



Citizens Review Board Improvements City Council Update



Outline for today

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- C. Recruitment of members
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Background

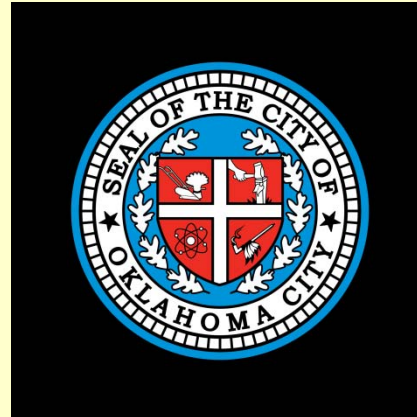
- In February, staff shared with Council the following needed improvements to the Citizens Review Board:
 - Review appointment process and requirements to ensure a diverse board
 - Provide initial and annual training to board members
 - Prepare easy to understand information on CRB process and translate into other languages
 - Direct complainants to resources to assist with filing complaint and participate in hearings
 - Publish data on officer complaints and disposition




Trends from other communities



DENVER
THE MILE HIGH CITY



City of
Tampa
Florida

STLOUIS-MO  GOV





Additional Research

- Surveyed community partner organizations on proposed changes
- Met with existing CRB and reviewed changes
- Compared changes to demands provided following the civil unrest

Community Feedback

1. What are the most important characteristics and qualities of candidates who will serve on the Citizens Review Board?

2. What elements of diversity are important to see represented in the Citizens Review Board?

3. What forums and organizations do you suggest we reach out to in order to share information and seek applicants for the Citizens Academy and the Citizens Review Board? (Please be specific and leave contact information.)

4. Do you have any other ideas about the composition of the Board and the recruitment of Board members that you would like to share?



Charlotte criteria

Members must be:

- Representative of community
- Domiciled and registered to vote in Mecklenburg County
- Have completed CMPD's Citizens Academy

Prohibits:

- Individuals convicted of felonies or A1 misdemeanor from serving

** Members serve staggered 3-year terms of office



Improvements – recommended appointment criteria

- Add language to ordinance that highlights our commitment to diversity
- Add language to the ordinance that includes a prohibition on the following individuals from serving on the board:
 - current and former employees
 - spouses, children, or parents of current and former CMPD officers



Improvements – recommended appointment process

- Conduct interviews of CRB candidates with panel to assess the competencies and core characteristics necessary to serve on CRB:
 - Panel members to include: CRC, CRB, and City Manager's Office
 - Panel to assess candidates for the following: objectivity, involvement in the community, self-awareness, accountability
 - Panel to provide assessment to relevant appointing authority (Council, Mayor or City Manager)

Improvements – recruitment of members

- Work with community groups to advertise Board openings and reach out to suggested groups and individuals
- Recruit directly at Citizen Academy sessions in the fall
- Recruit at Neighborhood Board Retreats, Leadership Exchanges and Civic Leadership Academy
- Use social media to advertise Board vacancies to reach a broader audience





Improvements – training of members

- Add language to ordinance to require 8 hours of training, which may include a 4-hour ride-along each year an individual serves on the CRB
- Staff will explore opportunities for some portion of the training to come from other community partners, in addition to the CMPD (ex. implicit bias training)





Improvements - data

- Data on CRB Cases from 1997-Present is now available on the CRB homepage

Citizens' Review Board Cases
1997-Present

Year	Appeals Filed	Hearings	Categories
1997 - 1998	7	1	Arrest, Search & Seizure = 2 Excessive Force = 5
1999	8	1	Arrest, Search & Seizure = 4 Excessive Force = 4
2000	5	0	Arrest, Search & Seizure = 2 Excessive Force = 2 Unbecoming Conduct = 1
2001	13	2	Arrest, Search & Seizure = 3 Excessive Force = 8 Unbecoming Conduct = 2
2002	7	0	Arrest, Search & Seizure = 2 Excessive Force = 4 Use of Force = 1
2003	2	0	Excessive Force = 2
2004	4	1	Arrest, Search & Seizure = 3 Excessive Force = 1
2005	6	0	Arrest, Search & Seizure = 1 Excessive Force = 5
2006	4	0	Arrest, Search & Seizure = 1 Excessive Force = 1 Use of Force = 2
2007	10	1	Arrest, Search & Seizure = 3 Excessive Force = 5 Unbecoming Conduct = 2
2008	4	0	Arrest, Search & Seizure = 1 Excessive Force = 2 Use of Force = 1
2009	1	0	Arrest, Search & Seizure
2010	2	0	Excessive Force = 1 Unbecoming Conduct = 1
2011	4	0	Excessive Force = 2 Unbecoming Conduct = 2
2012	1	0	Excessive Force
CRB Ordinance Amended November 2013			
2013	1	0	Excessive Force
2014	3	3 Initial Hearings	Arrest, Search & Seizure = 2 Unbecoming Conduct = 1
2015	5	5 Initial Hearings with 1 Evidentiary Hearing	Arrest, Search & Seizure = 2 Unbecoming Conduct = 2 Use of Force = 1
2016	2	2 Initial Hearings with 2 Evidentiary Hearings	Use of Force = 1 Arrest, Search & Seizure = 1
	1 not appealable		

** <http://charlottenc.gov/CityClerk/Pages/CitizensReviewBoard.aspx>



Improvements – data

- Data from the annual Internal Affairs Unit, which includes all cases and outcomes of misconduct allegations is available in annual reports on CMPD's Internal Affairs webpage

**<http://charlottenc.gov/CMPD/Organization/Pages/OfcoftheChief/Internal-Affairs.aspx>

Overall Complaints in 2015. The CMPD received 225 complaints in 2015, the majority of which were internal complaints. As can be seen in **Table 1**, the number of external complaints increased by 18, while the number of internal complaints decreased by two.

Table 1. Total Complaint Events				
	2013	2014	2015	3 Yr. Avg. '12-'14
External Complaint Events	54	59	77	54.3
Internal Complaint Events	179	146	148	155.7
Total Complaint Events	233	205	225	210

Note: Multiple allegations may result from a single event.

In 2015, there were 365 alleged rules of conduct violations, compared to 369 in 2014. This is a 1.1 percent decrease. **Table 2** identifies the rules of conduct that account for the majority of all misconduct allegations.

Table 2. Most Common Alleged Rule of Conduct Violations												
	External				Internal				Total			
	2013	2014	2015	3 Yr. Avg. '12-'14	2013	2014	2015	3 Yr. Avg. '12-'14	2013	2014	2015	3 Yr. Avg. '12-'14
Violation of Rules	12	22	13	14.7	54	42	33	50	66	64	46	64.7
Driving	0	1	3	.33	26	37	30	25.7	26	38	33	26
Unbecoming Conduct	8	12	4	8.3	34	24	18	29.3	42	36	22	37.7
Courtesy	23	26	23	22.7	8	8	10	7.3	31	34	33	30
Neglect of Duty	10	11	6	11.3	41	19	18	30.7	51	30	24	42
Use of Force	18	16	11	16.3	14	12	13	12.3	32	28	24	28.7
Arrest, Search, Seizure	13	16	31	14	8	7	7	7	21	23	38	21
Conformance to Laws	3	2	9	4.7	26	18	14	18.3	29	20	23	23
Employment Outside CMPD	1	2	2	1.3	14	17	29	11	15	19	31	12.3
Departmental Reports/Records	0	4	2	2	17	11	13	11.3	17	15	15	13.3

- Internal: Of all allegations; 69% were sustained in 2015
- Internal and External: Neglect of Duty: 67% were sustained in 2015
- Internal: Use of Force: 46% were sustained in 2015
- Internal: Arrest, Search, and Seizure: 34% were sustained in 2015



Improvements -CRB brochure and resources

- Visit the City Clerk's CRB page and website for information on how to file a complaint
- Brochure is available in English, Spanish, Vietnamese, Arabic
- Community Relations Committee has hired staff members to assist with filing complaints





Implementation of staggered terms

- Board is intended to be staggered
- Currently 11/11 members terms are up August, 2018 (10 members are eligible for reappointment)
- In order to have staggered terms, Council will need to take action at the time of appointments/reappointment
- Reappointments will be for 1, 2, or 3 years, randomly chosen
- Staff to begin advertising and recruiting possible appointees now for 2018 appointments/reappointments



Summary

Improvements Needed	Recommendations and Actions
Review appointment process and requirements to ensure a diverse board	<ul style="list-style-type: none"> • Strengthen commitment to diversity in ordinance language • Include an interview component in appointment process • Prohibit current and former employees; spouses, children, or parents of current and former CMPD officers from serving • Recruit directly at Citizens Academy sessions • Recruit at Neighborhood Board Retreats, Leadership Exchanges, and Civic Leadership Academy • Work with city partners to advertise Board openings • Leverage social media for recruitment
Provide initial and annual training to board members	<ul style="list-style-type: none"> • Add language to ordinance that specifies the hours and courses needed to be eligible to serve on the board, which may include one, 4-hour ride along each year an individual serves on board
Prepare easy to understand information on CRB process and translate into other languages	<ul style="list-style-type: none"> • Updated materials in various languages • Continue to make materials and information readily accessible on the web
Direct complainants to resources to assist with filing complaint and participate in hearings	<ul style="list-style-type: none"> • Continue to make information readily available • CRC resource officers available to assist with filing complaints
Publish data on officer complaints and disposition	<ul style="list-style-type: none"> • Data on CRB Cases from 1997-Present are now available on the CRB homepage • Data from the annual Internal Affairs Unit, which includes all cases and outcomes of misconduct allegations is available in annual reports on Internal Affairs webpage
**Other	<ul style="list-style-type: none"> • Corrective action needed to ensure staggered terms

10 Traits

THE 10 TRAITS OF WINNING CITIES OF TOMORROW

Beyond Borders

Advancing collaboration across and outside the region

Open Book

Being hyper-transparent and a proactive communicator

Shared Story

Advancing a seamless narrative; Why we're unique

Affordable Spaces

Meeting the rising demand for affordable housing

Open Mind

Being creative, innovative, and accepting of new ideas

Millennial Magnet

Being a hot spot for young professionals

15-Minute Livable Communities

Investing in diverse neighborhoods

Workforce Dynamics

Advancing large-scale training and re-skilling

Big Tent

Being a welcoming and inclusive community

Positive Buzz

Inspiring and scaling positive word of mouth





Questions?