

# CIVILIAN POLICE REVIEW BOARD



## FY 2019 - 2020 Annual Report



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## ACKNOWLEDGMENTS

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The CPRB also express sincere appreciation and thanks:

- Secretary to the Board, Tonette Amos, Senior Executive Assistant for the Office of the City Clerk, for keeping minutes of meetings and maintaining all records pertaining to the business of the CPRB;
- Counsel to the Board, Kimberly Rehberg, Senior Attorney for the Office of the City Attorney, for providing legal guidance to the CPRB by offering information about and interpretations of relevant federal, state and local laws, statutes regulations and policies; and
- Office of the City Manager Liaison to the Board, Karmisha Wallace, Senior Assistant to the City Manager for the Office of the City Manager, for administrative support, facilitating communication with the Office of the City Manager, and assisting in the work of the CPRB.

The effective and efficient assistance, availability, accommodations and professionalism of Ms. Amos, Attorney Rehberg and Ms. Wallace were invaluable in aiding the members of the CPRB in performing our duties.

In addition, we welcome Anna Davis, Assistant City Attorney for the Office of the City Attorney as the new Counsel to the Board, effective June 18, 2020.

The CPRB also thanks Thomas J. Bonfield, City Manager for the City of Durham and members of the Durham City Council for the opportunity to serve and to consider recommendations offered by the Board.

We commend Mr. Bonfield for his service to the City of Durham and wish him the absolute best in retirement.

## **MEMBERSHIP**

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Pursuant to the Procedure Manual, Section 1. Organization, 1.6 Vacancies, the CPRB consists of nine residents of the City of Durham, all of whom are appointed by City Manager Thomas Bonfield and confirmed by the Durham City Council.

Members serve staggered four-year terms and are eligible for reappointment.

The members of the CPRB were as follows:

<b>Name</b>	<b>Original Appointment</b>	<b>Term Expiration</b>
Cecile Bradshaw	September 3, 2019	June 30, 2023
Kelli Dugan	March 16, 2015	June 30, 2022
Myra L. Griffin	June 4, 2018	June 30, 2022
Cassandra R. Johnson	June 20, 2016	June 30, 2023
DeWarren K. Langley	October 27, 2009	June 30, 2023
Kendra J. Pressley	June 4, 2018	June 30, 2022
Donald B. Salmon, Jr.	September 3, 2019	June 30, 2023
David A. Smith	January 19, 2010	June 30, 2022
Jeffrey L. Thomas	June 4, 2018	June 30, 2022

DeWarren K. Langley served as Chair and Cassandra R. Johnson served as Vice Chair.

In FY 2019-2020, there were no vacancies; however, Durham City Council affirmed the appointments of Cecile I. Bradshaw and Donald Salmon, Jr. and the reappointments of Cassandra Johnson and DeWarren K. Langley with term expirations of June 30, 2023.

## **NUMBER OF MEETINGS**

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Pursuant to the Procedure Manual, Section 3. Meetings and Hearings, 3.1 Meetings, the CPRB holds meetings when necessary for the purpose of conducting business, training, work sessions, hearings and forums.

The CPRB is required to meet at least once per quarter.

The CPRB had three regular quarterly meetings: (1) September 25, 2019, (2) November 20, 2019, and (3) December 11, 2019.

The meetings scheduled for March 25, 2020 and June 17, 2020 was canceled as a public health precaution due to the COVID-19 (coronavirus) pandemic and the closure of City Hall to the public. The meetings were not rescheduled.

Pursuant to the Civilian Police Review Board Procedure Manual, Section 3.1, Meetings, the Civilian Police Review Board must host one (1) community forum per fiscal year to receive feedback from the public on the Durham Police Department complaint process and community-police relations.

The Community Police Relations Forum was scheduled for March 25, 2020, however, was canceled as a public health precaution due to the COVID-19 (coronavirus) pandemic and the closure of City Hall to the public.

A virtual Community Police Relations Forum is scheduled for October 14, 2020 at 6:00pm.

**ATTENDANCE**

Pursuant to the Procedure Manual, Section 2. Conduct of Members and 2.1 Attendance, members must faithfully attend meetings and perform their duties. Members must attend at least 75% of the yearly (July 1 - June 30) meetings.

<b>Name</b>	<b>09/25/19</b>	<b>11/20/19</b>	<b>12/11/19</b>	<b>Percentage</b>
Cecile Bradshaw	P	P	P	100%
Kelli Dugan	P	P	P	100%
Myra L. Griffin	P	P	P	100%
Cassandra R. Johnson	P	P	P	100%
DeWarren K. Langley	P	P	P	100%
Kendra J. Pressley	P	P	P	100%
Donald B. Salmon, Jr.	P	P	P	100%
David A. Smith	P	P	EA	67%
Jeffrey L. Thomas	P	P	P	100%

P = Present A = Absent. EA = Excused Absence

**NUMBER OF REQUESTS FOR APPEAL HEARINGS & SUMMARY OF CASES**

The CPRB received or reviewed one Requests for Appeal Hearing from a complainant who was not satisfied with the conclusions of a review conducted by the Professional Standards Division of the Police Department. The Request for Appeal Hearing was submitted by the following individual:

1. Mikayla Mann (Conduct Unbecoming)

The CPRB carefully reviewed the materials the complainant provided to the City Clerk as the basis for an appeal, as well as investigative materials submitted by the Professional Standards Division of the Durham Police Department, in the review of the complaint.

The vote was three affirmatives to hold a hearing and five members voted against holding a hearing, therefore the CPRB did not grant a hearing for Ms. Mann.

Based on the investigative materials, the CPRB made the following recommendations:

- All letters to the complainant from the Professional Standards Division of the Durham Police Department should be sent by certified mail with return receipt required.
- The determination letter to the complainant should be revised to inform the complainant of 30 business days from the receipt of the determination letter to request a hearing before the CPRB.

- Require sensitivity training for the Sexual Assault Unit.
- Regularly review the Sexual Assault Unit training curriculum in order to ensure that it is current and applicable and reflects current best practices.

The jurisdiction of the CPRB is limited to the results of investigations of use of force, unethical conduct and/or conduct unbecoming of Police Department personnel and arrest, search and seizure.

## **NUMBER OF HEARINGS**

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In FY 2019-2020, the CPRB did not grant any Requests for Appeal Hearings.

## **COMMUNITY OUTREACH**

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Pursuant to the Civilian Police Review Board Procedure Manual, Section 3, Meetings and Hearings, 3.1 Meetings, the Civilian Police Review Board (CPRB) shall send a delegation of its members to present to at least two (2) community/civic/neighborhood groups per fiscal year to explain the role of the Civilian Police Review Board and the complaint process.

Chair DeWarren K. Langley and Member Donald B. Salmon, Jr. served as panelists for the community-based panel discussion in the Law Enforcement Theory, Police and Practice course at North Carolina Central University on October 14, 2019. The purpose of the discussion was to discuss the role of the Civilian Police Review Board and the panelists' role in the community regarding police related incidents and police interaction within the communities they serve and protect.

Chair Langley served as a panelist for the Community Conversation on Police Reform hosted by the Friends of Durham on June 28, 2020.