



AGENDA

Law Enforcement Transparency and Advisory Commission (LETAC)

Monday, December 2, 2024, 6:00 to 7:30 p.m.

1. Call to Order

- The meeting was called to order at 6 p.m.

Present Commissioners: Andrew Hoskins, Christopher Burns, David Noblitt, Deborah Walker, Rachael Flick and Janice Frazier.

Excused Absence: Sherryl Dillon and Nathan Whittington

Absent: Johnathan Williams, Jim Mason, and Johnny Taylor

Councilmember Liaisons: Randy Helms was present; Yolanda Avila was absent.

2. Approval of November 4, 2024, Meeting Minutes

- **Motion:** Postpone approval of the November 4, 2024, meeting minutes to the next meeting on January 6, 2025.
- **Vote:** Unanimous approval by voice vote.

3. Citizen Comment

- No citizen comments were received.

4. Ice Breaker

- Commissioner Chair Flick facilitated a continuation of the activity on Cognitive Bias.

5. Chair Review of LETAC Business

- Commissioner Chair Flick reported on her meeting with CSPD Chief Vasquez as the new Chair for LETAC, where they discussed the implementation of Jiu-Jitsu for officers and her journey to LETAC.
- Commissioner Walker will attend upcoming interviews instead of Chair Flick, who will be out of town.

6. Commissioner Discussion of PERF Report

- Discussion Section I. Introduction



- i. Commissioner Hoskins inquired if there were other research options that CSPD explored aside from PERF.
- Section II. Project Scope and Methods
 - i. Commissioner Burns shared insights from a meeting with four PERF members when the research was ongoing.
 - ii. Observations:
 1. Page 15, Figure 2: The report simplifies responses to three categories (Disagree, Neutral, Agree) instead of a five-point Likert scale (Hoskins).
 2. Page 16: A significant percentage of respondents feel “not enough is being done.”
 3. Page 20, Figure 7: Discussion on data categorization of non-patrol officers.
- Survey Questions
 - i. Commissioner Flick highlighted:
 1. Page 106: Discussion on the Critical Decision-Making (CDM) model and how its effectiveness is gauged through interviews.
 2. Page 113, Question 105: Noted as cultural factors.
 - ii. Flick recommended dedicating additional time to review survey findings in future agendas.
- Key Takeaways
 - i. Commissioner Burns: Identified a gap in readiness for use-of-force training, noting potential personal and individual liability.
 - ii. Commissioner Flick: Appreciated the evolution of discussions on qualified immunity vs. criminal liability (post-2017) and feedback on promotion practices.



iii. Commissioner Hoskins: Advocated for open discussions on decision-making and procedural justice, citing survey findings on external vs. internal perceptions of justice (Page 23).

iv. Commissioner Walker: Emphasized the need for cultural shifts, officer retention, and addressing recruitment challenges.

- Additional Notes:

- i. Question raised regarding constitutional training materials.

- ii. Progressed through Page 24 of the report.

- iii. Agreed to begin with Section IV in the next meeting.

7. LETAC Vacant Seat Updates

- Scheduled interviews with five candidates on December 18, 2024.

8. Adjournment

- The meeting was adjourned at 7:30 p.m.