

Cleveland Community Police Commission

Accountability Committee Meeting Minutes

Regularly Scheduled Meeting

Meeting Date: Monday, April 13, 2026

Meeting Time: 5:36 p.m.

Meeting Location: Not stated in the meeting record

This regularly scheduled meeting of the Cleveland Community Police Commission Accountability Committee was called to order on Monday, April 13, 2026, at 5:36 p.m. by Committee Chair Shandra Moreira-Benito.

Attendance roll call:

- Commissioner Sheila Mason – Present
- Commissioner James Chura – Present
- Commissioner Mike Nelson – Present
- Commissioner Shandra Moreira-Benito – Present
- Commissioner Maya Kincaid – Absent

Quorum established: Yes

I. Approval of Agenda

The chair reviewed the agenda, which included continued discussion of a collaborative discipline review process, an update on the Corrective Action Policy and preparations for an upcoming evidentiary hearing. No additions to the agenda were requested.

II. Review of Previous Minutes

No review or approval of previous meeting minutes was recorded.

III. Special Presentation

No special presentation was held.

IV. Chair Report / Old Business Work Session

- Collaborative discipline review process: The committee reviewed an updated draft reflecting changes discussed at its previous meeting. Members agreed that the draft accurately reflected the prior discussion and continued considering how CPC could review discipline before it is finalized.
- Corrective Action Policy update: The committee received an update on discussions involving CDP and the Department of Justice. CDP had raised concerns regarding the proposed non-discipline category, the treatment of aggravating and mitigating circumstances for lower-level violations, and the proposed Fairness and Consistency Committee.
- Members discussed similarities between the proposed Fairness and Consistency Committee and CPC's collaborative discipline review concept. The committee considered whether CPC's process should be integrated into the Corrective Action Policy or operate alongside it.
- Timeliness and consistency: Commissioners emphasized the need to review serious discipline closer to the time it is imposed rather than years later. Members discussed the importance of ensuring officers receive fair and consistent discipline under the corrective action matrix while avoiding situations in which discipline that has already been served is revisited long afterward.
- Policy Analyst Richard Jackson discussed the value of involving rank-and-file officers in the Fairness and Consistency Committee and recommended that CPC receive sufficient underlying records, including Internal Affairs interview information, before making recommendations on serious cases.

- Disciplinary hearing recordings: The committee supported pursuing video recordings with sound of disciplinary hearings so commissioners could review testimony, demeanor and body language without requiring commissioners or command staff to attend every hearing in person.
- Members discussed receiving the hearing recording together with the proposed discipline decision, aggravating and mitigating circumstances and other supporting information. CDP representatives could be asked to provide additional clarification when necessary.
- The committee discussed adding a reconsideration step to the proposed review process. If the Accountability Committee does not approve a proposed discipline decision, it would provide its concerns to the Chief of Police and request a response within 10 working days. If the original discipline remains unchanged, the matter could then proceed to the full Commission for consideration of an evidentiary hearing.
- Members discussed retaining the Fairness and Consistency Committee within the Corrective Action Policy and incorporating its recommendation into the information reviewed by CPC.
- Next steps: Chair Moreira-Benito will revise the collaborative discipline review draft based on the meeting discussion and redistribute it before the next meeting. She will also discuss the proposal with the Policy Committee.
- The committee agreed that additional outreach should occur with police organizations and CDP. Commissioners discussed outreach to the Fraternal Order of Police, Hispanic Police Officers Association and other stakeholders, followed by conversations with CDP command staff after the next draft is completed. Members noted that no more than two committee commissioners should participate in such a meeting to avoid creating a committee quorum.

V. Director / Staff Report

No separate Director or staff report was recorded. Staff and Policy Analyst Richard Jackson participated in the committee's discussion of the discipline review process and next steps.

VI. Committee Reports

Accountability Committee

- The committee continued developing a front-end discipline review process intended to improve timeliness, consistency and CPC participation before disciplinary decisions are finalized.
- The committee identified video access, complete case information, written discipline recommendations, a defined reconsideration period and stakeholder outreach as key components requiring further development.
- Members expressed general support for continuing the concept and testing stakeholder and CDP acceptance before finalizing the process.

VII. New Business

- Upcoming evidentiary hearing: The committee discussed the evidentiary hearing related to the complaint made by Colbert, scheduled for May 11, 2026, at 6 p.m.
- Because of anticipated space needs, the committee agreed to look for a location other than the CPC office. The chair said she would work with Commissioner Kincaid, the co-chairs and staff to identify an alternate location.
- Commissioners discussed ensuring that all necessary case materials, including available video, are accessible before the hearing. The chair agreed to coordinate with Executive Director Shelly Williams regarding access to the case record and the process for commissioners to review video materials.
- The committee discussed ongoing SharePoint access issues. The chair said she would email commissioners with information about the May 11 hearing, access to records and required notices to the parties.

VIII. Old Business

Old business was addressed through the committee work session summarized above, including the collaborative discipline review process and the Corrective Action Policy.

IX. Public Comment

The chair asked for public comment at the beginning and end of the meeting. No members of the public were present, and no public comments were offered.

X. Formal Adjournment

With no additional business or public comment, the committee adjourned at approximately 6:30 p.m.

The next Accountability Committee meeting date, time and location were not stated in the meeting record.