

59 getting graded on tickets. The drug policy is still in development and needs to be able to make it
60 so there is consistent decision making across the department.
61

62 Mayor Foushee reminded everyone why the Community Safety Task Forces was established.
63 Sees the Town implementing all the CSTF's recommendations to show the community how
64 serious the Town is about safety. Doesn't see making another advisory board but this could
65 possibly fall under the Race and Equity Commission. Asked Chief Atack about the
66 recommendation to reduce foot patrol and the impact it would have going forward.
67

68 Chris Atack, Chief of Police, discussed the balance of having the right number of officers to
69 meet the demands. Spoke about the importance of relationships in the community and how those
70 help to de-escalate situations. Struggle with recruiting and retention along with trying to figure
71 out the post COVID world make it harder to figure out the balance.
72

73 Mayor Foushee discussed the concern that the marginalized members are over policed. Asked
74 about the balance of foot patrols and knowing the people in the community.
75

76 Chris Atack, Chief of Police, discussed that it would be a real challenge with officers knowing
77 and meeting people in crisis if foot patrols were reduced.
78

79 Mayor Foushee asked about the current staffing of the department.
80

81 Chris Atack, Chief of Police, stated they have four open positions with three that just went into
82 BLT and in field training, waiting on the state to swear them in. There is one in BLT and two
83 retirements coming up. A year ago, the department was eleven people short. They are a young
84 force now. There are 39 positions with 3 non-sworn positions and a part time data analyst
85 position that is empty. Plus, there is 18-months left on the Social Worker's contract.
86 Recommends the Social Worker gets embedded into the department.
87

88 Council Member Merrill acknowledged that staffing is a concern. Asked if there is a future
89 where having a supplemental force of un-armed crisis responders helps and the department could
90 do the same job with fewer officers.
91

92 Chris Atack, Chief of Police, stated most of what the department does is patrol work and
93 responding to calls. Sees a huge benefit in the social worker and other un-armed crisis responders
94 and wants more but can't replace the core work of the department with them.
95

96 Council Member Nowell acknowledged the Town's Comprehensive Plan is missing a safety
97 plan. Sees the recommendations being enacted but is concerned about the resources and urgency
98 of getting them up and going. Wants a concrete agenda item to staff the work, reported quarterly,
99 with more granularity than what they currently provide.
100

101 Chris Atack, Chief of Police, stated if they had the data analyst that could dig into reports and
102 pull the data. Without a data analyst it would be a challenge to get granular. Even after hiring a
103 data analyst there is still a while of getting them up to speed on what they are looking for in the
104 reporting. Also, not having enough data to makes percentages have big sways.
105

106 Council Member Nowell acknowledged the lack of resources and wants to see frictions points
107 quarterly with what resources are required to enact the recommendations. Interested in a program
108 like HEART but wants more information from the County about the program in the next quarter.
109 Expects this to be phased in as far as budget is concerned. Wants a full-time social worker and a
110 plan for allocating labor for outreach.
111

112 Council Member Fray commented that 80% of the time people think about calling the Police,
113 they aren't what's needed for the situation. Asked about police make up.
114

115 Chris Atack, Chief of Police, answered that there are 25 officers in the patrol division with a
116 captain in charge then four shifts of six police officers. The town is broken up into four sections,
117 so there is one officer in each of the sections with a Lieutenant and Sergeant as a supervisor and
118 an assistant supervisor. Those officers are in their section unless they have to do admin work at
119 the station.
120

121 Council Member Fray with those shifts, you have leadership training new people. Asked about
122 the impacts of retirements.

123
124 Chris Atack, Chief of Police, three senior officers are retiring this year with over 100 years of
125 combined experience in Carrboro. There are a lot of junior officers, and it takes time to develop
126 them. The department is also experiencing officers leaving after a short time to go elsewhere and
127 a lack of people who want more responsibility. Expressed that developing officers takes years.

128
129 Council Member Fray discussed the summonses that are on the edges of public safety, like
130 public intoxication, simple position, and non-violent/non-obvious public safety engagements,
131 and if those could be handled by someone other than a police officer. Recommended looking into
132 other non-armed options and bringing it to Council for resourcing.

133
134 Council Member Merrill asked if they were going to implement a pilot program, is there a shift
135 and/or area that would most effective. Taking out traffic issues.

136
137 Chris Atack, Chief of Police, responded with depends. Traffic accidents are in the morning or
138 afternoon when traffic is higher. There are hot spots where they get more calls. It would be
139 beneficial to have someone to help during a crisis that could be there in a reasonable time.

140
141 Mayor Foushee asked about the police budget and the reduction in budget.

142
143 Chris Atack, Chief of Police, stated finance said they had less budget due to paying less
144 insurance due to personnel shortages, along with training budget getting reduced.

145
146 Mayor Foushee asked Council if there was anything else needed from staff.

147
148 Council Member Nowell reiterated wants to see benchmarks and figure out resourcing. Also,
149 wants information about the HEART program. Wants Council to ensure funding is adequate.

150
151 Council Member Fray reminded everyone that the Task Force called out affordable housing is a
152 direct driver of public safety. It matters where police live and if they live in the community of
153 where they live. Looking forward is there a way to make it possible to make it more possible for
154 officers to live in town.

155
156 Council Member Nowell said it's a Land Use Ordinance discussion. The Town faces a very
157 brittle resource pool because the town is not diversifying the tax base, the Town is facing a
158 housing shortage because it's not providing opportunities at every level of the market, and not
159 providing opportunities to integrate with partners to subsidize below the market. If the Council
160 addressed the LUO and the staff capacity issues, then they could make change. Agree with the
161 Task Force's comment about affordable housing is the most important.

162
163 Mayor Foushee reiterated the Task Force says without affordable housing the impacts will be
164 limited and has the number one recommendation as a development of a non-police crisis
165 response system.

166
167 Council Member Nowell would like to have an agenda item for the County to come talk about
168 the HEART program.

169
170 Mayor Foushee asked the Town Manager for a recap of what Council would like from staff.

171
172 Marie Parker, Interim Town Manager, repeated back: Council would like to see a plan for
173 outreach engaging with community partners; a budget to include funding for analysis; be more
174 granular in reporting; getting a status report on HEART before summer break; establishing full
175 time funding for a Social Worker in perpetuity; and develop a plan for a non-police crisis
176 response.

177
178 Mayor Foushee asked about the data analysis position with the Police Department.

179
180 Chris Atack, Chief of Police, stated they have a part time position that's not filled. Doesn't
181 believe there is enough work for a full-time position. Position could be expanded but doesn't
182 need to be full time.

183
184 Council Member Nowell looking forward could this capacity be dual hatted with another job like
185 a community officer.

186
187 Chris Atack, Chief of Police, stated they have looked at it before but don't an officer so there is
188 no bias.

189
190 Council Member Fray discussed recommendation number two of increasing funding of the
191 outside agency human services program.

192
193 Council Member Nowell discussed not addressing now but will need to be resolved in the IFC
194 money and it will have to be in about two to three years. More urgent to address the land use
195 issues before adding more things.

196
197 Mayor Foushee

198
199 Council Member Fray

200
201 Council Member Nowell mentioned that Council should treat housing as the focus to improve
202 safety and need to increase overall public safety capacity before reducing patrolling.

203
204 *****

205
206 **ADJOURNMENT**

207
208 **A motion was made by Council Member Nowell, seconded by Council Member Fray to**
209 **adjourn the meeting.**

210
211 **The motion carried unanimously.**

212
213 *****