

# **Community Input Group**

## **Proposed Changes for Consideration**

**July 16 - September 29, 2020**

### **Topics** (page)

#### **Police Oversight**

- **Role of Citizens' Review Board** (page 1)
- **Role of Civil Service Board** (page 5)
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**Review Role of Police Recruitment and Training** (page 16)

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# Safe Communities' Community Input Group

## Sub Group Analysis

### Topics for Specific Feedback

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- Citizens Review Board

### Sub Group Members:

Vicki Foster

Michael Barnes

Corine Mack

Fatina Lorick

### Topic 1. CRB

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#### Discussion Notes

Concerns/Improvement Opportunities	Factors for Consideration	Proposed Changes to Consider
<p><b>Supoena Power</b></p>	<p><b>Vicki Foster:</b></p> <p>Will be hard to get past the FOP and state  Primarily helpful with supoening witnesses outside the agency however if they are involved most would voluntarily come anyway  Can compel ex, a officers personal cell phone but who will extract the info, and go thru the entire phone, what if it shows other things not related that are not criminal, personal in nature but concerning, what if they share phones with a wife</p>	<p><b>Vicki Foster:</b></p> <p>Depts generally require the officer to cooperate fully in any investigation  You would fair better (and quicker) to have the City manager implement the duty of cooperation expected in your performance of duties as an employee of the City/CMPD  Not going to get anywhere once the first officer invokes/pleads the 5<sup>th</sup>. It will become habit.</p>

Concerns/Improvement Opportunities	Factors for Consideration	Proposed Changes to Consider
	<p>(ie they have the same no. now they must be subpoenaed)            Lot of issues that have not been discussed            These powers need attorneys to oversee</p> <p><b>Michael Barnes:</b></p> <p>I'm not comfortable recommending that the CRB be given subpoena power because I understand the power of subpoenas as an attorney and I don't think it's a power that should be broadly given. The convergence of statutory law, constitutional law, case law, city code and police department policy can create outcomes that vary widely from case to case/incident to incident. No two cases are ever the same and granting subpoena power outside the grand jury process or a legal process which includes lawyers for all parties can create havoc.</p> <p><b>Corine Mack:</b></p> <p>Subpoena powers are most useful to compel information from witnesses outside the police department and officers in fear of retaliation.</p>	<p><b>Michael Barnes:</b></p> <p>Perhaps there should be an inspector general established at the state level, outside the attorney general's office to investigate and report on police abuse cases throughout NC. I do think the other items are worth exploring further.</p>
	<b>Vicki Foster:</b>	<b>Vicki Foster:</b>

Concerns/Improvement Opportunities	Factors for Consideration	Proposed Changes to Consider
<b>Duty to Intervene</b>	<p>Will need training on what actually constitutes neglect of duty, very different definition from a Police Dept and what is expected</p> <p>Should tighten up the fact that officers have to report it to their supervisor is one thing but WHO holds them accountable? Is the information documented, what happens to the officer who reported it? Suppose the supervisor agrees with it?</p> <p>IE. I make someone stop roughing someone up and then tell my supervisor, then WHAT happens? There has to be a process to how its documented, disciplinary action and who ensures the officer is not retaliated against for telling?</p>	<p>I Support the CRB being able to review neglect of duty violations which include duty to intervene</p>
<b>Justified but Potentially Preventable</b>	<p><b>Vicki Foster:</b></p> <p>There is already a policy that says if the officer contributed to the problem, they can be in violation of policy</p> <p><b>Fatina Lorick:</b></p> <p>This seems to be contradictory. There should be clear language about unjustified conduct. With the language as</p>	<p><b>Vicki Foster:</b></p> <p>Think that verbiage alone justified but potentially preventable needs to be looked at from the policy violation aspect as once its justified you know deal with the contributing factors which are again policy violations</p>

Concerns/Improvement Opportunities	Factors for Consideration	Proposed Changes to Consider
	is, will the officer still be held accountable?	
<p><b>Structure</b></p>	<p><b>Fatina Lorick:</b></p> <p>I noticed that in the Keith Lamont Scott case there was not a majority ruling.</p> <p>Quorum qualification is only 6 members.</p> <p>Citizen Review members are appointed.</p> <p>How can there be increased awareness of CRB so that citizens know how to voice their concerns when issues arise with police interaction?</p> <p><b>Corine Mack:</b></p> <p>For civilian review boards to be effective, they should be provided the authority to override the recommendations of the police</p> <p>Mayoral and city council appointments makes CRB a political entity. Community selections of at least half of the board would address the lack of trust of CRB decisions and outcomes.</p>	<p><b>Fatina Lorick:</b></p> <p>Create specific language to address when there is a tie.</p> <p>With 11 members the quorum qualification should be higher.</p> <p>There may need to be stronger qualification guidelines to assist in appointing the correct people.</p> <p>Community involvement through quarterly surveys and discussions to continue trust.</p> <p>All CRB members must undergo implicit bias and dismantling racism training annually.</p>

# Safe Communities' Community Input Group

## Sub Group Analysis

### Topics for Specific Feedback

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- **Role of the Civil Service Board**
- Passive Protests and Peaceful Demonstrations
- First Amendment Activities
- Criminal Process

### Sub Group Members:

Rev. Peter Wherry

Kass Ottley

Ann Kuester Steppe

Ryan McGill

### Topic 1. Civil Service Board

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\*How to make CSB process more accessible? -> Educational outreach possibly through Corridors of Opportunity work?(Cherie) Make meetings available to public via WebEx or Zoom? (Ryan)

\*Are CMPD applicants asked about tattoos? (Wherry)

\*Psycho-social history (narrative)? CMPD would complete this in-house and CSB would review results (Wherry)

Concerns/Improvement Opportunities	Factors for Consideration	Proposed Changes to Consider
How to make it so CRB and CSB work better together	Changes to scope of CSB would have to be approved by General Assembly	Have CSB to act as appeal board (Ryan)
Giving citizens of Charlotte another avenue to have the decisions made by Chief of Police appealed		Have CSB to act as appeal board (Ryan)

<b>Concerns/Improvement Opportunities</b>	<b>Factors for Consideration</b>	<b>Proposed Changes to Consider</b>
* Lack of transparency in deliberations creates some sense of hiding among citizens	Employee has option to make hearing open or closed. If open, the trial is public	Possible to have some portion of deliberations to be made public? (Wherry)
Minimize opportunity for officers to disconnect from community		Make sure that officers live within the City (Ryan)

# Safe Communities' Community Input Group

## Sub Group Analysis

### Topics for Specific Feedback

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- Eight Can't Wait
- Rules of Conduct
- Police Oversight
- Budget

### Sub Group Members:

- Dr. Britney Broyhill (BB)
- Robert Dawkins (RD)
- Cindy Decker (CD)
- Rodney McGill (RM)
- Dr. Michael Turner (MT)

### Topic 1. Eight Can't Wait

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#### Discussion Notes

Issues	Concerns/Improvement Opportunities	Factors for Consideration	Proposed Changes to Consider
1	<p><b>Requires Exhaust of ALL alternatives before shooting</b></p> <p>What are the tools in the toolbox to use before lethal force? (CD)</p> <p>Concerns suggestion/example of clinicians and mental health professionals being alternative responders with the mental health crisis victim and a knife. (BB)</p>	<ul style="list-style-type: none"> <li>• Oregon is not a good comparison to Charlotte's demographic (CD)</li> <li>• These fields are also in high need/low supply and make it difficult to go out to calls. (BB)</li> <li>• Physical restraint of a person to get patients experiencing a psychiatric break under control is sometimes needed (BB)</li> <li>• Mothers frequently call police for help when their children are a harm to themselves and others; social work/mental health clinicians are equipped</li> </ul>	<ul style="list-style-type: none"> <li>• List alternatives in the policy that should be exhausted prior to lethal force. (CD)</li> <li>• Perhaps provide specific scenarios: ie subject has a gun held on officer, then what? (CD)</li> <li>• Suggest that the officers required to understand the nature of the call first to understand their toolbox and prepare themselves for resources needed (CD)               <ul style="list-style-type: none"> <li>○ Sex trafficking, drug related, domestic, etc.</li> </ul> </li> <li>• Train community groups to handle mental health patients to reduce officer involvement with patients, examples below: (RD)</li> </ul>



Issues	Concerns/Improvement Opportunities	Factors for Consideration	Proposed Changes to Consider
		<p>to handle this or trained how to protect themselves and the community when these patients escalate to that level (BB)</p> <ul style="list-style-type: none"> <li>• When officers run out of tools if someone continues to resist, what does the officer do? (CD)</li> <li>• The concern is that mental health professionals and others are killed in rare but highly publicized manners. This could set back reform generations because people are mostly reactionary. (RM)</li> <li>• De-escalation is a skill that is usually from the heart as opposed to policy. An officer who immediately comes in screaming, scared, and belligerent themselves are a danger to the community themselves. Innocent people and unconvicted people are both put at danger by officers who either stray from policy or are not held accountable by their superiors. (RM)</li> </ul>	<ul style="list-style-type: none"> <li>○ <a href="https://www.motherjones.com/crime-justice/2020/07/oakland-ceasefire-shootings-murder-rate-social-services-life-coach-boston-miracle-thomas-abt-david-kennedy-cat-brooks/">https://www.motherjones.com/crime-justice/2020/07/oakland-ceasefire-shootings-murder-rate-social-services-life-coach-boston-miracle-thomas-abt-david-kennedy-cat-brooks/</a></li> <li>○ <a href="https://www.westword.com/news/denver-may-divert-some-911-calls-to-crisis-response-team-instead-of-police-11542576">https://www.westword.com/news/denver-may-divert-some-911-calls-to-crisis-response-team-instead-of-police-11542576</a></li> <li>• Clinicians and mental health professionals should have a trained policeman with them who acts as auxiliary and complementary components of the call as opposed to first responders. (RM)</li> </ul>
2	<p><b>Ban Shooting at Moving Vehicles</b></p> <ul style="list-style-type: none"> <li>• Shooting at moving vehicle policy language does state that officers can shoot back if a suspect is shooting</li> </ul>	<ul style="list-style-type: none"> <li>• A vehicle can be used as a weapon and can cause lethal threat to the community and responding officers; however it should not be considered a weapon if it is not being used as one. (BB)</li> <li>• CMPD shooting in motor vehicles in Charlotte is</li> </ul>	<ul style="list-style-type: none"> <li>• The language for “shooting at moving vehicles” policy should be updated to reflect similar language from NYPD and New Orleans Police (BB)</li> <li>• Suggest adding specific language that would clarify that if a vehicle is being used in a “ramming attack” it could be considered a</li> </ul>

Issues	Concerns/Improve ment Opportunities	Factors for Consideration	Proposed Changes to Consider
	<p>at them in a moving vehicle (BB)</p> <ul style="list-style-type: none"> <li>• It still considers the vehicle as a weapon which the campaign suggests should not automatically count as a weapon (BB)</li> </ul>	<p>problematic because they accounted for around 20% of all officer shootings in 2018 (RD)</p>	<p>threat of lethal force and ONLY then be considered a weapon. (BB)</p> <ul style="list-style-type: none"> <li>• This would allow CMPD to use lethal force on a moving vehicle if the subject is shooting from a moving vehicle or performing a ramming attack only. (BB)</li> <li>• This coincidental violence needs to be rooted out before putting clean policies in place. Bad cops will continue to find loopholes, so they must be gone for any real reform to occur. (RM)</li> </ul>
3	<p><b>Ban on Chokeholds &amp; Strangleholds</b></p> <p>Representative from 8 Can't wait feels that CMPD policy does not ban both Chokeholds and Strangleholds</p>	<ul style="list-style-type: none"> <li>• Feel like the stranglehold policy is strong since it says CMPD bans any hold that restricts air or blood flow (BB)</li> <li>• The current policy is adequate in our review (BB)</li> <li>• How many police have been shot by people in moving vehicles? How many people have been shot by police while they are in a vehicle? The high number of shootings in vehicles by CMPD tells the community that the officers here feel they have the leeway to commit such atrocious acts as shooting at fleeing cars and unarmed motorists. The shooting at cars criteria for CMPD is one that needs to be reviewed for past casualties. If a citizen shoots illegally into a police</li> </ul>	<ul style="list-style-type: none"> <li>• None (BB)</li> <li>• The chokehold policy needs to be enforced on a case by case basis with real punishment for those who violated this policy. This policy is necessary because bad police do not need a gun to severely harm someone. This policy needs to be reviewed to determine if upper management has properly adjudicated these issues; or have they turned blind eyes to the community's detriment. (RM)</li> </ul>

Issues	Concerns/Improvement Opportunities	Factors for Consideration	Proposed Changes to Consider
		<p>car the statute of limitations will not save them; thus police who have illegally shot into cars should have their cases reviewed. Again, the mass of all illegal acts and police killings here in Charlotte involve black citizens and white cops. (RM)</p>	
4	<p><b>Duty to Intervene</b></p> <p>Representative from 8 Can't Wait feels that the CMPD policy added in July has conflicting policy language</p>	<ul style="list-style-type: none"> <li>• Feel like duty to intervene policy is strong and meets requirement (BB)</li> <li>• It states officers must act if “manifest injustice would result from failure to take immediate action” (BB)</li> </ul>	<ul style="list-style-type: none"> <li>• None (BB)</li> <li>• The duty to intervene policy may be strong, however, its reality is weak. This duty to intervene could have saved a life several times in Charlotte over the years. If officers themselves are not being held accountable for beastly actions, how can the community expect for the same system to hold other officers in the vicinity accountable. The intervening officer policy means nothing if the intervening officer does not feel they are there for justice, only to do their job. Any officer or human who watches a vicious assault or similar action should have some accountability along with that bad cop. (RM)</li> </ul>
5	<p>How often are officers updated when policies are updated? (CD)</p>	<ul style="list-style-type: none"> <li>• If the language used in CMPD Standards of Operations are vague, ambiguous and lack true definition, there will never be a way to hold an officer accountable. The lack of definition does not benefit the officers or the public due to the subjectivity of the standards expected from the officers. (RD)</li> </ul>	<ul style="list-style-type: none"> <li>• Officers need good working knowledge of policies (CD)</li> <li>• Officers need ongoing training and communication skills to be approachable (CD)</li> <li>• Partners should have different personalities to approach situations differently (CD)</li> </ul>

Issues	Concerns/Improvement Opportunities	Factors for Consideration	Proposed Changes to Consider
6	<p><b>Revise and strengthen CMPD use of force policy</b></p>	<ul style="list-style-type: none"> <li>• “REQUIRE OFFICERS TO EXHAUST ALL OTHER REASONABLE MEANS BEFORE RESORTING TO DEADLY FORCE” <ul style="list-style-type: none"> <li>○ That is a quote from the section on shooting into moving vehicles. It is not listed in the standard for use of deadly force. Just under shooting into moving vehicles. Sam said that and listed both SOP’s for our reverence. That’s the conflicting policy he referenced. (RD)</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• The legal force standard is to bland for the black community. The police around the country need to be audited also for their violence standards and determine who they are using extra force on and why. The legal force standard here in Charlotte does not protect people in the Black community. All of the police killings that have been arbitrary have been done to black males in particular. CMPD needs to audit the actions of its officers now to determine who is already past their limit of hand slaps or reprimands. Putting those officers in other positions only brings their bad behavior to that department. It does not matter if you are a traffic cop, a bad cop will find a way to create the “legal” scenario for them to kill black people. (RM)</li> </ul>
7			<ul style="list-style-type: none"> <li>• Officers can much better patrol areas if the officers involved have familiarity and a productive ongoing relationship with the community they are going to. The policies we see in CMPD are slanted against black communities no matter who the officers are. There needs to be a data log of how many officers are sent to where for what reasons. The community wants to see if CMPD are bringing convoys of police cars to black communities</li> </ul>

Issues	Concerns/Improvement Opportunities	Factors for Consideration	Proposed Changes to Consider
			like they are in other communities for similar calls. The amount of police arrest and violence by percentage in black communities needs to be accurately noted and understood by the community and CMPD. (RM)
8		<ul style="list-style-type: none"> <li>The comprehensive reporting needs to be kept by an independent agency that has no dog in the fight. The community does not trust any police records, policies, or boards because their reports are self-serving at the least. The comprehensive reporting means nothing if the papers are graded by the students and protected by the teachers. Policemen and their superiors should be held to a higher standard of documentation because of the history of police and our community. An outside agency is the only way to acquire real numbers. (RM)</li> </ul>	

**BB Summary:** Overall feel like CMPD’s policies are meeting the 8 Can’t Wait Campaign’s recommendation. We do have suggestions of potential additions that can be added to the Shooting at Moving Vehicles policy and Use of Deadly force to only enhance those policies. Do not agree with the feasibility of some of the alternative interventions suggested by the speaker prior to using deadly force.

**RD Summary:** CMPD needs to immediately remove the [8 Can’t Wait Checklist](#) from its website and issue a retraction listing the points that are not in compliance with 8 Can’t Wait. Currently CMPD is asking the public to send in suggestions on “How they would like to be policed” and it called “8 Isn’t Enough”. The title of [this survey](#) also needs to be changed since they are not in compliance and the title erroneously infers that CMPD has achieved

the "8 can't wait" baseline and is attempting to move forward. In good faith, "8 Isn't Enough" can not be a tagline when the original 8 have not been achieved.

CMPD should use the exact language from Campaign Zero's page so that CMPD can be in compliance with 8 Can't Wait: <https://www.joincampaignzero.org/force>.

My recommendation is that each member of the Safe Communities Committee watch & review the reasons Campaign Zero listed on our Zoom call for noncompliance by CMPD. I feel that a report back from us will include personal bias and Council needs to hear his responses objectively. Once each member has invested the 30 minutes to listen to the official response from Campaign Zero on CMPD's noncompliance with 8 Cant Wait, Council should live up to the resolution it passed and ensure that CMPD changes each SOP to ensure compliance. After all SOP's have been changed, publicly present the changed SOP's to Campaign Zero and request them to certify that CMPD is complying.

# Safe Communities' Community Input Group

## Sub Group Analysis

### Topics for Specific Feedback

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- Roles of Police Recruitment and Training

**Sub Group Members:** Tonya Jameson, Geoff Alpert, Michael Barnes, Vicki Foster, Fatina Lorick, Corine Mack

### Topic 1. Recruitment and Training

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#### Discussion Notes

Concerns/Improvement Opportunities	Factors for Consideration	Proposed Changes to Consider
<p>Vicki Foster: If there are concerns by a recruiter and it has happened and the top official doesn't agree, the notes of the recruiter should still be presented to civil service Recruiters should be allowed to express their concerns if any to civil service</p>	<p>Can cause retaliation on the recruiter (an example is with a police officers son )and the recruiter found things that disturbed them but the official was a friend and over the recruiter and wanted to suppress the notes</p>	<p>Any concerns by the recruiter should have be noted and turned in without retribution or bias by the recruiter or official</p> <p>Request all notes of concern</p>
<p>Civil Service involvement</p>	<p>May need training on key things to focus on as they can sometimes get hung up on small things (driving records etc) need more question about those coming from other agencies</p>	<p>Although obtaining IA records from other agencies tis he best actual tool we have, not all cops that are not good cops have IA records, we need recruiters who can go to the agencies and talk with people they have worked with and for of all different backgrounds</p>

<p>Social media tells a lot about a person and we need to figure out how to get info earlier (although hard without passwords and permission)</p>	<p>Most are aware their social media will be looked at and they have time to clean it up ahead of time even before the interview where they ask to see it</p>	<p>Not sure of the solution but thinking</p>
<p>There is a need for more real recruiters where they can go spend time, unfortunately a lot of their time is administrative</p>	<p>Hard to do with their caseloads and intensive work they have to do as this involves  Need more actual recruiters</p>	
<p>Time to look at all psychological tests again to see if there is anything else out there that may be better..no test will measure a persons heart, racism or agenda but need to constantly check for improvements</p>	<p>Cost is a factor if new ones are found and validation studies</p>	<p>Look for new or other psych tests to ensure we are keeping up with the times</p>
<p>More recruiters that look like what you want to recruit although CMPD has done a good job at that, more is needed</p>	<p>Some people have been in the role a long time and are callous and don't like thinking outside the box</p>	<p>Move them, yes it causes issues and possibly lawsuits but we know who they are, if you constantly speak ill of the agency itself should you be a recruiter</p>
<p>Resident Incentive</p>	<p>Very good tool and im more than familiar with the idea but the suggestion of adding more money to get people to live in those 4 areas will not likely produce what you think</p>	<p>Officers move out of the city for a host of reasons primarily taxes as the department is younger now and making 50k a year with a family they chose to live where taxes are cheaper, the other issue is its real easy to say live here but ask yourself do you want to live there for a few thousand extra dollars? Officers want to be OFF too, you will never be OFF as people perceive you to be their</p>



		<p>personal police if living in the neighborhood. You become 911, next you have to feel safe for you and your family. Certain areas will require enforcement action and they have to worry about if they had to lock up someone in the area if they and their family are safe. We tried this in the 90's when Earle village was being transformed. Not saying you will not find any but unlikely to net what you expect</p>
<p>Finding other people or companies to answer non-violent</p>	<p>Can work as proven by the COPS (citizens on patrol) who handle certain small things like picking up found items and turning them in, helping direct traffic etc however they are volunteers and not paid so you don't have as much control on how many are working a given day and how long. There are many areas someone else can do. Many have been tried but can be tried again but the City will need to help with the buy-in. When CMPD tried to implement many citizens were upset and demanded to see the police saying it was their tax dollars (ie stolen cars, larcenies)</p>	<p>Would need the city to push and do education on the "why" doesn't work well coming from CMPD. Has to be a joint effort. They will call them saying they want to see a officer and once you cave that's all it takes.</p> <p>Look at call impact, victim/citizen impact, hours saved and time saved. Will have to be paid positions, cant do consistency with volunteers</p>
<p>Geoff Alpert: Impact of training</p>	<p>While we were provided the statistics on training there was no information about its impact or effectiveness.</p>	<p>Consider the academy scores as part of an evaluation of officer performance. This could be done randomly or when there is a complaint filed against an officer</p>
<p>Evaluation of training</p>	<p>Again, the hours and topics are one thing – but there was no information of how the training</p>	<p>Develop and implement a survey and hold focus groups of officers who have been on the department for a while to</p>

	is perceived by officers AFTER they have been in the field.	determine which areas should be improved. This should be done by an outside entity, perhaps UNCC?
Modification of training	Agency and officer data	Using the agency and officer data, a committee of stakeholders should make recommendations to the department for modifications or changes

# Safe Communities' Community Input Group

## Sub Group Analysis

### Topics for Specific Feedback

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- Rules of Conduct

Sub Group Members: Cindy Decker, Robert Dawkins, Rodney McGill, Dr. Michael Turner (will report back)

### Topic 1. Rules of Conduct

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#### Discussion Notes

Concerns/Improvement Opportunities	Factors for Consideration	Proposed Changes to Consider
#11: Intervention "Manifest Injustice"	Ambiguity of language, example of Sgt on June 2, what does manifest injustice mean, where's the line between insubordination and accountability	Change to "in violation of CMPD policy, ethics, and/or directives" Policies and directives are assumed to prevent "manifest injustice"
#1: Abuse of power	Mandatory reporting, promotions (ex Deputy Chief)	Would like more information about how officers who have been disciplined for abuse of power are promoted and how that info is shared across departments
#4: Associations	Include and define hate groups (based on DOJ list)	Add HATE GROUPS to associations, and/or groups that breed animus/hateful attitudes toward other racial groups?  Employees will avoid associations with persons who they know, or should know, are involved in criminal activity, are under criminal investigation or indictment or who have a serious criminal record or are

Concerns/Improvement Opportunities	Factors for Consideration	Proposed Changes to Consider
		members of or affiliated with racial or white supremacist groups, including Nazis, the Aryan Brotherhood, the Ku Klux Klan, Proud Boys and similarly situated groups, except as necessary to the performance of official duties or where unavoidable due to family relationships. (Provided by Michael Barnes – Group 1)
#2: Arbitrary Profiling	"solely based on race"	<p>*Need something more robust to protect against racial/gender/religion/sexual orientation profiling.</p> <p>*Need more research to understand whether arbitrary profiling exists, and the depth to which it exists (ex. Traffic stops)</p> <p>*CMPD will systematically seek out and review whether AP exists and then tailor a response based on what is actually going on</p>
#33: CEU Identification		Officers must be identified in CEU, must be displayed
#42: Violation of Rules	What are the consequences	<p>*Would like access for the public</p> <p>*Public transparency on what is the escalation of consequences, is it possible to request in specific cases</p>
#43: Equipment	Video needs to stay on, penalty for turning off?	Stay on all times when interacting with public

Concerns/Improvement Opportunities	Factors for Consideration	Proposed Changes to Consider
"fitness for duty"	Include mental health considerations?	<ul style="list-style-type: none"> <li>*This needs to be included in policies and procedures</li> <li>*officers should not be held back or discriminated against for seeking mental health support</li> <li>*Mental health check ups should be strongly encouraged (PTSD screenings, etc)</li> </ul>

# Safe Communities' Community Input Group

## Sub Group Analysis

### Topics for Specific Feedback

- **CMPD Community Engagement & Youth Programs**
- Police Transparency and Access to information
- Management of Subjects with Mental Health illness

**Sub Group 3 Members: Meko Chosen, Don Thomas, Larry Mims, and Trevor Allen**

### Topic 1. • CMPD Youth Programs

Concerns/Improvement Opportunities	Factors for Consideration	Proposed Changes to Consider
<p><b>Data:</b> Numbers seem too good to be true, 99% raises a red flag, if you have reached that high a percentage of your goal your goal should be reevaluated. There is missing data and metrics for some of the programs. How are programs evaluated and by whom? Are we measuring outputs or outcomes? Can we take to scale the programs that data shows are effective?</p> <p><b>Demographics:</b> There is no clear indication that the programs are catering to at-risk youth specifically. Given the presentation that was given on youth programs there is a sense that the youth most in need of the programs are not accessing them. Despite the programs existing, problems in the community involving youth are not abating. The missing demographics for some of the</p>	<p>Create a programming framework that is managed outside of CMPD</p> <p>Better data must be collected in order to make an informed decision on program effectiveness and scalability.</p> <p>Allot no new funding until there is a better than anecdotal understanding of what is working well.</p> <p>Document the funding streams for all programs.</p>	<p>External audit of youth programs to determine their effectiveness, scalability and whom they are serving.</p> <p>Once an audit is completed consider potential partnerships with grassroots orgs that are working well and producing results. Allow the organization to maintain autonomy in its implementation of programming. Don't take over the program or narrative.</p> <p>Programs need to be affordable for the youth/communities they are serving, make grants available to the youth most in need of participating in these programs.</p> <p>CMPD can divest of being the implementer and evaluator of youth programming and instead invest into a community</p>

Concerns/Improvement Opportunities	Factors for Consideration	Proposed Changes to Consider
<p>programs makes it unclear who is being served. What is the ratio of funding to service provided and where do the funding sources for each program come from?</p> <p><b>Location:</b> Where are the programs implemented? The programs should be neighborhood based.</p> <p><b>Partnership:</b> Partnerships with community and or grassroots organizations is necessary. CMS' Turning Point Academy should be a focus for programming given the population it serves. Why are successful programs like Tar Heel ChalleNGe Academy not partners?</p>		<p>backbone organization that can redirect funds to grassroots organizations. Not just one group but spread out to multiple groups that have proven themselves effective in the delivery of youth services and programs.</p> <p>Have more community based events (like West Fest) to offer an outlet for young people and communities to enjoy themselves and have positive interactions with law enforcement.</p>
<p><b>Programming:</b> Programing should not be focused on sports only. There are many young people that are not interested in sports and are more inclined to participate in community events.</p> <p>Programs must be mindful of how age restrictions can hinder the ability to reach an entire family. If a program serves one person in a family, an appropriate program should be made available for the other youth in the home.</p>		

Concerns/Improvement Opportunities	Factors for Consideration	Proposed Changes to Consider
Are all the programs free for at-risk youth? What type of support would it take for them to be?		
<p><b>Potential for improved community relations and potential recruitment:</b> It is important for CMPD to work in communities to show that its youth programming cultivates a positive image which can create interest in younger people that could then be recruited later in life. Sharing positive engagement stories within communities – successes engaging youth and sharing best practices, can help get more resources allocated to provide this type of programming.</p>		



# Safe Communities' Community Input Group

## Sub Group Analysis

### Topics for Specific Feedback

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- Role of the Civil Service Board
- **Passive Protests and Peaceful Demonstrations**
- First Amendment Activities
- Criminal Process

### Sub Group Members:

Rev. Peter Wherry  
 Kass Ottley  
 Ann Kuester Steppe  
 Ryan McGill

### Topic 1. Passive Protests and Peaceful Demonstrations

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**Charge:** Provide perspective on various aspects of policing and how law enforcement interacts with the community, and to provide reactions and feedback to potential policy changes, programs, budgets, practices and plans.

### Discussion Notes:

- Need legal advice on how to make possible
- Robust communications plan to communicate rules of engagement with all parties, social contract, have a handbill to pass out to everyone that is onsite
- Revise ordinance so that protesting is only in street in order to protect private or public property (otherwise would be challenge to enforce)
- Understand some uniforms don't allow for wearing camera, should purchase new uniforms

Concerns/Improvement Opportunities	Factors for Consideration	Proposed Changes to Consider
Need more definition around what moves a protest from peaceful	<b>Revision of rules of engagement to include:</b> Ways to operationalize (should be a policy in place that defines what criteria must be met for a demonstration to classified as unpeaceful)	1. No chemical agents (CCW Crowd Control Weapons) OC Spray or CS Gas 2. No flashbangs, grenades, rubber bullets No (KIP's Kinetic Impact

Concerns/Improvement Opportunities	Factors for Consideration	Proposed Changes to Consider
	<p>Examples:</p> <p><b>Allowed</b></p> <ul style="list-style-type: none"> <li>- speech is protected- whether vile or loud</li> <li>- animated protesting (jumping, fist pumping, etc.)</li> <li>- Police will respect people clearly marked as "Legal Observers" in every protest. Any arrest, harassment, or assault of any kind on these individuals, will constitute an infringement of the entire body of protestors' constitutional rights.</li> </ul> <p><b>Prohibited</b></p> <ul style="list-style-type: none"> <li>- projectiles thrown,</li> <li>- certain distance must be maintained from businesses</li> <li>- no firearms visible or concealed</li> <li>- endangering life or safety of other person</li> <li>- No fireworks</li> </ul>	<p>Projectiles of Any Kind) due to there inaccuracy when fired from a distance, history of injuring bystanders and ability to cause serious injuries, disabilities and sometimes death.</p> <ol style="list-style-type: none"> <li>3. Body cameras must be worn and turned on. If not worn, and turned on while officers are engaging with Protestors/crowd, officer terminated (Civil Service Board review)</li> <li>4. Every engagement with citizen should be included on body camera footage</li> <li>5. Should not seal identity of officer in charge of protest &amp; should include footage. Officers must have on Badges and visible name plates.</li> </ol>
Rename/redefine role of officers during protests/demonstrations	Should be peace officers, stay to the background	<ol style="list-style-type: none"> <li>1. Officers should not be in riot gear (Officers should be in regular uniforms)</li> <li>2. No need for show of force (march on perimeter of protest)</li> </ol>
		No military-type weapons should be near protests.
		Officers should document violent or disruptive behavior prior to arrest. Officers should also isolate the violent

Concerns/Improvement Opportunities	Factors for Consideration	Proposed Changes to Consider
		protestors from the peaceful protestors when possible.
Mechanism to encourage officers to speak out/stand up when things are wrong	Duty to intervene	Tie civil lawsuits to pension of officer (instead of suing City, should go after pension) if there is no monetary limit tied into going after the officers pension.

# Safe Communities' Community Input Group

## Sub Group Analysis

### Topics for Specific Feedback

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#### Sub Group Members:

Corine Mack, Michael Barnes, Fatina Lorick, Geoff Alpert, Tonya Jameson, and Vicki Foster

#### Topic 1. Police Transparency and Access to Information

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##### Discussion Notes

Concerns/Improvement Opportunities	Factors for Consideration	Proposed Changes to Consider
<p>CMPD isn't being truthful regarding incidents. They say one thing publicly, but videos depend something else.</p>	<p>Legislation that prohibits immediately releasing video to the general public.</p>	<p>CMPD will convene the city manager and Safe Communities Committee immediately within 24 hours of an incident that will likely cause public outcry. CMPD will share any video, not prohibited by law, with the committee before issuing a public statement if at all possible. This will ensure more transparency when investigating incidents. Members of the committee are bound by confidentiality rules since they will view the footage in closed session.</p>
<p>CMPD keeps the city shut out when a shooting or any incident happens which makes look like CMPD is always trying to provide cover for the officer and the police department</p>	<p>Releasing too much information may compromise the investigation.</p>	<p><b>New structure when a fatality shooting occurs - Fatality Review Team (different people come together and go through it, full fledged review and it's not just police)</b>  <i>Michael Barnes previously suggested an inspector general to review fatal police shootings.</i></p>

# Safe Communities' Community Input Group

## Sub Group Analysis

### Topics for Specific Feedback

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- Rules of Conduct
- Police Oversight
- Police Budget
- 8 Cant's Wait

Sub Group Members: Cindy Decker, Robert Dawkins, Rodney McGill, **Dr. Michael Turner** (will report back)

### Topic 3. Police Budget

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#### Discussion Notes

Concerns/Improvement Opportunities	Factors for Consideration	Proposed Changes to Consider
CMPD has not had an external audit		External Audit
Budget is growing too fast	Sustainable pension considerations	
How much time devoted to services that the police shouldn't be doing		
Analysis about investment in personnel allocation vs return on investment	How is time being used vs what is the return on safety numbers. As the City grows the pension grows, is the City able to ensure we are prepared for these pension challenges? CMPD notes: City and State monitor to ensure that we are able to cover costs.	Add to the legislative agenda that employees should be able to receive pensions in the way that they want to receive them.

Concerns/Improvement Opportunities	Factors for Consideration	Proposed Changes to Consider
Overtime	Deficit of officers and overtime is filled by officers are filling in those space. How much of overtime was incurred during protests?	Can overtime costs of non-City business can that overtime be reimbursed to the City? Revenue from bringing special events to the City balance the costs of overtime- not direct reimbursement but an overall benefit. If a special event does not meeting a certain \$\$ in cost benefit can the special event owe that difference back to the city or CMPD for overtime costs?
Youth programs & other community training programs  Note: PAL is a 501C3 that runs the main program. We provide officers and sports equipment.	Residents are not hearing about programs or are not hearing reports on results of programs. Beyond PAL there is not community recognition. Programs are referral based and not all know enough to make referrals.	PAL- be the partner organization to other organizations to spread word.  Devote funding to advertise CMPD youth programs especially focused on young women.

# Safe Communities' Community Input Group

## Sub Group Analysis

### Topics for Specific Feedback

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- Management of Subjects with Mental Illness /Extreme Distress

**Sub Group Members: Meko Chosen, Don Thomas, Larry Mims and Trevor Allen**

### Topic

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### Discussion Notes

Concerns/Improvement Opportunities	Factors for Consideration	Proposed Changes to Consider
<p>Questions:</p> <p>When they know that a person has mental health illness does that lead to bias?</p> <p>What information can be shared with the police and how? How does HIPAA's privacy protections impact what information can be shared? Can family members share information?</p> <p>Who should be called for instances of mental health crisis? Should it be the police? Can the services offered (or in partnership with) CriSys be expanded? What additional programs or services could be made available through this or other partner organizations?</p> <p>When the police is called to address the needs of someone</p>	<p>Multiple calls should lead to a relationship that should help during moments of crisis</p> <p>The number of mental health calls officers are being called to (both aggregate and raw data).</p> <p>Incentivize the hiring of counselors, social workers and clinicians' by creating a pathway to licensure through the provision of practicum hours and clinical supervision</p> <p>Take into consideration the complete mental health diagnosis, course of treatment and the challenges faced by the patient and the liability to the city of negatively addressing behaviors created by the side effects to medication.</p>	<p>Implement the pilot introduced by independent researcher Jarrod James in the Beatties Ford corridor. 911 calls would be redirected to a non-police mental health emergency service provider</p> <p>Create a mechanism where mental health calls that do get responded to by the police are not addressed by a rookie officer i.e. someone that does not have CIT training or an officer that has several complaints lodged against them. Seasoned officers (8 years or better with CIT training) would be called upon as the 1<sup>st</sup> line of defense for "frequent flyers".</p> <p>CMPD create or better market a program to get licensure and practicum hours for mental health staff. In addition, create</p>

Concerns/Improvement Opportunities	Factors for Consideration	Proposed Changes to Consider
<p><b>with a history of incidents can we prioritize officers either with CIT training or that have a relationship with the subject attending to that call? How do we institutionalize that response?</b></p> <p>How can we close the loop on informing officers about the use of medication and the possibility of future incidents due to the side effects?</p> <p>Do we press charges on subjects before we fully understand the mental health illness they have and its associated behaviors? How does the diagnosis and the prescribed medication factor into how they are dealt with in the Criminal Process?</p> <p>How do we avoid victimizing people that are unable to care for their mental health?</p> <p>Can we move these types of services to a different emergency response model that lives apart from the police department and could instead be housed at the fire department?</p>	<p>We cannot create barriers for serving individuals most in need of community support. If this is done, then we are complicit in the continuation of the issues.</p>	<p>a pathways program to get people on a career track towards social service careers, focusing on individuals with lived experience in the system.</p> <p>Firefighters and emergency response services/peer support workers can arrive to assist with individuals dealing with mental illness</p>



# Safe Communities' Community Input Group

## Sub Group Analysis

### Topics for Specific Feedback

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- Role of the Civil Service Board
- Passive Protests and Peaceful Demonstrations
- First Amendment Activities
- **Criminal Process**

### Sub Group Members:

Rev. Peter Wherry  
 Kass Ottley  
 Ann Kuester Steppe  
 Ryan McGill  
 Rev. Christy Snow

### Topic . Criminal Process

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#### Discussion Notes:

Concerns/Improvement Opportunities	Factors for Consideration	Proposed Changes to Consider
<p>Three out of 5 people being held in U.S. jails today have not been convicted of a crime. We have thousands of People sitting in jails right here in N.C. awaiting trial that have not been convicted of a crime. They are being held solely because of their inability to pay bail. In effect the Cash Bail System criminalizes poverty and perpetuates inequalities in the justice System. Spending even a few days in jail can result in people losing their job,</p>	<p>D.C Superior Court Judge Truman Morrison stated.</p> <p>"There is no evidence that money is needed to get People back to court. It's irrational, ineffective, unsafe and profoundly unfair"</p>	<p>Do away with cash bail</p>

Concerns/Improvement Opportunities	Factors for Consideration	Proposed Changes to Consider
<p>housing and even custody of their children.</p> <p>Reforming Pre-Trial practices to ensure that defendants rights to be presumed innocent and treated equally under the law are preserved, regardless of their income.</p> <p>A criminal summons can replace an arrest for many minor crimes, requiring a court appearance without going to jail first.</p>		
<p>At the felony level, provide accommodation for legal exceptions such as petitions for new trial due to jury tampering, ineffective council, and jury nullification</p>		<p>For persons with legitimate and proven legal exceptions, end the requirement for treatment and activities during probation which require admission of an offense</p>
<p>More specifics around reasonable suspicion of a crime</p>		<p>Must define "reasonable"</p>