

MINUTES
City Council Public Safety Committee

Monday, January 24, 2022 – 4:00 PM
City Hall Council Chambers

Members Present: Mac Morrow, Chair, Council Member
Maurice Jones, Vice-Chair, Council Member
Steve Harrell, Interim City Manager
Tom Jordan, Police Chief
Bobby Cooper, Fire Chief

City Staff: Phil Harris, Public Safety Director
Lt. Steve Woodson, Detective
Sgt. Aaron Thompson, Detective
Danny Godman, Detective
Denise Hodsdon, Executive Assistant

Guest: James Carli, Planning Board Member

Media: Jonathan Rich – *The Transylvania Times*

A. Welcome & Call to Order

Committee Chair Mac Morrow called the meeting to order at 4:00 PM.

B. Certification of Quorum

Executive Assistant Denise Hodsdon certified that a quorum was present.

C. Approval of Minutes from October 12, 2021 Meeting

Motion by Chief Cooper, seconded by Chief Jordan to approve the minutes of the October 12, 2021 meeting as presented. Motion carried unanimously.

D. Fire Department Update

1. Annual Report

Chief Cooper presented the Fire Department's 2021 Annual Report. A copy of the report is attached as Exhibit A.

2. FY23 Budget Requests

Chief Cooper reported that the rescue truck has been ordered and we anticipate

delivery this fall. That was part of the FY22 Budget and the purchase order as of right now is \$692,600. However, we have had some changes and he is waiting for a final quote to come back, but he estimates it will be approximately \$695,000. Originally we had asked for \$725,000 for the rescue truck and that got cut by the County to \$675,000. The FY22 Budget also included \$120,000 for a brush truck with the understanding that whatever we are able to save on that could go towards any overages on the rescue truck. Chief Cooper said that when the brush truck was brought up in the meeting with the County, they came up with the \$120,000 price tag, even though we had not spec'd it out or anything. After going back through it and seeing the price difference for the rescue truck, we met with the County on Friday. We are looking at taking the skid unit, which is the pump and tank from our old brush truck and putting it on a new chassis. By doing that, the cost is estimated to be approximately \$80,000, which would leave us with a cushion to put toward the rescue truck. If everything goes according to plan, we are going to be pushing it to have that truck ready by the end of the fiscal year.

Chief Cooper noted that our replacement schedule has been thrown off for the last six years over the rescue truck and we should have already replaced two engines by now. He has been working with Finance Director Dean Luebbe on a long-term replacement schedule. He said that next year we are planning to include replacement of the 1995 4-wheel drive engine and we already have a pretty good indication that we are going to get some pushback from the County on this. We have provided the justifications that they requested.

Chief Cooper plans to ask for three full-time Engineer positions. In addition to his full-time position, that would be one per 24-hour shift and we would maintain our part-time staffing the way it is currently.

Chief Cooper said he is also looking at our insurance and one option that we have instead of going with NCLM, is with Volunteer Firefighters Insurance Services (VFIS), which would provide better coverage.

Lastly, he said the Department is working on a FEMA radio grant in the amount of \$205,000 with a 5% match in the amount of \$10,000.

E. Police Department Update

- 1. Re-imagining the Brevard Police Department**
- 2. Traffic Safety in 2022**
- 3. Municipal Compliance Unit – Staffing Request**
- 4. 5-Year Strategic Plan – Preview**

Chief Jordan presented his Annual Review report which includes Police Department re-organization goals, vehicle rebranding, planned policy development, traffic safety efforts, creation of a Municipal Compliance Unit, and Strategic Plan goals. A copy of his report is attached as Exhibit B.

Chief Jordan informed the Committee that as of January 1, 2022 the Police Department is absorbing a large portion of code enforcement duties that were originally the responsibility of the Planning Department. He is requesting funding for two full-time positions in the newly formed Municipal Compliance Unit. These positions would be a Sr. Police Officer-Sergeant and a Code Enforcement Officer. He would like to fill those positions this fiscal year, which would require a FY 2022 Budget Amendment of approximately \$76,205 and then it would be included in the budget for FY 2023. During discussion Mr. Harrell recommended that the request for additional staffing should be part of the budget process and it was decided to hold off on additional staff until the beginning of FY 2023.

Chief Jordan said he has new vehicles coming in next month and he would like to go ahead with the new color scheme now. Motion by Chief Jordan, seconded by Mr. Jones to send to City Council on February 7th with recommendation to approve the color scheme for the police vehicles. The motion carried unanimously.

F. Public Safety Director Update

Public Safety Director Phil Harris presented a list of things he has been working on (copy attached as Exhibit C).

G. Set Date for Next Meeting

It was decided that the Committee would meet again when needed.

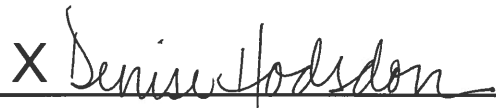
H. Adjourn

There being no further business, the meeting was adjourned at 5:34 PM.

X 

Mac Morrow,
Chair, Council Member

Minutes Approved: April 7, 2022

X 

Denise Hodsdon,
Executive Assistant



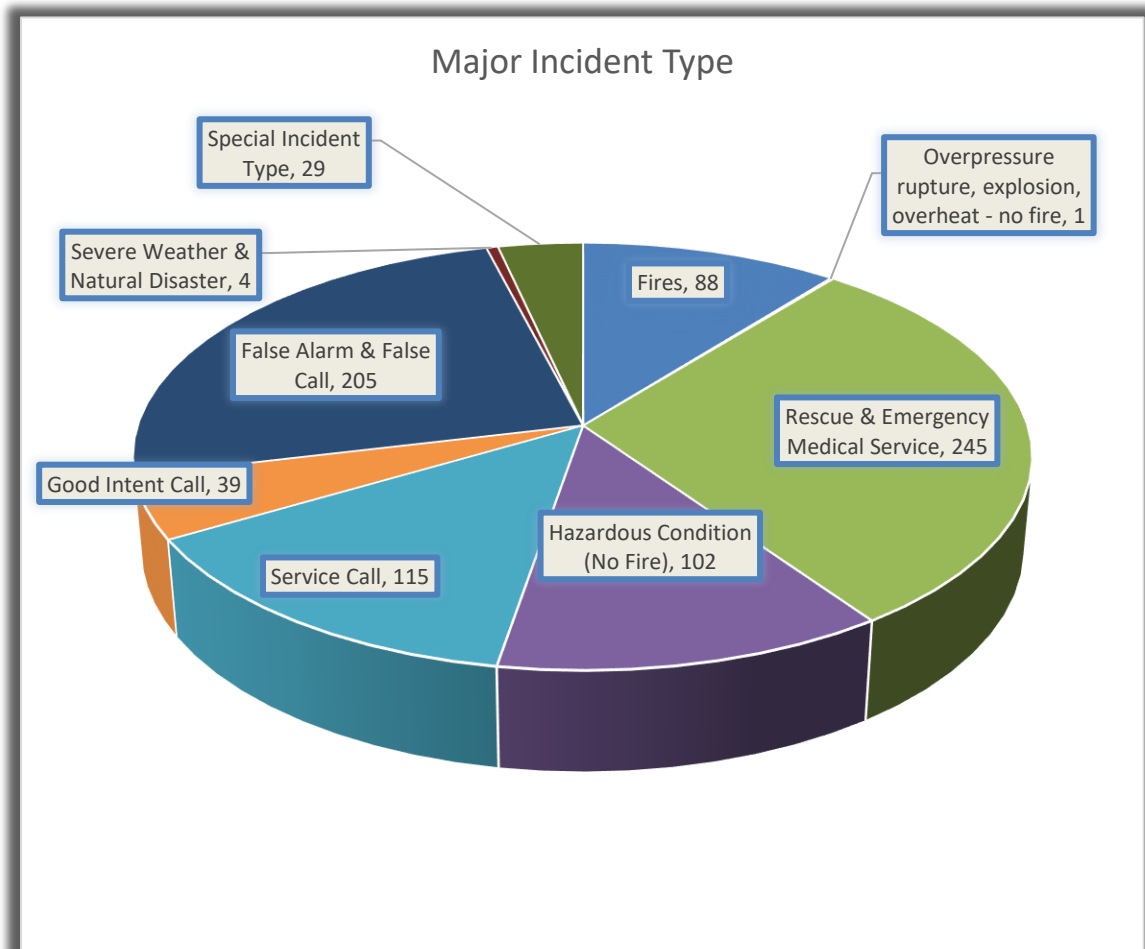
Brevard Fire Department
 95 West Main Street
 Brevard, NC 28712

Robert A. Cooper, Fire Chief
 (828) 883-3333
 Fax: (828) 883-8476

2021 Annual Report

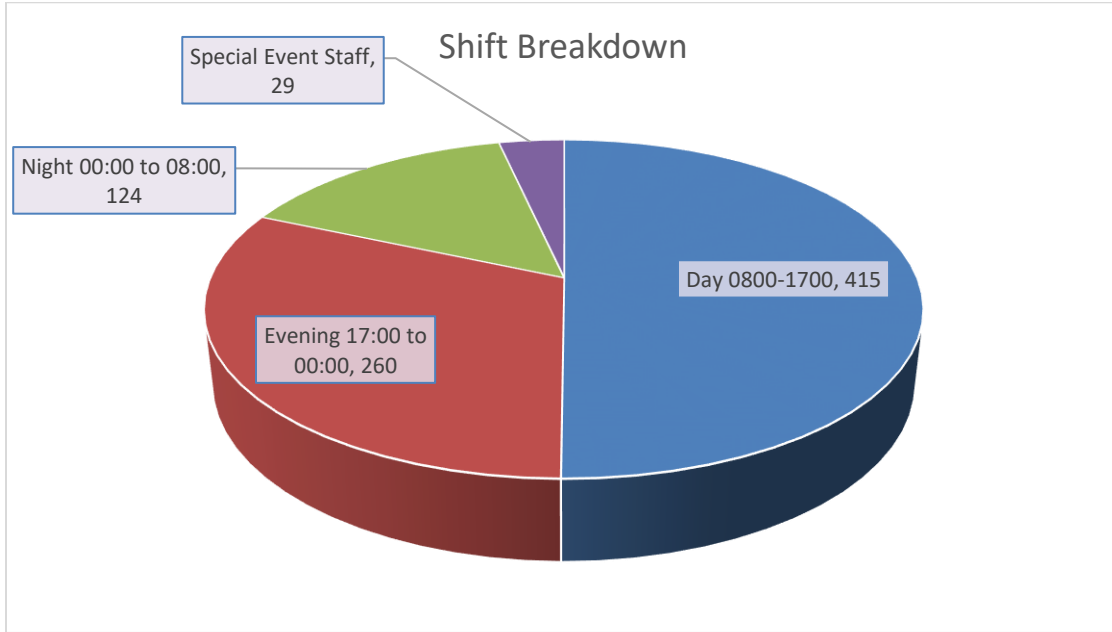
Major Incident Type

MAJOR INCIDENT TYPE	# INCIDENTS	% of TOTAL
Fires	88	10.63%
Overpressure rupture, explosion, overheating - no fire	1	0.12%
Rescue & Emergency Medical Service	245	29.59%
Hazardous Condition (No Fire)	102	12.32%
Service Call	115	13.89%
Good Intent Call	39	4.71%
False Alarm & False Call	205	24.76%
Severe Weather & Natural Disaster	4	0.48%
Special Incident Type	29	3.5%
TOTAL	828	100%

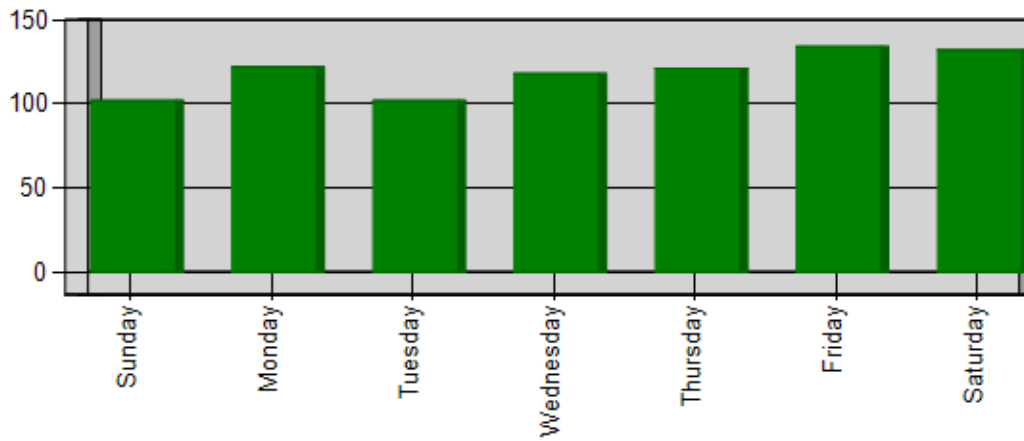


Shift Breakdown

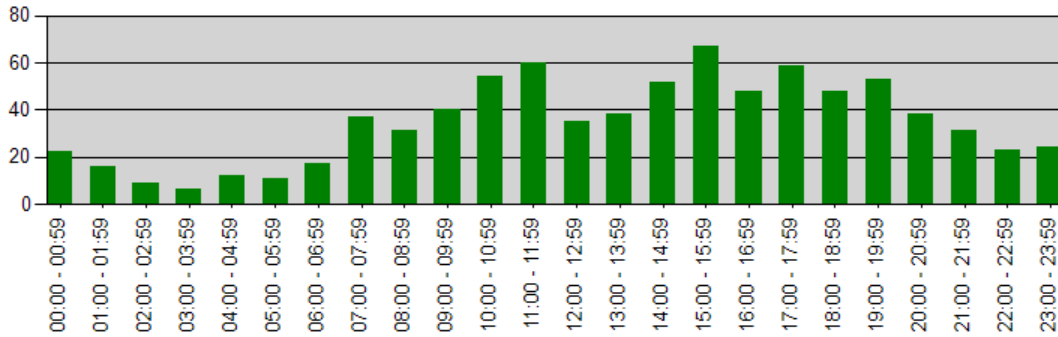
SHIFT	# INCIDENTS	Percentage
Day 0800-1700	415	50.1%
Evening 17:00 to 00:00	260	31.4%
Night 00:00 to 08:00	124	15.0%
Special Event Staff	29	3.5%
TOTAL	828	100.0%



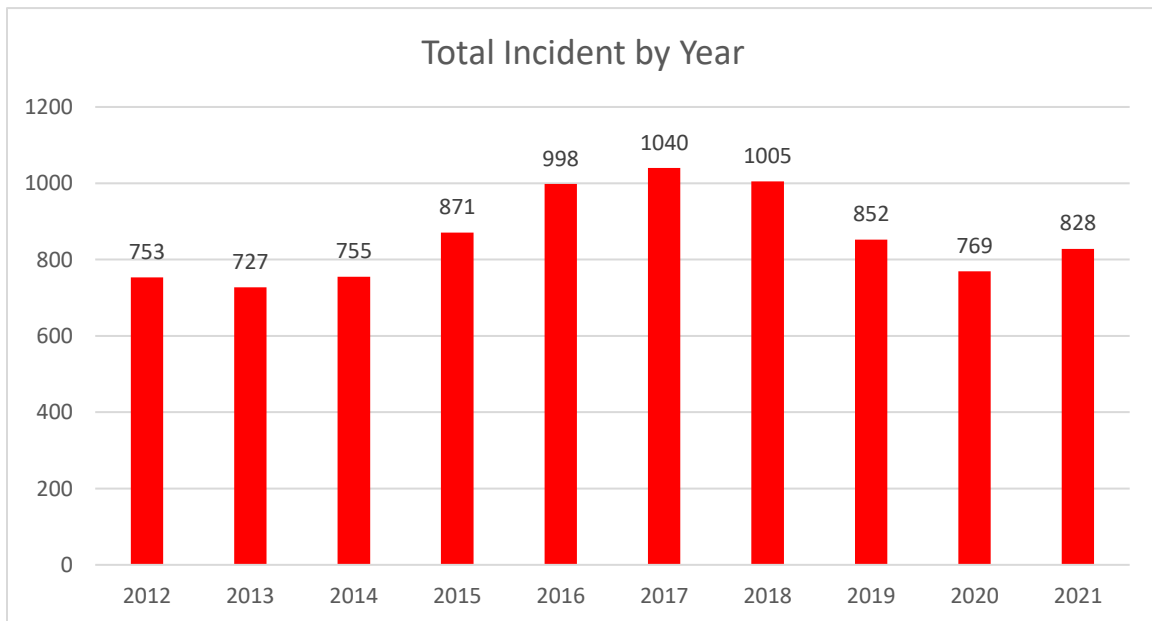
Incidents by Day of the Week



Incidents by the Hour



Total Incidents by Year



Additional Data

- ✓ Average 2.3 Calls per Day
- ✓ 61 Mutual Aid Calls
- ✓ 193 Overlapping Calls
- ✓ Average Response Time 5.30 Minutes
- ✓ Total Man Hours on Calls 2,189
- ✓ Total Training Hours 3,691

Respectfully Submitted,

Robert A. Cooper, MPA, NREMT-P
Fire Chief




Reimagining the Brevard Police Department

Public Safety Committee

January 24, 2022

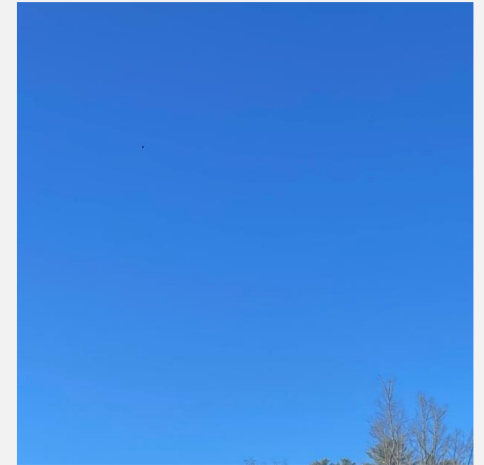
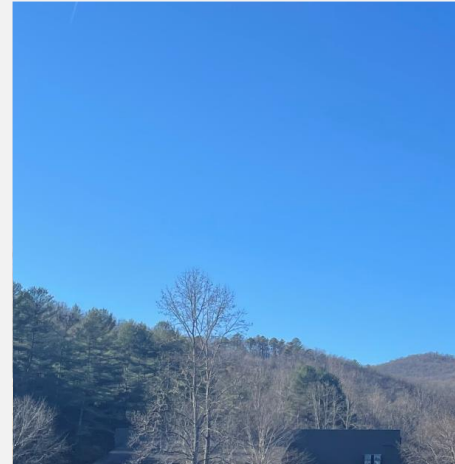
Chief C. Thomas Jordan

Reimagining the Brevard Police

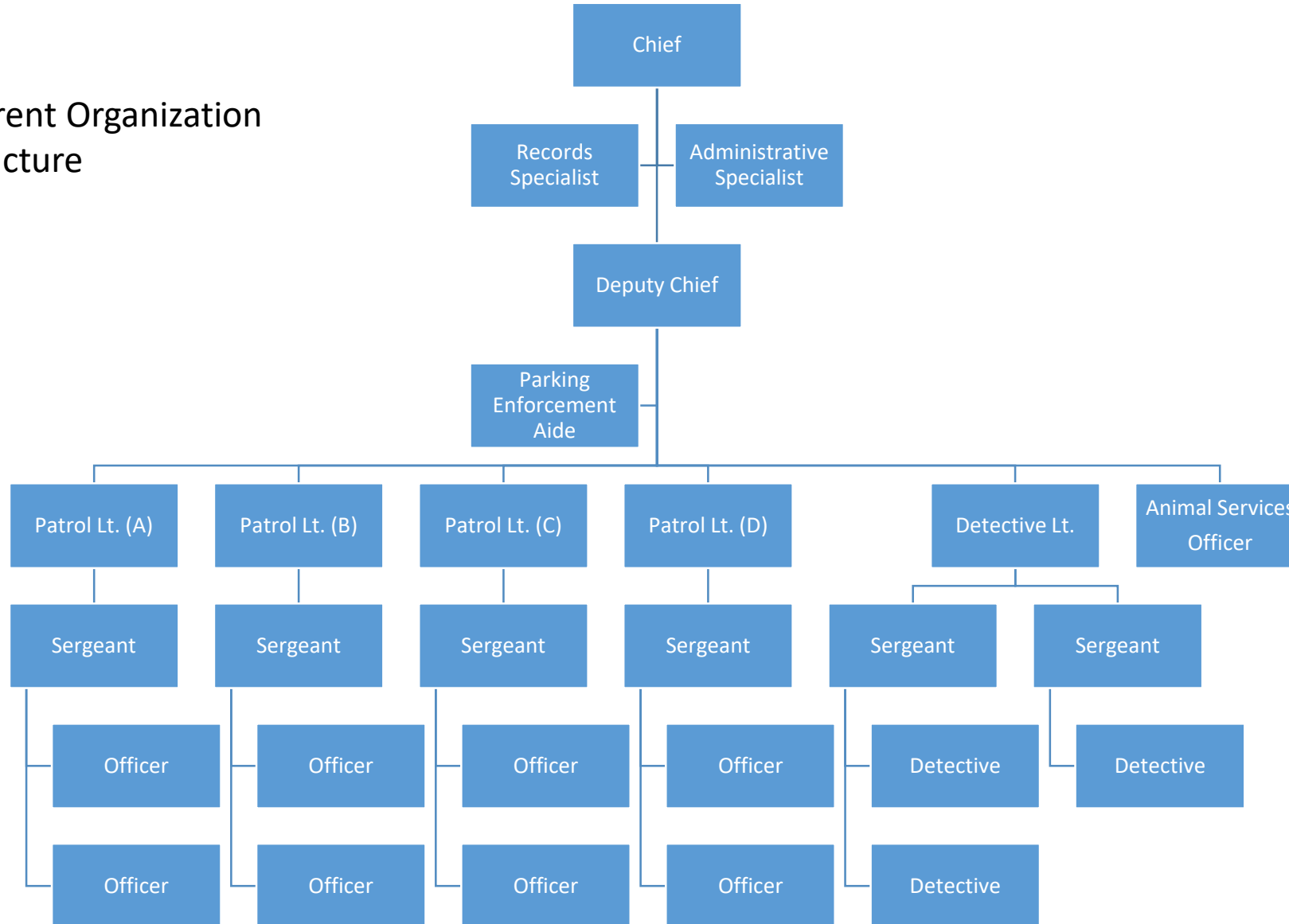
- ✓ • Implementation of PowerDMS (Document Management System) (Oct. 1)
- ✓ • Create a new Use of Force Policy in line with police reform initiatives. (Dec. 1)
- ✓ • Implementation of a new Body-Worn Camera System (Axon Body-Cam 3) (Nov. 22)
- ✓ • Implementation of Evidence.com (Nov. 22)
- ✓ • Increase Accountability with Use of Force Reporting. (Nov. 1)
- ✓ • Create a new Early Warning System in line with new statute on police accountability. (Dec. 1)
-  • Create a new organization structure that maximizes accountability and promotes leadership development.
-  • Rebranding Department Vehicles to stand apart from TCSO and promote greater community engagement.
-  • Create new policies focused on:
 - Deaf & Hard of Hearing Individuals
 - Individuals with Intellectual and Developmental Disabilities
 - Employee Mental Health and Wellness
 - Interactions with Transgender and Gender-Nonconforming Individuals
 - Employee Standards of Conduct

Re-Organization Goals

- ❖ Create an organization structure that limits single points of failure.
- ❖ Provide greater career development opportunities within the agency.
- ❖ Eliminate silos within the organization and promote a more unified effort to address public safety.
- ❖ Provide room for smart growth to address crime and the fear of crime with the City of Brevard.



Current Organization Structure

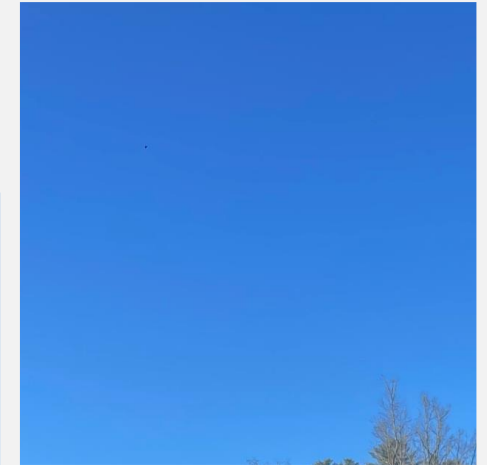
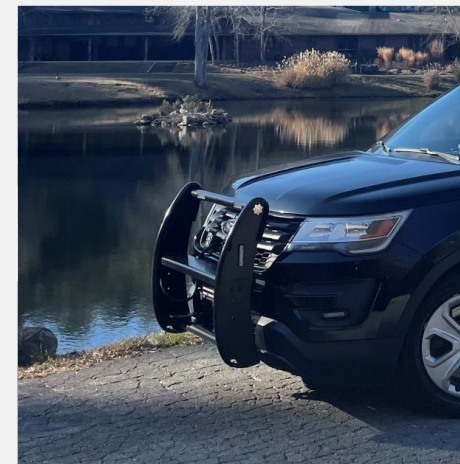
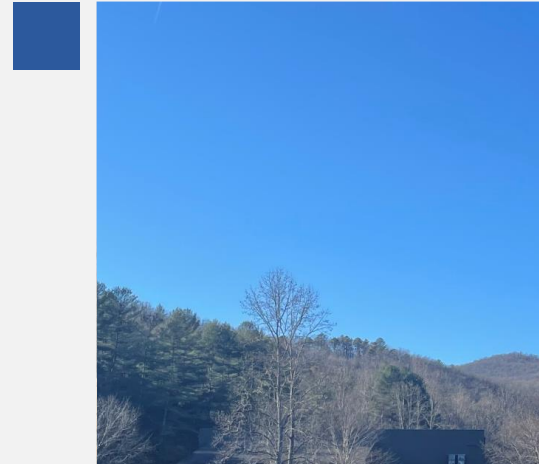


Chief: 1
 Dep. Chief: 1
 Lieutenant: 5
 Sergeant: 6
 Officers: 9
 Detectives: 3
 Parking Aid: 1
 Rec. Spec: 1
 Admin Spec: 1

 Total: 28

Vehicle Re-Branding Goals

- ❖ Create a distinctive vehicle design that sets the Brevard Police Department apart from similar Sheriff's Office design.
- ❖ Provide for greater transparency. No doubt that the BPD are in the community. Very distinctive design.
- ❖ Decrease costs of vehicle design. By not painting car doors white will create a savings of approximately \$1500 per vehicle and decrease delivery time by approximately two weeks.
- ❖ Socialized with department who agreed upon the design change. Strong desire to stand-apart, not blend in.





CUSTOMER	FILE NAME	DATE	APPROVAL SIGNATURE
Brevard PD	Brevard PD Explorer - BJ	11-19-21	

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Planned Policy Development

- Create new policies in 2022 focused on:
 - Deaf & Hard of Hearing Individuals
 - Individuals with Intellectual and Developmental Disabilities
 - Employee Mental Health and Wellness
 - Interactions with Transgender and Gender-Nonconforming Individuals
 - Employee Standards of Conduct
 - Field Training & Evaluation Program
 - Community Policing & Engagement
 - Uniforms and Equipment
- Create review schedules for all policies to ensure conformance to law and to keep up with current policy trends and developments.



**Brevard
Police
Department
Traffic Safety
2022**

Traffic Safety Efforts 2022

- Increase Speed Education and Enforcement within the City of Brevard
 - Education Programs for New Drivers at Local Schools
 - Active Speed Enforcement Details
- Increase Pedestrian Safety Education / Crosswalk Enforcement and Safety
 - Crosswalk Safety Campaign
 - Crosswalk / Pedestrian Safety Enforcement Details
- Increase DWI Enforcement
 - DWI Checkpoints
 - Saturation Patrols
- We are currently applying with the Governor's Highway Safety Commission for grants to cover costs of education and enforcement details. Deadline is January 31, 2022.



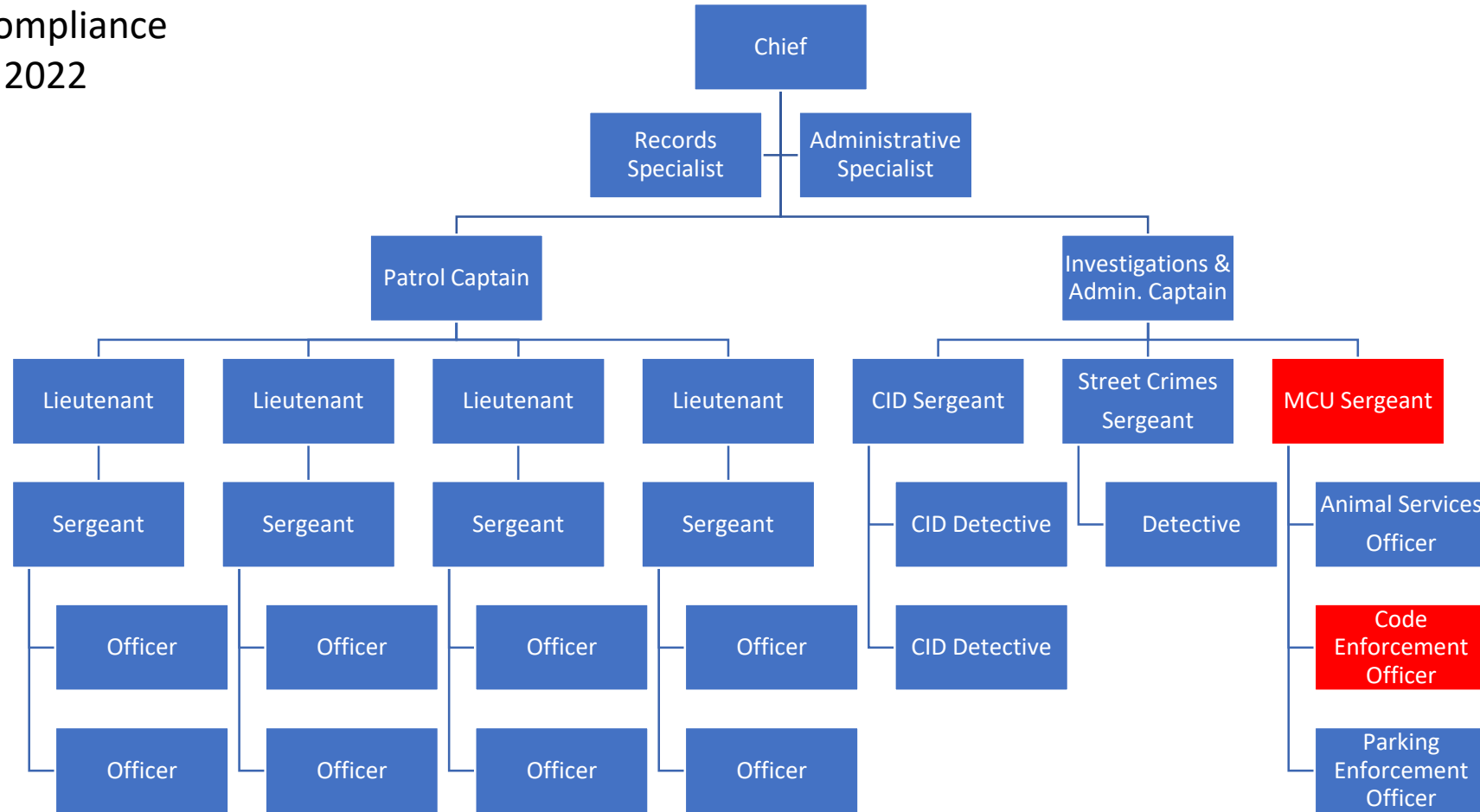
**Brevard Police
Department**

**Municipal
Compliance
Unit**

Municipal Compliance Unit

- Municipal Compliance Unit will handle most enforcement related code enforcement issues.
- Focus will be a multi-stage process to handling code enforcement complaints:
 - Contact
 - Education
 - Identification of Resources Available
 - Assistance if possible
 - Enforcement
- Unit will handle the following areas:
 - Code Enforcement
 - Parking Enforcement
 - Animal Services
 - ABC Compliance Issues in conjunction with ALE
- Strong emphasis will be on Problem-Oriented-Policing (POP) and Community Engagement

Proposed Structure with
Municipal Compliance
Unit Added 2022



- Chief: 1
- Captain: 2
- Lieutenant: 4
- Sergeant: 7
- Officers: 11
- Parking Aid: 1
- Rec. Spec: 1
- Admin Spec: 1

Total: 28

- ADD:
Officer: 1
- CEO: 1

TOTAL: 30

**Brevard Police
Department**

**Strategic Plan
Preview**

Strategic Plan Goals



Increase Transparency and Accountability



Provide Additional Training in De-Escalation and Mental Health Crisis Awareness



Enhance our Community Outreach Efforts with Liaison Committees



Build out our Code Enforcement Capabilities



Increase Health and Wellness of Employees

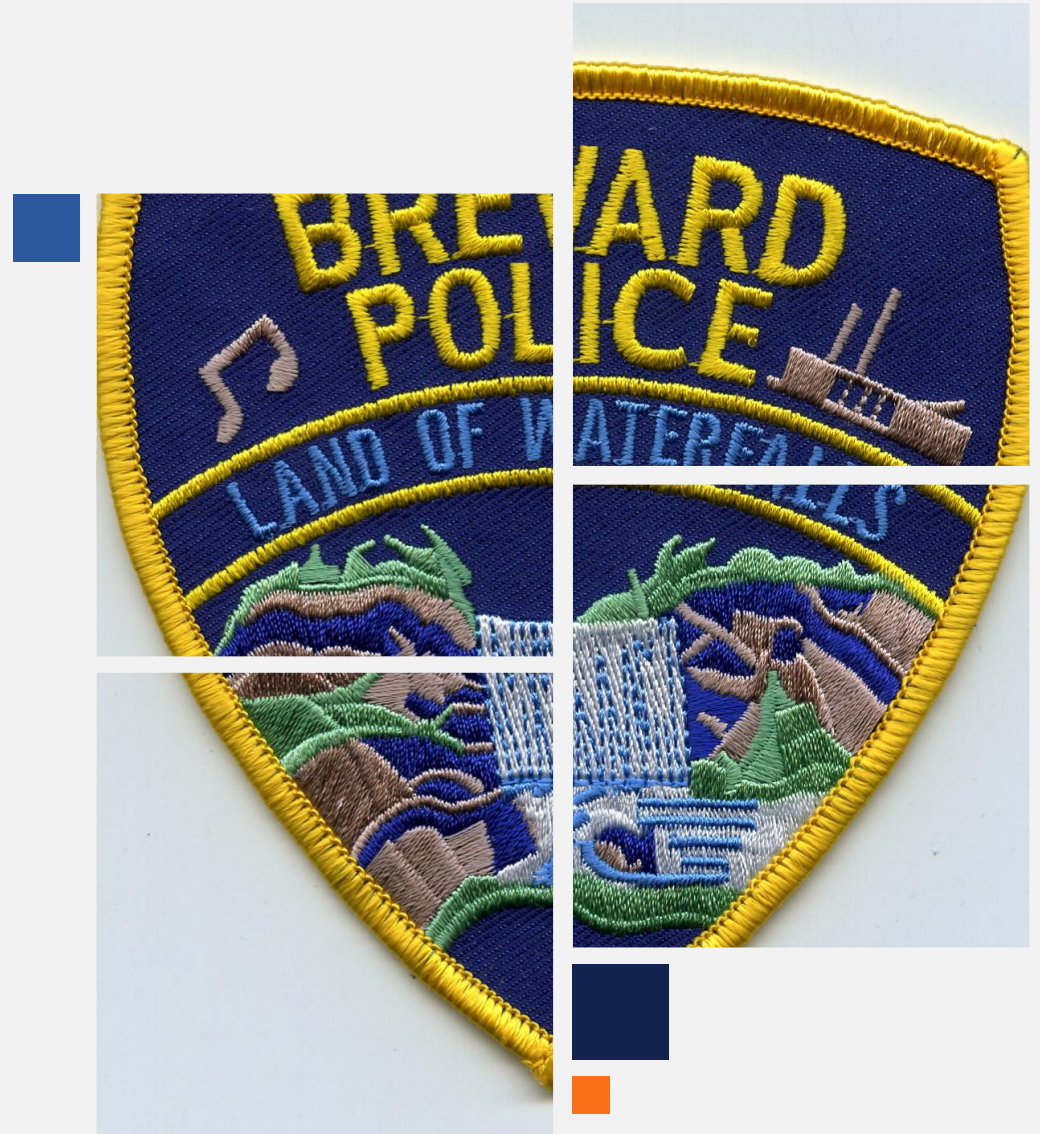


Enhance Traffic and Pedestrian Safety in the City



Identify and Procure a new Multi-Functional Public Safety Facility

Questions ?



Public Safety Director

Current Assignments:

- **Safety/Security at City Facilities**
 - Cameras
 - Lighting
 - Vandalism Response
 - Cell Coverage
- **Safety/Security for Estatoe and current trails**
- **Safety/Security for new Ecusta Trail**
 - Cameras
 - Lighting
 - Vandalism Response
 - Cell Coverage
 - Trail Misuse
 - Traffic conflict resolution
- **Potential Acquisition of 152 East French Broad Street**
 - Anticipated vacancy in 2024
 - City should be positioned to acquire for Public Safety facility
 - Memo in City Manager's Files with key information
 - Ongoing communication with 81st National Guard
- **State and local Board positions transition**
 - SAFE, Inc. of Transylvania
 - Community Relations Board
 - CARE Coalition
 - NC Child Fatality Task Force
 - NC Police Executive Association
 - Project Empathy
 - Blue Zones
 - Brevard Cares Clean up
- **Traffic Calming Planning**
- **Consultation at State level on:**
 - Officer Wellness
 - Community Policing
 - SB 300
 - Gun Safety
 - Officer Safety
 - Crime Prevention