

Cleveland Community Police Commission

Wednesday July 23, 2025

John F. Kennedy High School

15111 Miles Ave, Cleveland, OH 44128

6:00 p.m. - 8:30 p.m.

Public Livestream www.youtube.com/@ClevelandCPC

	Agenda
6:00 – 6:05 PM	Co-Chairs, J. Adams, S. Zayed • Call to Order • Welcome & Roll Call • Adoption of Agenda • Meeting Decorum • Approval of Minutes of May & June Full Commission Meetings
6:05 - 6:35 PM	Public Comment
7:00 - 7:45 PM	Report from the Interim Executive Director Co-Chair Report John Adams, Co-Chair • Commissioner Vacancy Update • Executive Director Search Update ○ Permanent ED search by MGT, Lee Symborski Committee Status Reports • Rules Committee (Standing) Tera Coleman, Committee Member Hearings Manual and Rules Update • Police Accountability Committee (Standing) Michael Nelson, Chair Pro Tem

	• Police Policy Committee (Standing) Piet van Lier, Chair General Update Seeking full commission approval for the items below: • Motion to approve 4.06.17 Window Tint Meters • Motion to approve 5.15.19 Safe Haven Infant/Baby (30 days of age or young) • Outreach Committee (Standing) Maya Kincaid Co-Chair General Update • Budget and Grants Committee (Standing) Imoh Umosen, Chair Seeking full commission approval for the items below: • Motion to suspend Rule 2.x.4 of the CPC Operations and Procedures Manual • Motion to approve expenditures for NOBLE Conference in an amount not to exceed \$30,600.00 • Motion to approve 2024 grants, in the amounts and to the applicant-grantees as recommended by UBF • Training Committee (Standing) Untaya Miller, Committee Member • Promotions and Evaluations Committee (Standing) Audrianna Rodriguez, Chair Pro Tem General Update
7:45 – 8:30 PM	New Business - Executive Session to discuss appointment of a public official and discipline of a public employee
8:30 PM	Adjourn

Agenda subject to change

Thank you all for the investment of time, intellect and heart toward building community collaboration in police reform. You are appreciated.

From Charter Section § 115-5 Community Police Commission

Voter findings. The voters of the City of Cleveland find, based on continuing, serial instances of police misconduct, that there is a need to significantly strengthen civilian oversight of the police force, and to hold the police force more accountable; strengthen the police reform initiated by, but grossly insufficient in, the Consent Decree in *United States of America v. City of Cleveland*, U.S. District Court for the Northern District of Ohio Case No. 1:15-cv-2046; institutionalize cultural change within the Division of Police; and reform the arbitration process by which unelected arbitrators who do not reflect the values, concerns, or diversity of the community - and who themselves often do not live in the community and therefore do not personally bear the burden of any problematic police practices - routinely undermine police accountability by reducing or reversing disciplinary decisions.

GUIDELINES FOR PUBLIC COMMENT

The purpose of public comment is to hear as many community voices and points of view as possible. In order to achieve this, please follow the community guidelines:

- Everyone is encouraged to participate.
- Please sign up prior to making a comment
- Please keep comment to 3 min or under
- Please step to the mic, state your name and where you live.
- If you have already voiced your ideas, let others have an opportunity to speak. Be brief and to the point.
- One person speaks at a time. Please refrain from side conversations.
- Try your best to understand the pros and cons of every perspective, not just those you prefer. Be as objective and fair-minded as you can be.
- Public comment will occur for approximately 30 minutes during the CPC meeting. After the allotted timeframe, if a pressing issue arises any additional comments can be directed to Ms. Williams, CPC community engagement specialist.
- If time permits, the co-chairs may reopen the public comment portion if all CPC business items are addressed.
- Commissioners will generally not respond to comments or questions but will consider all comments and questions. Community members are encouraged to follow up with questions and concerns via email at clecpc@clevelandohio.gov.

Cleveland Community Police Commission

Full Commission Meeting Minutes

☒ Regularly Scheduled Meeting

Meeting Date, Time and Location

Meeting Date: 5/28/2025

Meeting Time: 6:00 P.M.

Meeting Location: 3155 Martin Luther King Jr. Dr., Cleveland, Ohio 44104

I. Call to Order

This regular meeting of the Cleveland Community Police Commission was called to order on 5/28/2025 at 6:19p by Co-Chair Sharena Zayed.

Present – John Adams, James Chura, Tera Coleman, Maya Kincaid, Sheila Mason, Untaya Miller, Shandra Moriera-Benito, Michael Nelson, Audrianna Rodriguez, Imoh Umosen, Piet van Lier, Sharena Zayed

Absent – None

II. Approval of Agenda

Commissioner Moriera-Benito moved to adopt the agenda; Commissioner Chura seconded. Agenda adopted with unanimous vote as written.

III. Review of Minutes

Commissioner Moriera-Benito moved to approve the meeting minutes from the April 23, 2025, CPC meeting and the minutes from the Special Meeting held May 21, 2025; Commissioner Chura seconded. There was a clerical error on the April 23, 2025 minutes that was noted and the meeting minutes were called to vote with the correction of the clerical error.

Roll call vote:

Adams - aye
Chura – aye
Coleman – aye
Kincaid – aye
Mason - aye
Miller- aye
Moriera-Benito - aye
Nelson – abstain

Rodriguez – aye
Umosen – aye
van Lier - aye
Zayed – aye

The motion passes 11-0-1

IV. Public Comment

Public comments made by Kameron Demaska, Teri Wang, Loh, Mark Thomas, and Kelly Slobodian.

V. Reports and Communications

1. Special Presentation
City of Cleveland, Inspector General, Shayleen Agarwal

-Brief background on how the Office of the Inspector General came about, federally, and how State and local government agencies utilize the Office of the Inspector General (IG) for detection of fraud and abuse.

-City of Cleveland's IG's office was formed out of the Consent Decree; § 250-256.

-2024, reporting structure and title changed from an amendment; Title is now "Public Safety Inspector General"—formerly "Police Inspector General". Position now reports to the Director of Public Safety—formerly the Chief of Police—and the Office now sits under the Mayor's Office.

-Public Safety IG office is currently an office of one. However, the office is currently working to hire senior level staff positions first and hire staff investigators once senior staff is in place.

-The presentation closed with a brief overview on how the Public Safety IG presents their audit findings.

2. Rules Committee Status Report
Commissioner Tera Coleman

-Rules Committee will convene the second Tuesday of each month.

-The first public meeting will be Tuesday, June 10, 2025.

-Two versions of a draft Hearings Manual; one with comments from both the DOJ and the Monitoring team, the other with former CPC assigned attorney, Martin Bielat.

-The Committee's goal is to reconcile both drafts and have one clean working draft in preparation for the Committee's first public meeting where the Committee will discuss the clean draft, identify stakeholders, and discuss next steps.

3. Police Accountability Committee Status Report
Commissioner Shandra Moriera-Benito

-Police Accountability meeting scheduled for Thursday, May 29, 2025, due to disruption of the meeting held Monday, May 19, 2025.

-Police Accountability meeting will feature a presentation to orient new Committee members to prior work completed by the Committee, how the Committee works with various stakeholders in civilian oversight, and task delegation.

4. Police Policy Committee Status Report
Commissioner Piet van Lier, Chair

-Police Policy Committee began conversing about their priorities and received input from the Division of Police on their priorities.

-Work divided amongst Committee members includes a backlog of priorities: Three GPOs related to the Wearable Camera Systems and In-Car Camera Systems; GPO related to Automatic License Plate Reader; Arrest and Restraint, Vehicle Pursuit, and Pursuit Investigation Team.

-Police Policy Committee will meet every second Wednesday of the month.

5. Outreach Committee Status Report
Co-Chair Sharena Zayed

-Committee will work to schedule a public meeting within the next two weeks.

-Focused on two initiatives: This year's community survey and presentation given by the City of Cleveland's Community Relations Board.

6. Budget and Grants Committee Status Report
Office Manager, Michelle Hicks

-Conflict of Interest forms were completed by all Commissioners.

-Chief Ethics Officer had some concerns about the relationships between potential 2024 grantees, deeper review and analysis needed.

-The goal is to get the conflicts cleared up in 30 days so that a Budget and Grants Committee meeting can be scheduled to move forward with awarding the 2024 grantees.

-Committee to move forward with legislation to extend the term and increase the contract amount for the current grant management vendor.

7. Training Committee Status Report
Co-Chair John Adams

-No chair selected for the Training Committee.

-Backlog of training modules that were sent over to the CPC, prior to new Commissioners being sworn in, along with new series of Training modules that need to be reviewed.

-Training Committee to set up a meeting with the current Cleveland Division of Police Training point of contact, Jennifer Hernandez, to discuss prioritization.

-Next Police Training Committee scheduled for Tuesday, June 3, 2025.

8. Promotions and Evaluations Committee Status Report
Commissioner Audrianna Rodriguez, Chair Pro Tem

-First meeting was held May 13, 2025, which provided an update and orientation to new Committee members.

-Last meeting discussed previous work completed by the Committee and ensured that the new Committee members had access to all prior documents and files.

-Goal is to meet quorum, have Committee members in regular attendance, and have previous videos of promotions and evaluations uploaded to the CPC website.

-Committee in receipt of an updated list of all positions currently in interim and a list of officers that applied to interim positions; still awaiting a list of officers that applied for a Commander position with pending or prior litigation.

VI. Motions

A. Old Business

1. ED Update
Co-Chair John Adams

-Full commission voted on a motion for an interim Executive Director at the Special Meeting held May 21, 2025.

-The Law department needs an official motion, the voting sheet, and the official meeting minutes to make the request official.

2. Hiring Committee Discussion

-Suggestion to include outside individuals with Human Resource experience to participate in the process along with City of Cleveland employees and community members.

-Suggestion for an Advisory group or Work group.

-A couple Commissioners to work in tandem with the hiring firm, if the Commission decides to move forward with the hiring form, and keep the full Commission informed as developments occur.

-Commissioner Nelson volunteered to serve on the Committee involved with Executive Director search.

-If there is a panel, Commissioners should serve on the panel, if they choose to do so.

Commissioner Coleman moved to create an ad-hoc special hiring committee.
Commissioner Nelson seconded.

Commissioner Coleman then moved for the ad-hoc special hiring committee to be no more than three members; Commissioner Nelson seconded.

Co-Chair Adams stated that he is hesitant to open up more committees right now. Co-Chair Adams stated that the Co-Chairs are stretched very thin to try to help committees that they already have difficulty functioning. He stated that he could support sending it to promotions and evaluations committee, but that he is hesitant to open up another committee since they are having trouble populating committees as-is.

Commissioner Rodriguez stated that there are new commissioners and that it is best practice to adhere to bylaws.

Commissioner Coleman asked whether Co-Chair Adams thought the topic should be considered in promotions and evaluations committee.

Co-Chair Zayed said that the idea needs to be ironed out a little more and be explored and considered and that forming the committee seems premature at this point.

Commissioner Monero-Benito stated that she completely understands Co-Chair Adams's perspective but also the proposal to have a hiring committee. She said that another consideration is that the committees are struggling to meet and do the work and that they only have 3 staff people and that there is not enough staff to assist with committees. She stated that she feared that if nothing is decided tonight then a month could go by without having the work done. She proposed that any committee would meet

to put a plan together with full commission approval to develop a process for how the search would move.

Co-Chair Adams stated that he does not support a new committee but it instead should go to promotions and evaluations committee. He then stated certain things that would need to be completed by any hiring committee.

Roll call vote on the amendment:

Adams - nay
Chura – nay
Coleman – aye
Kincaid – aye
Mason - aye
Miller- nay
Moriero-Benito - aye
Nelson - aye
Rodriguez – nay
Umosen – nay
van Lier - nay
Zayed – nay

The motion fails 5-7

Roll call vote on the establishment of the hiring committee:

Adams - nay
Chura – nay
Coleman – aye
Kincaid – nay
Mason - abstain
Miller- nay
Moriero-Benito - nay
Nelson - abstain
Rodriguez – aye
Umosen – nay
van Lier - nay
Zayed – nay

The motion fails 2-8-2

B. New Business

1. New Commissioner Committee Selection
Co-Chairs John Adams and Sharena Zayed

Co-Chair Sharena Zayed moved to add Commissioner Imoh Umosen to both the Budget and Grants Committee and the Outreach Committee; add Commissioner Michael Nelson to the Promotions and Evaluations Committee; remove Commissioner Maya Kincaid from Training Committee; remove Commissioner Tera Coleman from Promotions and Evaluations Committee; Commissioner Shandra Moriera-Benito seconded.

Roll call vote:

Adams - aye
Chura – aye
Coleman – aye
Kincaid – aye
Mason - aye
Miller- aye
Moriero-Benito - aye
Nelson - aye
Rodriguez – aye
Umosen – aye
van Lier - aye
Zayed – aye

The motion passes 12-0

Commissioner Moriera-Benito stated that she wanted to validate the feelings of frustration that some Commissioners may be feeling in the hiring committee vote, and that this is important work that needs to move forward. She stated that when the Commissioners are not on the same page it's a sign that the Commissioners have work to do and need talk and work together to move forward.

Commissioner Rodriguez stated that, in reference to the Executive Director position, there were attempts to halt the process so that it does not go forward.

VII. Formal Adjournment

The next meeting will be held at 6:00 P.M. on June 25, 2025 and location, CPC Offices.

The meeting was formally adjourned at 8:26p

Cleveland Community Police Commission

Full Commission Meeting Minutes

Meeting Date, Time and Location

Meeting Date: 6/25/2025

Meeting Time: 6:00 p.m.

Meeting Location: 3631 Perkins Ave.

This special full commission meeting of the Cleveland Community Police Commission was called to order on June 25, 2025 at 6:16 p.m. by Commissioner Zayed.

Attendance Roll Call:

Adams - present
Chura – present
Coleman – absent
Kincaid - present
Mason - present
Miller- present
Monero-Benito - present
Nelson - present
Rodriguez – absent
Umosen - present
van Lier - present
Zayed – present

Commissioner Zayed made a motion to adopt the agenda as written

Commissioner Monero-Benito

seconded

The agenda was passed by unanimous consent

Public Comment:

Person #1: Former Commissioner Teri Wang claimed she was assaulted at the Budget and Grants Committee Meeting on Monday and said she will file a declaratory judgment with the court soon.

Person #2: This person said this was their first CPC meeting and praised law enforcement for their public service. He added that the commission and the public have become divided and would like to see all parties come together.

Person #3: This person is running for a city council seat in November and wanted to introduce themselves.

Person #4: This person said they would like to see more officers and CPC commissioners attend other community events and meetings.

Person #5: This person said they want the commission to do its job and said former commissioner Wang is getting in the way of that. They want some sort of resolution to remove her from meetings if she becomes disruptive.

Person #6: This person said the city needs the commission because there needs to be mediation between the police and the community. They said CPC meetings should focus on helping Clevelanders and has become disheartened that not everybody can work well together.

Person #7: This person said officers with the Cleveland Division of Police have refused to write police reports for them and asked commissioners to respect the public by remaining neutral when discussing matters.

Person #8: This person said they were one of the founding members of the Black Shield and asked everybody to stop fighting and come up with resolutions instead.

Following public comments, the commission pivoted to an update on the 2024 grant cycle, with Commissioner Adams catching everyone up to speed on the process so far. He explained that the CPC contracted the United Black Fund to oversee the application process and narrowed down a list of finalists following a holistic review of their applications. UBF chose 42 organizations to award, 29 of them focusing on violence prevention, eight on restorative justice and four on mediation. Although the commission was reviewing UBF's list of recommendations, Commissioner Adams wanted to make it clear that the commission has final say over which organization are awarded funds and how much money they get.

Commissioner Umosen then read out loud UBF's list of grantee finalists and made a motion to approve its grantee list as stated and as reflected in the UBF document entitled matrix grants UBF/CPC, which will be attached to these meeting minutes.

Commissioner Monero-Benito seconded

During discussion, Commissioner Chura asked why one of the organization's on UBF's finalist list has a score of 6 and why the commission would approve an application with such a low score. It's possible it was a typo, but the commission will have to reach out to UBF to clarify.

Commissioner Nelson then asked for more clarification on how the commission approves which organizations get the money and how much of it they get. After some back and forth between different commissioners, he asked to table the discussion.

Commissioner Umosen then withdrew his original motion and Commissioner Nelson made a new motion to table the discussion on the 2024 grants.

Commissioner Miller seconded.

There was no debate.

Roll call vote:

Adams - aye

Chura – aye

Kincaid - aye

Mason - aye

Miller- aye
Monero-Benito - aye
Neslon - aye
Umosen - aye
van Lier - aye

Commissioner Zayed was not present during discussions and did not vote because she recused herself from the process

The motion passes 9-0

Commissioner Adams said the commission will probably have to host a special meeting to vote on the grants ASAP and asked the commissioners to thoroughly review the applications again to raise any red flags at the next meeting. Commissioner van Lier suggested that should commissioners have any questions, they should communicate with UBF through the committee chair, commissioner Imosen.

The next items on the agenda were progress reports from the committee chairs. Although absent, Commissioner Coleman asked over email that commissioners review the evidentiary hearing procedure manual that she worked on and provide feedback before the next rules meeting.

Commissioner Nelson gave an update on the accountability committee. He said the committee has received an appeal from the community on a disciplinary action and will host a public meeting once the CPC's lawyer reviews and provides analysis on all relevant documents.

Commissioner van Lier gave an update on the policy committee, which is working on reviewing and revising past GPOs. He said the drone GPO, which the commission first passed last year is ready to be in operationalized by the Cleveland Division of Police.

Commissioner Kincaid gave an update on the Outreach Committee. She said they will meet the first Monday of every month and are trying to find venues to host the meetings. She also expressed interest in expanding the commission's relationship with the district committee meetings and asked commissioners to go to the meetings in the districts they live in. She also detailed the work community engagement specialist Samantha Montanez is currently working on, like creating a new calendar with community events that will be available for the public to see on our website and creating a deck that includes talking points commissioners can share with the public about the CPC at public events or meetings.

Commissioner Miller gave an update on the training committee. She said the CDP needs the CPC to approve the purchase of a new training system curriculum before July 1st. However, the commission has only seen an outline of the material that will be covered in the trainings because the city has to buy it before any parties can review it.

Commissioner Miller then made a motion to allow CDP to purchase training materials and or course materials content from the Savage Training Group to support continued professional development in specialized training in its internal affairs unit.

Commissioner Mason seconded.

Commissioner Kincaid asked whether Savage pitched the training to the city or if the city sought out companies that could create the curriculum. Commissioner Mason said it was the latter.

Commissioner van Lier asked if anyone had ever heard of Savage or was familiar with its reputation in the industry. Commissioner Kincaid said the reviews online were positive and indicated that the trainings were helpful.

Commission Adams clarified that the commission would not be finalizing or passing any specific trainings, only giving CDP the go ahead to buy the curriculum.

Roll call vote:

Adams - aye

Chura – aye

Kincaid - aye

Mason - aye

Miller- aye

Monero-Benito - aye

Neslon - aye

Umosen - aye

van Lier – aye

Zayed - aye

The motion passes 10-0

Commissioner Adams gave the update on the Promotions and Evaluations Committee since Commissioner Rodriguez was absent. He said the committee has received all relevant documents and records for it to finally make commander appointment recommendations and will begin prioritizing tasks to make that happen.

The next item of business was old business

Commissioner Mason made a motion for the commission to move into executive session to consider the appointment of a public official.

Commissioner Nelson seconded

Roll call vote:

Adams - aye

Chura – aye

Kincaid - aye

Mason - aye

Miller- aye

Monero-Benito - aye

Neslon - aye

Umosen - aye

van Lier – aye

Zayed - aye

The motion passes 10-0

Everyone cleared the room except for commissioners.

Once the public and staff entered the room, Commissioner van Lier made a motion to end the executive session and return to normal proceedings.

Commissioner Miller seconded

It was approved by unanimous consent

Commissioner van Lier then made a motion to amend a previous motion from the full commission meeting on May 28 to read that Alix Nourredine will be appointed to the interim executive director position for six months or until a recommendation of a permanent executive director is made by the commission and a new executive director is appointed by the mayor.

Commissioner	Monero-Benito	seconded
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Roll call vote:

Adams - aye
Chura – aye
Kincaid - aye
Mason - aye
Miller- aye
Monero-Benito - aye
Neslon - abstain
Umosen - aye
van Lier – aye
Zayed - aye

The motion passes 9-0-1

The commission agreed to move the leftover agenda items to the next full commission meeting.

There was time for one last public comment.

This individual spoke earlier and reiterated that the CDP has not helped them write comprehensive police reports that capture his story fully. He claimed the Office of Professional Standards will not allow them to speak in front of the board and asked the CPC to investigate.

The meeting was adjourned at 8:28 p.m.