



Citizen Investigative Board (CIB) meeting was held at the City of North Miami City Hall, City Council Chambers on Monday, January 22, 2024.

The purpose of the meeting was to discuss Police Citizens Academy, [House Bill 601](#), [Senate Bill 576](#), new office locations renovations, CIB Department reorganization, and the CIB Annual Report.

Note: The actual agenda and all backup materials for each board meeting can be found on the website at:

<https://www.northmiamifl.gov/AgendaCenter/Citizens-Investigative-Board-12>

## ORDER OF BUSINESS

### CALL TO ORDER

Board Chair Randy Grice called the meeting to order at 6:11 PM.

### PLEDGE OF ALLEGIANCE

- Board Vice Chair Randy Kevin Seifried led the assembly in the Pledge of Allegiance to the flag of the United States of America.

### ROLL CALL

- Board Secretary Rose Michelle Grand-Pierre led the roll call.

### PRESENT

Randy Grice, Gerard Kevin Seifried, Rabbi Jory Lang, Marcia Missick, and Rose Michelle Grand-Pierre

Absent: Andre Pierre

### APPROVE AGENDA – January 22, 2024

Board member Rabbi Jory Lang moved to approve the agenda. Rose Michelle Grand-Pierre 2<sup>nd</sup> the motion to approve. Motion carried without objection by unanimous consent.

**Board voted; Passed 5-0.**



**APPROVE MINUTES - CIB Monthly Meeting – October 23, 2023, 6:00 PM**

Board member Rose Michelle Grand- Pierre moved to approve the minutes. Vice Chair Kevin Seifried 2<sup>nd</sup> the motion to approve. Motion carried without objection by unanimous consent.

**Board voted; Passed 5-0.**

**REPORTS**

- Chair Randy Grice – Post Academy review, House Bill 601 and Senate Bill 576
- Legal Counsel Roderick Vereen – No report
- Independent Investigator, Reginald Hope – No report.
- CIB Executive Director, Dr. Philip Harris – New office location, CIB reorganization, and CIB Annual Report.

**UNFINISHED BUSINESS:**

- **Approved CIB By-Laws**

Board member Rabbi Jory Lang moved to approve the agenda. Rose Michelle Grand-Pierre 2<sup>nd</sup> the motion to approve. Motion carried without objection by unanimous consent.

**Board voted; Passed 5-0.**

**Citizens Police Academy Feedback.**

Kevin Seifried suggested it be 9wks and include topics of Human trafficking, Domestic violence, and 1<sup>st</sup> amendment audits.

**PUBLIC COMMENT:**

None

**GOOD OF THE ORDER**

Happy birthday Rose Michelle Grand-Pierre (2/23/24)

**ADJOURNMENT**

Vice Chair Gerard Kevin Seifried motioned to adjourn at 6:49 PM. Board Secretary Rose Michelle Grand-Pierre seconded the motion to adjourn.



**NORTH MIAMI CITIZENS INVESTIGATIVE BOARD  
MEETING**

**Agenda**

**Monday, January 22, 2024  
6:00 p.m. – 7:00 p.m.**

**City Hall, Council Chambers – 776 NE 125<sup>th</sup> Street, 2<sup>nd</sup> Floor North Miami, FL 33167**

- I. Call to Order – Randy Grice, Chair
- II. Pledge of Allegiance
- III. Roll Call – Rose Michelle Grand-Pierre, Secretary
- IV. Approving the Agenda
  - a. January 22, 2024
- V. Approving the Minutes
  - a. Citizens Investigative Board – Meeting – October 23, 2023, 6:00 PM
- VI. Reports
  - Chairperson – Randy Grice
    - [House Bill 601](#) and [Senate Bill 576](#)
  - Legal Counsel – Roderick D. Vereen, Esq.
  - Executive Director – Philip C. Harris, D.B.A.
    - New Office Location – 13753 NW 7th Ave., North Miami, FL 33168
    - City Department Reorganization
    - Annual Report
- VII. Unfinished Business
  - CIB By-Laws
  - Citizen's Police Academy Feedback
- VIII. Public Comment
- IX. Good of the Order
- X. Adjournment

Members of the public are invited to attend the Public Hearing and provide oral or written comments on the matter. Copies of the reports containing the Citizens Investigate Boards recommendation will be available for public review from Monday to Friday between the hours of 8:15 a.m. and 5:00 p.m. in the City Clerk's Office, City Hall, or online at: <https://www.northmiamifl.gov/1047/Citizens-Investigative-Board>. Written comments may be submitted to: City of North



# CITIZENS INVESTIGATIVE BOARD

Miami, 13753 NW 7th Ave., North Miami, FL 33168, Attn: Citizens Investigate Board. For questions, please call (305) 768-9983.

Pursuant to Florida Statute section 286.0105, persons appealing any decision made by the Citizens Investigate Boards with respect to any matter considered at such meeting or hearing, will need a record of the proceedings, and should ensure that a verbatim record of the proceedings is made, which record includes the testimony and evidence upon which the appeal is to be based.

IN ACCORDANCE WITH THE AMERICANS WITH DISABILITIES ACT OF 1990, PERSONS NEEDING SPECIAL ACCOMMODATION TO PARTICIPATE IN THIS PROCEEDING SHOULD CONTACT THE CITIZENS INVESTIGATIVE BOARD OFFICE NO LATER THAN FOUR (4) DAYS PRIOR TO THE PROCEEDING. TELEPHONE 305-895-9888, FOR ASSISTANCE. IF HEARING IMPAIRED, TELEPHONE 711 OR YOU MAY CONTACT 1-800-955-8771 FOR THE FLORIDA RELAY SERVICE FOR ASSISTANCE.



## Op-Ed: Florida Bill Seeks to Eliminate Effective, Helpful Police Oversight

Civilian Oversight of Police is a long-standing and increasingly common democratic institution. It has been implemented nationwide for the past 75 years, often in response to civil rights violations, Department of Justice investigations, consent decrees, or public demand. Our communities and institutions must uphold the truth and stand firm, especially when faced with opposition to our democracy.

Here in South Florida, we have had a mixed bag of all the above. But what has remained constant is the overall approach of civilian oversight to help empower communities to participate in how they are policed and operate in a way that empowers public safety to lower crime and evolve law enforcement. Now, the simple beauty of what has taken nearly a century to build is being threatened based on political misunderstandings, falsehoods, and fallacies in the State of Florida.

House Bill 601 and Senate Bill 576 are both being passed through the legislature by Republican lawmakers who argue that Civilian Oversight of Law enforcement acts as a harbor for anti-police sentiment, radical ideology, and a dismantling of police departments. This sentiment is far from the truth. The truth, that many law enforcement leaders have found police oversight to be helpful in their momentous task, is well documented. These civilian oversight agencies are unbiased, which helps them unite stakeholders to work together and improve policing for the communities they serve. Because of this, elected officials throughout the country are increasingly establishing robust, independent civilian oversight, in recognition of its ability to promote public trust in law enforcement and reduce exposure to misconduct risks.

If enacted, House Bill 601 and its counterpart Senate Bill 576 have the potential to undermine a community's ability to influence policing culture and training in an effective, fair, and transparent manner, thereby, harming police-community relations and negatively impacting public safety broadly. Civilian oversight mechanisms have existed in Florida for decades, with both the Miami Civilian Investigative Panel and St. Petersburg's Civilian Complaint Review Committee in continuous operation for more than 20 years. As in many jurisdictions across the United States, these cities have used civilian oversight of law enforcement to build trust where issues exist between police and the communities they serve.

The impartiality of these civilian oversight agencies allows them to bring stakeholders together to work collaboratively and proactively, making policing more effective and responsive to the communities they serve. Because of this, elected officials throughout the country are increasingly establishing robust, independent civilian oversight, in recognition of its ability to promote public trust in law enforcement and reduce exposure to misconduct risks. These Bills in tandem show a lack of understanding of the basic tenets of civilian oversight.



# CITIZENS INVESTIGATIVE BOARD

Attacking Civilian Oversight of Law enforcement is not an isolated incident. This session, the legislature has put forth numerous bills that look to erode your civil and human rights. This determined effort is in large part due to culture wars, and dysfunctional governance. Calling out this dysfunction is part and parcel of the overall goal, but in our current environment, we must be brave enough to name the forces whose only intent is oppression and power. Our unity will be our greatest strength and will fuel our ability to resist and persist. The truth-seeking function that makes our democracy great will always rest in, "We the People," now more than ever before, the power of the people must be stronger than the people in power.

**Authors:**

*Rodney W. Jacobs, Jr. Executive Director City of Miami Civilian Investigative Panel.*

*Ursula Price, Executive Director of the Miami-Dade County Independent Civilian Panel.*

*Dr. Philip C. Harris, Assistant to the City Manager/Executive Director of the North Miami Citizens Investigative Board*

# **City of North Miami Citizens Investigative Board By-Laws**

## **ARTICLE I: Declaration of Purpose and Intent**

### **Section I: Purpose**

Pursuant to the City of North Miami Ordinance No. 1455, which became effective on July 14, 2020, the Mayor and City Council of the City of North Miami established the Citizens Investigative Board to be sufficiently independent for the following purposes:

1. To ensure fair and professional law enforcement that is constitutional, effective, and responsive to the standards, values, and needs of those to be served;
2. To ensure investigations into claims of inappropriate conduct by sworn North Miami police officers are conducted in a manner that is fair, thorough, transparent; and accurate;
3. To provide review of police investigations into citizen complaints;
4. To ensure accountability with respect to complaints of officer misconduct;
5. To ensure public safety accountability, bolster confidence in police, increase and improve public cooperation, and make our community safer for everyone;
6. To assist in identifying and analyzing trends in policing, whose origins may be rooted in bias or other systematic phenomena, and upon discovery of these trends, to assist the City of North Miami Police Department (hereinafter referred to as the “NMPD”) in developing solutions to ensure the fair and equitable treatment of citizens;
7. To increase citizens’ understanding of law enforcement policies, procedures, and operations through additional transparency created through the complaint and investigations review process; and
8. To create an additional conduit for communication between the NMPD and the City of North Miami community through outreach to community and law enforcement.

## **Section II: Intent**

The North Miami Citizens Investigative Board intends that:

1. Internal accountability within the NMPD is a valid public purpose, and the CIB should perform its own investigations into claims of inappropriate police conduct.
2. Findings of the CIB are intended to be used only for purposes as provided pursuant to Sec. 2-264 and Sec.2-266(2) of Ordinance No. 1455.
3. The Citizens Investigative Board may only review complaints about the conduct of police officers. The Citizens Investigative Board is not intended to be a court of law, a tort claim process or other litigation process. No action of the Citizens Investigative Board may be deemed to diminish or limit the right of any person to file a claim or lawsuit against the City of North Miami or any of its agencies.
4. The Citizens Investigative Board shall not interfere with or diminish the legal rights of sworn police officers, including those rights protected under the civil service laws, or any other states or federal law. Similarly, the Citizens Investigative Board will respect the right of privacy and freedom from defamation shared by complainants and witnesses, as well as those same rights enjoyed by police officers under the law; and
5. Complaints will be investigated in a fair, thorough, and accurate manner, investigations will follow procedures outlined in Ordinance 1455, Sec. 2-264.

## **ARTICLE II: Official Mailing Address**

**Official Mailing Address.** The official mailing address of the CIB shall be Citizens Investigative Board, 13753 NW 7th Ave. North Miami, FL 33168. Entities wishing to correspond with the CIB for any reason, including the submittal to the CIB of a citizen complaint against any sworn officer of the North Miami Police Department, shall direct correspondence to the CIB at its official mailing address or online at

[www.northmiamifl.gov/cib](http://www.northmiamifl.gov/cib). The CIB may also be contacted via the internet by logging onto the city website at [www.northmiamifl.gov/cib](http://www.northmiamifl.gov/cib) or by phone at 305-893-6511.

## **ARTICLE III: Membership, Training and Authority**

### **Section I: Membership**

1. **Membership.** The CIB shall be composed of seven (7) qualified members nominated by the Citizens Investigative Board and appointed in the manner described in Section 2-261 of the CIB Ordinance.
2. **Training.** Upon assuming the duties of membership on the CIB, Members shall complete training in ethics, public record request, conflict of interest, Florida Sunshine Law, and shall commit to complete Citizens Police Academy training, approved training through the National Association for Civilian Oversight of Law Enforcement (NACOLE) or equivalent programs, within a reasonable amount of time.
3. **Authority.** The affairs and administration of the CIB shall be directed by the CIB, acting through its Chairperson. The Chairperson may direct the work of the Executive Director, who in turn directs the work of CIB staff. A CIB Member, other than the Chairperson, may not direct the work of any CIB staff but may inquire of CIB staff and the legal counsel with respect to any matters relating to the CIB. The Chairperson may also direct the work of the Legal Counsel, except that such direction may not direct or regulate Legal Counsel's professional advice in rendering legal services.

**Section II:** Terms. The terms of office of the Members of the CIB shall be in accordance with Section 2-261(6) of the CIB Ordinance.

**Section III:** Attendance. CIB Members shall attend all regular and special CIB meetings.

Members must adhere to the attendance requirements prescribed in Section 2-63 of the City Code.

**Section IV:** Resignations. Any Member of the CIB seeking to resign his or her office as a Member shall submit his or her resignation in writing to the Chairperson with a copy to the Executive Director.

**Section V:** Removal from Office. The CIB may recommend to the City Council the removal of a Board Member from office for cause, upon motion setting forth the reasons therefore, including but not limited to violations of the Florida Sunshine Law, and upon an affirmative vote of two-thirds of the Members, which vote shall take place at the next regular or special meeting.

**Section VI:** Vacancies. Any CIB member vacancy for any reason whatsoever shall be filled by the Mayor and City Council within sixty days to fulfill the remainder of the term.

#### **ARTICLE IV: Meetings**

**Section I:** Meetings. The CIB shall meet at a minimum on a quarterly basis. The Board may also hold specially-called or emergency meetings as necessary and in accordance with the laws of the State of Florida. In regard to any and all meetings of the Board, the following shall apply:

- All meetings of the CIB shall be open to the public in accordance with the requirements of the Government-in-the-Sunshine Law.
- The actions of the CIB shall not conflict with the provisions of Florida Statutes, Section 112.532 and 112.533, known as the police officer's Bill of Rights or any other rights afforded, pursuant to Florida law or collective bargaining agreements.
- During discussions of the Board, members should confine their discourse to the matter at hand.
- Board members shall seek recognition from the Chair prior to speaking. The Chair shall recognize members in the order in which recognition is sought. If two or more

Board members seek recognition at the same time, the Chair shall designate the order of members entitled to speak.

- No Board member shall address the Board or question another member who is speaking, except through the Chair.
- Questions from Board members to staff members or other persons present at the meeting shall be directed to the Chair.
- Meetings of the Board shall be deemed cancelled whenever the Unified Government has closed its offices due to inclement weather, emergency situations, or other like conditions.
- A meeting of the Board may be cancelled or postponed as follows:
  - a. The Chair and any three members of the Board may cancel a meeting or postpone a meeting to a later date.
  - b. Upon the request of the Monitor and concurrence of any three members of the Board, a meeting may be cancelled or postponed to a later date.

**Section II:** Quorum. The CIB may adopt rules by majority vote to govern procedure relating to its operation and the conduct of its meetings. The latest edition of Robert's Rules of Order Newly Revised shall govern the proceedings in all cases not provided.

**Section II:** Agenda for CIB meetings. An agenda shall be provided for each meeting of the Board, and must be approved, with or without amendments, by a majority vote of the members in attendance at the beginning of the meeting.

**Section III:** Public comment. Time shall be made available for open public comment at all meetings of the CIB and Committee Meetings. The Chair may establish at what point during the meeting public comment may occur based upon the scope of the agenda established for the meeting, provided that upon an affirmative vote of at least three

Members, public comment may occur at additional points during the meeting. The Chair and CIB shall be mindful that public comment is most relevant after CIB discussion of a matter or case and prior to a CIB vote on that matter or case. The time limit for public comment shall not ordinarily be less than three (3) minutes per speaker per topic but can be extended by the Chair or by an affirmative vote of at least three Members. Public comment shall be limited to matters which involve the City of North Miami Police Department and the responsibilities of the CIB under the CIB Ordinance. The public comment portion(s) of the meeting shall not be used as a forum to comment upon other matters of public interest which are not directly related to the mission of the CIB. The Chair may direct a speaker to address his or her issue(s) to a Standing Committee created by the CIB. The Board welcomes written comments.

## **ARTICLE V: Officer Duties**

**Section I:** The Chair shall preside over all meetings of the Board. The Chair shall sign other official documents which require the signature of the Chair. The Chair shall appoint committees as necessary to carry out the business of the Board and shall perform all other duties which may be prescribed by law or by these bylaws or delegated by the Board. The Chair, along with the Board Director will serve as a spokesperson for the Board.

**Section II:** The Vice Chair in the absence of the Chair or in the event of the Chair's or inability or failure to act, the Vice Chair of the Board shall perform the duties of the Chair and, when so acting, shall have all the powers of the Chair. Additional duties of the Vice Chair shall be as follows:

- a. assist, with the Chair and Executive Director, in planning the agenda for the Board General Meetings; and,

- b. assume any other duties delegated by the Chair.

**Section III:** The Secretary of the Board shall:

- a. oversees the recording of the minutes of each General Meeting;
- b. assume any other duties delegated by the Chair.

## **ARTICLE VI: Standing Committees**

**Section I:** Standing Committees. Each member of the CIB shall serve on at least one standing committee. The Standing Committees of the CIB shall be:

- a. By-laws.
- b. Complaints.
- c. Policies and Procedures.
- d. Ordinance Revisions.
- e. Nominating.
- f. Budget and Finance.
- g. Outreach.
- h. Such other Standing Committee(s) as the CIB may by motion authorize from time to time.

**Section II:** Duties of Standing Committees. Each of the Standing Committees shall perform the functions specifically delegated to such committee by the applicable section of this article section thereto or the resolution creating such committee. All Standing Committees shall meet at least annually. In addition, each Standing Committee shall perform such other functions as the Chair shall assign.

**Section III:** By-laws. The Standing committee on By-laws shall convene as necessary, but at least annually, to consider and propose to the Panel amendments to the by-laws of the CIB.

**Section IV.** Complaints. The Standing Committee on Complaints shall be charged with assisting

the CIB in fulfilling the CIB's responsibilities to conduct investigations, reviews, inquiries and public hearings into allegations of police misconduct. The Complaints Committee shall meet monthly prior to the regular CIB meeting to review cases and vote on a recommended disposition for each case.

**Section V.** Policies and Procedures. The Standing Committee on Policies and Procedures is principally charged with the responsibility of periodically reviewing the policies and procedures of the City of North Miami Police Department with respect to sworn police officers, and making recommendations to the CIB with respect to such policies and procedures in accordance with Sec.2-266(2) of the CIB Ordinance.

**Section VI.** Ordinance Revisions. The Standing Committee on Ordinance Revision shall be charged with the responsibility of annually reviewing the CIB Ordinance and recommending revisions to the CIB.

**Section VII.** Nominating. The Standing Committee on Nominations shall be comprised of five members; in accordance with Section2-261(3) of the CIB Ordinance. The Committee shall review each application submitted to fill a vacancy or anticipated vacancy on the CIB, interview applicants, and submit recommendations to the CIB of the name(s) of qualified individual(s) to recommend to the City Council to fill a vacancy in accordance with CIB Ordinance of these By-Laws.

**Section VIII.** Outreach. The Outreach Committee shall be charged with planning and executing efforts to engage the city, the police, and the public in the work of the CIB.

**Section IX.** Budget. The Budget Committee shall assist the Executive Director in the development of a budget proposal for the City Council and will send a representative to the City Council when the budget is proposed and discussed.

## **ARTICLE VII: Amendments**

These Bylaws may be amended at any meeting of the Board by a two-thirds majority vote of current board members as authorized by Section 1-7 of the City of North Miami Code of Ordinances, so long as any proposed amendments are provided to Board members at least ten business days prior to the meeting in which Board members are to vote on such proposed amendments.

SO ADOPTED by the Citizens Investigative Board on this 22 day of January,  
2024.



Chair



Secretary