

Agenda

Greensboro City Council

CRC Enhancement Committee

Wednesday, March 19, 2014

5:00 p.m.

Council Chambers

- I. Call to Order-Mayor Nancy Vaughan, Chair
- II. Approval of the February 26, 2014 Minutes - Committee
- III. Introduction- Chris Wilson, Interim Assistant City Manager
- IV. Presentation of CRC Comparison Data From Other Municipalities, Jim Clark, Police Attorney
- V. Follow-up Information from February 26, 2014 Meeting, Jim Clark, Police Attorney, Ken Miller, Police Chief, Allen Hunt, Human Relations Supervisor, Terry Wood, Interim City Attorney
 - a. Training of CRC
 - b. Outreach Efforts
 - c. Body Cameras
 - d. Other Commissions Within the City of Greensboro
- VI. Committee Discussion-Committee
- VII. Public Comment Session-Mayor Nancy Vaughan, Chair
- VIII. Committee Follow-Up and Direction to Staff-Mayor Nancy Vaughan, Chair

MEMBERS OF COUNCIL

NANCY VAUGHAN, Mayor
YVONNE J. JOHNSON, Mayor Pro Tem
MIKE BARBER, At Large
MARIKAY ABUZUAITER, At Large

SHARON M. HIGHTOWER, District One
JAMAL T. FOX, District Two
ZACK MATHENY, District Three
NANCY HOFFMANN, District Four
TONY G. WILKINS, District Five

DRAFT

MINUTES OF THE COMPLAINT REVIEW COMMITTEE ENHANCEMENT COMMITTEE
OF THE CITY OF GREENSBORO, NORTH CAROLINA

COMMITTEE MEETING

26 FEBRUARY 2013

The Complaint Review Committee Enhancement Committee of the City of Greensboro met at 5:00 p.m. on the above date in the City Council Chamber of the Melvin Municipal Office Building with the following members present: Mayor and Chair Nancy Vaughan; Mayor Pro-Tem Yvonne J. Johnson and Councilmembers Jamal Fox and Tony Wilkins. Absent: None.

Also present were Interim Assistant City Manager Chris Wilson, Police Chief Ken Miller, Police Attorney Jim Clark, and City Clerk Elizabeth H. Richardson.

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Mayor Vaughan opened the meeting at 5:00 p.m.; stated the meeting would be televised; reviewed the procedures for the meeting; and recognized Interim Assistant City Manager Chris Wilson.

Assistant City Manager Wilson informed the committee that staff was present to provide background information; asked Human Relations Director Dr. Love Crossling to review the current process; and outlined what the upcoming meetings would include.

Dr. Crossling acknowledged committee members in attendance; spoke to the goal to familiarize everyone with the Complaint Review Committee (CRC) process; and stated she would be glad to take comments and answer questions.

Dr. Crossling provided a PowerPoint Presentation which outlined the evolution of and changes that had been made to strengthen the CRC process; outlined the structure of the committee; and explained that a web portal had been created for complaints to be submitted online.

Councilmember Wilkins inquired about the appointment process for members; and for verification that the Chair of the Human Relations Commission (HRC) made the appointments to the CRC.

Mayor Vaughan explained that the Human Relations Commission was the largest commission which had several sub-committees; and that there had been some discussion on changing the process to allow Council to make the appointments.

Dr. Crossling confirmed that the Chair of the HRC appointed members to the CRC which was governed by the Greensboro Code of Ordinances.

Dr. Crossling continued the PowerPoint Presentation by reviewing the makeup of the CRC; stated who the current members were; outlined the process for filing a complaint with the committee; and provided a breakdown of the active, closed and cases in-suspense with the outcomes.

Councilmember Wilkins voiced concern for the lack of a District 5 representative; and asked if the residency requirements were the same as for other boards and commissions.

Dr. Crossling responded that the residency requirements were the same; provided a summary of the allegations reviewed; allegation directives; and walked the committee through the CRC Flowchart. Dr. Crossling provided an outline of the CRC Determinations - 5 motions slide; explained the role of the 5th motion; informed the committee of the ongoing community outreach and education initiatives; and added that the overarching goal was prevention.

Mayor Pro-Tem Johnson asked if the lack of a District 5 representative would be addressed; Councilmember Fox asked if a copy of the outreach packet could be provided to the committee for review; and Councilmember Wilkins thanked Dr. Crossling for the information.

Dr. Crossling responded that the District 5 issue would be addressed; and confirmed that she would provide a copy of the draft outreach packet to the committee.

Mayor Vaughan asked if the committee wished to hear from speakers prior to discussion; it was the consensus of the committee to have discussion prior to speakers.

Councilmember Fox asked if there was a way the Human Relations Department could work more closely with the Greensboro Police Department, Dr. Crossling responded that it was a practice to have a Human Relations Department employee present during the professional standards process in other cities which would need to be approved prior to changing the current process.

Mayor Pro-Tem Johnson referenced the question of who made appointments to the CRC; and stated she was satisfied with the current process.

Councilmember Wilkins asked if there were other committees where the committee made appointments to the committee rather than the Council. Interim Assistant City Manager Wilson stated he would provide that information.

Mayor Vaughan asked for inclusion of the overview of the Human Relations Committee. Dr. Crossling provided the makeup of the HRC; as well as the names and roles of the subcommittees.

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Mayor Vaughan stated the committee would hear from speakers at this time.

Paul Ksieniewicz, 4620 Lawndale Drive; spoke as a member of the HRC; outlined the process for enhancements that had been made to the CRC; emphasized that the committee took its role seriously; referenced the process; Police Chief Ken Miller's participation and role in the process; and asked that the CRC be allowed to work with the new structuring in place.

Lori Ann Walton, 335 Martin Luther King Jr. Drive, stated she was one of the numbers and one of the cases referenced; asked that the committee make a greater effort to educate the public on the process; voiced concern that there were a lot of complaints out there; and stated that the process could be very stressful.

Councilmember Wilkins inquired as to the status of Ms. Walton's case.

Dr. Crossling spoke to the status of Ms. Walton's case; and clarified where the case currently was in the review process.

Michael Picarelli, 3100 Round Hill Road, spoke to the job the City and Police Chief Miller had done and continued to do; addressed the role of the HRC; added that there were times when a satisfactory outcome was not reached; that the CRC was taking the right steps; spoke to the changes that had been made; and to the need for additional community engagement and transparency.

Mayor Vaughan and Councilmember Wilkins congratulated Mr. Picarelli on his recent appointment by the Governor to the State Human Relations Commission.

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Mayor Pro-Tem Johnson asked for Police Chief Miller's analysis of the process.

Police Chief Miller voiced that he appreciated the comments about the Police Department taking the process seriously; emphasized that this was one of the first things he handled when he came to the City; spoke to the role of police officers and situations that they were called into; the need to sort through the facts during the investigative process; added that the investigative process could be stressful on employees; outlined the process for determining the

validity of a complaint; referenced the confidentiality agreement of the CRC; the appeals process; and spoke to recommendations made to improve the process.

Mayor Pro-Tem Johnson asked if Chief Miller supported the process; to which he responded in the affirmative; and stated that he thought the process was fair and thorough for all parties.

Councilmember Wilkins asked for the status of body cameras for officers; how that would affect what was discussed today; and if the department needed additional cameras.

Police Chief Miller outlined the funding which enabled implementation of the program; spoke to the importance in managing the activity on both sides of the cameras; added that everyone in the field had cameras; and spoke to the rotation process for trading off cameras for shifts.

Mayor Pro-Tem Johnson thanked the staff for the work they had done in strengthening and revising the process; and asked if there were many cases in limbo.

Dr. Crossling responded that typically there was ebb and flow of cases; and addressed the timing of investigations.

Councilmember Fox voiced that he believed the City had enhanced the process but could look further to enhance and strengthen the process; stated he would like to see the Human Relations staff be involved in the investigative process with the Police Department and in strengthening that piece of the investigative process; and spoke to the need for a diversity of professionals on the board.

Interim City Manager Wilson stated he would bring back information on the process used in other municipalities; and that he hoped to have a dialogue with the committee before working on a draft for improvements.

Mayor Vaughan explained that this meeting was to educate the committee; that the second meeting would focus on community input; and that the third meeting would be for suggested changes the committee would like to see going forward.

It was the consensus of the committee to schedule the next meeting for Wednesday, March 19th from 5:00 – 7:00 p.m. to allow for community attendance.

Mayor Pro-Tem Johnson wished Mayor Vaughan a Happy Birthday.

(A copy of the PowerPoint Presentation which is hereby referred to is made a part of these minutes).

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The CRC Enhancement Committee meeting adjourned at 4:56 p.m.

NANCY VAUGHAN
CHAIRMAN & MAYOR

ELIZABETH H. RICHARDSON
CITY CLERK