

DRAFT MINUTES
SPECIAL CALLED MEETING
GLYNN COUNTY POLICE ADVISORY PANEL
MARSHES OF GLYNN LIBRARY
208 GLOUCESTER STREET
BRUNSWICK, GEORGIA 31520
WEDNESDAY, MAY 27, 2020, AT 5:00PM

PRESENT: Carl Alexander, Panel Member
Ralph Basham, Panel Member
Teresa Hoyt, Panel Member
Dominic McClinton, Panel Member
Charles Rinkevich, Panel Member
Rickey Walker, Panel Member
David O'Quinn, County Commissioner and Panel Member
Alan Ours, County Manager and Panel Member

ALSO PRESENT: Jay Wiggins, Interim Police Chief GCPD
Stephen Sarnoski, Office of Professional Standards GCPD
Rick Evans, Captain GCPD
Matthew Kent, Public Communications Manager
Dana Pontello, Assistant to the County Manager

NOT PRESENT:

Meeting Began 5:01PM

1. Opening Remarks, David O'Quinn
2. New Panel Member, Rickey Walker, introduced
3. Nominations began.
 - For Chairperson:
 - o Carl Alexander nominated
 - o Rickey Walker nominated
 - o Carl Alexander wins, 4 votes to 3, takes over meeting from David O'Quinn
 - For Vice chairperson:
 - o Domenic McClinton
 - o Domenic McClinton single nomination
 - Dana Pontello, assistant to the County Manager will continue as secretary
4. Minutes approved unanimously from the May 5th meeting
5. Carl Alexander makes opening remarks- There are certainly some incidents that must be looked at to insist policies/procedures address all or any mistakes/short comings of the GCPD. However, it is not the mission as directed by the Commissioners for the Advisory Panel to be involved in/or review any of the current investigations of the GCPD.
6. IACP Update begins
 - Panel members Ralph Basham, Carl Alexander and Charles Rinkevich advise for a motion to be taken to the board for additional resources to be given to the GCPD so they can move forward with the IACP recommendations, after the three met with Chief Wiggins

and Stephen Sarnoski earlier in the month after the first PAP meeting. Chairman Alexander encourages panel members to go out and meet with the GCPD and Chief Wiggins so they all have a better understanding of the GCPD. Chairman Alexander wants to personally see the GCPD accreditation return. He comments that the panel has a lot of work, and a lot of busy work, in front of them but that the goal is for the panel to be successful. Mr. Basham recommends coordinating panel requests with the department, and coordinating their efforts. He would like for the department to not be bashful if the department does not have the time to meet with the panel members to be upfront about that.

- Carl Alexander feels that Mr. Stephen Sarnoski is wearing many hats as well as the young lady who does the crime analysis. He feels there needs to be better organization where they are not stretched so thin. Mr. Charles Rinkevich makes a formal motion for the panel to recommend to the County Commissioners that to continue implementing the recommendation for the IACP report that an additional staff person and contractual resources be allocated to the Police Departments office of Professional Standards under the direction of the acting Chief of police. Seconded by Rickey Walker.
- Vice- Chair McClinton adds a comment that he agrees resources are needed. He states that there cannot be a single point of failure. If something was to happen to Mr. Sarnoski where would the department be? He thinks there needs to be a second, or someone to serve as back up. He then asks the question, is the panel making recommendations as to what type of resources are needed or are they leaving that up to the department and the Commission to decide as to what type of resources are needed?
- Mr. Rinkevich, adds when it comes to his motion, if the Commission approves, it would be left up to the Chief.
- Chairman Alexander get clarity from Commissioner O'Quinn to how things from the panel will be taken to the Commissioners.
- All panel members pass the motion, other than Mr. Rickey Walker who deferred.
- Chairman Alexander clarified that Panel members are held to the same legality as the Commissioner and Panel members need to be mindful as to how many are meeting. Three or less can meet, any more would be a quorum, which would require a public meeting. Vice- Chair McClinton add that if any do meet, they bring their follow up discussions and notes to the entire panel so everyone is kept informed.
- Rickey Walker asks how the meeting will be ran. The chairman agrees that all information will be brought to by the agenda.
- Mr. Walker asked that the 2018 survey had a low percentage of officers that took part in the survey. He thinks the survey should be reimplemented with mandatory survey participation required. Chairman Alexander hands it over to GCPD to answer. Mr. Basham questions if the survey could be made mandatory. Chief Wiggins says if the panel is in favor to bring the survey back, they will, he comments on the low morale in the agency right now and he thinks that many would appreciate their voices being heard. He would encourage throughout the agency that they are looking for solutions and they want the officers to have buy in. He is in support of an updated survey. Mr. Walkers corrected his previous comments that maybe "forcing" officers to take the survey is not the correct way to go about it, but that they should encourage negative responses and assigning number so no single individual is identified. Vice- Chair

McClinton suggests to the Chief that as the Chief he has the power to do the survey and that would likely be far less time consuming than the Panel making the motion, going to the Commission, and then the Commission coming to the Chief to say, "we want you to do a survey." Mr. Walker encourages considering other surveys done by other agencies and offices so the GCPD isn't reinventing the wheel when it comes to writing questions. Chief Wiggins encouraged the Panel members and their experience in their fields to let him know any survey questions they had in mind. Mr. Rinkvech agrees that the survey done on the IACP had so little responses that it was not statistically significant. He then recommends reaching out to professionals. UGA might be able to do it for them. Chief Wiggins agrees, that certainly as of man power it would be appreciated.

- Mr. Basham asks the Chief what is the most pressing need in his department? Chief says there are several but that they must start replacing officers. Priority is recruiting and hiring. Getting officers in the door to serve the community. Chief Wiggins would like to keep standards high. Ms. Hoyt made comments that in the report that recruiting was mostly done by word of mouth, and that there was a lack of funds for resources on recruiting. She would like to be enlightened on how that has been addressed. She also commented on the IACP recommendation for the agency to better represent the diversity within the community, and that with better recruiting techniques, that would likely lead to more diversity. Chief Wiggins says that they are not where they need to be. When he was training officer years ago, word of mouth worked, but now there are more obstacles to overcome. He would like to see a video produced for recruiting and more contacts made at colleges and military bases. Chief Wiggins comments that man power is low and it takes officers to go do that recruiting and that is hard right now. Chief Wiggins certainly feels that the diversity needs to improve. All walks of life need to be involved so they understand the community.
- Mr. Walker asks the Chief if there are periodic background reinvestigations on officers? Chief defers to Mr. Sarnoski, he knows there is an initial background investigation and if the officer is involved in some type of an incident. Mr. Sarnoski commented that Georgia Post requires a specific background investigation for all new recruits and standards are met on those requirements. There is no requirement for follow-up investigations throughout a career. Usually if there is a problem that must be investigated, GCPD would consider the background of that and do a thorough job to try and understand what happened but also why it happened. However, there is no follow up requirement after you've been hired. Mr. Walker asks if now is it self-reporting if an individual has a personal problem? Mr. Sarnoski states now, for example, if an employee has an alcohol problem there is a process for them to self-report and go to treatment, if completed treatment successfully get back on track and back on duty but that process is more of an Employee Assistance Program and not a background investigation. It is an opportunity for medical counseling and financial resources for people who are having difficulties with a personal problem. The GCPD encourages their officers and supervisors to be proactive and ask someone what is going on in their life. Mr. Walker asks if there are lifestyle polygraphs being taken? Mr. Sarnoski answers that they don't do polygraph investigations but that they do voice stress analysis investigations, but they are not done spontaneously but if there is an IA issues they might do that. Mr. Walker comments and suggests that many agencies use polygraphs because without them you are counting on

- someone to self-report and or be noticed where as if they do one randomly every four years or so you would be actively seeking changes and modifiers.
- Mr. Basham comments to Mr. Sarnoski that they are approximately 20% through the policy development process? Mr. Sarnoski responds that yes, they prioritized the policies first, which were critical and in many cases controversial. Mr. Basham says the report was issued in September 2018, two years ago, if the status quo remains in terms of resources and staff does Mr. Sarnoski think there is any way he can get through all 22 recommendations in any sort of timely fashion what so ever. Mr. Sarnoski does not know “what a timely fashion” means. Commissioner O’Quinn, comments that the Commissioners want to see this done correctly but done with forward progress in mind. Mr. Walker thinks it would be beneficial to put a timeframe on it, to help the officers, he believes dates should be given. Commissioner O’Quinn thinks a timeline would be something for the panel to work through, a realistic timeline with proper check points on progress. Mr. Basham asks if the IACP can help with a realistic timeline? Mr. Basham restates that Mr. Sarnoski being a single point of contact, needs help.
 - Vice- Chair McClinton speaks on his experience with accreditation that policies must be put in place first before there can be accreditation. Evidence must be documented that you have the elements of those standards associated with accreditation. He thinks help must be given first so that solid, correct policies can be in place and finalized.
 - Chairman Alexander goes back to the IACP survey. Of the 130 full time personnel, 33 people took the survey. 22 recommendations from the IACP, but there are 800-1,000 policies that must be rewritten. That’s what we must focus on. Mr. Rinkevich comments that is why the GCPD has contracted with Lexipol. Chairman Alexander asks once a policy is finalized, is it published and sent to the men and women of the GCPD? Mr. Sarnoski answered, “yes, it is”. Chairman Alexander asks is there any kind of formal training that goes along with those new policies or are they just sent out and expected for the departments to read through them? Mr. Sarnoski answers that some policies (like tasers use) is trained yearly, other policies they have not had the opportunity to sit down with the entire department and go through the new policies but in many instances, they are not completely different. All are required to read the new policies in their entirety and sign virtually that they have read them. Mr. Sarnoski comments that the lack of training and meeting on new policies comes down to lack of man power, they cannot do the trainings and new policy meetings he would like.
 - Mr. Walker asks the Chief if there is the use of stationary video cameras around the community? Chief Wiggins says if there is an identified problem area, then yes there are cameras they put out in those areas. Mr. Walker also comments about drone usage, which Chief Wiggins comments that they are used in the past and it is another tool in their toolbox. Mr. Walker comments on the part of the report regarding evidence room and crime scene technicians, is that lack of personnel or training? Chief Wiggins answers that there are new crime scene technicians that have come on board and they are working to train them up now.
 - Chief Wiggins comments that they do not want to lose institutional knowledge, like they have in the past, and they are working to gain that back. He is encouraging communication, especially amongst his Captains, so they all stay “on the same piece of music”. He thinks they must rely more on technology to help them do what they cannot

do man power wise. Chief Wiggins appreciates the time the Panel members and their knowledge they bring to the table to help serve the Police Department.

- Mr. Basham suggests that a couple members of the panel sit down with Mr. Sarnoski and the Chief to find out what it is they need to get this done in a timely fashion and after that meeting go to the Commissioners with a more detailed plan as to what the GCPD needs. Ms. Hoyt agrees, some specificity and or for lack of a better word a "wish list" from the GCPD on what type of resources they need would help. Vice-chair McClinton, Mr. Walker, and Ms. Hoyt agree to be the three that meet with the Chief and Mr. Sarnoski.

7. Next steps-

- How often would the Panel meet? Panel agrees that monthly meetings would be best
- When to add agenda items? The Friday before the meetings, finalized agenda
- Mr. Walker asked who tracks who is going to do what and following up with those items? It is secretary, Dana
- Chairman asks if Wednesday meetings good? Suggests the next meeting take place the last Wednesday of June on the 24th at 5PM and all agree.
- Mr. Rinkevich asks for clarification as to what the sub group of three will be doing before the next meeting? Get specifics? Mr. Basham suggest that the three sits down with Chief Wiggins and Mr. Sarnoski and get what they need to move these recommendations along in a timely fashion and come back to the full panel with the suggestions. Mr. Rinkevich suggests that his motion is premature and they wait to get specifics from the sub group before the panel takes their motion to the Board. He feels he needs to amend the motion and what should be presented to the Board of Commissioners is in the context that more specific information is going to follow but the Commission should be on notice that additional staff and contractual resources are going to be needed if they want the recommendations of the IACP implemented and more specific recommendations will be given soon.
- June 24th, 2020 will NOT work for the next meeting, there is a previous meeting schedule and both cannot be streamed. Therefore, meeting gets moved to June 23rd, 2020 at 5PM at the library.
- Chairman Alexander sets a motion to adjourn, moved by Walker, motion was seconded and officially adjourned at 6:21PM.

Chairman, Carl Alexander

Attest:

****Notice of Possible Quorum** - A quorum of Commissioners may attend this meeting**