New Castle City
Chief Eugene Petty
Police Accountability Commission (PAC)
November 7, 2024 – 6:30 p.m.
1 Municipal Drive, New Castle, DE

Present: Consuella Petty, Chair
Kim Jones
Rodney Pratt
Andre Jerry
Tamara Stoner *(Joined at 7:10 p.m.)*
Angel Ramos
Pr. Jerome Lewis

Absent: Thomas Lunt
Aubrey Bing Wm. Penn High School

Also Present: Police Chief Richard McCabe
City Administrator Antonina Tantillo
Councilperson Brian Mattaway

Ms. Petty called the meeting to order at 6:40 p.m. Roll call followed and a quorum to conduct business was declared.

Public Comment
Brian Mattaway
Mr. Mattaway thanked the Commissioners for being part of the PAC. He asked Ms. Petty if she would speak about her father, Chief Eugene Petty, and what the City of New Castle meant to him in order to steer the City to ensure that collectively we are carrying on his torch. Ms. Petty said that she would happy to speak about her father at a future PAC meeting.

Minutes
A motion was made by Mr. Ramos to approve the minutes of the September 19, 2024, PAC meeting as amended. The motion was seconded by Mr. Pratt and passed unanimously.

Officers and Committee Reports
Chief McCabe suggested that if the PAC appoints any sub-committees, those sub-committees would report under this Agenda item.

Old Business
Bylaws – Chief McCabe suggested that the Commissioners might entertain a motion to approve the bylaws. He noted that the date of the adoption of the bylaws would be changed to reflect the date that the bylaws are approved by the Commissioners.

A discussion of the bylaws as presented ensued during which the Commissioners made recommendations to amend the bylaws:

- Community Initiatives or Functions for PAC and Police Officers – After discussion it was agreed to edit Article V to add a Section 7:

  Section 7: Community Initiative: PAC will make recommendations and collaborate with the Police Department to engage in community activities and initiatives.

A motion was made by Mr. Pratt to amend Article V – Functions of the bylaws, to add Section 7: Community Initiatives, for the collaboration between PAC and the New Castle Police Department. The motion was seconded by Mr. Jerry and passed unanimously.

A motion was made by Mr. Jerry to approve the bylaws as amended. The motion was seconded by Ms. Jones and passed unanimously.

Mr. Jerry suggested that a Co-Chair be appointed; however, Ms. Petty recommended that the appointment of a Co-Chair be postponed to a future meeting when all Commissioners are in attendance.

A motion was made by Ms. Petty to postpone appointing a Co-Chair to a future meeting. The motion was seconded by Mr. Pratt and passed unanimously.

Ms. Petty turned the meeting over to Chief McCabe, who gave a presentation on the Hiring Practices for Police Officers.

Chief McCabe first reviewed how the Commissioners can obtain the required 20 hours of training. He encouraged the Commissioners to schedule a ride-along with an Officer. He stated that a Waiver would be sent to each of the Commissioners, and once it has been executed and returned, the Commissioners could contact Captain Dempsey to schedule a ride-along. In response to a question from Mr. Jerry, Chief McCabe stated that the Commissioners' hours will be logged and maintained by the Police Department.

Chief McCabe explained that the Association of Chiefs of Police has partnered with Guardian Alliance and All-Star Talent to draft an initiative to market and streamline the hiring process that will be launched state-wide. He added that nine (9) states have requested Delaware's Plan.

Hiring Practices

<u>Marketing</u>

- Hire Character – Train Skill: When the department vets and screens, character and judgment are tested. Skills can be taught.
- Technology: A QR Code has been developed to streamline the hiring process by sending applicants directly to the website and the online application. Each agency will have its own QR Code and the application can be customized by each agency to retain autonomy. Additionally, the applicant can submit the application to multiple agencies at the same time.

- Diversity: The marketing plan will show that not only are the Delaware Police Departments diverse, but that Delaware has a diverse style of policing in urban, rural and beach communities.

Testing

- There are three phases of the required testing.
    1. Written test – Requires 70% to pass. Applicants are given access to the online study guide and requirements.
    2. Physical agility – Standards are set by the Cooper Institute. 16 pushups, running 1.5 miles, and 26 sit ups.
    3. Oral Board – Conducted by an Officer Panel consisting of the Administrative Captain, a Patrol Officer and a Patrol Supervisor. Each panelist grades the candidate based on verbal skills, enthusiasm, initiative, inter-personal skills, and time management

In response to a question from Ms. Petty, Chief McCabe stated that the interaction or diversity experience with other ethnicities is not specifically addressed in the testing; however, diversity and implicit bias is addressed during training at the Academy and during the psychological examination.

Background Check

- An extensive background check is conducted.
- The background check is done for both new hires and hires from other agencies. Chief McCabe noted that hires from other agencies may not require as extensive a background check as new hires.
- Candidates are given a link to a questionnaire that must be completed. Each agency can deselect questions at their discretion.

Chief's Interview

- Based on the recommendation of the Officer Panel, candidates are interviewed by the Police Chief; in part for suitability within the Department, and the desire and commitment to serve.
- If accepted, a comprehensive physical and psychological examination is conducted.

The Academy

- The Dover, the DE New Castle County, and the Delaware State Police academies have all been used by the New Castle Police Department.
- Training in the Academy is intense; physically, mentally, and psychologically. The candidates are also encouraged through positive reinforcement.
- If a candidate resigns from the Academy an Exit Interview is conducted at the discretion of the Chief.

At the conclusion of the presentation, Chief McCabe responded to questions from the Commissioners:

- The goal is to have the QR Code live by the middle of November.
- Each of the agencies has different educational requirements. Chief McCabe reviewed several of the agencies' requirements; noting that the City of New Castle Police Department does not require a college degree.

Next Meeting
The next meeting will tentatively be held on either December 5th or December 19th. Once the date has been set the Commissioners will be notified.

A Motion to adjourn the meeting was made by Mr. Ramos and seconded by Mr. Jerry. The motion was passed unanimously and the meeting adjourned at 8:06 p.m.

Respectfully submitted,

Kathleen R. Weirich
City Stenographer