



Citizen Investigative Board (CIB) meeting was held at the City of North Miami City Hall, City Council Chambers on Monday, February 26, 2024.

The meeting was about two board members, Grice and Missick, going for an interview with the U.S. Department of Justice (DOJ) for the Collaborative Reform Initiative. They also discussed the passing of House Bill 601 and Senate Bill 576, the dissolution of the CIB Department, and the results from The Office of Professional Compliance (OPC) regarding the Police department.

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 Vice Chair Kevin Seifried called the meeting to order at 6:12 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

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

Absent Andre Pierre / Excused Absence Randy Grice

APPROVE AGENDA – February 26, 2024

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

Board voted; Passed 4-0.



APPROVE MINUTES - CIB Monthly Meeting – January 22, 2024, 6:00 PM

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

Board voted; Passed 4-0.

REPORTS

- Marcia Missick – Collaborative Reform Initiative regarding the Police Dept.
- Legal Counsel Roderick Vereen – No report
- Independent Investigator, Reginald Hope – No report.
- CIB Executive Director, Dr. Philip Harris – spoke on passing of House Bill 601 and Senate Bill 576. All CIB entities must cease by July 1st 2024.
- Major Sindyanna Paul updated the Board on the results of the Office of Professional Compliance (OPC) report. The report analyzed the Department's response-to-resistance and other law enforcement activity during the 2023 reporting period.

UNFINISHED BUSINESS:

Kevin Seifried suggested a training for the new Clearview AI Facial Recognition program be presented at next Board Meeting.

PUBLIC COMMENT:

None

GOOD OF THE ORDER

None

ADJOURNMENT

Rose Michelle Grand-Pierre motioned to adjourn at 6:31 PM. Board member Rabbi Jory Lang seconded the motion to adjourn.



NORTH MIAMI POLICE DEPARTMENT

OFFICE OF PROFESSIONAL COMPLIANCE

2023

ANNUAL ANALYSIS REPORT

MAJOR SINDYANNA PAUL

SERGEANT SERGIO RAMIREZ

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OPC | 2023

The Office of Professional Compliance (OPC) conducted a Departmental response-to-resistance analysis, as well as a review of other law enforcement activity, based on data collected during the 2023 reporting period. These actions aim to dissect the data to identify patterns or trends that could be predictive or could indicate program ineffectiveness, training needs, equipment upgrade needs or policy modification needs. Data was collected from various sources, to include complaints, whether external or internal, including any Biased Policing complaints; Supervisor Control of Person Inventory and other supervisor on-the-job injury reports; officer-involved traffic crash reports; Vehicle Chase Critique reports and police shooting incidents.

Based on the information collected throughout the year, the OPC generated no Action Review System Alerts and no Unit Complaints for investigation at shift level. The OPC also initiated three Internal Affairs investigations, and no Administrative Reviews, as approved by the Chief of Police.

The following reflects the Department's activity in relation to the above-listed categories for 2023:

SUPERVISOR CONTROL OF PERSON INVENTORY

Below is the comparison of the data collected from Supervisor Control of Person Inventory reports for years 2022 and 2023:

Response to Resistance	2022	2023	% Change
Incidents Reported	11	9	-19%
Total Officers Involved	19	11	-43%
Physical	9	8	-12%
Beanbag Shotgun	0	0	~
Impact Weapon (Baton)	0	0	~
Conducted Electrical Weapon (Taser)	2	1	-50%
Aerosol Deterrent Spray	0	0	~
Canine Contact/Bite	0	0	~

A review of the demographics (no ethnicity captured) pertaining to the above-listed nine incidents revealed that the subjects consisted of:

Black males	7
White males	2
Black females	0
White females	0

Officer demographics (ethnicity captured) for the eleven officers involved in the nine incidents consisted of:

Hispanic males	4
Black males	4
White males	3
Hispanic females	0
Black females	0
White females	0

The analysis also revealed that four of the incidents resulted in subjects sustaining injuries, while three officers reported injuries as well. The incidents resulting in injuries emanated from resistance to law enforcement efforts involving criminal offenses ranging from occupied burglary, fleeing, and eluding, aiding the escape of a prisoner, domestic violence, trespass after warning, and resistance to an officer. Resistance to law enforcement efforts taken under the provisions of the Baker Act also resulted in injury-involving incidents.

In addition to the Supervisor Control of Person Inventory reports, other supervisor reports of injury for 2023 reflect that twenty-one officers were injured during non-response-to-resistance incidents in comparison to nine officers in 2022. This represents an increase of 177%, however, an analysis of the incidents surrounding the injuries does not reveal a pattern of action, on the part of the officers, which rises to the level of policy modification or additional training. In all instances, the respective officers' supervisors reviewed the incidents, and the information was forwarded to the City's Risk Management Office.

Data analysis reflects the Conducted Electrical Weapon (CEW) was deployed once during 2023 in drive-stun/pain compliance mode; cartridge deployment was not utilized in 2023. Compared to 2022, when the CEW was used twice (once in drive-stun/pain compliance mode, and once in deterrence mode) this is a reduction in use of 50%. In all cases, the

CEW use resulted in the effective culmination of the resistance, contributing to both officer safety and the prevention of the incident further escalating, thus reducing the risk of injury to the subjects involved.

A search of the Department's database revealed that 64,644 case numbers were generated in 2023, in contrast to 2022, in which the agency recorded 68,125 case numbers. The Department experienced a 5.2% percent decrease in general law enforcement activity in 2023, with officers handling 3,481 fewer calls for service than in 2023.

After careful evaluation of the above-noted incidents, the OPC has determined that the response-to-resistance levels utilized by the involved personnel, and the supervisory review process that followed, were in compliance with the Department's Response to Resistance policy, Section 300.16.

The OPC will continue to monitor the Supervisor Control of Person Inventory and other supervisor reports throughout 2024 and forward any recommendations for training, officer safety, equipment needs, policy modification, or any other need, based on observed patterns or trends to the appropriate personnel should any issues of concern arise. In addition, the OPC will continue to address the totality of incidents through the established Action Review System threshold guidelines to assist officers who may be experiencing performance difficulties, as well as through investigative procedures when warranted.

TRAFFIC CRASHES

Both at-fault and preventable traffic crash incidents while on duty saw a significant increase as noted below:

Type of Crash	2022	2023	% Change
Officer At Fault	5	15	+200%
Officer Not At Fault	5	15	+200%

Although significant increases in traffic crash incidents occurred compared to 2022, traffic crash numbers are consistent with prior years (17 crashes in 2021, 33 crashes in 2020, 19 in 2019, and 30 in 2018), identifying 2022 as a statistical anomaly. At this time, the analysis of traffic crashes did not reveal any new or existing law enforcement patterns that could be potential contributing factors.

VEHICLE PURSUITS

The following represents data collected from Vehicle Chase Critique reports for the years 2022 and 2023.

2022	2023	% Change
0	2	+200%

The pursuits noted in 2023 were in response to a subject wanted in connection with an armed robbery, and a subject wanted in connection to an aggravated assault with a deadly weapon. The vehicle pursuits were reviewed by supervisory personnel and were found to be in accordance with the Department's Vehicle Pursuit policy, Section 300.17.

The OPC's review of the Department's Vehicle Pursuit policy confirmed that it contains language defining the criteria under which pursuits can be initiated, the primary and secondary unit responsibilities and the criteria for terminating pursuits, to include a supervisor's authority to terminate them. The policy also identifies detailed reporting procedures for sworn members to ensure that a thorough review is conducted and forwarded up the chain of command for approval.

At this time, there are no patterns or trends that indicate training needs and/or modifications to the policy.

BIASED-BASED POLICING

The OPC conducted the 2023 Biased Policing Annual Review. The review included a search for Biased Policing complaints emanating from pedestrian and traffic stops, asset seizures and forfeitures, and complaints received by the OPC in general. The search revealed no citizen complaints alleging biased policing. An internal complaint of biased-based policing was investigated by the OPC. The investigation was sustained, resulting in corrective measures being taken, in accordance with departmental policy (disciplinary action and additional anti-bias training).

A review of the Department's Biased Policing policy, Section 300.11; verified that it contains language strictly prohibiting Biased Policing during pedestrian and traffic stops, searches, and seizures, and in asset seizure and forfeiture efforts. The policy also identifies detailed procedures for sworn members to follow during pedestrian and traffic stops, as well as corrective measures if Biased Policing occurs.

The review also confirmed that all Departmental personnel continue to receive training in Biased Policing issues during the Florida Department of Law Enforcement's (FDLE) 40-hour mandatory in-service training, as well as during the Department's orientation program for all newly hired officers. The OPC was also able to confirm, through the Department's PowerDMS policy and training software application, that all sworn officers and full-time civilian personnel have acknowledged receipt of the Biased Policing policy.

The review also confirmed that in 2023, the Department's Community Oriented Policing Unit conducted Biased Policing community education and awareness presentations during special events, such as:

- **February 2, 2023:** The Community Policing Section conducted a school presentation at Saint James Catholic Elementary School and Biased-based Policing was discussed.
- **March 15th, 2023:** The Community Policing Section conducted a school presentation at WJ Bryan Elementary School and Biased-based Policing was discussed.
- **April 3rd, 2023:** The North Miami Police Department organized its annual Autism Awareness Caravan, where various members of the Department had a chance to speak. Biased-based Policing was discussed.
- **April 25th, 2023:** The Community Policing Section conducted a school presentation at North Miami Middle School and Biased-based Policing was discussed.
- **April 28th, 2023:** The Community Policing Section conducted a school presentation at Miami Union Adventist Academy Elementary School and Biased-based Policing was discussed.
- **May 19th, 2023:** The Community Policing Section conducted a school presentation at North Miami Elementary School and Biased-based Policing was discussed.
- **May 24th, 2023:** The Community Policing Section conducted a school presentation at Arch Creek Elementary School and Biased-based Policing was discussed.

- **May 31st, 2023:** The North Miami Police Department facilitated the third annual LGBTQ+ Pride Caravan, where various members of the Department had a chance to speak. Biased-based Policing was discussed.
- **June 12, 2023, to August 4, 2023:** The Police Athletic League of North Miami had its **summer camp program** where daily meetings with the youth members took place in the morning. Officers from the Community Policing Section and other specialized units participated in various events and Biased-based Policing was a topic.
- **July 17th-20th, 2023:** The Police Athletic League of North Miami participated in Youth Summit in Orlando. The youths were able to participate in several workshops where Bias-based Policing was discussed.
- **September 29, 2023:** The North Miami Police Department organized “Coffee with the Chief” at Alaska Coffee and Bias-based Policing was discussed.
- **October 3rd, 2023:** The North Miami Police Department had its annual **National Night Out** event and Biased-based Policing was discussed.
- **October 4, 2023:** The Community Policing Section participated in “Coffee with a Cop” at Mater Academy and Bias-based Policing was discussed.
- **October 31st, 2023:** The Community Policing Section conducted a school presentation at Holy Family Catholic School and Biased-based Policing was discussed.
- **December 9, 2023:** Youths from the Police Athletic League of North Miami participated in “**Shop with a Cop**” where they had the opportunity to shop for the holiday season while accompanied by an officer. Biased-based policing was discussed at the beginning of the event.
- In addition, every Thursday of the week, the North Miami Police Department conducts its weekly **Community Bike Ride**, in which officers ride bicycles throughout the city. They greet and engage in conversations with business owners, residents, and students. Biased-based Policing discussions take place during these engagements.

Based on Biased Policing standards, the OPC also reviewed statistical data from the Department’s Investigations Section relating to seizure and forfeiture efforts, as well as

search warrants for 2023. Incidents involving search warrants revealed 10 cases whose subjects were Black males (homicide, attempted murder, armed robbery, possession of child pornography, and aggravated battery); one case whose subject was a Black female (homicide); one case whose subject was a White male (child molestation); and one case whose subject was unknown at the time of the search (attempted murder). These searches and their associated investigations led to multiple seizures, to include firearms, ammunition, currency, motor vehicles, cellular phones, computers, and related electronic devices.

Because there were no external Biased Policing related complaints made to the Department for 2023, coupled with the overall analysis of the data collected, and the proper identification and correction of a Biased-Based Policing policy violation via internal mechanisms, the OPC did not discover any alarming patterns to address at this time. However, the OPC will continue to monitor all the aforementioned law enforcement activity in an effort to detect and address any concerns as noted in the Department's Bias-Based Profiling policy.

OFFICER-INVOLVED SHOOTING INCIDENTS

In 2023, the Department's law enforcement efforts did not result in any officer-involved shootings. The following reflects the comparison for years 2022 and 2023 in this area:

Officer-Involved Shootings	2022	2023	% Change
Contact Shootings	0	0	~
Non-contact Shootings	0	0	~

In the event of an officer-involved shooting, the OPC will continue to conduct its own review of the incidents as soon as practicable, and at the conclusion of any other investigative review, such as those conducted by the Florida Department of Law Enforcement or the State Attorney's Office.

INTERNAL INVESTIGATIONS

The following represents the volume of cases opened for investigation for the years 2022 and 2023:

Complaints	2022	2023	% Change
Internal Affairs Investigations	2	3	+50%
Administrative Reviews	1	0	-100%
Unit Complaints	5	0	-100%

The three internal investigations conducted in 2023 continues to demonstrate a general downtrend in allegations of misconduct, and the associated internal investigations, compared to historical numbers (8 total investigations in 2022, 15 in 2021, 20 in 2020).

The OPC will continue to process complaints against any North Miami Police Department employee at all times, from any source, regardless of the location of the alleged occurrence, in accordance with the Department's Office of Professional Compliance, Internal Investigations, Complaints, Commendations, Counseling, and Discipline policy, Section 300.06; and the Law Enforcement Officer's Bill of Rights, pursuant to Florida Statute §112.531-112.535.

ACTION REVIEW SYSTEM

The following represents ARS Alerts generated for the years 2022 and 2023. Given that the threshold for alerts encompasses a six-month period, other ARS Alerts may be initiated in 2024 based on data generated in 2023:

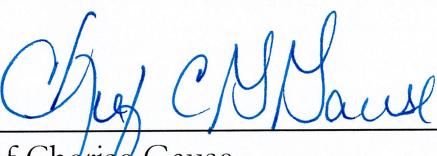
2022	2023	% Change
1	0	-100%

A review of the ARS policy and year-to-year results confirmed that the current ARS Alert benchmarks are adequate. ARS Alerts are generated based on the totality of reported incidents for any given six-month period for allegations of misconduct, Supervisor Control of Person Inventory reports, Vehicle Chase Critique reports, preventable traffic crash reports, or any combination thereof. The minimal level of ARS Alerts for 2023 directly correlates with the continued monitoring of actions and incidents by officers, and addressing patterns of behavior that could lead to potential use-of-force incidents, preventable traffic crashes and reports of misconduct.

The OPC will continue to monitor the above-listed activity in an effort to address any

concerns as prescribed by the Department's Action Review System policy, Section 100.04, and any other applicable policy.

Report reviewed and approved by:



Chief Cherise Gause

1/29/2024
Date



**NORTH MIAMI CITIZENS INVESTIGATIVE BOARD
MEETING**

Agenda

**Monday, February 26, 2024
6:00 p.m. – 7:00 p.m.**

City Hall, Council Chambers – 776 NE 125th Street, 2nd 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. February 26, 2024
- V. Approving the Minutes
 - a. Citizens Investigative Board – Meeting – January 22, 2024, 6:00 PM
- VI. Reports
 - Chairperson – Randy Grice
 - Legal Counsel – Roderick D. Vereen, Esq.
 - Executive Director – Philip C. Harris, D.B.A.
 - [House Bill 601](#) and [Senate Bill 576](#)
- VII. North Miami Police Department End of the Year Report– Major Sindyanna Paul
- VIII. Unfinished Business
- IX. Public Comment
- X. Good of the Order
- XI. 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 Miami, 13753 NW 7th Ave., North Miami, FL 33168, Attn: Citizens Investigate Board. For questions, please call (305) 768-9983.



CITIZENS INVESTIGATIVE BOARD

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.