



City of Charleston

Charleston Citizen Police Advisory Council

June 6, 2024

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

Link: <https://www.youtube.com/watch?v=-n9JrmexhT4&t=6005s>

PRESENT: Thuane Fielding, Doris Grant, Vice-Chair Jerome Harris, Colby Hollifield, Thomas Hummel, Jamie Khan, Joseph Krause, Philip Lucier, Sarah Mack, David Saulnier, Harrison McIver, Chair Paul Tamburrino, and Imogene Thomas.

Also present: Chito Walker, Andre Jenkins, Tonatte Mitchell, Anthony Cretella, Patrick McLaughlin, Anthony Gibson, Robert Gamard, Steve Ruemelin, Logan McVey and Jillian Eidson.

Call to Order/Welcome

Chair Tamburrino called the meeting to order.

Roll Call

Ms. Eidson called roll.

Citizen Participation

There were no citizens who had signed up to participate in the meeting.

On a motion by Councilmember Hummel and seconded by Councilmember Saulnier, the April 4, 2024 minutes were unanimously approved.

CPD Status Update

Chief Walker addressed an incident in Charleston Harbor where the Ravenel Bridge needed to be closed due to a container ship malfunction and praised the response time and coordination of the responders.

He said that the next day there would be a graduation ceremony at the Citizen's Police Academy for 12 students, and that the biggest priority of the department was recruitment and retention. There were 19 students who would begin training the following week and the classes halved the existing vacancy.

He introduced the new command staff that had been promoted at the promotion ceremony the previous week. Deputy Chief Jenkins was the commander of Support Services, Captain Mitchell was the captain of the Community Oriented Policing Unit, Captain McLaughlin was the head of Professional Standards, Lieutenant Light was the new Lieutenant over Community Oriented Policing, and Lieutenant Gibson was the commander of Public Affairs.

Captain Cretella had also been promoted to the CPD Chief of Staff. The Executive Deputy Chief Weiss would introduce himself to CPAC the following meeting.

Deputy Chief Jenkins, Captain Mitchell, Captain McLaughlin, Lieutenant Gibson, and Lieutenant Gamard introduced themselves to CPAC and gave brief overviews of their careers and responsibilities.

Chair Tamburrino said that he had met Jerome Smalls, who was a new nonsworn member of the department, who would be over the Youth Outreach Program. He complimented Mr. Smalls' work ethic and said that his department was a sign of forward-thinking for the CPD.

He asked if Chief Walker had anything else to discuss.

As there was nothing, they moved on.

Vacancy Update

Mr. Ruemelin said that Councilmember Seekings had submitted a name to fill the vacancy in his district, and that person would be up for appointment at the June 2024 City Council meeting. The mayor had put forward a high school or college student up for appointment. Districts 6 and 7/8 still did not have appointments, and the mayor was aware of the vacancies. He would either get the Councilmembers to fill them, or he would fill them himself.

Chair Tamburrino asked if there were any questions for Mr. Ruemelin.

Chair Tamburrino said that he had given Mr. Smalls homework when they had met, which was to help the Mayor find the high school appointee. Mr. Smalls had already found two potential candidates.

He said that Councilmember positions could be retained after a term limit was up until a replacement could be found. Councilmembers Grant and Fielding would stay past their term limits for that reason.

He thanked them for their service and invited them to say a few words reflecting on their time in CPAC, which they did.

He went over the logistics of how vacancies were filled. City Councilmembers would need to officially appoint members by putting them on the official agenda, because otherwise they could be replaced at

any moment as a placeholder. He used himself and Vice-Chair Harris as examples of that. They had not been reappointed because their reappointments had been taken off the City agenda and were therefore sitting in vacant roles.

Vice-Chair Harris said for the minutes that he knew that he and Chair Tamburrino had not been reappointed.

Chair Tamburrino talked about CPAC's history of vacancies and not having enough members to reach a quorum, which was why they were currently insistent on filling vacancies with members involved with participation. He wanted to petition City Council to remove term limits in order to avoid losing members who were invested in CPAC and had accumulated knowledge of policies.

He proposed a motion to petition the City Council to remove term limits.

Vice-Chair Harris asked if there was any discussion.

Councilmember Krause asked if they wanted to create unlimited term limits or change the term limit from 2-3 years to 2-4 years.

Councilmember Hollifield agreed with Councilmember Krause and said that there was a potential risk of priorities shifting away from getting new membership and engagement. He suggested consecutive terms or terms that rotated on and off for one year.

Councilmember Mack suggested after two consecutive terms, that a Councilmember come off of CPAC for one year before coming back on.

Councilmember Lucier asked who would have the authority to ask a member to resign.

Chair Tamburrino said that the CPAC body could make a motion to remove a member.

Councilmember Hollifield said that they could have a Councilmember encouraging harassing the CPD, and there would be no off term for them.

Vice-Chair Harris said that the guidelines had rules in place that would punish a violator.

Chair Tamburrino said that councilmembers could have different opinions from the CPD, Council, and other councilmembers, and that if there was a problem councilmember then CPAC could approach the City Councilmember in charge of their district to ask for them to not reappoint the person in question.

Vice-Chair Harris asked if they wanted to vote on the motion or table it for further consideration.

Councilmember Thomas said that losing two wonderful people from CPAC would be shooting themselves in the foot, especially since it was emphasized that CPAC needed more people.

Chair Tamburrino said that they would also be losing diversity by losing Councilmembers Grant and Fielding, and that the previous Mayor had not been appointing people for diversity.

Councilmember Fielding called for a restatement of the motion currently on the floor.

Vice-Chair Harris read the motion as presented.

Councilmember Fielding asked if it was two three-year terms.

Chair Tamburrino confirmed that it was.

Councilmember Saulnier asked if CPAC could give appointee recommendations to the Mayor or City Councilmembers, or if CPAC could be responsible for appointing councilmembers.

Chair Tamburrino said that he wanted CPAC to stay away from that in order to avoid homogeneity and continue being able to hold City Council accountable for not doing their jobs.

Mr. McVey said that if anyone in CPAC knew someone they wanted to recommend for appointment, they could do so. However, there was no guarantee that City Council or the Mayor's office would accept the recommendation. He wanted to push back against the discussion about changing the term limits and the promotion of diverse appointments within CPAC. He said that diversity could be achieved through continued discussions and developing opinions. (38:00-40:50)

Vice-Chair Harris asked if there were any more amendments to the motion on the floor.

Councilmember Grant asked if they could include the desire for a diverse appointment in the proposal.

Chair Tamburrino said that would be an entirely different motion from the one on the floor.

Councilmember Grant said that they could introduce it as a separate motion.

Vice-Chair Harris

On a motion by Chair Tamburrino seconded by Councilmember Hollifield, 8 in favor, four opposed, the motion carried.

Councilmember Grant proposed a motion to introduce to City Council that would have them nominate CPAC members based on the demographic makeup of the community and districts that they represented.

Chair Tamburrino asked if her motion was to include a sentence that encouraged appointing authorities to promote diversity and reflect the makeup of the community to enhance the value and participation in CPAC. He called for a second to the motion.

Councilmember Saulnier seconded the motion.

Chair Tamburrino called for a discussion on the motion.

Councilmember Hummel expressed confusion at the motion and wondered how it would lead to success. He said that it seemed too broad and vague.

Councilmember Hollifield asked where it would lead if they used language that talked about the value of racial and gender diversity on the CPAC board. He said that mentioning protected classes would lead to a sticky mess. He agreed with Councilmember Hummel about the motion statement being broad, but he was unsure how to word it otherwise.

Chair Harris called on Councilmember Fielding.

Councilmember Fielding said that Mr. Ruemelin understood the intent of the motion and she suggested they depend on him to draft the language of the motion on the floor.

Councilmember Khan read out the current membership section of the CPAC handbook, and it was determined that Councilmember Grant's motion already existed within the language.

Chair Tamburrino said that City Councilmembers were meant to appoint based on their District demographics, which required them to be involved with their constituents.

Councilmember Mack said that each of the City councilmembers had a community board that they were meant to attend. She found it ironic that they did not share the existence of CPAC with them.

Vice-Chair Harris said that in regard to racial, sexual, and gender representation, they could look at the CPD data from contact cards and the IA report and see which demographics were interacted with the most. That information could inform what diversity meant in terms of broad language. He said that the general population of the City was hyper-segregated and that the Black African-American population was under 17%, which made them over-represented by the current CPA. Defining diversity by the demographics of those the CPD worked or interacted primarily with could be used instead of reflecting the racial population of the entire City.

He said that criminals could not join CPAC. He said that they were talking about appointing people of different socioeconomic, racial, and gender characteristics, and that the general conversation about diversity inclusion was hyperpolitical. They were concerned about making sure that certain people got access to the services they wanted, and the CPD had the best advice and highest level of public service by virtue of the work that CPAC did.

Councilmember Thomas asked for Chair Tamburrino to name the City Councilmembers of Districts 6, 7 and 8.

Chair Tamburrino asked Ms. Eidson to look those up. In the interim, he asked Captain Mitchell to give feedback on what she had just heard.

She said that representation was needed and that if the people on the board doing good work wanted to stay on the committee, they should.

Chair Tamburrino thanked her. He returned to the question asked by Councilmember Thomas and said that District 6's Councilmember was William Gregorie, District 7's Councilmember was Perry Waring, and District 8's Councilmember was Michael Seekings. Councilmember Seekings had a pending candidate, and the mayor had a student opening. He had spoken to the student candidate. He said that councilmembers needed to continue talking to the City Councilmembers who appointed them in order to ensure they received feedback about CPAC and could respond to hard questions. If individual CPAC members noticed a lack of diversity, they needed to bring it up with their City Councilmember.

Vice-Chair Harris said that CPAC members who were from specific groups did not represent all members of their community. CPAC's charge was to reflect what was going on in their communities in the broadest sense, which would mean talking to their City Councilmembers and attending block association meetings.

Chair Tamburrino asked Councilmember Grant if she wanted to continue her motion.

Councilmember Grant withdrew her motion.

Mr. McVey said that because the Mayor's team was new, they wanted to give the Councilmembers with vacancies more time to fill them. He reiterated that if CPAC members wanted to recommend people to join CPAC, they were more than welcome to send them to the Mayor to be considered. They would give the Councilmembers a stern talking to if the vacancies remained unfilled.

Chair Tamburrino told Mr. McVey that Districts 3 and 12 were going to have positions opening, but that the Mayor did not have to worry about filling them yet. The CPD had resources and points of involvement to recommend to people who were concerned about different issues but were not yet involved directly with them.

CPAC Chair Update

Chair Tamburrino said that he had given a talk at the citizen's police academy the previous night and had noticed a blurb about CPAC in the packet that the department had distributed to students. He was approached by attendees who wanted to join CPAC, but the rotation of graduates were not the most diverse, even though that did not rule them out as appointees. He said that the citizen's police academy was a good recruiter for CPAC, because they were invested in the recommendation process.

Councilmember Hollifield praised the quality of the people joining the CPD and those who went through the citizen's police academy.

Chair Tamburrino agreed with Councilmember Hollifield. He encouraged CPAC members to recommend members of their community to attend the citizen's police academy.

He said that he went to the CPD's open house, and the turnout was not great. He said it might be nice if they hosted open houses multiple times a year and not during summer. He met with Chief Walker a few times and spoke about recruitment and how the CPD's focus was on recruiting an educated police force.

He said that it might be beneficial if the City subsidized housing for the police and fire departments so that new officers or transfers could live in town. The Mayor had broached that subject previously.

He said that he had not been attending CPAC subcommittee meetings in order to empower the subcommittee chairs. He asked if anyone had any questions of him.

As there were none, they moved on.

Chair Tamburrino reiterated that Councilmember Grant had agreed to stay on CPAC despite her term ending. She would stay through September and her City Councilmember could reappoint someone to her position within two weeks' notice of it being added to the City agenda.

On a motion by Chair Tamburino seconded by Councilmember Fielding, it was unanimously agreed to nominate Councilmember Krause to be the new chair for the Policy Subcommittee, effective June 7, 2024.

Effective immediately, Councilmember McIver stepped down from his role as chair of the Complaint Subcommittee.

On a motion by Chair Tamburino seconded by Councilmember McIver, it was unanimously approved to nominate Councilmember Khan to be the new chair for the Complaint Subcommittee.

Subcommittee Reports

Chair Tamburrino gave a brief summary of the first meeting of the Executive Subcommittee. He said that there were no motions made and the subcommittee was meant for conversation and to bounce ideas off of each other. The report of which was included at the end of these minutes.

Councilmember Grant gave a brief summary of the Policy Subcommittee meeting, the report of which was included at the end of these minutes. She asked Captain Cretella if the department had completed the policies they had discussed at their meeting.

He said they would circle back to that.

Captain Cretella responded to Councilmember Grant's summary of the subcommittee meeting that they had a Special Police Officer (SPO), Dave Plesich, who was in charge of hiring outside entities to manage policies. It was his responsibility to make sure everything was up to date. There had been a transition between Sergeant DuBose and SPO Plesich. They would not be hiring externally. He called on Captain McLaughlin to explain the research into alphabetizing or numericizing their policies.

Captain McLaughlin said that they had done research into restructuring their policies and had decided it would be too confusing for their officers who used it on a daily basis. He said that the department was lacking in their ability to cross-reference and would put work into developing that and ensuring all policies were in a uniform format. He had a background in policies and procedures, and the project was

an interest of his. He would be working with Lieutenant Bailey on discussing what needed to be updated. They would also change their website layout.

Vice-Chair Harris suggested that the new chair of the Policy Subcommittee work with Captain McLaughlin on those changes. It would also be important for the ERA and Communications subcommittees to know that those changes were being made.

Chair Tamburrino asked if there were any questions or comments for the Policy Subcommittee. As there were none, they moved on to the Complaint Review Subcommittee.

Councilmember Khan thanked everyone for their confidence in him taking over the subcommittee. He gave a brief summary of the Complaint Review Subcommittee, the written report was included at the end of these minutes.

Councilmember Khan made a motion for the Complaint Subcommittee to review a sample upheld complaint case.

Chair Tamburrino called for a second.

Councilmember McIver seconded the motion.

Chair Tamburrino asked if there was any discussion on the motion.

Councilmember Saulnier asked if the sample complaint would be redacted.

Councilmember Khan said they would need to work that out, but it would be a summary of the complaint from the Internal Affairs office

Councilmember Saulnier asked if they had already discussed that at the last meeting.

Chair Tamburrino said that they would not know what the summary would contain, but City Council said they could request them. He said that he thought what Councilmember Khan meant was that they wanted a case to review in conjunction with report percentages and what reports looked like when redacted.

Councilmember Khan said they were just starting the process and asked if they would get a report with the officers' names.

Chair Tamburrino said they would not as per their guidelines.

Councilmember Krause asked if the motion was to request that the CPD provided the subcommittee with a summary.

Councilmember Khan confirmed that is what he had said.

The discussion continued in this manner for some time.

Councilmember Lucier suggested getting summary reports from different classes of report severity.

Councilmember Khan said that he did not know which member of CPAC would interact with the CPD for this.

Chair Tamburrino said they would discuss this further.

As there was no further discussion, the motion was unanimously approved.

Chair Tamburrino told Captain Cretella that he formally requested a timeline on when he would receive the summary.

Captain Cretella said that Chair Tamburrino would need to make that request of Chief Walker.

Chair Tamburrino said that wasn't in the guidelines.

Captain Cretella said that he would start working on the timeline.

Chair Tamburrino asked Mr. Ruemelin if it said in the guidelines that he needed to make the request of the Chief of Police.

Mr. Ruemelin said that he would need to review the guidelines, but he believed it could either be the Chief or his designee. They would need to make it in the open meeting.

Chair Tamburrino asked Captain Cretella, if he had the Chief's blessing, what kind of timeframe would they be looking at.

Captain Cretella said to give him 30 days.

Chair Tamburrino asked for a compromise of 15 days.

Captain Cretella said there was a delivery method, and they would need to figure things out internally.

Chair Tamburrino asked Mr. Ruemelin what the normal timeline for a Freedom of Information Act (FOIA) request was.

Mr. Ruemelin said that it took 10 days to find out whether or not they had the record and intended to produce it, and then another 30 days to actually produce the record. What Chair Tamburrino was asking for would be quicker.

Chair Tamburrino said that they would not need the 10 days because they were not asking for a specific record. He asked Councilmember Khan if he had anything else to say.

As he did not, they moved on to the ERA Audit Subcommittee.

Councilmember Saulnier gave a summary of the ERA Audit Subcommittee meeting, the written report of which was included at the end of the minutes.

Chair Tamburrino asked if there were any questions for Councilmember Saulnier.

As there were none, they moved on to the Communication Subcommittee.

Councilmember Hummel said that they were looking to have their first meeting next month. He asked who wanted to be on the subcommittee. He knew that Councilmember Saulnier had expressed interest in joining.

Chair Tamburrino said that he would join for a period of time.

Councilmember Hummel praised Mr. Smalls and expressed interest in having him join the subcommittee.

Chair Tamburrino encouraged him to do so. He said that the CPD's website needed improvements to communicate clearly who was in the department to the public. This was something he hoped the Communication Subcommittee would help with.

He asked if there were any questions for Councilmember Hummel and encouraged CPAC members to contact him to join the subcommittee.

Vice-Chair Harris said that the subcommittee was like a commercial for CPAC, because it was their job to communicate with the community. They needed to give the chair feedback in terms of what the community wanted to hear about. People needed to give Councilmember Hummel feedback, whether they were on the committee or not.

Councilmember Saulnier said that he had been approached by people who were interested in learning about the CPD but did not know about the resources available to them.

Councilmember Hummel said that there had been expressed interest in learning more about School Resource Officers (SRO) and what they did.

Chair Tamburrino said that they could watch the presentation by the Lieutenant in charge of SRO information. The best thing CPAC and the CPD could do to keep the public up to date was utilize social media. They could announce CPAC meetings or forward the portal for police activity and crime statistics to people who claim increased crime in their area. They could be directed to the department's YouTube channel, and the department could be reminded to regularly post educational updates to their social media channels.

He asked if there were any questions or concerns. As there were none, they moved on to the next topic.

School Resource Officer Overview

Lieutenant Gamard said that there were 35 officers in their unit that covered 54 schools throughout Charleston. They took the safety of children very seriously. Every high school in their area had an officer. They covered most middle schools and had a School Security Response Team unit (SSRT), who had

specific schools they were assigned to. They were usually assigned to two or three small or close-together schools. He wanted the officers to be invisible but involved with their schools and the students. Some helped with administration things and some taught classes. SROs went through quarterly training in addition to regular police training. They focused on active shooter responses among other situations specific to schools.

For the last five years they had been looking at alternatives to arrests because they were dealing with juveniles, like having the SROs sit down with the school administration, SRO supervisor or Lieutenant Gamard to determine the severity level of the student's actions and what type of disciplinary action they wanted to take. They needed to determine if it required arrest and the involvement of family court or the FBI. Most incidents at school involved assaults, threats, or drugs. They needed to remain consistent with their responses across all schools, which was difficult as different school administrations wanted different things.

They had seen different things happening at schools and had met with SRO supervisors and the Charleston County School District (CCSD) to discuss them. There had been an incident near a school where they had to pursue someone and wound up with a gun, but it was unrelated to the school. They took gun threats and the potential of students bringing them to school very seriously, and they would do threat assessments of students by sitting down with their parents. They would defer to school administrations on what their disciplinary matrix was because they were not in the business of putting juveniles in the system if they didn't have to. Serious assaults and hard drugs would lead to the involvement of Family Court. They would take into consideration the student's school records in how they would process a student's threat level.

There were 20 officers currently in the schools, and every year they would evaluate the school statistics and whether or not they needed to make changes for the SROs. An example he used was Early College High School, which was getting larger and might need a permanent SRO.

Councilmember Saulnier asked if they had seen gang infiltration or activity in the high schools.

Lieutenant Gamard said that there were groups in neighborhoods and different areas, but not traditional gang activity. Groups would have feuds with each other, and SROs would keep administrators informed when things like that would happen. Teachers, administrators, and school counselors were the ones who would see that more so than SROs.

Councilmember Saulnier asked if they would try to keep SROs in the same schools each year.

Lieutenant Gamard said that they essentially did.

Councilmember Thomas asked if they also had a presence on buses.

Lieutenant Gamard said that they did deal with buses a little bit and would become involved if there were fights or students getting off at wrong stops. Shifts were split into groups of eight to four to patrol and be available to help if there was an incident during that time.

Chair Tamburrino asked if SROs had any involvement with domestic violence for students, similar to victim's advocates.

Lieutenant Gamard said that they did receive a lot of reports like that, and patrol officers in the same school areas would be able to communicate with SROs at different schools to keep an eye on informal disputes at their schools.

Chair Tamburrino asked if there were any other questions.

Councilmember Hollifield asked what the career path of SROs was.

Lieutenant Gamard said that the majority came from patrol.

Councilmember Hollifield asked what they did during summer.

Lieutenant Gamard said that they had Camp Hope, which had three locations in West Ashley, Downtown and John's Island. Officers were assigned to those camps and their job was to run the camp and organize activities and be there every day. Others were available for summer schools, church schools or smaller schools that have camps.

Councilmember Hollifield asked if they covered private schools as well.

Lieutenant Gamard said that private schools were in their SSRT clusters.

Vice-Chair Harris said that he understood that the CCSD had hired supplemental officers for security and that some schools were involved in restorative practices. He asked if the SROs were involved in interfacing with private schools and schools doing restorative practices.

Lieutenant Gamard said that there weren't too many schools doing restorative practices. If a school did not have a daily SRO, they would use a retired officer.

Councilmember Saulnier asked if they were in uniform.

Lieutenant Gamard said that they were. He spoke more about the mindset of retirees who had returned to public safety.

Chair Tamburrino asked if there were any other questions.

He said that those present who lived in West Ashley would not be able to return home quickly because traffic had completely shut down in that area.

He called on Ms. Eidson to give her updates.

CPD Updates

Ms. Eidson said they had planned to present their assessment of the External Review Assessment (ERA) at the next Public Safety meeting on June 17 at 2:00 p.m. They could attend physically or via Zoom.

She said that everyone should have received communications from her regarding potentially getting their portraits made. It would have a backdrop with the American flag and would be done by a professional photographer who worked with the CPD. There were still signup slots available, and the portraits would start to be taken on June 18 from 4:00 p.m. to 6:00 p.m. at the location on Bees Ferry Road. If anyone could not make those times or dates, she could work with the photographer to be available at other times.

Chair Tamburrino said that the portraits were a good idea, as they could be used for one's professional social media profiles and Zoom accounts.

Captain Cretella asked Chair Tamburrino to get everyone in CPAC to have the portraits done for the sake of the CPD's directory, as they did not have reference photographs for everyone.

Captain Mitchell thanked everyone who had attended the CPD's open house and everyone who participated in the citizen's police academy. She had sent out email updates that they would be with Charleston Progressive Academy Middle School for *Bridge the Gap* on June 7. Youth Citizen's Academy would start on June 11. *Coffee With a Cop* would be held at Eggs Up Grill in West Ashley Circle Center, she encouraged those who lived in the area to invite their neighbors to the event as they could ask questions of the officers.

Chair Tamburrino said that they needed to make sure that their community groups were getting Captain Mitchell's updates. He asked if anyone else from the department had any updates.

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

There was no old business to discuss.

There was no new business to discuss.

Adjournment

There being no further business to discuss, the meeting was adjourned at 7:08 p.m.

Additional Documents

External Review and Assessment (ERA) Subcommittee

April 25, 2024 / 3:00-4:00pm / Virtual Meeting

MEETING SUMMAY

Present: David Saulnier (Chair), Jerry Harris and Joe Krause. Thuane Fielding was unable to attend. Additional attendees included: Jillian Eidson, CPT Cretellaa, Steve Ruemelin, Phil Lucier and Doris Grant. There was no citizen participation for this meeting.

Jill Eidson gave a brief overview of the recent CPD promotions and assignments.

The primary topic of discussion revolved around the ownership of many of the ERA Recommendations that mentioned CPAC (attachment 2). David Saulnier presented an ERA CPAC Recommendations flowchart in an effort to begin discussions. He mentioned that he had previously discussed the flowchart with Thomas Hummel, Chair of the CPAC Communications Sub-Committee, and that Tom had no objections. The flowchart indicates that many of the ERA Recommendations should be "co-owned" by the CPAC Communications Sub-Committee and CPD. Those recommendations are 2.3, 4, 17, 32.1, 32.2 and 33.3 (see attachment 2).

The ERA Recommendations proposed to be owned by the ERA Sub-Committee and CPD are 32.3 (see attachment 2).

ERA Recommendation 33.3 should be owned by ERA Sub-Committee, Communications Sub-Committee and CPD.

David Saulnier mentioned that he thought reporting for 32.3, "Reporting on Motor Vehicle Stops", should be fairly straightforward given that CPT Bruder had previously provided some reporting that appeared to have most of the data necessary. David Saulnier suggested that reporting Motor Vehicle Stops in a manner similar to Use of Force reporting would be a great start and could satisfy ERA Sub-Committee and much of what the citizens of Charleston would expect. CPT Cretellaa stated that Use of Force reporting is performed annually. David Saulnier stated that annual reporting of Motor Vehicle Stops may be too infrequent, but all agreed that reporting frequency is currently secondary to the first step of actually getting the data/reporting.

Jerry Harris mentioned that he wanted to make sure that CPD provides regular updates on all ERA Recommendations – including the 71 items owned exclusively by the CPD. CPT Cretellaa stated that these updates first go to the Public Safety Committee, currently planned for June 2024. He also stated that monthly updates on the 71 items is too frequent to show meaningful progress. ERA Sub-Committee members asked if their committee could get updates on the 71 CPD ERA items prior to the Public Safety Committee as this would help demonstrate greater CPAC involvement and engagement and would also provide CPD an opportunity to obtain independent feedback.

Action Item 1: CPD representatives will ask Chief Walker his thoughts on showing CPAC and/or ERA Sub-Committee the CPD updates on the 71 ERA items assigned exclusively to CPD prior to showing the updates to the Public Safety Committee.

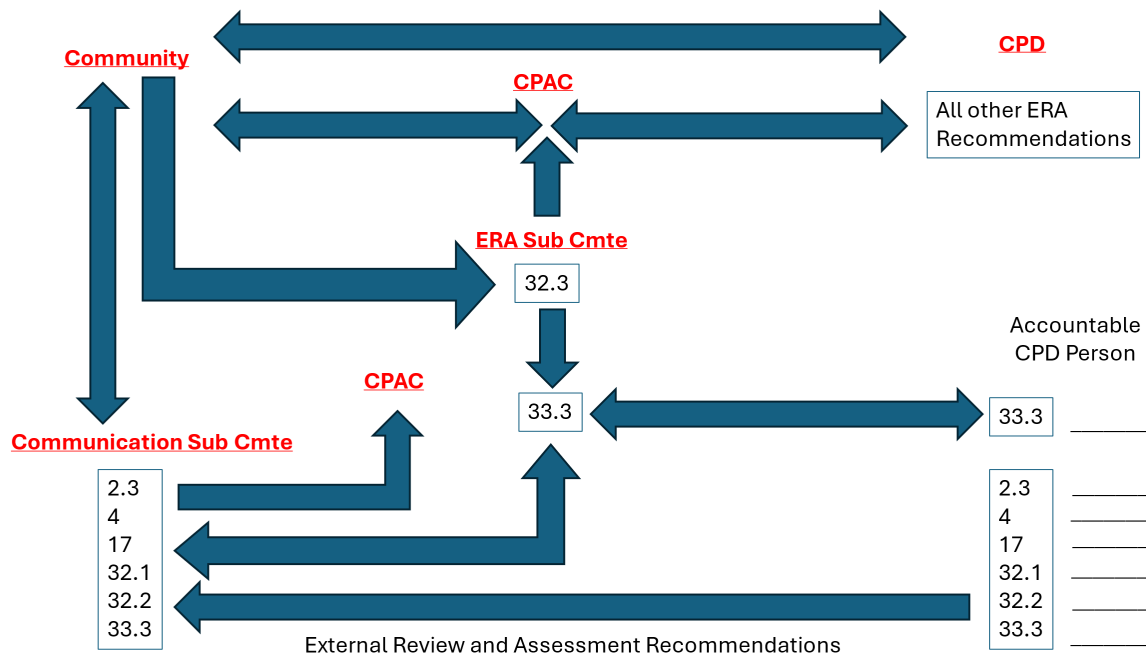
Action Item 2: David Saulnier will gather feedback from CPAC at the next meeting as to how CPAC would like the CPD to report on their 71 ERA progress – directly to CPAC or directly to ERA Sub-Committee.

Action Item 3: Jill Eidson to send all video of data presentation by David Crosby to CPAC. (Completed on 4/25/2024)

Action Item 4: Jill Eidson to get a data contact for the ERA Sub-Committee.

Action Item 5: David Saulnier to present ERA Recommendations flowchart to CPAC.

Attachment 1: ERA Recommendations (as presented 4/25/24)



Attachment 2: External Review and Assessment (ERA) Recommendations Referencing CPAC

Number	CNA Text	Recommended Next Steps
2.3	CPD should ensure that any strategies developed are shared with the community in advance and provide opportunities for meaningful community input, especially those communities that will be most affected.	Growing participation at CPAC would be ideal. However, if CPD and CPAC cannot achieve this, alternative and additional engagement is needed to gather meaningful community input. Consider creating a panel of citizen reviewers specific to each category of recommendations (Motor Vehicle Stops, Use of Force, etc.) who can be engaged over an extended period of time. Track recommended policy changes through the community feedback process and demonstrate responsiveness to community suggestions through revised policy.
32.1	CPD should work with the Citizen Police Advisory Council , the city, and other community stakeholders to share with the broader community the council's goals, objectives, and standard operating procedures.	CPD has the opportunity to tell its story of improvement and aspirations more broadly and more effectively. One approach would be to develop a presentation addressing CPAC role and function and take this presentation into the schools, neighborhood association, business leader organizations etc. Take the information to the citizenry, rather than expecting that they will come to CPAC meetings.
32.2	CPD should leverage the Citizen Police Advisory Council to gather community feedback on policies and procedures.	This has been attempted but increasing participation by citizens in the process is one key to more effective engagement. To address CPAC's poor participation rates will require a deeper understanding reasons participation is not as needed. This is beyond the scope of the external review and assessment.
32.3	CPD, the Citizen Police Advisory Council , and the city should make a concerted effort to engage and inform the community about their efforts to increase transparency and transform the CPD.	More and better reporting, especially of racial disparity data in Motor Vehicle Stops, Use of Force via CPAC and other proactive efforts.
33.3	CPD should communicate the importance of community support in effectively implementing	More and better reporting, especially of racial disparity data in Motor Vehicle Stops, Use of Force via CPAC and other proactive efforts. Consider developing reports and presentations that make the disparity analysis reported in this document, accessible to average citizens in a way that promotes transparency and improves trust.

	changes to the community.	
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Number	Recommendation
4	Create a shorter version of the video of the "Motor Vehicle Stops: What You Should Know" previously presented to the Citizen Police Advisory Council (CPAC) to educate drivers about motor vehicle stops, including how to help ensure safety for all parties. This video should be short (less than 15 minutes) and should be distributed to high schools, driver education programs, and other relevant organizations, especially those serving young drivers. (Fidelity Assessment) Goal: Community
17	Conduct a formal, annual training needs assessment. This should be consolidated into an annual document and be publicly shared through CPAC and other communication channels. See CNA Recommendation 40.2. (Fidelity Assessment) Goal: People

Citizen's Police Advisory Council
Policy Subcommittee Meeting
May 7, 2024

Meeting Summary

Call to Order

Attending Subcommittee Members: Subcommittee Chair Grant, Harris, Grant, Krause

Citizen Participation: Suzanne Hardie CAJAM representative commended CPD on asking that CPAC collaborate with CAJAM to examine continued disparities in Traffic Stops. She was provided the date for the CPAC full meeting to offer her other comments.

Minutes: Subcommittee Chair Grant introduced the 7 March Policy Subcommittee Meeting Summary that was presented at the April full CPAC meeting.

General Order(GO)-30 Update

- CPD staff stated that it is currently working through comments the Policy Subcommittee submitted on 30 April, and will provide an update at the June full CPAC meeting.

CPD Overview of PowerDMS (GO-#8)

- PowerDMS is the portal officers use to access CPD General Orders and it is also how the community has access to view departmental policies.
- The only difference in what officers view and what the public sees is the login page.
- GO-8 Fair and Impartial Policing is the upcoming policy that the Policy Subcommittee will review and was used to demonstrate how PowerDMS is accessed and how information is presented .
- GO-8 was last updated in 2022. It was stated by CPD staff that the most significant change for this policy was the term Professional Standards to Internal Affairs.
- There was an overview of classes that the department provides to train officers on various topics that would achieve the goals and objectives relating to GO-8. It was commented that these training should be noted in GO-8.
- A committee member asked if data relating to policy infractions are reported and if these findings were made public. CPD staff stated that there is a mandate to report and information can be found on the department's website under the external complaint category. Also it was asked how the effectiveness of training is assessed and what ERA recommendations were provided to measure effectiveness. CPD staff stated that it would provide an update on the status of ERA recommendations at the full CPAC upcoming meeting.

Recommendation from the Policy Subcommittee

- As the result of the Policy Subcommittee reviewing nearly 20% of the departments General Orders and finding that many of these policies lack uniformity in format, are not clear and concise with information contained and lack general information that should be included in established policies, the CPAC Policy Subcommittee makes the following recommendation:
 - a. *CPD hires an independent professional entity that specializes in helping public safety agencies update and develop written policy content that is uniform, coherent, accessible and comply with state and federal laws. Also that the CPD's annual report includes details on policies that have been reviewed by the department and the number of compliance audits that were conducted during the annual reporting period*

No Updates from the Procedural Justice and Research Director

No Update from CPAC Chair

Meeting Adjourned

Citizen's Police Advisory Council
Complaint Review Subcommittee
Committee Report
May 29, 2024

The Subcommittee last met on March 18, 2024. In that meeting, the Subcommittee reviewed data from internal investigations of years 2021 through 2023. This information was reported to CPAC at the meeting held on April 4, 2024.

On April 12, 2024, CPAC and members of the Subcommittee were provided a copy of the 2023 CPD Office of Internal Affairs Annual Report. The members of the Subcommittee each individually reviewed and analyzed the 2023 Annual Report.

The Subcommittee originally had a meeting scheduled in May to review the 2023 Annual Report, but the meeting was cancelled because no members had any specific questions for the department related to the report.

The Subcommittee plans on requesting a couple of sample cases from the department to review in the near future.

Submitted By:

Jamie A. Khan