

**REGULAR SESSION MINUTES  
NOVEMBER 10, 2020  
BOARD OF POLICE COMMISSIONERS  
NEW HAVEN, CONNECTICUT  
VIRTUAL AND TELEPHONIC VIA ZOOM**

**PRESENT:** Commissioners Anthony Dawson; Michael Lawlor; Tracey Meares;  
Evelise Ribeiro; and Donald Walker

Chief Otoniel Reyes: Department of Police Service  
Assistant Chief Renee Dominguez: Department of Police Service  
Assistant Chief Herb Sharp: Department of Police Service  
Lieutenant David Zannelli: Department of Police Service  
Sergeant Dana Smith: Department of Police Service

Michael Wolak, Esquire: Senior Deputy Corporation Counsel

Gerald Antunes: Board of Alders  
Black and Brown United in Action

**OPEN SESSION**

The meeting was called to order at 6:04 p.m., Anthony Dawson, Chair, presiding.  
Commissioner Dawson read an excerpt of the Notice for this meeting for the record.

■ The commissioners introduced themselves.

**SWEARING IN COMMISSIONER MICHAEL LAWLOR**

Commissioner Michael Lawlor was sworn in by Attorney Wolak. The commissioners congratulated Commissioner Lawlor.

**DISCUSSION AND APPROVAL OF MINUTES**

\*\* Commissioner Meares moved to Approve the October 13, 2020 Regular Meeting  
Minutes and the October 27, 2020 Special Meeting Minutes  
\*\* Commissioner Ribeiro seconded  
\*\* Motion passed unanimously

**INTERNAL AFFAIRS REPORT**

**CLOSED CASES:**

**IA CASE NO. 20C-063:** The complainant alleged the Officer Hooper was rude during a motor vehicle stop with her boyfriend driving. The complainant alleged that Officer Hooper swore and shoved paperwork into the vehicle at the end of the motor vehicle stop. The complaint was assigned to Patrol Division for follow-up investigation. Body-worn camera footage did confirm that Officer Hooper did swear at the male, but it did not show that he shoved paperwork back at

the complainant. Summary action was taken against Officer Hooper in the form of a reprimand. This was closed by summary action. A certified letter was sent to the complainants neither of which were cooperative with the investigation.

**IA CASE NO. 20C-064:** The complainant alleged that Officer Dash did not interview and available himself of witness on scene for her husband's assault and that he did not take the incident seriously. The complaint was assigned to Lieutenant Healy of the Patrol Division for follow-up. Lieutenant Healy observed body-worn camera footage which confirmed that Officer Dash did take the incident seriously and conducted a thorough investigation on scene. Lieutenant Healy following up with the complainant offered for her to view the body-worn camera footage of the incident to confirm his observations with her. The complainant ultimately declined and stated that the residents that her husband was having the issues with had moved out and she wished to decline her complaint at this time. The officer's actions were deemed appropriate. This complaint was closed by it being with withdrawn. The Department followed up with a certifying letter to the complainant regarding this matter.

- Lieutenant Zannelli stated that these were the only two closed cases for the month.
- To date, there are 79 civilian complaints. The Department is trending along the same lines as the two previous years at this time.
- Commissioner Meares stated that she thought it was a really great idea and important that the Department uses the certified-letter approach to ensure that anyone who has been contacted, is a complainant or if there are relevant witnesses that could have some information about a particular case be communicated with in this manner. She was unclear about this policy before. There might be people in the public who do not understand why the certified-letter approach is being used. The public might interpret the process in a negative way. The Department should consider this in terms of informing people who are involved in the process why that approach is taken as it for the protection of everyone involved. It is also an important aspect of transparency.
- Commissioner Dawson stated that the Department could also point it to the new recruits in the academy and in some of the community schools such as the clergy and those who want to take classes to learn more about the New Haven Police Department.

### **CHIEF'S REPORT**

Chief Otoniel Reyes

- Chief Reyes began with salutations. Commissioner Lawlor was welcomed to the team. He looks forward to working with Commissioner Lawlor. His reputation precedes him. The Department has done a lot of work with Commissioner Lawlor. The Department appreciates the work Commissioner Lawlor has contributed to the criminal justice profession. The Department looks forward to working closely with him to make the Department and the city even more notable in terms of criminal justice and law enforcement.
- 2020 has been a difficult year for violent crime in New Haven. There are currently 96 shootings compared to 70 at the same time last year.
- The city just recently had it's 19<sup>th</sup> homicide on Bassett Street compared to 9 homicides year to date at the same time last year.

- There has been a decrease in combined robberies. There have been 166 robberies to date compared to 247 robberies at the same time last year. Robberies have gone down significantly.
- The Department primary focus continues to be violent crime reduction.
- The Department noticed, when it addressed these issues with the community and the various management team meetings, the community has been very concerned, particularly the communities that have been affected by this (Hill, Beaver Hill and District 9), that the violence has been more widespread. Last year when the Department recorded a slight spike in violent crime relegated to certain areas of the city where there are identifiable beefs that were sort of the underlying causes of the crime.
- What they are seeing this year is that the crime is much more spread out. There are less connectivity between the cases. The Department is putting every effort it can muster to reduce violent crime.
- People often ask why the city is experiencing a spike in violent crime. Many know that violent crime is on the rise everywhere in the country. The four major cities in Connecticut are no different. For example, Hartford has over 200 shootings compared to New Haven's 96 shootings; Bridgeport has over 160 shootings; Waterbury has 67 shootings year to date compared to 20s at the same time last year.
- It is undoubtedly a major issue. The Department has been working very closely with its federal and state partners and the community to mitigate the violent crime. Many of the crime victims have been on probation and parole.
- At this time last year, there were over 122 compliance checks. These are checks done by Probation and Parole of people that have been released and currently on probation and parole. This year there have been between 22 and 27 such compliance checks. These checks are done by Probation and Parole. The Department cannot do them. This is significant because it is one of the ways the Department deters crimes. It is one of the ways the Department prevents violence from happening by meeting them and identifying the ones driving the violence in an attempt to prevent retaliation and things of that nature.
- Often times when these compliance checks are done, weapons and drugs are seized. Those not in compliance end up being violated thereby reducing the number of people that are out in the street especially people known to be violent offenders. This is one of the strategies the Department uses that have been impacted significantly.
- In terms of Project Longevity efforts, the Department has tried to do custom notifications. These are visits done by the Department with family members, suspects and/or people identified as high risk to being victims of crime or people perpetuating the crime. The Department has been unable to do this as prolifically as it has in previous years because of COVID-19 limitations. The Department has tried to replicate that in other ways, but there is just no substitute to getting in front of people, sitting down with potential offenders and trying to deter that. The Department has worked around these limitations. Some officers have put themselves in harm's way to still try to do meetings at these people's homes.
- There's been only one call in this year compared to four last year. Call-ins are very instrumental in terms of the Department's strategy to curb violence.
- It's been a very difficult year. However, he is very proud of the work the officers are doing.
- The actual strength of the Department is 347 officers. The budget is for 406 officers.
- Two hundred and twenty of those are in Patrol. The 347 includes the 22 cadets in the academy.

- The Department's resources have been diminished. However, the officers are not discouraged. The officers have been doing tremendous work. They have been very proactive. In spite of COVID-19 and social unrest the officers have maintained motivation.
- Almost 120 guns have been seized in spite of the COVID restrictions. This time last year there were about 118 guns seized. Gun seizures and gun arrests go up every year, unfortunately. This is a testament to the fact that there are way too many guns on the streets and they are way too accessible.
- Twenty-two cadets are in the academy, 16 of this are in the Department's academy. It is anticipated that they will graduate on or about January 24<sup>th</sup>, 2021. They are doing very well.
- Chief Reyes gave kudos to Assistant Chief Sharp and Lieutenant Maturo, Sergeant Shayna Kendell and everyone at the academy. They are doing a tremendous job.
- Chief Reyes extended invitation to the Board to address the class before they graduate. The academy can accommodate some of the commissioners speaking to the class.
- For those who do instructions, if there is anything they would like to add to the training, please feel free to speak to the Department. The Department would like to open up the academy for the cadets to meet the commissioners and to listen to instructions from the commissioners. The cadets have a few more months. The afternoons are more flexible.
- Unfortunately, of the almost 480 applicants, only 186 applicants made it to the written and the oral portion of the examination. He will forward the breakdown of the demographics and the number who are residents of the city to the commissioners.
- This has been a very difficult year in policing. Many departments nationwide are reporting much lower numbers in terms of recruitment due the civil unrest over policing this year.
- COVID-19 has also limited the Department's efforts to recruit.
- The Department has done very well using social media, etc., to recruit.
- The Department will begin a new recruitment process within the next few weeks that will end in January, 2021. The hope is to have another test early next year, sometime around late February.
- Officers have been receiving training on the new Accountability Bill. He thanked the New Haven State's Attorney who has been availing himself and his staff to do training to make sure that the officers understand the new laws with the new requirements and new stipulations to ensure the Department is in compliance with the bill's requirements.
- Commissioner Meares stated she had two questions. She asked how she should understand the 184 number. It is pretty clear that Chief Reyes was disappointed with the number. She asked for some context for what he would have expected that number to be.
- Commissioner Meares stated that regarding the Police Accountability Bill, she is on the committee POST convened to actually translate the bill and to recommend POST requirements. The committee just finished its work. It is going to the POST Council. She asked if Chief Reyes could give her a sense of what the relationship is between the kind of training the Department has been doing regarding the bill and what the Department expect to happen once POST actually says these are our requirements. Will the Department have another set of training?
- Chief Reyes replied by saying that the number of applicants left does not only represent the fail rate, but many people did not show up which is not uncommon. There were quite a number of people who did not show up to the actual physical exam. A third party does the test. Of the 455 applicants that signed up for the test only about 280 applicants showed up for the actual test.

■ Of the people that showed up, some failed the physical test. The result was immediate. There were 187 that either passed or moved forward and continued in the process and showed up for the written and oral tests. That is where the Department stands currently. The Department is awaiting the results. Human Resources will share the results with the Department as soon as they become available. The Department will know how many of the applicants failed either one of those portions. It's a cumulative test. So, it's going to be a total. He will be able to report by next month. He would send the results in advance of the next meeting.

■ Once there is a certified list, the hope is that the Board will be presented with a list of candidates eligible for conditional offers. The hope is that it's as close to 186 candidates as possible. Now, they will enter the background process. Typically, based on past experience, the expectation is that out of every 200 applicants, 25 percent come out to be suitable candidates to become police officers and are actually offered positions in the academy. If history is an indicator, out of 186, the Department will be lucky to have somewhere in the 20 to 25 range.

■ In terms of the Accountability Bill, there's benchmarks. There are certain aspects of the bill that took effect upon signage, some other parts have other dates that they take effect. The ones that took effect on October 1, 2020 are the ones that the Department has trained on. There are some others that POST stated that they needed to get better guidance on. In terms of state statute, they had to train as they are bound by them. The others are being clarified in terms of language. They definitely trained on the parts of the bill that took effect on October 1<sup>st</sup>, 2020.

■ Commissioner Lawlor asked, in terms of new recruits and bringing people on board, is there a target? In the ideal world, how many would the Department hope to bring on board in terms of the academy?

■ Chief Reyes replied by stating that the Department is budgeted for 406. The entire Department includes the Chief all the way to the officers. He would like to fill the ranks as much as possible. He would like to get the Department to full strength, if he could. Right now, the Department is at 347. There are upwards of 50 vacancies. Some of those positions that are budgeted at the dollar. He could send Commissioner Lawlor more detailed information regarding this.

■ The Department is also dealing with attrition. As of December 31<sup>st</sup>, the Department will be losing a handful of people that have already put their names in the hat to retire. The expectation is that at the beginning of 2021 more officers will retire. The contract allows 20 people per year to leave in order to take advantage of a buy-back clause. Typically, anywhere from 20 to 30 people is the Department's attrition rate per year. There have been anomalies. A couple of years ago the Department lost about 59 people in one year.

■ In a non-contract year, typically, the Department's attrition rate is 20 to 25 people. Given that, this will leave the Department with close to 300 officers.

■ Commissioner Lawlor asked if the Department needs a separate green light from City Hall. Assuming there were 60 people the Department wanted to bring into the academy, even though there are vacancies, he wondered if the Department needed a separate green light to bring that many on board even though they are technically authorized positions.

■ Chief Reyes replied by saying no. The only green lights he would need are only for positions that are budgeted at a dollar. Right now, there are 389 positions that are fully funded in the budget. The remainder are budgeted at a dollar. So, he can fill the vacant positions but he would have to go to the legislature and request funding for those positions.

- Commissioner Ribeiro asked when the Chief Reyes expected the class to graduate given he asked for commissioners to address the class. Chief Reyes replied it would be the end of January, 2021. The Department is anticipating graduating them a month earlier but certainly several weeks earlier. January 24, 2021 is a tentative date.
- Commissioner Ribeiro asked how many cadets where in the class. Chief Reyes replied that there are currently 16 cadets at the New Haven Academy. An additional six went to POST. They will graduate sometime in the beginning of March, 2021.
- Chief Reyes stated that there was an active protest in front of the Department related to the homicide of a young lady. The deceased lady's birthday is November 10, 2020. The homicide occurred about a month ago. The family is not happy that an arrest has not been made yet. The Department has been in contact with the family. An arrest is anticipated. The family is hurting and dismayed that there had been no arrest. He would go outside to speak with the family.
- Commissioner Dawson stated Chief Reyes should express the Board's regards.
- Chief Reyes exited the meeting.

**RETIREMENTS (For Board information only)**

There were none.

**RESIGNATION (For Board information only)**

There were none.

**RECRUITMENT/SELECTION COMMITTEE REPORT**

- Commissioner Ribeiro stated the committee is going to schedule a meeting in the next couple of weeks with the staff to go over some guidelines. This is the committee's opportunity to make any revisions prior to the hiring actually happening.
- Commissioner Dawson added that the committee should reach out to Commissioners Lawlor and Mearns for their input, if any.
- Commissioner Ribeiro responded by saying that the committee included herself and Commissioner Walker. There is only one vacant position left on this committee. Anyone interested should contact her.
- Commissioner Dawson stated that next month there will be more emphasis on the committees.

**EFFICIENCY COMMITTEE REPORT**

There were none.

**FINANCE COMMITTEE REPORT**

There were none.

**OTHER BUSINESS**

Discussion and consideration of revision, amendments and alterations to the Rules of Order of Police Commissioners of the City of New Haven.

- Commissioner Dawson stated that Commissioner Ribeiro has been working on this primarily with some input from the rest of the Board.

■ Commissioner Ribeiro stated she had not worked on this alone. She has had some input from the Board, Attorney Wolak as well as Alder Gerald Antunes. She thanked Attorney Wolak and Alder Antunes for their contributions to this finished document.

■ The current three-page Rules of Order is not very explicit. It is very outdated. The aim was to put more context into the bylaws.

■ She spoke with Attorney Wolak yesterday about the duties and powers of the Board. Bullet No. 4 talks about the Board having the sole powers in the promotion of the sworn members with the exception of the chief. The Board was unsure if its power extended to civilian employees. Historically, the Board has not. Apparently, it is something in the Charter.

■ Attorney Wolak chimed in by saying the Charter line is sworn members and employees. He did discuss this with Human Resources and the Personnel director. They said they had never known anybody but the upper echelon of the Department to handle hiring, disciplining and firing of employees, nonsworn members of the Department.

■ Commissioner Ribeiro is not recommending that the Board take over this responsibility. However, it is Charter language. So, it is important to include it in the Rules of Order. She would like to add language to *“The Board shall have the sole power of appointment and promotion, with the exception of the Chief of Police, of all sworn members and will delegate the authority to appoint and promote all civilian employees of the Department to the Chief.”* She wants to add the language, the Board has responsibility for all employees; however, it will delegate the responsibility of hiring and promoting civilian employees to the Chief.

■ The rationale for this is the turnaround of civilian employees. Also, it will be a burden on the Board as it meets only once a month. Hiring occurs at all times. This may necessitate the Board meeting more frequently than necessary. Certainly, the Chief should get into the practice of informing the Board about what civilians have been hired, terminated or separated from the Department.

■ Commissioner Meares stated that since agencies are thinking of how to reorganize themselves in the context of the reform movement, there are lots of ways to imagine civilians doing work that sworn employees do. And those might be the kind of people (not necessarily all) we think might be appropriate, maybe even important, for the Board to have some control over in the same way that the Board oversees the sworn personnel.

■ Commissioner Meares added that delegation in the ordinary course for ordinary employees sound fine. She is imagining three years down the line when it is very possible that the New Haven Police Department would be reorganized where you have more civilians doing work that were traditionally done by sworn personnel. The bylaws ought to be written in a way that ensures that the Board has oversight into that process. She would be happy to help think of language to that effect.

■ Commissioner Ribeiro and Dawson agreed it made sense.

■ Attorney Wolak asked if “administrative” employees should be left to the chief.

■ Commissioner Meares stated the addition would be after, *“The Board shall have the sole power of appointment and promotion, with the exception of the Chief of Police, of all sworn members.”* There would be some other phrase that would apply to these envisioned new nonsworn employees. This is prospective.

■ Mr. Wolak said the Board and he can come up with the language later. The same thing would also happen for “discipline.” Commissioner Dawson added that the Board would review it.

■ Commissioner Ribeiro stated that she didn't get to revise Bullet No. 4 on page 5 which speaks to special meetings. The current Rules of Order states that the Board should be notified of a special meeting within three days. There was language found that it has to be posted for three days. Attorney Wolak suggested language to her yesterday.

■ Attorney Wolak replied that the whole three-day notice only had to do with specific types of meetings which is also the Charter language, hiring, promotion, appropriation of money. He didn't find anything in the Charter or the Ordinances (he may have missed it) that requires a special meeting to be posted and filed with the City Town Clerk three days before the meeting. Under FOIA, it is only 24 hours. There was nothing in either the Charter or Ordinances about giving notice to the City Town Clerk and to the Officer of Legislative Services.

■ His comment to Commissioner Ribeiro is that this may hamstring the Board if all these notifications are required. The Board should have the greatest flexibility possible and just do what the Charter language says which is basically the old language in the Rules of Order.

■ Commissioner Ribeiro is still of the mindset that the Board should have notices because of scheduling. She would recommend the posting at least 24 hours before the special meeting.

■ Commissioner Ribeiro said other than these discussions, there was more teeth added to the duties and power of the Board, things not in the old Rules of Order. They added a section about special training required for the Board. They added language about the organizational structure of the Board, duties and qualifications of elected officers and committees. They added information about what each committee specifically does. They standing committees are Efficiency, Finance, Recruitment/Selection. There is opportunity for ad hoc committees. They added code of conduct which was not in the original Rules of Orders.

■ Commissioner Walker stated that they had spoken about this language about the commission should have completed special training as required by the Ordinance of the City of the New Haven. He suggested that the Ordinance be specified to make it easier to search, if need be.

■ Commissioner Ribeiro stated that it could be added.

■ Commissioner Meares added that she appreciated all the work that Commissioner Ribeiro did on this. She thinks it is important add language perhaps in the organizational structure of the Board after the last bullet point (which reads as follows: *All members of the Board shall participate fully in its meetings and activities and perform such duties as may have from time to time be assigned by the Chairperson*) that commissioners attend meetings regularly. There should be some discussion about consequences if a commissioner regularly does not attend.

■ Commissioner Meares asked Attorney Wolak if there are similar provisions in any other one of the commissions.

■ Commissioner Wolak responded by saying that there is. The Commission on Disabilities has such a rule in their bylaws. It reads as follows (changed a little to fit this Board): *The Chairperson shall make a recommendation to the Mayor of the City of New Haven to immediately declare vacant the seat of a Commissioner on the Board of the Police Commissioner who misses three consecutive regular meetings without good cause. The President of the Board of Alders shall also be notified.*

■ Commissioner Meares added that something like that makes sense.

■ Commissioners Ribeiro and Dawson agreed.

■ Commissioner Lawlor added that at least the language he has seen in Hartford reads, *if you miss three consecutive meetings or five in a calendar year, you shall be deemed to have resigned.* He's seen this type of language elsewhere as well.



■ Commissioner Ribeiro stated that she added language that was not in the old Rules of Order regarding the two commissioners who are trustees on the police and fire pension board. She added that if you do not participate on that board that the referral should come back to the Chair of the Board of Police Commissioners to find a replacement. There are currently two vacancies on this Board.

■ Commissioner Ribeiro stated she didn't see anything about the relationship between the Civilian Review Board and this Board.

■ Commissioner Ribeiro replied by saying in the past there used to be a commissioner from this Board who acted as a liaison between the Civilian Review Board and this Board. However, in this new revision of the Civilian Review Board, they did not put that in. The civilian was to the Board of Alders. She would read some more about this.

■ Lieutenant Zannelli stated in times past each district would have a representative on the Civilian Review Board. They would meet with OIC, him, to review open and closed cases and make recommendations to the Chief regarding either discipline or follow-up. He is unsure of what is imagined for this new Civilian Review Board.

■ Alder Antunes added that his only thought was that the Board may want to put something in its bylaws that kind of spell out their desires to work along with the Civilian Review Board. They will all be working with the Internal Affairs Unit, but it would be good if the Board worked with them as well.

■ Commissioner Dawson stated a general statement indicating willingness to work with the Civilian Review Board. They can figure out the verbiage later.

■ Commissioner Ribeiro added that given the number of updates, additions, and given that Commissioner Lawlor just got this document five minutes before the meeting, the changes should be made, make a final document and then vote on it at the December meeting.

■ All the commissioners agreed.

\*\* Commissioner Ribeiro moved to Table the Recommendation for the Revision and Amendment of the Bylaws and Rules of Order of the Board of Police Commissioners of the City of New Haven

\*\* Commissioner Meares seconded

\*\* Motion passed unanimously

## **PUBLIC COMMENT**

■ Alder Gerald Antunes, the Chair of Public Safety Committee, commented on the grant that the Department was requesting at the last minute. He wanted all to be aware of it. It was just released on November 6, 2020. It is the Police and Community, Violent Crime Reduction Partnership. It is about \$125,000 from the State.

■ He will have it on his agenda for Public Safety Committee next Tuesday at six o'clock if any of the commissioners want to attend. They would want to hear it. He hopes it gets in for UC. He has sent a message to Sandra Koorejian who does the grant to go ahead and apply for it, you know, prior to getting the full Board's approval. It is pretty cumbersome. It tends to take a long time. He asked her to submit it and then be prepared for the public hearing on Tuesday, the 17<sup>th</sup> of November, 2020. It is always good to get the extra cash.

■ Commissioner Dawson stated he would probably attend to speak on behalf of it.

■ Alder Antunes said it is always good to get the extra cash. The Committee has to represent the people in the city. The concern is that the monies are going to be used to help the communities around town.

■ Commissioner Lawlor asked if this is an annual grant. He also asked if the city had received this specific grant in the past.

■ Alder Antunes responded by saying that this is a separate grant. It comes under the Coronavirus Emergency Supplemental Funding.

■ Commissioner Lawlor asked if it was being administered through the state's Office of Policy and Management.

■ Alder Antunes replied, yes. Only the primary cities in the state such as New Haven, Hartford, Bridgeport are eligible for it. It's in two parts. One deals with partnerships with other organizations and one the other is pretty much specifically within the department. This is the more reason to hear more about this at the public hearing.

■ C.J. of the Black and Brown United in Action. Her comments were more of a concern.

■ She stated she had just left the Hamden Police Department's commissioners' meeting wherein they discussed the use of chokeholds in necessary situations, part one. Part two, they did not define special circumstances like handling situations with the disabled, elderly or bilingual. Part three, they informed the public that they do not test for steroids. She wondered if these are things that are looked at as well by the New Haven Police Department because they inferred all agencies are following the same protocol which is very frightening.

■ Commissioner Dawson stated that most of that is covered by the Department's General Order.

■ Lieutenant Zannelli responded by stating that the current General Orders of the Department prohibit chokeholds unless under extreme life-and-death scenarios. He has never seen that scenario arise for the Department.

■ The second part of that regarding testing for steroids, part of that is contractual. With the current Police Accountability Bill, the Department would be adopting some changes to it which will include steroid testing.

■ C.J. asked what the definition for "extreme circumstances" regarding chokeholds. If under the circumstances described, would there be a time limit for such chokehold. She also wondered if there would be protocol to address this once used under the extreme circumstance.

■ Lieutenant Zannelli replied that per the General Order it would have to be facing serious bodily harm or death in order to use the chokehold technique. Resisting arrest would simply not qualify.

■ C.J. asked if this was available on the Department's website?

■ Lieutenant Zannelli said yes.

■ C.J. stated suggested that the Department reach out to the Hamden Police Department about this.

## **EXECUTIVE SESSION**

**\*\* Commissioner Ribeiro moved to Enter Executive Session for Preliminary Drafts and Notes**

**\*\* Commissioner Lawlor seconded**

**\*\* Unanimously passed**

**The Board entered Executive Session at 7:18 p.m.**

- \*\* Commissioner Walker moved to Exit Executive Session**
- \*\* Commissioner Meares seconded**
- \*\* Unanimously passed**

**The Board exited Executive Session at 7:26 p.m.**

- \*\* Commissioner Dawson moved to Adjourn the Regular Meeting**
- \*\* Commissioner Walker seconded.**
- \*\* Motion passed**

The next regular meeting will be on December 8, 2020.  
The Board adjourned at 7:27 p.m.

Respectfully submitted,

Sotonye Otunba-Payne