

# Minutes

## Community Advisory Team (CAT21)

July 26, 2018

### Members in Attendance

Pete Benavage  
Bill Blackburn  
Roy Byrd

Anwar Kahn  
Dawnielle Miller  
Ingris Moran

### Ex-Officio Members in Attendance

Investigator Diana Barrett  
Detective Will Oakley

Detective Peter Feltham

### Members Absent

Yvonne Weight-Callahan  
Julie Crawford  
Besu Feleke  
Dak Hardwick  
Chris Harris

Jim McClellan  
Judy Noritake  
Alexis Stackhouse  
Howard Woodson

### APD Staff in Attendance

Chief Michael L. Brown  
Captain Jamie Bridgeman

Lieutenant Michael Kochis  
Sergeant Marcus Downey

### Guests

None

### Minutes

#### **Agenda Item: Welcome & Introductions**

**Comments:** Chief Brown welcomed the CAT21 Members and called the meeting to order.

**Agenda Item: Approval of minutes from last meeting**

- a) All attendees confirmed that they had reviewed the minutes from the previous meeting and there were no requests for revisions.
  
- b) The minutes of the May 24<sup>th</sup> meeting were approved unanimously.

**Agenda Item: Review of Action Items**

Chief Brown reviewed the actions items from the agenda.

- One of Chief Brown's priorities is to diversity the workforce.
  - In December, 2016 the police department's graduating class had 26 people, 25 of which were white males.
  - Since that date, there has been a push to make sure the police force reflects and represents the Alexandria community.
  - The department currently has an 18% female representation, which is higher than the national average but lower than neighboring agencies.

Questions asked from attendees:

- Are the written test standardized?
  - Chief Brown explained that for the most part, the tests provided by the police departments in the region are the same. There is however some latitude given to make revisions.
- Are there issues with the required physical standards?
  - New officers are advised of the academy requirements when they are hired so that they can use the time beforehand to prepare.
  - New officers are also hired several weeks before the academy and often run/workout as a group before their workday begins.
- Would it help if the City set aside affordable housing for officers?
  - Yes, though the decision to create such housing is not handled by the police department.
  
- Chief Brown provided a list of the numerous youth programs that police officers are currently involved in.
  
- Chief Brown provided a new report titled:  
*Alexandria Police Department: Field Interview Reports for 2018 YTD.*
  - The data is still provisional
  - Supervisors review this information, along with crime statistics, to properly deploy Patrol Officers
  - Report does not include traffic citation data

- In addition to collecting this data so that it can be analyzed, this report also gives officers credit for interacting with the public.

Questions asked from attendees:

- Is there a correlation between the closing time of bars and alcohol offenses?
  - Chief Brown explained that there is not a connection in Alexandria. Most businesses do a great job of policing themselves.

#### **Agenda Item: Strategic Plan Revisions**

Chief Brown explained that Strategic Plans are being created at the division level instead of the bureau level, which allows for more input.

- The Strategic Plans are similar to business plans in the private sector.

#### **Agenda Item: 21<sup>st</sup> Century Policing Plan Revision**

Chief Brown updated attendees on the 21<sup>st</sup> Century Policing Plan Revision.

- Copies of the plan were provided to those in attendance.
- An employee has been tasked with speaking with local colleges (NVCC, GMU, etc.) about a possible cohort to provide further educational opportunities for staff.
- The revised draft includes more reports available to the public.
- The draft also includes more resources for officer safety and peer support.

Questions asked from attendee:

- What is the status of the Assistant/Deputy Chief positions being filled?
  - Chief Brown advised that it is his intention to open the non-sworn Assistant position by the end of the summer. He will open the sworn positions at a later date.

**Meeting Adjourned:** Chief Brown adjourned the meeting at 2030

**Next Meeting: September 27, 2018**

APD Meeting Room 301-B

**Minutes taken by:** Sergeant Marcus Downey on behalf of Leah C. Tolliver