

# Police Review Board Models Community Dialogue



Raleigh





# Agenda

- Refreshments & Welcome
- Presentation of Three Options
- Round Table Discussion
- Large Group Debrief
- Wrap Up/Adjourn



## GROUND RULES



Raleigh

# Ground Rules

Speak your feelings and thoughts by making “I” statements.

“No one speaks twice before everyone speaks once.”

Listen for understanding rather than judgment

Be open to thoughts and feelings different from your own

Remember that it’s OK to disagree but NOT to attack, shame or blame.

Be respectful of one another



GREENSBORO



Winston-Salem



CHARLOTTE.



CITY OF  
**DURHAM**

## Police Review Boards in NC

Most of the larger cities in North Carolina have some form of a Police Review Board.



# Three Options for Raleigh

-  Police Oversight Board
-  Police Review Board
-  Office of Citizen Advocacy



# Police Oversight Board (POB)

## Investigatory Power & Disciplinary Action

- Conduct Investigations of Citizen Complaints and Internal Affairs Appeals
- Take testimony under oath
- Investigate the effectiveness of Raleigh Police Department practices, policies and procedures
- Weigh in on and recommend disciplinary action
- Subpoena power



# Police Review Board (PRB)

## Case Review & Recommendations

- Review evidence presented
- Recommends case action to the Raleigh Chief of Police and City Manager.
- On an annual basis present a report to City Council outlining the trends and actions taken by the board.
- Community Engagement





Raleigh

# Board Decision Making

- 🌳 Board Consensus is preferred, however if the group does not reach consensus, **majority vote with 80% agreement** will be initiated.
- 🌳 Recommendations will be presented to the Raleigh Chief of Police, City Manager and presented during public meetings.
- 🌳 **Level One Recommendations** – Complaint is Substantiated, Unsubstantiated, Policy Failure, or Not Enough Information to assess.
- 🌳 **Level Two Recommendations** – If an allegation is substantiated or there is action to be taken by the police department.



# Office of Citizen Advocacy

- Internal Office housed in Human Relations
- Residents may initiate an appeal or new complaint.
- Investigations will be conducted by internal Ombudsman and legal staff.
- Ombudsman will share findings with Chief of Police and City Manager along with a technical assistance report to identify opportunities for improvement.



# Significant Points to Consider

- ✓ To have disciplinary authority granted to a body outside the city, would lead to a repeal of the civil service commission's ability to govern matters of public safety
- ✓ Full enforcement option requires a local act which would need a bill sponsor to sign off on it
- ✓ Lack of confidentiality of case materials
- ✓ Limited access to investigation materials (will not be able to get Body Worn Camera footage).



# Significant Points to Consider

- ✓ NC Statute prevents the release of employee personnel data
- ✓ Coordinated discipline would be difficult to achieve
- ✓ Limited access to investigation materials because the law doesn't currently allow it.
- ✓ Staff would have limited access to investigative materials because of ongoing internal affairs Investigations



# PROS

## Boards

- ✓ Responds to the community's request for a Review Board
- ✓ Provides an alternative to Internal Affairs within the Police Department

## Office of Citizen Advocacy

- ✓ Full Scale Customer Service with timely Follow Up
- ✓ Coordinated Process with Internal Affairs
- ✓ Track Data and Release Information via website and HRC Meetings
- ✓ Police Technical Assistance



# CONS

## Boards

- ✓ Must be approved by NC General Assembly.
- ✓ Strains the relationship between Police and Community
- ✓ Final case dispositions and disciplinary decisions rest with the Board.
- ✓ Board Members must have some level of expertise in Law, Police/Community Relations or related experience and education.
- ✓ Cost of additional staff resources required
- ✓ Case Studies suggest that full review boards are ineffective overall.



# CONS

## Office of Citizen Advocacy

- ✓ Does not provide resident engagement in the review process.
- ✓ Internal processes tend to lack the transparency that the community desires.
- ✓ Cost of additional staff resources and Slower start up time due to hiring, and training new staff
- ✓ Coordination of roles and responsibilities with staff and police department



# Complaint Initiation

Appeals

- Must be filed thirty (30) days from date of Internal Affairs (IA) response

New  
Complaint

- Must be filed within fifteen (15) days of the incident



# Appointments & Qualifications



Raleigh



# Board Appointments

Ten (10) Total Board Seats

- Seven (7) City Council Appointments
- One (1) Mayoral Appointee
- One (1) City Manager Appointee
- One (1) Chief of Police Appointee



# Terms



Appointees will serve a three (3) year term with a maximum of 2 terms (6 years). Terms will be staggered.



# Application Process

Anyone wishing to apply may visit the Boards and Commissions page on the Raleigh website to complete the Interest Form.

The screenshot shows the Raleigh website's 'Boards and Commissions' page. The page is titled 'Boards and Commissions' and includes a navigation menu at the top with categories like Arts & Parks, Services, Government, Business & Development, Community, Projects, Public Safety, and Sustainability. The main content area features a section titled 'Boards and Commissions' with a sub-section for 'City Appointed Boards and Commissions'. This section lists various boards and commissions, including the Appearance Commission, Arts Commission, Bicycle & Pedestrian Advisory Commission, Civil Service Commission, Electrical Examining Board, Environmental Advisory Board, Fair Housing Hearing Board, Historic Cemeteries Advisory Board, Historic Resources and Museum Advisory Board, Housing Appeals Board, Housing Authority Board, Human Relations Commission, Mayor's Committee for Persons with Disabilities, Mechanical Examining Board, Parks Recreation and Greenway Advisory Board, Planning Commission, Plumbing Examining Board, and Public Art and Design Board. The page also includes a sidebar with 'MyRaleigh' services and a 'MyRaleigh Subscriptions' section.



# Training

Appointed individuals must complete: Citizens Police Academy, Legal Training, and Board Orientation.  
Training should be completed every 2 years.





# Qualifications

21 Years of  
Age

Registered  
Voter

Current on  
City Taxes

Background  
Check



# Disqualifications

- Current and former City of Raleigh employees are not eligible to serve.
- Family members of current and former Raleigh Police Officers are not eligible to serve.
- Family member is defined as spouse, child, parent, or sibling.
- Previous Felony Convictions



# Next Steps

## Three Possible Options

- 🌳 Explore Hybrid between internal Office of Citizen Advocacy and a 3-5 person community board
- 🌳 Enhanced Internal Affairs Process
- 🌳 Community Engagement Process to obtain resident feedback





# Round Table Discussions



Each table has a facilitator.  
Please designate a scribe  
and a speaker to report  
out.