

DRAFT MINUTES  
GLYNN COUNTY POLICE ADVISORY PANEL  
VIRTUAL  
WEDNESDAY, AUGUST 25, 2021, AT 5:30PM

PRESENT: Dominic McClinton, PAP Chairman  
Rickey Walker, PAP Vice Chairman  
Teresa Hoyt, PAP Member  
Ralph Basham, PAP Member  
Charles Rinkevich, PAP Member  
David O'Quinn, County Commissioner and PAP Member  
Tamara Munson, Acting County Manager

ALSO PRESENT: Jacques Battiste, Police Chief  
Cristee Kinstle, Police Budget Analyst  
Matthew Kent, Public Communications Manager

1. Called to order by Chairman Dominic McClinton
2. Approved minutes from April 14, 2021 and June 14, 2021 meetings. R. Basham motioned; Charles Rinkevich seconded. All approved.
3. Chief Battiste gave an update on the status of the action items recommended by the International Association of Chiefs of Police.
  - a. Chief Battiste gave an update and answered questions regarding issues the Department has experienced with Axon software and tasers. Chief Battiste reported that no officer is currently without a working taser and there have been no taser issues in a real-world environment, only during testing.
4. Chief Battiste provided recruitment update prepared by Sergeant Colin Scogin:
  - i. Department is allotted 133 Sworn positions, 110 are currently filled
  - ii. Currently have 22 applicants (20 non-certified and 2 certified) and all will be interviewed between September 1 and September 3 with the intention of hiring ten non-certified to send to the police academy in January 2022. The two additional certified candidates have applied and been interviewed, awaiting background results.
  - iii. Chief Battiste reported on other vacant positions:
    1. There are three Captain positions available and that there was an outside applicant interviewed who is highly qualified and would be a very suitable candidate for Captain over Administrative Services. The other two open Captain positions are being filled by acting Captains. We are working to fill all three vacancies permanently.
    2. Programs Analyst for Open Records is currently being advertised interviews are expected to begin in the next two weeks.
    3. Crime Scene Tech has been selected and is in the process of being hired.
    4. Administrative Tech has been selected and applicant is being processed through HR and is expected to be on board in early September
  - iv. Chief Battiste reported on the attrition due to pay compression. HR is working on a plan to address the issue for the Police Department and the whole County.

Tamara Munson reported that the Commissioners are aware of this issue and a solution is expected to be presented to the Board of Commissioners in mid-September.

- v. Chief Battiste reported that officers have left to go to the Sheriff's department which pays more. He also reported that some officers are leaving the profession entirely.
  - vi. Chief Battiste reported that recruitment efforts have been made through Indeed, Monster, and Historically Black Colleges and Universities (HBCU) Law Enforcement Executives and Administrators, IACP. Recruiting events have been canceled due to COVID but will resume when COVID numbers change. We are working with College of Coastal GA to have a Police Academy in Glynn County.
  - vii. COPS grant update: the COPS office is providing no-cost extension of the grant.
5. Chief Battiste gave an update on officer training:  
GPSTC training has been affected by COVID. We are working to hold as much training as possible in-house. Partners at FLETC and DHS have helped by conducting courses for us to attend. FBI/LEEDA has held trilogy course in-house. TAC Med class has been held in-house. Critical Communications Course is being offered. Chief Battiste is working to have an Implicit Bias course at headquarters and is working toward a citizens' academy. At next meeting, the new Admin. Services Captain will be able to provide a thorough update on officer training.
6. Chief Battiste gave an update on Community Policing- working to move beyond community policing to community engagement.
7. Chief Battiste gave an update on the status of Accreditation- defer, the interviewed Captain applicant specializes in re-establishing accreditation. Once this person is on-board, we hope to move forward and get answers to present at the next PAP meeting.
8. Commissioner O'Quinn provided an update on the status of the expansion of the evidence room and thanked the panel for their support of the project.
9. Next panel meeting will be held virtually on Tuesday, September 28, 2021, 5:30PM
10. A motion to adjourn was made by Charles Rinkevich and seconded by Commissioner O'Quinn.

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Chairman, Dominic McClinton

Attest:

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