

APPROVED MINUTES
GLYNN COUNTY POLICE ADVISORY PANEL
HISTORIC GLYNN COUNTY COURTHOUSE
701 "G" STREET, 2ND FLOOR, COMMISSIONERS' MEETING CHAMBERS
WEDNESDAY, JANUARY 11, 2022 AT 5:00PM

PRESENT: Rickey Walker, PAP Chairman
Teresa Hoyt, PAP Member
Ralph Basham, PAP Member
Charles Rinkevich, PAP Member, Virtual
David O'Quinn, County Commissioner and PAP Member
Valerie Atkins, PAP Member
Mike Stewart, Acting County Manager

ALSO PRESENT: Jacques Battiste, Police Chief
Rickey Evans, Assistant Police Chief
Michael Robinson, Captain of Administration Division
Cristee Kinstle, Police Budget Analyst
Britney Dixon, Interim Administrative Assistant to the Chief

1. The meeting was called to order by Chairman Rickey Walker.
2. Chairman Walker welcomed new panel member Valerie Atkins.
3. Chairman Walker announced that former Chairman Dominic McClinton has moved out of state and thanked Mr. McClinton for his leadership on the panel.
4. Chief Battiste provided a recruitment update- currently 113 Sworn positions are filled and 9 recruits are going through the hiring process.
5. Chief Battiste provided demographic analysis of the current sworn staff and recruits
6. Chief Battiste advised that the department is having difficulty competing with other agencies with pay and gave a report and comparison of the starting pay of other agencies compared to those of Glynn County.
7. Chief Battiste reported that the Department is producing new and innovative ways to build trust with the community including increased partnerships with law enforcement in neighboring jurisdictions, new initiatives such as Operation Safe Glynn, updating social media daily, upcoming implicit bias training scheduled for department and community partners provided by a nationally accredited training agency.
8. Discussion of IACP recommendations- Chief Battiste reported that over 45-50% are fulfilled and he is hopeful to get re-certifications within the next fiscal year. He will provide the panel with the updated spreadsheet outlining the status of each item and a timeline for completion.
9. Discussion of Pay Study- Chief Battiste reported the Board of Commissioners is working on pay study. Commissioner O'Quinn advised that the Board of Commissioners is aware of the pay issue and is working toward a solution.
10. Chairman Walker asked Chief Battiste to set due dates for tasks identified by the panel.

11. Discussion of retention issues and long-term plan to deal with those. Chief Battiste reported that he instituted 30 minute meetings with all officers, and is $\frac{3}{4}$ way through meeting with everyone and asks their input on how to fix problems with retention.
12. Chief Battiste reported on the recent activities surrounding the McMichael/Bryan trial and Glynn County's use of the NIMS system. Chief Battiste will provide the panel with an after-action report.
13. Discussed the Police Advisory Panel meeting with GCPD officers again. Chief Battiste provided the point of contact for scheduling these meetings.
14. Discussion of Operation Safe Glynn and the community partners currently involved and other potential groups Chief has met with. It is specifically designed to high crime areas to stem violence involving teens and youth.
15. Discussion of certifications- Chief Battiste reported that the GACP and CALEA certifications are a priority, and he hopes to they will be reinstated within 6 months. The panel reiterated the importance of certification.
16. Commissioner Booker addressed the panel and attendees from the audience.
17. Discussion of the Internal Affairs Unit- Chief Battiste reported that the Internal Affairs unit will be housed outside headquarters, at a neutral location in the Harold Pate building.
18. Discussion of potential Citizen's Review Board.
19. Pastor Kamau Dickerson of Unity of the Bridegroom Church and Commissioner of the Brunswick Housing Authority addressed the panel and thanked expressed excitement on the direction and leadership of the department and his thanks to the Chief and the GCPD for all they do.
20. A motion to adjourn was made by Mr. Basham and seconded by Commissioner O'Quinn.

Chairman, Rickey Walker

Attest:
