

**Ad Hoc Police Practices Review Commission
Police Recruitment, Diversity and Vetting Subcommittee
July 21, 2015 Minutes**

Members Present:

Shirley Ginwright, Chair
Gervais Reed
Chio Stokes
Robert Fisher
George Alber
Greg Fried
Burnette Scarboro

Members Absent:

Dave Rohrer

Others Present:

Clayton Medford
John Lovaas

Meeting was called to order at 7:05pm.

Motion to approve minutes from June 29 made by Mr., Fried, multiply seconded and approved unanimously.

Ms. Ginwright gave a brief overview of the draft recommendations the subcommittee will work on tonight.

The subcommittee held a discussion on the draft report and Mr. Medford made edits during the discussion. Discussion included the retention rate, offering referral incentives, speeding up the hiring process and the impediments to doing so (polygraphs, sharing resources), bolstering language on importance of recruitment, the effect of recruitment on the composition and culture of FCPD.

Recruitment Recommendations

#2 – change “advertising” to “marketing;” move narrative to earlier in document; add “and implement”
#2 and #3 were condensed for clarity

Diversity Recommendations

#1 – subpoint added to include progress measurement to be included in performance management system

The subcommittee agreed to include #1, #2 and #4 of the recommendations from Mr. Fisher in the narrative section of the final report.

The subcommittee held discussion on education requirements at FCPD and the effect of education and work experience on pay.

Ms. Scarboro delivered a brief presentation on career centers at high schools.

The meeting concluded at 9:05