

Frederick Police Chief External Search Committee Meeting

October 1, 2020

Gayon Sampson, Executive Assistant to the Mayor, called the meeting to order at 11:33 p.m. Participating were:

Committee Members:

- Derek Shackelford, Alderman
- Julia Schaeffer, Resident and Neighborhood Advisory Council (NAC) 11 Coordinator
- Kiesha Edmonds, Housing Authority of the City of Frederick
- Willie Ollie, Resident and retired Frederick County Sheriff's Dept. Detective
- Danielle Doll, Downtown Frederick Partnership
- Kavonte Duckett, Director of Alan P. Linton Emergency Shelter
- Eliezar Valentin-Castanon, Pastor, Trinity United Methodist Church
- Nkem Wellington, Resident and NAC 11 member
- Teresa Bean, Law Professor and former prosecutor
- Sgt. Jonathan Shatlock, Frederick Police Department
- Chelsea Kadish, Attorney

International Association of Chief of Police (IACP) Representatives:

- Megan Casanova
- Jim Baker

City Staff

- Gayon Sampson, Executive Assistant to the Mayor
- Karen Paulson, Director of Human Resources
- Saundra Nickols, City Attorney
- Phyllis Hane, Legislative Clerk

Mr. Sampson opened the meeting with an expression of appreciation for Acting Chief of Police Patrick Grossman and his 23 years of service to the City. Mr. Sampson briefly reviewed the purpose of the committee, which will be to draft and execute a community engagement plan for the City's search for a new Chief of Police, as well as to review initial applicants along with IACP and forward a select number of those to the Mayor for further internal review. Mr. Sampson stressed that the search for a new police chief will be a community led process.

Mr. Sampson called for nominations of committee members to serve as chair and vice-chair. Ms. Kadish nominated Teresa Bean for the position of committee chair. Ms. Bean accepted the nomination.

Ms. Bean nominated Jonathan Shatlock to the position of committee vice-chair. Sgt. Shatlock accepted the nomination.

Pastor Valentin-Castanon nominated Kavonte Duckett to the position of committee vice-chair. Mr. Duckett accepted the nomination.

Alderman Shackelford nominated Julia Schaeffer to the position of committee vice-chair. Ms. Schaeffer declined the nomination.

Ms. Bean was unanimously elected to committee chair.

Mr. Duckett was elected to committee vice-chair on an 8-3 vote, with Ms. Kadish, Alderman Shackelford, Ms. Schaeffer, Ms. Edmonds, Ms. Wellington, Mr. Ollie, and Pastor Valentin-Castanon in favor of Mr. Duckett, and Ms. Doll, Sgt. Shatlock, and Ms. Bean in favor of Sgt. Shatlock.

After a brief discussion, Thursdays from 11: 30 a.m. to 1:00 p.m. was set as the time for standing weekly meetings of the committee. In addition, the committee will hold some community engagement listening sessions in the evening to increase public accessibility.

Mr. Sampson provided a timeline of the search process, to take place in three phases:

- Phase One will involve community engagement by the external search committee to determine the community's preferred qualifications, qualities, and experience in a police chief.
- Phase Two will include a preliminary review of applicants and first round of interviews by the search committee and IACP, followed by submission of candidate recommendations to the Mayor.
- In Phase Three the Mayor and an internal selection committee will conduct final interviews and select finalists, who will meet with community stakeholders. Finally, Mayor O'Connor will select his final candidate for consideration and approval by the Board of Aldermen.

Mr. Sampson then turned the meeting over to Ms. Bean who opened the discussion of community engagement and what that means, citing building trust and relationships as critical to the definition. The importance of engaging the NACs was discussed; however, Ms. Schaeffer noted, and Mr. Sampson confirmed the NACs are not meeting on a regular basis in the current virtual environment. They are however, having larger "all NAC" meetings to meet Planning Department notification requirements, and it was suggested this might be a platform the committee could utilize to engage the NACs. Outreach to various groups was discussed including houses of worship, organizers of recent protests, and members of the Police Department. Ms. Wellington noted efforts should be made to reach out to more vulnerable populations that may not have access to virtual meetings. Ms. Schaeffer suggested a sub-committee be formed to draft a community outreach plan, which they will then bring to the full committee for additional input. The sub-committee will include the following members:

Julia Schaeffer (Chair)

Jonathan Shatlock

Danielle Doll

Kavonte Duckett

Chelsea Kadish

The IACP will provide a template to assist in development of a community outreach plan based on their experience in other communities throughout the country. Mr. Sampson noted the group is working under an aggressive timeline, which may necessitate multiple outreach events per week. He also stated the City will provide an email address to which written comments can be directed.

Public Comment

Mr. Lance English called into the meeting and enquired if any committee members had attended the Police Chief's forum or the Citizen's Police Academy, or participated in a police ride along. Several members replied:

Ms. Bean has participated in many ride alongs during her career as a prosecutor and has also attended the Citizen's Police Academy. In addition, she currently teaches at the police academy.

Mr. Duckett stated he has participated in a ride along and the police chief's forum.

Ms. Schaeffer stated she has had extensive interaction with the police in her role with NAC 11.

Alderman Shackelford has participated in all three of the activities.

Ms. Doll has participated in a ride along and works regularly with the Frederick Police Department in her position with Downtown Frederick Partnership.

Pastor Valentin-Castanon was a part of the police chief's forum. He also noted his experience as a police chaplain as well as many family members who are serving or have served in law enforcement.

Mr. Ollie noted he is retired from a career in law enforcement.

Sgt. Shatlock offered to provide an opportunity to participate in a ride along for anyone who may be interested.

There were no additional public comments.

On a motion made by Ms. Kadish and seconded by Pastor Valentin-Castanon, the meeting was adjourned at 12:41 p.m.

Respectfully submitted,

Phyllis Hane
Legislative Clerk