



# City of Hampton

22 Lincoln Street  
Hampton, VA 23669  
www.hampton.gov

## Council Approved Minutes - Final City Council Special Session

*Mayor Donnie R. Tuck*  
*Vice Mayor Linda D. Curtis*  
*Councilmember Jimmy Gray*  
*Councilmember W.H. "Billy" Hobbs*  
*Councilmember Will Moffett*  
*Councilmember Teresa V. Schmidt*  
*Councilmember Chris Snead*

*STAFF: Mary Bunting, City Manager*  
*Vanessa T. Valldejuli, City Attorney*  
*Katherine K. Glass, CMC, Clerk of Council*

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**Wednesday, August 10, 2016**

**9:30 AM**

**Council Chambers**

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### CALL TO ORDER

Mayor Tuck called the meeting to order at 9:33 a.m.  
Councilwoman Schmidt was not present at roll call but arrived at 9:57 a.m. Councilwoman Snead was not present due to a previously scheduled commitment.

**Present** 6 - Vice Mayor Linda D. Curtis, Councilmember Jimmy Gray, Councilmember Billy Hobbs, Councilmember Will Moffett, Councilmember Teresa V. Schmidt, and Mayor Donnie R. Tuck

**Excused** 1 - Councilmember Chris Snead

### DONNIE R. TUCK PRESIDED

### AGENDA

1. [16-0228](#) Public Safety Initiatives

**Attachments:** [Safe and Clean Presentation](#)  
[State of the City & 21st Century Policing Presentation](#)  
[Youth Violence Prevention Presentation](#)

City Manager Mary Bunting introduced the topics that would be discussed during the meeting, indicating that public safety is more than law enforcement. It includes prevention, intervention, enforcement, recovery, and re-entry.

#### **Safe and Clean**

Ms. Bunting introduced Assistant City Manager Steven Bond who would be leading

the presentation of the annual update on the City's Safe and Clean initiative. Mr. Bond described the "broken window theory" the City has adopted, which indicates that focusing on small crime and blight reduces an area's attraction of a criminal element.

Mr. Bond indicated that the Rental Inspection Program has been so popular neighborhoods have asked the City to expand the program to their area. It is important to know that these districts are defined by State Code guidelines. Councilman Moffett asked Mr. Bond to clarify what those guidelines are. Mr. Bond stated that it includes items such as geographical area and home values. He stated that he will provide specifics to Council and to the public.

Mr. Bond noted that the City does not currently have 100% of rental properties reporting to the City, so it is important for inspectors to do proactive work in locating these properties.

When Mr. Bond reviewed the reasons people were denied extensions for hotel stays, Mayor Tuck asked why they were denied if there are extensions available to them under the ordinance. Mr. Bond indicated that they were denied the homelessness extension. Vice Mayor Curtis clarified that these individuals fall under a different category and may have received extensions under that provision. Mr. Bond agreed with this clarification.

Mr. Bond noted that the statistics presented for the Safe and Clean areas indicate that the City is following the regional and national trends, and that the City has chosen the correct areas on which to focus these initiatives. He stated that this is not a solely governmental issue. Although the City is providing assistance, it will never be enough by itself to solve the issue. Citizens need to be committed to solving the problem.

Councilman Moffett asked if this program is sustainable over time. He also asked how the City can get more citizens involved at the Safe and Clean level, indicating that the City's previous program, Crime and Grime, brought citizens into the process.

Mr. Bond stated that it is important to build capacity within the neighborhoods. In many of the neighborhoods, the leadership that has been in place for a number of years is getting older and relinquishing their leadership role. The City is making sure that if there was not succession planning in place, new leaders are coached into taking over and working with the City. There is also work to improve communication structures between neighborhoods, neighbors, and the City.

Mr. Bond stated that he believes the program is sustainable, but it will require investment. There is a lot of initial success, as City employees are going door-to-door to figure out what individual communities need, but with staffing levels that effort is not sustainable at the current level. The City must partner with businesses and faith-based organizations. Ms. Bunting stated that the City has funded a new position in the Neighborhood Office to further the interactions described by Mr. Bond.

Councilman Hobbs asked Mr. Bond to share more about the Command Bus outreach. Mr. Bond stated that when the Command Bus is mobilized for Safe and Clean work, it is staffed with departments in the City in addition to Police, such as Codes & Compliance and Human Services. This helps to remove the barrier of transportation or the obstacle of having to visit different areas of the City to have issues addressed. It is also a time for the City to share information, so that even if there are citizens who are not in the neighborhood, it can be passed on so that they also know how to receive services and interact with the City. Although the City tries to make citizen interaction as easy as possible, it can still be intimidating or citizens are unaware of the various services the City provides.

Councilman Gray noted that 1,287 rental units were identified after the surveys were sent out, and there were 1,110 inspections done since the inception of the program. He asked if the gap was representative of properties the City is having trouble accessing for inspection. Mr. Bond stated that there was a blanket letter sent out to all property owners in the areas because the City did not know what was owner-occupied or a rental property. Some properties were owner-occupied and others did not respond, so this is why the City has to be proactively looking for the rental properties.

Councilman Gray asked if the increased investments and permits issued in these areas were a result of the inspections and people having to do renovations, or a result of a general increase of interest in the area. Mr. Bond stated that it is a mixture; some are a result of the inspections, some are a result of the City's grant program to beautify neighborhoods, and some are a result of the neighbors being encouraged by other neighbors fixing up their homes.

Councilman Gray stated that it is disappointing to see a rise in crime, but it does let the City know there is still work to be done. While law enforcement efforts can help, there has to be an investment in families and family structure.

Councilman Gray noted that the capacity building is still an ongoing effort. He asked if there has been an increase in the establishment of registered neighborhoods, Neighborhood Watch programs, or other neighborhood organizations. Mr. Bond

noted that there has been an increase and he will obtain the numbers for Council.

Vice Mayor Curtis asked if the basis for the dollar value of the investments was permits issued. Mr. Bond acknowledged that this was the basis for that amount.

Vice Mayor Curtis asked how often the Command Bus is sent out to neighborhoods. Mr. Bond indicated that he was not sure if there was a set schedule or if it was done on an "as available" basis. Vice Mayor Curtis stated that she would like to know more details about it because it seems like a terrific opportunity. Councilman Hobbs indicated that he would like to go on the Command Bus sometime.

Councilwoman Schmidt asked how partnering with community organizations, specifically businesses, could help the City's initiative. She noted that it is important to have specific items when approaching outside organizations for assistance. Mr. Bond stated that there are a number of different ways they can help. Because Safe and Clean does not operate in isolation, several initiatives are developing a list of the needs in the City, such as employment opportunities, investments, and mentoring, so that a business is approached one time and they can decide what they would be able to assist with on the list. It is important to only officially approach a business once.

Councilwoman Schmidt noted that it had been indicated earlier that mentorship is lacking. She asked Ms. Bunting if any progress had been made on the possibility of employees getting comp time for mentoring. Ms. Bunting stated that the City has been waiting for the new school year to start. The most effective way to do that mentoring outreach is through Hampton City Schools (HCS). There have been some preliminary conversations.

Ms. Bunting stated that anyone in the community can be a mentor, but it needs to be a long-term commitment. Research shows that those in need of mentors do not have enough stable influences in their lives and if the mentor relationship is ended without longevity, it can create an additional sense of abandonment.

Councilwoman Schmidt noted that there are things you can say to a youth that are damaging, so perhaps the City can come up with a training program before people become mentors.

Mr. Bond stated that there are over 1,000 nonprofit organizations on the Peninsula, some of which focus on mentoring. If there are people who want to get involved today, there are organizations that are currently working in the Hampton community who have training programs, orientations, and established track records.

Councilman Moffett asked if the Hampton Redevelopment and Housing Authority (HRHA) was included in the Safe and Clean initiative. Mr. Bond indicated that he did not believe they were, and they should be. [NOTE: At the end of the meeting, Mr. Bond clarified that HRHA is part of the Safe and Clean initiative.]

Mayor Tuck asked what strategies were utilized to combat the ongoing challenges the City is facing in the Rental Inspection districts, specifically noting his concern about the time-consuming nature of the program. Mr. Bond stated the initial inspection takes time and if violations are found, the follow-up takes significant time, whether it is issuing summons or various re-inspections. Mayor Tuck asked how the City is dealing with this challenge, if the City will back off or reduce the number of inspections that occur. Mr. Bond stated that the strategy is to continue to do inspections. Even though it is time-consuming, it is showing results. Current practices seem to be the most efficient way to perform inspections. He noted that after initial inspection, if there is a need to follow up, there is often less cooperation. Some of this is because the problem has been solved, and some of it is because of scheduling. Employees are working as hard as they can.

Mayor Tuck asked if Mr. Bond has contacted any other communities who have Rental Inspection programs to see what they have done to overcome some of the challenges. Mr. Bond stated that he will contact Mr. Phillip Russell, Property Maintenance Division Manager, who is in charge of the program to discuss the full strategy that they utilize and who they have contacted. Mr. Bond noted since he is not involved in the day-to-day implementation, he is unable to answer those questions.

#### **Police Statistical Information**

Ms. Bunting introduced Hampton Police Division (HPD) Chief Terry Sult, Captain Brian Covington, and Captain Karen Alba, who would be leading the presentation on crime statistics.

Chief Sult noted that HPD is working diligently with HCS, to include the Hampton Academy for Public Safety and Law and summer camps. HPD has also partnered with the Attorney General's Office and the Federal Bureau of Investigation (FBI) to hold a Virginia RULES Camp, which will engage youth in learning the rule of law and how to interact with police. The registration for that camp is currently full and they are still receiving requests to participate.

Chief Sult stated that HPD is working closely with Federal partners in a prevention and intervention way. There is a Special United States Prosecutor housed at the U.S. Attorney's Office in Newport News. He noted that the partnership with Newport News is stronger than ever, with joint command staff meetings, joint patrols, and a

number of activities along the City border.

Chief Sult stated that HPD is also working with the Coliseum Central Business Improvement District (BID) to establish a security communications network that will give direct radio contact between security officers in the area and police officers, as well as emergency response personnel.

Chief Sult noted that a new police academy class began in July. HPD is allocated 296 budgeted positions. When the academy began, they were at 299, taking advantage of the over-hire positions that have been allowed by the City Manager. There were some retirements at the beginning of August, and they anticipate having three or four of those positions back-filled by the end of August to take full advantage of those over-hire positions. He anticipates coming back to Council and requesting more resources for personnel mid-year or with the next budget cycle.

Chief Sult stated that HPD will be expanding the academy to provide more training capacity and addressing some of the staffing issues. They will also be expanding recruiting to enhance their ability to attract more officers to better reflect the City.

Chief Sult noted that the larceny statistics are driven by two things: shoplifting and automobile larceny. Shoplifting is difficult to control, and HPD is hoping the new communication system with the Coliseum BID will assist with this. Carhopping involves moving from car to car to determine which ones are unlocked. Over 40% of the vehicles broken into are unlocked.

Chief Sult indicated that this year's crime numbers will fluctuate, especially in the forcible rape category, after investigation.

Captain Alba noted that there has been an increase in crime in North Wythe, and if the City can get a hold on this crime increase, the overall crime rate of the City will drop even lower. She described some of the Community and Problem Oriented Policing (CPOP) steps that are being taken to help reduce crime in the area. She noted that the Command Bus is deployed as often as possible, with a minimum goal of twice monthly.

Councilman Moffett noted that while any homicide is one too many, it is important to have perspective on the numbers. Some cities lose the same amount of people in one week that Hampton has lost the entire year. He provided the example of Chicago, which had 14 homicides and over 60 shootings in one weekend. He believes that Hampton is doing relatively well.

Vice Mayor Curtis asked if the Neighborhood Watch groups in North Wythe and

South Wythe have open communication with each other. Captain Alba replied that they do not, at least not through HPD. Vice Mayor Curtis asked if there was a strategy the City can use to encourage that interaction. Captain Alba stated that there is a Community Engagement Unit that has a Neighborhood Watch coordinator. Chief Sult stated that he believes North Wythe and South Wythe communicating is probably less important than Old Wythe and South Wythe communicating. There has been a recent change in leadership. He noted that the Wythe community is very engaged in social media, and other neighborhoods could learn from that to encourage informational exchanges.

Vice Mayor Curtis asked what strategies were being employed to reduce the property crimes in the Wythe area. Captain Alba stated that traditional policing consists of a strategic plan: educating the officers of the hot spots in the area, redirection of manpower, and reaching out to the community.

Captain Alba noted that the Community Engagement Unit recently developed a flyer for HPD officers to carry with them called "Get Connected, Stay Connected." It details different programs offered by HPD and various means to interact with HPD.

Councilwoman Schmidt asked if what was happening in Wythe is related to the proximity of Newport News compared to the rest of the City. Captain Alba stated that this is not the case. There is nothing to indicate crimes are coming out of Newport News.

Councilman Moffett asked for the pros and cons of video surveillance cameras in high risk areas. Chief Sult stated that the City is moving in a strategic direction to implement a real time information center that will allow HPD to integrate and take advantage of all cameras in the City, with partnerships from businesses that have cameras. Those can be augmented with cameras in high crime areas and traffic cameras. He believes that is very beneficial for the City. HPD has the support of the City Manager to begin the process of setting that system up.

Chief Sult clarified that North Wythe and South Wythe is not the Wythe community. He referenced the map in the presentation, stating it is a definition from a police perspective, not a neighborhood perspective.

Councilman Gray asked what would be a good indicator of an increase in neighborhood and law enforcement collaboration. Chief Sult stated that there is a change in leadership and the way in which people communicate. The older, traditional model of Neighborhood Watch is generally not well attended unless something controversial is going on. However, social media such as Facebook and Nextdoor can be used for citizen engagement and neighborhood interaction. These

are not just about policing, but also lost animals and neighborhood events.

Councilman Gray asked for the difference between over-hires and permanent positions. Chief Sult stated that it is always a challenge to maintain full staffing. HPD is budgeted for 296 sworn positions, which means HPD needs to manage the funds for 296 positions, but is authorized 10 over-hire positions, which are not budgeted. HPD can hire 306 people, and will make up the difference in the budget due to retirements and transitions. It is not possible to employ 306 officers for 365 days per year, because the budget still needs to be balanced to average no more than 296 positions.

Chief Sult noted that one of the most important things tracked by HPD is the non-enforcement community engagement, part of CPOP. HPD is up over 70% from last year. HPD is also up 19% in officer-initiated activity. He noted that when officers are doing these types of activities, it takes officers off the street patrols. This is what will be driving a future resource request. While patrols are critical, so is the community engagement, which leads to officer trust.

Captain Covington presented on the Chesapeake sector. He shared steps taken that will decrease the crime numbers in the months to come. HPD reallocated many of its resources after meeting with the crime analysis unit to determine when the robberies were occurring and the frequency.

Captain Covington noted that whenever the Command Bus is deployed, citizen quality of life surveys are dispersed. He shared some of the questions asked and the answers given on the survey.

Captain Covington noted that there is an upcoming basketball tournament at Y.H. Thomas at 12pm on Saturday. It will be HPD against the at-risk youth group. This is another way for HPD to bridge gaps between police and youth. HPD wants them to understand that encounters with officers are not always negative. HPD also conducted a conflict resolution seminar with the same youth group. That seminar provided various ways to effectively resolve issues, not only among their peers, but with HPD. They also receive feedback on negative interactions had with HPD and work to see what can be done in the future.

Councilman Gray asked if those surveys were also being distributed in the Wythe sectors. Captain Covington confirmed that they were. Councilman Gray asked what type of response the question about starting a Neighborhood Watch received on the surveys. Captain Covington stated that there were 47 "yes" responses to that question and 11 "no" responses.



Councilman Gray asked who receives the survey. Captain Covington stated that they are handed out when the Command Bus is deployed. Officers wait for citizens to complete the survey and take it back at the end of the day. The Command Bus can be deployed between four and six hours, which gives HPD enough time to distribute and collect the surveys.

Chief Sult noted that there are three surveys for HPD. One is the Command Bus survey, one is through Marketing, and one is online. He stated that he will supply Council with those questions and results. These are done as part of the HPD's Chief Law Enforcement Officer (CLEO) assessment.

Councilwoman Schmidt noted that she was appreciative of the numbers being included because seeing an increase of 200% is alarming, but it is an increase of one murder to three murders. While any murder is alarming, this is not as significant of an increase as it may appear.

Ms. Bunting stated that it is important to note that most homicides are people known to one another. It is not a random act that a law-abiding citizen needs to worry about. Oftentimes they are known to each other and engaged in an activity that most law-abiding citizens would never encounter. This does not mean that the loss of life is acceptable, but it is not random acts of violence.

Councilman Moffett asked if HPD has had discussions with other departments in the City that have successfully engaged fraternities and sororities to help build relationships in the community. Captain Covington stated that he is aware that they have community engagement, but HPD does not necessarily collaborate with them jointly. Councilman Moffett noted that one of the things that kept him out of trouble as a teenager in Detroit was a program called Businesses, Officers and Youths United, which was an umbrella league for sports.

Chief Sult noted that there have been a number of discussions by community members very interested in police-youth sports efforts. This is hindered by a capacity issue. HPD is looking at partnering with Parks, Recreation & Leisure Services, as they are already equipped for this kind of activity.

### **21st Century Policing**

Chief Sult noted that this is a high level overview. HPD is currently working on finishing up a draft internal review on 21st Century Policing. There are command-level leads in each one of the six pillars. He introduced Captain Jimmie Wideman.

Captain Wideman presented on Pillar 1 - Building Trust & Legitimacy. He provided

an example of the recent protest in Hampton. Although the protest was not directed towards HPD or the City, the citizens had a right to protest, and HPD worked with them to make sure everyone was protected and travel could continue.

Captain Wideman discussed the steps HPD has taken to give citizens easier access to crime information, to receive alerts within their communities, to provide tips, and to interact with HPD. With these services, citizens can also see calls for service, staffing, and how HPD handles complaints.

Captain Wideman stated that when the Community Engagement Unit gets notified of social activities within a neighborhood, a district officer will attend to be available for dialogue and give the public an opportunity to meet an officer in a non-adversarial situation.

Mayor Tuck asked about the opportunities available to engage in community events with officers who work later shifts, especially during the winter. Captain Wideman stated that officers are directed to attend community events to get face time with citizens. They will also talk to residents without having a call for service.

Mayor Tuck asked how the patrolling responsibility is filled if HPD takes an officer off patrol to go to a community function. Captain Wideman stated that it is an institutionalized philosophy. Officers without uniform patrol responsibilities will participate in community activities, or off duty officers will attend functions. Mayor Tuck clarified that he meant officers normally assigned to patrol, the late night shift in particular, and how they would be able to engage. Chief Sult stated that the duty supervisors manage the resources of the shift. If an officer is taken off a patrol route to attend a Neighborhood Watch meeting, their patrol area is covered by other officers. This is where some issues with staffing have occurred. Night shift officers can have their hours adjusted for community events, or they can receive extra credit or overtime for participating in other community events hosted by HPD.

Councilman Moffett asked if the citizen surveys were included in the open data initiative. Chief Sult indicated that they soon will be. HPD wants to make sure that non-enforcement community engagement is in the same areas as there are crime issues.

Councilman Gray noted that the public typically has concerns about internal affairs investigations of citizens' complaints against officers. The reports that come back do not fully share what was found, what happened, and what steps are going to be taken to prevent future incidents. He stated that the 21st Century Policing report recommends involving citizens in the review of policies and procedures. He asked if there were additional recommendations of what the next steps were, based on what

is currently happening nationally. Captain Wideman stated that HPD has just adopted a new program for tracking citizen complaints in use-of-force investigations. Eventually this information will be integrated into the open data database. Individuals making the complaint have conversations with the Office of Professional Standards and they are advised of the disposition.

Chief Sult stated that the role of the Citizens' Engagement Advisory Committee (CEAC) plays as a reactive group, and a proactive group to review policies and procedures will be addressed in the presentation.

Major Barry Archie presented on Pillar 2 - Policy & Oversight.

Mayor Tuck noted that he had read about a regional task force, but Major Archie has indicated that the Virginia State Police will be the external investigative body. Major Archie confirmed that the original discussions had taken a different direction. Chief Sult stated that the original discussion of a task force had been based on the poor experiences from another jurisdiction with information sharing with the State Police. After some recent incidences in another jurisdiction in which there were positive experiences with the State Police and information sharing, the seven city Chiefs met with the State Police and significant progress has been made in making sure the cities have the transparency needed to keep communities calm and informed. Verbal agreements are in place and a written agreement is being worked out.

Councilman Moffett asked for clarification on the difference between oversight and review. Chief Sult stated that they are basically the same. It is a political decision on where that is fine-tuned. He stated that incidents that create questions or unrest in the community need to have a mechanism in place, which Hampton has in CEAC. He believes there are things that can be done internally, such as revamping the internal complaint process, before grievance procedures begin. There could be an opportunity to engage a civilian in an internal board, but there are legalities associated that need to be reviewed first. He noted that police officers do not give up their privacy and constitutional rights, so there has to be an appropriate and legal balance between transparency and fairness with officers doing their duty.

Councilman Moffett shared a briefing Mr. Bond had given to a community group in September 2015. He also shared a set of minutes from a previous Council meeting. Both of these items indicated that CEAC is the equivalent of the police review commission, but is not limited to police review and can help with anything which threatens to divide the community. He believes that as definitions of oversight and review are further clarified, it will be important to receive HPD input.

Chief Sult noted that it is important to understand procedural justice, both externally in the community, and internally. It is important for the CEAC to remain a neutral body, and be perceived as a neutral body by the citizens and the officers, otherwise there are conflicts. He believes policy review should be a different group, to keep the neutrality associated with CEAC. He stated that HPD is committed to the format of CEAC right now, and sharing as much as it possibly can for the CEAC to be able to do its job. He stated that CEAC also needs to understand what the roles and procedures are within the police department. CEAC is a good model based on the past experiences of Hampton. He does not want to create a false expectation that a review group will be allowed to control the process because that will inevitably lead to failure and cause community distrust.

Ms. Bunting stated that while oversight and review are similar to public safety, to the layperson, review means providing advice and oversight implies final decision making authority, to include subpoenaing witnesses or terminating employment. Virginia law does not allow for that. There is a defined disciplinary procedure for police officers and other City employees, and an oversight board is not entitled to those powers. Everyone is committed to having citizen participation in the review process and is instrumental in the community.

Councilman Moffett read a statement from the International Association of Chiefs of Police (IACP), who consider civilian oversight both imperative and beneficial: "Chief law enforcement executives must exercise leadership and educate the community when citizen review discussions and actions arise. [...] Addressing citizen review provides an opportunity for leadership—a chance for a chief to take an initiative on accountability, an opportunity to educate the public on a complex issue, and an opportunity to work collaboratively to arrive at a decision that meets both police and community concerns." He also shared minutes from the August 12, 2015 Council meeting. He asked if Chief Sult's remarks on that date were in general or the CEAC model used in Hampton. Chief Sult stated that he was speaking from a national perspective.

Chief Sult noted that one of the recommendations states that the community needs to find what a comfortable fit is for that community. He believes that Council has found that fit; however, he does not believe the City should stay at the status quo, but work diligently to investigate other models and find best practices that work. He also noted that IACP uses review and oversight interchangeably in their statement, while the 21st Century Policing report focuses more narrowly. He provided more examples of cities that have citizen oversight committees who have hindered Police Chiefs from making the corrective actions necessary to keep community trust and integrity.

Councilman Moffett asked for Chief Sult's personal experience with review boards

and commissions. Chief Sult stated that he has advisory committees and a civil service board, which is an oversight board. He finds that they are much more lenient than police agencies trying to police themselves. While one can argue that this adds a balance of fairness for procedural justice internally, one can also argue that it diminishes the quality of the officers on the street. He stated that in another jurisdiction, he had an employee steal a hat who was given their job back. This destroys an officer's ability to testify in court and the credibility of their evidence.

Councilman Gray asked if the State Police would be the investigating body if there was an incident that occurred today. Chief Sult stated that this would not be the case. The seven cities are trying to get a Memorandum of Understanding (MOU) in place, and there is a meeting in September to discuss it further. The Commonwealth's Attorneys also have strong opinions on how these steps are taken. He is not opposed to asking the State Police to come in and look at something; it would depend on the situation and consultation with the Commonwealth's Attorney. He would prefer an external review, but the MOU is not in place yet. He stated that transparency is key in order to keep the Council and community informed of what steps are being taken.

Councilman Gray indicated that having an external investigating body is consistent with 21st Century Policing recommendations. He noted that some localities have used State Police and had difficulty getting information in a timely manner. He asked Chief Sult to expand on that issue. Chief Sult stated that there are three important things: the timeliness of the investigators, the quality of the investigation, and transparency. He noted that in Portsmouth, the Chief went on television to let the community know that he had no information from the State Police. Chief Sult emphasized that Hampton cannot be in that situation and expect to keep the calm in the community. He noted that Norfolk had a better experience. The differences in those experiences are what is building the agreement between the region and the State Police. Questions about how to handle public information issues have not taken place yet, and those are most critical to the citizens.

Councilman Gray stated that he believes that citizens need to be involved in those discussions. He believes CEAC is well-suited for that, and noted that there is a divide on whether CEAC is a reactive or proactive group. Chief Sult stated that he has Council direction that indicates it is a reactive group, but Council can change that if it so desires. Councilman Gray stated that the more information and understanding of police policies and procedures that CEAC has in advance, the better equipped they are to handle community questions more quickly. He believes there needs to be an agreement between Council, staff, and the community on the right organization to handle investigations.

Chief Sult stated that HPD is committed to ensuring that CEAC is trained and

understands what their policies and procedures are, but it is important to have independence and neutrality in those reviewing cases and making recommendations. He noted that his recommendation for an advisory group includes having a member of CEAC participate.

Chief Sult stated that in any case that arises, viable options for investigation have to be determined. Once MOUs are in place, this could mean options include an internal investigation, an investigation by State Police, or an investigation by a regional group. At that point, it could be brought before the proposed Chief's Advisory Committee. The options have to meet all the challenges presented such as criminal prosecution, internal prosecution, and risk and liability management.

Ms. Bunting agreed with Councilman Gray that for the CEAC to be effective, they need to have familiarity with the policies, procedures, what information can be shared, and why some information cannot be shared. This involves not only HPD but the Commonwealth's Attorney. She indicated that more information might be shared with CEAC, a group appointed by Council, than can be shared with the public. She noted that the new Citizens' Unity Commission (CUC) Director has been tasked with developing a training schedule for CEAC members.

Chief Sult noted that HPD has just gone through its CLEO accreditation review, and expects to reorganize some policies and procedures. During that process, HPD will be working with the City Attorney's Office to redact things that are law enforcement sensitive before posting those policies and procedures on the open data portal.

Councilman Moffett noted that CEAC was created to be an impartial group. He also noted that its predecessor, the Ad-Hoc Leadership Group, used to have the community nominate the members that participated in the group. He believes that law enforcement needs to be represented on the group as well. It is important to have a group that is not attached to HPD because the community is going to react differently in current times than it has before.

Mayor Tuck asked if it would be advisable for the CEAC to go through the same training as the Citizens' Police Academy to give them some perspective. Chief Sult stated that he believes there is an opportunity for that. HPD has been discussing a condensed version of the Citizens' Police Academy with HCS for teachers, so they can be familiar with the process. He believes this could also be done for CEAC. The Citizens' Police Academy is twelve weeks, two hours a night, so it would be a very condensed version. Ms. Bunting noted that the most powerful thing when she went through it was the simulator, where the participant has to make a snap decision. It is one thing to think about it, but another to be confronted with the reality. She would like to have that simulation opened to more people who cannot participate in a

twelve-week program. Chief Sult noted that HPD is currently looking into how to get the technology to do that; however, in the short-term HPD might be able to leverage a partner that is currently utilized for HPD training.

Chief Sult explained his proposal for a Police Department Advisory Committee. The recommended members would include representatives from HCS, the faith community, Langley Air Force Base, the legal community, the Citizens' Unity Commission, the Neighborhood Commission, the National Association for the Advancement of Colored People (NAACP), Hampton University, CEAC, two youth members, and an at-large representative chosen by Council. This will take some time because HPD would be looking at critical policies, such as internal complaint review and use-of-force policies. Although HPD meets accreditation standards, they want to see if they can improve and they want input from everyone in the community.

Councilman Moffett asked for the difference between the proposed advisory committee and the CEAC. Chief Sult stated that CEAC reviews critical incidents that occur that are divisive or questionable to the community. The proposed advisory committee can advise on anything from youth engagement to policies and procedures to the color of the uniform. HPD wants to become the community's police department and be engaged across all the different issues from the Neighborhood Commission to Hampton University. It would be much broader than reviewing critical incidents.

Councilman Moffett requested the draft document of the internal review to have a better understanding of the proposed advisory committee as Council is redefining the role of CEAC to make sure there is no mission creep. Chief Sult stated that the membership was suggested to ensure there would be no mission creep and that those members could also share information with their respective bodies.

Councilman Gray noted that Council needs to revisit CEAC and CUC responsibilities and roles, separate from the proposed advisory committee.

Vice Mayor Curtis noted that she remembers when the Ad-Hoc Leadership Group was formed, and it was intended to be citizens in the community who had the trust of the community, and who could be trusted as spokespersons. She believes Council has gotten away from that approach in selecting CEAC membership, and she would like to revisit that. When she heard the Chief describe the proposed advisory group, they are representatives of different organizations, agencies, and government bodies that have an interest in the whole law enforcement issue, but that is not the same group as those who have earned the trust of others in the community. She sees them as two very different groups. She would like to go to the various

community organizations and ask them to nominate people to the Council-appointed body. When the members of CEAC are trusted by the community, their response to incidents is more likely to be trusted.

Ms. Bunting agreed with Vice Mayor Curtis and Councilman Moffett that while all the current members of CEAC are caring, committed, and involved, the previous process provided the assurance that the members were a good link to the community. She was an Assistant City Manager when that process happened and believes it can be resurrected.

Ms. Bunting stated that she believes when the Chief is referring to an advisory committee, he is referring more to an operational, day-to-day advisory group, as opposed to a group that reviews incidents based on citizen demand. While there are areas of overlap, it is not a duplicative group or intended to replace or supersede Council's appointed group. She embraces any department that wants to do a customer focus group to provide input on the best service delivery. She stated that she would like Council to clearly define the selection process and role of CEAC because one of the most important aspects of transparency and legitimacy is consistency.

Chief Sult clarified that the advisory group would not have access to incident review information like the CEAC would. The CEAC would be receiving more information than can be released publicly.

Due to time constraints, Chief Sult suggested moving ahead to the training pillar. HPD can come back after Council has had time to review the draft internal review. He noted that it will remain a draft until HPD has a strategic planning retreat, where citizens will be involved and Council has provided input.

Lieutenant Scott Keller presented on Pillar 5 - Training & Education. He described different training programs HPD will be utilizing with all of their officers. He also described the various partnerships HPD is working on to improve officers at the higher education level.

Councilwoman Schmidt asked why Thomas Nelson Community College (TNCC) was not included in the list of higher education entities. Lt. Keller stated that he does not currently have any programs he is working on with TNCC. Chief Sult stated that HPD is currently working with HCS to do a partnership with TNCC as part of the academies.

Lt. Keller noted that the addiction training will be expanded to include civilian employees and post-academy officers.



Lt. Keller reviewed the 21st Century Policing recommendation on implicit bias and cultural responsiveness. HPD's cultural awareness training at the academy was 8 hours in 2014; it is currently over 33 hours. HPD reached out to various academic groups and national groups for additional training, including those which are recommended in the 21st Century Policing report. Many states have made that mandatory, but Virginia has not. He believes they will, and HPD will be ahead of other jurisdictions. The implicit bias training has been incorporated into the annual training all officers attend, not just in the academy. He noted that in the "Policing the Intersection" training, two local organizers of the Black Lives Matter movement have been invited to attend and observe the training being provided to HPD.

Lt. Keller noted that HPD brings in a lot of officers from outside of Hampton, and that even those from Hampton may not understand Hampton's history. HPD works with the Hampton History Museum to provide a private tour for officers. HPD also works with the Aberdeen Gardens Historical Society where officers learn the history of Aberdeen Gardens as well as how to better interact with the community to diminish the "us vs. them" mentality. Additionally, HPD visits the Richmond Holocaust Museum to learn the impact of law enforcement in Nazi Germany.

Chief Sult stated that HPD has done a lot to be proud of, but there is more that can be done. The intent behind the draft internal review is to be a starting point for a strategic plan.

Mayor Tuck stated that he believes citizens can be reassured that HPD is doing what it can. Chief Sult thanked the community for its support of HPD.

Councilman Moffett thanked HPD and stated that Hampton has one of the most professional police departments in the region.

Councilman Gray stated that he has been most encouraged by Chief Sult and HPD embracing the 21st Century Policing recommendations. Hampton does not want what has happened in other communities to happen here.

### **Youth Violence Prevention**

Due to time constraints, this presentation has been rescheduled to September.

Stephen Bond, Assistant City Manager, gave the presentation on the Safe and Clean initiative.

Chief Terry Sult, Capt. Karen Alba (Wythe District) and Capt. Brian Covington (Chesapeake District) provided information on

police statistical information.

Capt. Jimmie Wildeman - Pillar 1, Maj. Barry Archie - Pillar 2, and Lt. Scott Keller - Pillar 5 provided information on 21st Century Policing. Time did not permit presentations from Maj. Kim Brighton - Pillar 3, Maj. Orrin Gallop - Pillar 4, Lt. Scott Keller - Pillar 5, and Capt. Chris Thornton - Pillar 6 but the written materials are included in the agenda materials for Council review. These presentations may take place at a future date.

**ADJOURNMENT**

The meeting adjourned at 12:55 p.m.

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Donnie R. Tuck  
Mayor

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Katherine K. Glass, CMC  
Clerk of Council

Date approved by Council \_\_\_\_\_