

**CRIMINAL JUSTICE SUBCOMMITTEE**  
**MEETING MINUTES**

**Wednesday, January 13, 2021**

**1:00pm**

**Zoom Meeting**

**Call to Order & Attendance Quorum**

Tiffany David, of the City of West Palm Beach Mayor's Office, called the meeting to order at 1:00pm. Tiffany David then took attendance of participants for the meeting record. Kayla Elson, of Justice and Sustainability Associates, introduced Emma Lipsky of Justice and Sustainability Associates who will be taking notes. Kayla Elson then reviewed the meeting agenda and pulled up the December meeting minutes.

**December Meeting Minutes**

Justice Ira Raab, subcommittee member, pointed out a typo in the meeting minutes. Otherwise, the meeting minutes were unanimously approved as distributed with the necessary revisions.

**Subcommittee Data & Resources**

Kayla Elson reviewed the demographics data of the West Palm Beach Police Department, the hires and terminations demographics, and the salary of the current West Palm Beach Police Department officers compared to surrounding areas. The subcommittee then discussed issues related to police department salaries (significantly lower than surrounding areas), where police officers were from, hiring processes, potential retention issues, and the lack of minority officers, all tied into the racial/ethnic equality in the department as a whole. Subcommittee members agreed that they would like a presentation from the West Palm Beach Police Department (HR staff members and/or Chief West) about police officer hiring methods and requirements.

**City Commission Update Meeting Details**

On Monday January 25, 2021 at 5:00pm, there will be a City Commission Update Meeting where task force co-chairs will provide updates on the work being done/achieved in the subcommittees. The task force co-chairs are to present the top two priorities that each subcommittee wants to initially focus on and further explore. The meeting is open to the public and subcommittee member attendance is optional.

**Subcommittee Initial Priority Areas**

From the Action Summit, three initial priorities emerged that the subcommittee members agreed to explore further: community engagement in policing, racial equity/cultural equity training, and a diverse police force. These three points were condensed into two points for the task force co-chairs to present at the City Commission Update Meeting.



# Mayor's Task Force for Racial & Ethnic Equality

Subcommittee members made adjustments to the two points to add further details and clarification.

## **Discussion: Grounding in Priority Areas**

The two priority areas were established. The first priority highlights building up diversity in the police force and creating opportunities for community participation. The second priority highlights assessing West Palm Beach police officer racial equity training, tools, and cultural sensitivity. In addition, subcommittee members discussed what other data points and information were needed in order to feel grounded in the priority areas. Other points needed were salary and benefit comparisons between West Palm Beach and the top five police area salaries, trends in hiring, and functions currently in place.

## **Next Steps**

Tiffany David will set up a presentation date with the West Palm Beach Police Department (HR and/or Chief West). Subcommittee members will send questions they have prior to the presentation to Tiffany David and Kayla Elson. Kayla Elson will edit and update the two priorities and other details and circulate to the subcommittee members for review.

## **Adjourn**

Alexcia Cox, subcommittee co-chair, adjourned the meeting at 2:23pm. The next meeting will be on February 10, 2021, 1:00pm on Zoom.

## **ATTENDANCE**

### Present:

Alexcia Cox, Subcommittee Co-Chair  
Daniel Eisinger, Subcommittee Co-Chair

Bryce Graham, Subcommittee Member  
Chauncey Alexander Graham, Subcommittee Member  
Ruth Wanjiru Mageria, Subcommittee Member  
Justice Ira Raab, Subcommittee Member  
Alisha Singh, Subcommittee Member

Tiffany David, City of West Palm Beach Mayor's Office  
Kayla Elson, Justice & Sustainability Associates  
Emma Lipsky, Justice & Sustainability Associates

### Absent:

Tamika West