**Chief of Police Search Advisory Committee Meeting**

Tuesday, April 9, 2019

4-5:30 PM

City Hall, Mayor’s Conference Room

**Committee Members Present:**

* Dawn Tyler Lee, *Chair*
* Dallas Baldwin
* Dee Debenport
* Stephanie Hightower
* Reverend Dr. Jefferey Kee
* Kenny Ramos
* Siobhan Boyd-Nelson
* Pastor Brian Williams

***Ex-Officio***

Public Safety Director Ned Pettus

Councilmember Mitchell Brown

**Staff Present:**

Denise Bauer

Todd Dieffenderfer

Doug Murray

Westley Phillips

Jonathan Tolbert

Kate Pishotti

Josh Cox

Grant Ames

Robin Davis

George Speaks

**Welcome and Introductions**

Police Search Advisory Committee (the committee) Chair Dawn Tyler Lee provided opening remarks to the group. Chair Tyler Lee invited committee members and staff to introduce themselves.

**Remarks**

Mayor Andrew J. Ginther welcomed the committee to the first meeting and thanked the committee for their time and commitment to this process. Mayor Ginther shared that he believes that this is one of the most important decisions for our city, and it will impact our city for the next 10 years or longer. Mayor Ginther shared what he is looking for in the next chief of police:

* + A change agent
  + Someone who will use the recommendations of the community-led Safety Advisory Commission as a roadmap to guide the Division’s approach to neighborhood policing and improve community-police relations.
  + Someone who will make diversity an ongoing priority.
  + Someone who will employ the data gleaned from the ongoing operations review to maximize Division resources.
  + Someone to align how we police with community expectations.

Mayor Ginther again expressed his thanks to each of the committee members for their service and turned the meeting over to Chair Tyler Lee.

**Public Records Briefing**

Chair Tyler Lee introduced Joshua Cox, Chief Counsel in the Office of City Attorney Zach Klein. Mr. Cox provided information on open records and open meetings laws. Mr. Cox explained to the committee that they are performing a function of the government. Therefore, any documents they generate, send or received, as it relates to the committee, are public record. Mr. Cox explained that personal notes are not subject to open records laws. Mr. Cox went on to share that text messages do apply.

As it relates to open meetings, Mr. Cox explained the 3 requirements of open meetings. Those requirements are:

1. A notice must be sent to the public
2. Meeting is open to the public
3. Meeting minutes must be documented

(\*\*Items 1 and 3 are completed by City of Columbus staff for this commission)

**Authority to Appoint Chief from Outside the Division**

Chair Tyler Lee introduced Liz Reed, Public Safety Test Team Manager, Civil Service Commission. Ms. Reed also provided the history and background on how we are able to make a national search for the Chief of Police position. Ms. Reed explained that every five years, the Civil Service Commission reviews job classification specifications and in 2017 the Commission reviewed the Police Chief classification. Each classification has minimum qualifications that are set through the classification specifications approved by the Civil Service Commissioners. On December 1, 2017, the Commission changed the minimum qualifications for the Police Chief classification to allow the City to consider external applicants for the position. Ms. Reed was asked to describe the change and she noted that experience as a Police Deputy Chief and/or Police Commander has been expanded to allow for comparable experience elsewhere.  Additionally, the possession of any valid state vehicle operator’s license is allowed (prior minimum qualifications required an Ohio vehicle operator’s license). Additionally, the ability to obtain the OPOTA certification was added.

**Overview of Columbus Division of Police**

Chair Tyler Lee introduced Ned Pettus Jr., Ph.D., Director of Public Safety. Director Pettus provided a brief overview of the Department of Public Safety. Director Pettus shared that the police and fire departments became accredited by Commission on Accreditation for Law Enforcement Agencies, Inc. (CALEA) in 1989 and noted the importance that the new chief of police needs to be familiar with CALEA.

George Speaks, Deputy Director (D/D) of Public Safety, provided a more in depth description of the Department of Public Safety. D/D Speaks discussed the proposed 2019 budget, organizational structure, and number of sworn and civilian personnel. Through D/D Speaks’ presentation, commissioners received the 2018 data on the numbers of calls for service and the notable types of calls. He shared data on the number of weapons recovered over an 8 year period.

Additionally, commissioners were provided with a ten year comparison of population vs. the number of violent crimes, instances of use of force and use of firearms, CPD’s community outreach efforts and the Comprehensive Neighborhood Safety Strategy. Chair Tyler Lee asked that D/D Speaks share his presentation electronically to the committee.

**Overview of Process**

Chair Tyler Lee provided the committee an organizational chart for CPD and explained the internal eligibility to apply for the chief of police position. Mr. Ramos inquired to the eligibility of those in an “acting” deputy of chief of police position and explained that those in an acting position must also have five years with any combination of service as a permanent appointee in the class of police commander.

Chair Tyler Lee then provided an overview of the Project Timeline, making note that it is subject to change. She noted that requests were made to 3 firms to conduct community engagement. The 3 firms have been invited to the April 17, 2019 committee meeting to present their plans. The goal for the April 17, 2019 meeting is to have a recommendation.

Chair Tyler Lee informed the committee that a RFP will be released this week to solicit a national search firm. The RFPs are due on May 16, 2019 and then two weeks will be allowed for review. The top firms will be invited to present their plans to the committee. It is anticipated that the search firm will begin their work in early July and we expect the search to take about six months.

Chair Tyler Lee noted that the advisory committee job description has been provided to the committee and asked the committee to consider particular groups they wish to engage during the search process and also encourage people to be engaged. Chair Tyler Lee shared that internally, we are considering the best ways to keep the community informed during this process.

**Q&A**

Chair Tyler Lee opened the meeting to questions. No questions were submitted.

**Next Steps**

Sean Fouts, Procurement Manager, City of Columbus briefed the committee on the procurement process for the RFPs. He also asked the committee to ensure they do not have a conflict of interest with any of the firms selected. Mr. Fouts also asked the committee to utilize the review guidelines provided to them to judge the firms. Chair Tyler Lee added that she will develop some questions for the committee to ask the community engagement firms during the review process on April 17, 2019.

Chair Tyler Lee then reviewed the schedule for the rest of the year.

**Adjournment**

The meeting was adjourned at 5:18 pm.

**Next Meeting**

April 17, 2019

1 to 5 PM

Columbus Urban League▪788 Mt Vernon Avenue▪43203