

# ***Community Policing Advisory Group***

## ***Meeting Minutes***

November 9, 2015

### **I. Call to order**

Major Jerry Stokes called to order the regular meeting of the Community Policing Advisory Board at 4:35pm on November 9, 2015 at the GLTC Transfer Station.

### **II. Roll call**

Major Jerry Stokes conducted a roll call. The following persons were present: Mark Sheehan, Patricia Braxton, Billy McBrattney, Gloria Witt, Synda Maynard, Mason Thornton, Captain Ryan Zuidema, Major Todd Swisher, Bonnie Svrcek, Haden Swisher, Dr. Tim Chong, Ramona Battle, Larry Taylor, and Mike Anderson

### **III. Announcements**

- a) New Chief Announcement: Chief Raul Diaz

### **IV. New business**

- a) Officer Indictment: Press Release
- b) Billy McBrattney inquired if this situation has anything to do with the police department. Major Stokes explained that this was a secondary employment through the police department with Centra. An LPD supervisor found the irregularity with payment. Major Stokes explained why State Police is doing the investigation and not LPD.
- c) Lynchburg Demographics:
- d) Recruitment Data and Graphics Provided: Charts
- e) Gloria Witt inquired as to if the 22 page Personal History Statement common with all police departments. Major Stokes explained the importance of the PHS and why it is important for the department to go into depth with questioning an applicant's life in order to determine their dependability on becoming an officer.
- f) Major Swisher asked about comparison between LPD and Richmond PD return data with the Personal History Statements. Major Stokes referred to data in charts.

- g) Billy McBrattney asked what would be the number one reason that someone would not completely fill out the Personal History Statement. Synda Maynard, a former police officer, and Major Swisher explained that the PHS is all about digging deep into your life and telling the truth. It brings up negative information in people's life that sometimes they do not want found out by others, and sometimes frightens people that if they mention bad/negative things that they have done they will not be considered for the position, even though this is not necessarily true.
- h) Gloria Witt inquired about moving the PHS to one of the last phases, after the background and polygraph? Major Stokes explained that the PHS is used during the background investigation stage to better ensure that all aspects of the applicant's life are covered during the investigation.
- i) Gloria Witt asked about the Lynchburg Police Department's strategy for recruiting EC Glass/Heritage High School, LC, LU, and CVCC Criminal Justice students. Major Stokes explained that all of these schools have criminal justice classes and majors in place for students. He has spoken with CVCC and they have set up a curriculum where Criminal Justice students meet a certain class requirement through CVCC and then CVCC will send them through the academy, ultimately making the student eligible to go straight into field training once hired by a police department.
- j) Mark Sheehan questioned the approximate retention statistics per year. Major Swisher explained that the average resignation number is 14-16 staff members per year.
- k) Bonnie Svrcek made a statement of hosting a seminar on how to fill out a Personal History Statement for the Police Department. Assistance with PHS following right after the written test, video (similar to recruitment video).
- l) Use of Force (LPD) Data and Graphics Provided: LPD Policy and Charts
  - m) Mike Anderson made a statement regarding Implicit Bias. Major Stokes responded that by obtaining body cameras we are beginning to move in the right direction regarding this issue and implicit bias training will be part of that program.
  - n) Ramona Battle inquired about the statistical difference between 2013-2014 "Type of Force Data" chart.
- o) Next Meeting: 2<sup>nd</sup> Monday of the month – December 14, 2015. More talks on Recruitment and Hiring Practices. More talks on Use of Force and Implicit Bias.

## **V. Adjournment**

Major Jerry Stokes adjourned the meeting at 6:25pm.

Minutes submitted by: Amanda Booth

Minutes approved by: JPS