



Oct 7, 2020

Criminal Justice Reform Task Force Goals, Responsibilities and Timeline

On behalf of the City of Salisbury I am grateful to the members of our community who have come together to serve as members of our Criminal Justice Reform Task Force in order to conduct a holistic assessment of the criminal justice system. I am also grateful for the support from the members of the Salisbury Police Department who are continuing to improve outcomes and better serve our community through transparency and partnership. As an advisory group you are being asked to review several critical areas of the criminal justice system through the lens of the Salisbury Police Department. The Department will provide policies for review and discussion and participate in as needed to provide insight and offer educational information.

We have brought together individuals with diverse backgrounds, professions and life experiences. They come with fresh eyes and new ideas. Each is committed to bringing their critical and independent perspective to this advisory panel.

I am asking the Criminal Justice Reform Task Force to provide insights and recommendations based upon the grounded perspectives each of you bring to this group as members of our community. Below are the topics chosen by members of the Task Force:

- Mental Health related calls for service
 - Policy Review
 - Calls for Service Review
 - Training Protocols
- Officer Wellness
 - Policy Review
 - Training
 - Programs
- Use of Force
 - Policy Review
 - Training
 - Use of Force Report
- Recruitment and Retention
 - Hiring
 - Training



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- Retaining
- Promoting
- Implicit Bias
 - Policy Review
 - Training

In anticipation of some of the questions the Task Force might have, I have pulled together background information on the following topics:

- SPD Organizational Chart
- SPD Budget: FY2021
- SPD Accreditation Report
- SPD Crime Statistics
- SPD Use of Force Policy
- SPD Police Officer Recruit Orientation
- SPD Recruitment, Hiring, Promotions
- State of Maryland Training Commission
- Basic Recruit Officer Course

This background information is included in this email and will be located on the Task Force webpage.

I am asking the Task Force to report on its progress to me on a monthly basis by way of our recording secretary Julie English. I am also asking the Task Force to finish your work and provide me your recommendations by August 31, 2021. This will allow me, in turn, to weigh your recommendations and potentially include changes in future budgets.

Your meetings will be guided by a professional facilitator who is not a member of the City's staff. Our Deputy City Administrator, Andy Kitzrow will also be participating and serving in an advisory capacity. During your upcoming meeting, you will be placed into work groups based upon areas of interest in order to maintain our timeline while being respectful of individual professional and personal lives.

The membership of the Salisbury Criminal Justice Reform Task Force includes:

- Heather Collins
- Ciara Cooks
- Eileen Johnson
- William Harden
- Danielle Thomas
- Kendra Hayward



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- Kevaudria Armstead
- James Holbrook
- Tammy Carey
- Wesley Moore
- Keith Myer
- Joseph Pryor
- Brian Perez
- Heather Johnson
- Randall Cone
- Travon Miles
- Cristopher Carter
- Anthony Darby
- Kevin Wittington
- Kala Farrare
- Schellee Gonzalez
- Eddie Harmon

Members of the Salisbury Police Department offering insight and educational information include:

- Barbara Duncan
- Howard Drewer
- Chad Crockett
- Nathan Schrlau
- Isiah Barkley
- Erica Brightbill
- Joseph Doyle

Finally, I encourage you all to continue the conversation and exchange of ideas between meetings through email. Again, thank you for giving of your time and expertise for this important project.

Sincerely,



Julia Glanz
City Administrator