doing. This was by far the busiest time he had ever been in his career. It was challenging and difficult for their officers. They were trying to focus on everyone's wellness and there had been a lot of discussion in their industry about suicide, depression, and addiction. They were making sure they were hydrating, and getting meals, and getting days off. They were doing a good job with communications and there were a lot of things identified in the audit, not the least of which was permanent shifts. It took them a few years to get to a model that was fair and consistent, that would help the communities. Now, instead of officers rotating every month and having different hours, they had what they called 'permanent shifts'. That was to focus on problem solving and community engagement. If they did it right, it was a big benefit to their ability to do their jobs better and accomplish their mission with community engagement. It was also better for wellness for their officers and their bodies. It was something they had wanted for a long time and it took a lot of work to put together and put it in writing. The men and women they had were doing amazing things. He just saw some body camera footage of a shooting where their officers were administering first aid and he had seen that multiple times over the last year. They were pulling out their own trauma kits that in some cases, the officer had purchased on their own. They trained on it every year and the officers did an amazing job in saving lives. They continued to get out into the communities. It wasn't as easy with Covid. There were a lot of issues with race and trust, so they continued to focus on relational policing, collaboration, partnering, communication, and they continued to engage in a positive way. They had to continue to modify how they engaged their communities and this was part of that process.

Ms. Janas thanked Chief Reynolds for being there. She wanted to acknowledge what he said about the stress on the department. It was clear that they knew there were problems with individuals here and there but, overall, they very much appreciated what his team brought and the efforts it took to police the City. Mr. Palmer said that he had read in the Post & Courier that there was a substation being set up in Gadsden Green. He asked if that was correct. Chief Reynolds said that they had been getting a lot of reaction to that. Some was good and some was not so good. He thought that every community he had ever been in where they had issues with violence and shootings wanted the police there. That was a general statement and some might disagree. They wanted the police out on foot and out of their cars. They didn't want a militaristic oppressive force. They didn't want stop and frisk or their rights being

violated, but they wanted friendly officers to keep them safe. What generally happened was that different groups or businesses asked if they could have an officer in their community. Gadsden Green was an area that had asked if they would have a 'satellite' and a greater presence. They had offered the police to be able to be there. They couldn't commit to having any kind of permanent presence, but that could be an area where an officer could use the bathroom or phone, and possibly be available for longer hours during the day. That was something that was asked. It hadn't been on his radar in terms of a big change, but had gotten a lot of reactions. He was curious to know their thoughts and if they thought it was a positive or negative. Mr. Palmer stated that he thought community policing was an excellent thing if they could bridge some of those gaps by having officers more available and visible. Officers riding in cars may not be helpful, but officers talking to the community and becoming a part of the community could be. He was in favor of more presence there and thought it was needed. Chief Reynolds stated that they had been performing blocks of training and asking their officers how they thought they could get involved because they had heard people say that they wanted them there. Citizen's didn't want to just see the police when a crime or something violent happened. Mr. Tamburrino stated that Chief Greenberg used to do it on roller skates and it was one of those personal touches that made him personable. Something like that drew attention in a positive way. Chief Reynolds stated that was a big push and they were doing more with bikes. They had been asked to bring the mounted patrol back in some capacity.

Mr. Lysaght stated that the City used to have beat patrolmen and they had a certain geographical area and citizens got to know those officers. They provided protection that we all desire, but also some parental supervision. He knew that broadening and thinning the ranks had an economic impact as well, which was something that had to be addressed and looked at. He knew if they could, they would put those satellites everywhere, but this would be a good spot. They could also look at putting a foot patrol out there. Growing up, that made a big difference just knowing they were there. Chief Reynolds said that was the direction they were headed. He thought this was a worthy discussion and it was something they had been talking about internally. They had officers with basketball stands and things to pull out of their car. They had begun to do that and other things. Mr. Harris said a few weeks ago, they had announced getting assistance from SLED and the Sheriff's office to deploy officers and if it had been effective. Chief Reynolds stated that he regretted the way they announced that with the press release. The idea was 'all hands on deck'. The way it went out scared people and the timing couldn't have been worse. People were already fearful of 'militarization' and being like Oregon. They didn't do any of those things and he had a lot of conversations about how it was received. He hadn't said they would be doing stop and frisk or clean out every street corner, but they would be in the neighborhoods and getting guns off the streets. They would be selective. The top priority was to get out of their cars and do everything they just described. The feedback they had gotten had been positive and he wasn't aware of any complaints, but there was concern that communities would be over policed. He assured that wasn't going to happen but they had to overcome the way they worded it. The two week deployment ended the past Sunday. They were trying not to wear out their other partners. They had ended their commitment unless the City asked for more help. They were close to 70 sworn officers under compliment. They might have gotten ten from SLED and ten from the Sheriff's department. That wasn't over policing or creating a huge force overnight. It was saying they had some areas they wanted to work

on. Another thing people were concerned about is they had said they would create 'traffic checkpoints', and they hadn't done that. They did look at the data where the fatalities were and biggest areas with DUI's and collisions and worked traffic in those areas. The press release had brought up fear of the past, rightfully so.

### **Officer Development and Promotion Process**

Captain Cretella stated that he oversaw the public safety division and they oversaw training, internal affairs, Calea and compliance. Their job was to ensure that everyone was doing what they should be. For officer development, when someone got hired on, they went through a police academy which was twelve weeks of training. That included academics and hands on experience as well as testing for the academy and internal review. After graduating from there, they went to South Carolina Criminal Justice Academy for eight weeks. Upon successful completion, they entered the patrol training officer program which was fourteen weeks long. In that program, they covered policies and procedures. There was a traffic piece and a community engagement piece. After graduating from that, they were released for independent duty and they became an officer. Every year, each officer got at least 40 hours of block training. The topic were ethics, personality and prejudice, EPIC training, driver training, and updated laws and procedures. They went over defensive tactics. They would spend a day at the range that also consisted of a classroom piece to talk about use of force. Thursday's were generally scenario based training days. It could be active shooter presentations or things related to mental health scenarios. On the last day of training, they had a piece for mental health training, first-aid/CPR, and a legal update. There were other trainings throughout the year offered. For senior command staff, they encouraged them to go the extra mile and offered leadership training at the FBI National Academy, etc. For the last four years, they sent numerous officers there. They offered department mentorships and job shadowing. They could expand on all of this throughout the subcommittees and could get those presenters out to present for them.

Ms. Fielding said he detailed the 40 hours of training and asked if there was refresher training in cultural diversity. Captain Cretella said that was part of ethics. My. Lysaght asked if it was correct that they could be provided with a brief but concise presentation from the instructors. Captain Cretella said they could do some type of subcommittee presentation. The only ones they couldn't present were the police tactics. They had done those in the Academy, as well. Mr. Lysaght said that they learned a lot when they came on board and did the small training. It would be good since they had some new members and have some refresher courses. Captain Cretella said they could work something out and get those materials to them.

Captain Cretella stated that for the promotion process, it was publicized on their website and they could send that to them. IT had been revamped in the last two years. The biggest revisions were from using external resources to evaluate candidate's qualifications. That was to keep biases away. The majority of what they did was by special ID and not name. Test material was done by someone outside of CPD. Ms. Fielding asked if that process was new. Captain Cretella said they always had that. It might not have been spoken about. The newest piece was the external review in the last two years. Deputy Chief Walker said that they had two options which was to hire assessment centers, which was expensive, and

the second option to reaching out to external agencies in other areas to assist them with best practices. They did a hybrid of that, and had been doing that for about a year.

### **Diversity in the Command Staff**

Ms. Fielding said that they always had Deputy Chief Walker last and rushed him through his presentations. They would make sure he went first next time. Deputy Chief Walker stated that for the breakdown of the command structure, they would provide them with copies of the strategic plan which had a bio and picture of the command staff, sworn and non-sworn. It consisted of those with ranks of Lieutenant, Captain, Deputy Chief, and Chief. They had 28 officers that fell into that. Of the 28, 19 were what they called 'Command.' Those were Lieutenants. For racial/gender breakdown, they had four women (three black and one white), two black males, and 13 white males. For Senior Command, that was Captains, Deputy Chiefs, and the Chief. For Captains, they had two black males and three white males. They had one vacancy. For Deputy Chiefs, they had himself and Deputy Chief Broughton. Within that structure, they also represented a wide variety of different communities. The diversity started at the entry-level and that was something they were focusing a lot of efforts on in reaching out to a variety of communities.

Ms. Fielding asked if they could receive that information. Deputy Chief Walker said they would send that out. Chief Reynolds asked if they could touch on the hiring process and recruiting a little bit. Deputy Chief Walker said they had a new office solely dedicated to recruiting. Sergeant Mitchell stated she was the supervisor for the recruiting team. For the screening process of new hires, they had been traveling around to various colleges and getting students to intern and look at employment. Anyone who was interested, they could go to the City's website and upload their information. The application was screened for disqualifiers. If that was fine, they were set up for testing. After that, they had an oral interview and polygraph. The packet was put together and review by herself and the recruitment chain. Then, the applicant was sent to background investigations and then given a conditional offer for employment, set up for medical/psych exam, and then given a final letter for hire.

### **Topics for Next Agenda**

Ms. Fielding stated that for the next agenda, they would review comments/questions received from citizen's that they would get through email, subcommittee reports, community outreach, and possibly an update on the satellite offices or potential patrol areas. If they had other items, they should get those to her. She thanked everyone for their time and the next meeting would be October 1<sup>st</sup>, 2020.

Having no further business, the meeting adjourned at 7:31 p.m.

Bethany Whitaker  
Council Secretary