



PC Strategic Planning Retreat Pt 2 Minutes (2/8/2025)

Meeting Minutes

Time: 10:30 AM - 3:00 PM

Strategic Planning Retreat Ad Hoc Committee

- **Ad Hoc Chair:** Angela Jackson-Castain
- **Commission Chair:** Ricardo Garcia-Acosta
- **Alternate Commissioner:** Omar Farmer
- **Chief of Staff:** Mykah Montgomery
- **Retreat Facilitator:** Dr. Satterwhite

Commissioners:

- **Vice Chair:** Shawana Booker
- **Commissioner:** Wilson Riles
- **Commissioner:** Shane Williams
- **Commissioner:** Samuel Dawit
- **Inspector General:** Zurvohn Maloof
- **Members of the Public**

Main Topics Discussed

Policy Review and Recommendations

- Discussion on existing police policies and potential revisions.
- Prioritization of use-of-force policies and First Amendment violation concerns.
- Review of disciplinary procedures to ensure fairness and equity.

Community Engagement & Public Safety

- Strategies to increase public awareness of the Commission's role.
- Proposal for additional town halls and public forums to gather community input.
- Emphasis on the involvement of community-based organizations (CBOs) in discussions.

Federal Oversight (NSA Compliance & Monitor Review)

- Review of requirements necessary for NSA oversight exit.
- Questions regarding federal monitor expectations.
- Need for greater transparency in case management hearings and compliance measures.

Commission Onboarding & Capacity Building

- Proposal to expand and reinforce formalized training and knowledge-sharing processes.
- Suggestion to provide quarterly reports and historical documents to new members.

Mental Health, Officer Morale, and Discipline

- Addressing officer morale and mental health support.
- Ensuring oversight of best practices in officer wellness programs.
- Review of disciplinary backlog and potential improvements in resolution processes.

Questions and Concerns Raised

- What specific policy changes are required for NSA compliance and oversight transition?
- How can the Commission better engage communities that do not attend regular meetings?
- Is there a need to establish a Public Information Officer (PIO) for outreach?
- How can the Commission ensure officers are held accountable for disciplinary actions fairly?

- What are the major challenges in transitioning oversight responsibilities from the federal monitor to the Commission?
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Suggestions and Recommendations

- Establish a Community Engagement Ad Hoc Committee to improve outreach and public awareness.
 - Schedule quarterly public briefings with the federal monitor to ensure transparency.
 - Prioritize policy changes on use-of-force and First Amendment violations before expanding to other areas.
 - Develop a tracking system for all Commission recommendations submitted to the City Council, Mayor's Office, and OPD.
 - Explore options for hiring a Public Information Officer (PIO) to manage external communications.
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Next Steps

- Commissioners to submit tracked changes and feedback on the draft strategic plan within a week.
 - Schedule a quarterly meeting to review NSA compliance progress and engage with the federal monitor team.
 - Community outreach initiatives: Plan public engagement events, including town halls with city officials and CBOs.
 - Request clarity from OPD and city officials on the expected timeline for NSA compliance completion.
 - Follow up with city leadership on police budget allocations and transparency in expenditures.
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Adjournment
