

Minutes
Mt Lebanon Team 3
Municipality DEI Police Engagement Working Group

Monday June 28, 2021, 5 PM, virtually, over MS Teams

Attendance: April Bryan, Lindsay Cashman, Joseph Jackson, Stuart Kurland, Andy Booth
Present — Staff: Community Relations Board liaison Marissa Escajeda; CRB Member Leah Lahoda, Police Chief Aaron Lauth; Police Officer Matt Mankamyer; Staff liaison Laura Pace Lilley

Call to order

CRB liaison Marissa Escajeda called the meeting to order at 5:05 p.m.

Citizens' Comments

None.

Consideration of Prior Meeting's Minutes

Approved.

Continuing Business: Updates from Subcommittee Groups

Community Conversations

- CC without police
- Draft has been made for those CC
- Focus on listening rather than discussing issues with police
- Repeat events with multiple different groups of folks
- Holding "backyard" conversations
 - o Before we have larger event
- Commissioners are invited to these smaller events to hear it directly and multiple people taking notes
- Mission review 15 years ago -
<https://www.mtlebanon.org/DocumentCenter/View/9028/PD-Review-report?bidId=>
- First recommendation will be to move goals into 2022.

Police Reform

- Had discussion with Chief Lauth
 - o Current strengths of MLPD
 - o Their priorities moving forward
 - o Education more on policing and best practices
- Citizens police academy – members of PWEG encouraged to participate
- Working on more thorough data on the MLPD.

HR, recruitment and Hiring

- Reviewed hiring process with Chief Lauth in detail

- Doing research on recruiting and having a more diverse population of officers
- They found that mostly young white males showing up for the testing
- They learned about recruiting plan and working with the other group on diversity and hiring (the one not focused on policing)

MLPD Data and Transparency

- April putting together agenda and what she wants to put together and looking at national/state/community statistics
- Will get a group of questions for Marissa Escajeda to pass along to the other groups

New Business

Presentation by Chief Lauth

Updates on the MLPD

- Legislation on training on use of force (they have been doing that for 23 years but this was only put in law last year)
- De-escalation trainings and implicit bias trainings
- Out of over 20,000 police engagements in lebo only 21 “forced was used”
- Policies are under review now End of August and beginning of September
- Collaborations: outreach and teen behavioral services – working with organizations doing this work and Dr. Scanlin will follow up with individual bc they will send that information to Dr. Scanlin
 - o Follow up/ pilot program
 - o 24 hours they will respond
 - o Want it to have an on call person for our area
- Research phases of the diversion and defer system – don’t get into criminal justice system
- Working with CONNECT (The Congress of Neighboring Communities at the University of Pittsburgh)
- 4th female police officer has been hired

New Business

Tabled

The committee set the next public meeting for Monday July 26 at 5 p.m.

Adjournment

The meeting adjourned at 7:25 p.m.

Attachments:

Community Conversation DRAFT Event Agenda

- Welcome & Purpose
- Review of Community Commitments
- Draft types of questions for community members (defined as anyone who spends time in Mt. Lebanon as a resident, employee, visitor, etc.):
 - What role do you feel the MLPD plays in our community?
 - What qualities or traits do you want all MLPD police officers to have?
 - Do you have any personal experiences with the MLPD that you would like to share?
 - What topics around policing are most important to you and our community?
 - What do you want to discuss in future meetings?
- Promote upcoming events/activities
- Short anonymous demographic and open-ended question survey with attendees

Summary of MLPD Hiring Process (with review by Chief Lauth)

To become a MtL Police Officer,

1. Apply online using BambooHR

2. To qualify, one must:

- be a US citizen
- be 21+ yrs old
- have a driver's license & clean driving record
- have a bachelor's degree
- pass the [physical agility test](#) from Cooper (minimally different standards for Male & Female officers by age group) administered by MLPD Physical Agility Instructors as required by Municipal Police Officers' Education & Training Commission (MPOETC) to become a police officer in PA- pass/fail
- pass the written [Stanard & Associates' Police Officer Selection Test](#) (POST) intelligence test with at least an 80%- with graded point value
- adhere to tattoo policy- all tattoos must be covered and "in good taste", nothing allowed above the collar line or on the hands
- have good credit history
- have a clean criminal history
- live within 20 air miles of the MtL Public Safety Center upon hiring

3. The 25 candidates with the highest scores are brought in for in-person interviews with a panel consisting of a MtL resident, a senior MtL police officer, and a supervisory police officer from a nearby community. These interviews are approximately 30 minutes each. Each of the 3 members from the panel rates responses to each question and they are added together. The total average points of anyone who scores a 75% on the oral interview are added to the written exam scores to rank the candidates, with each section representing 50 points for a total of 100. Veterans with honorable discharge are given 10 additional points as required by PA.

4. Then an extensive background check is performed by MLPD detectives who are certified as background investigators on the top 1 or 3 candidates for potential consideration for openings in the department- pass/fail. MLPD typically does 3 at a time. An MPOETC

veteran preference applies here so that a veteran will always be offered the position first over any non-veterans from the same "group of 3" who pass all exams and reviews even if their aggregate score is lower than the non-veterans.

5. The list of ranked candidates is certified for 12 months then can be renewed for another 12 months to keep good candidates in the pipeline if more positions open up. Once the list expires, the process starts over as needed to have qualified candidates available for hire when positions open up.

6. Then after making a conditional offer of employment to a candidate, the top candidate is sent for a psychological exam with Dr. James Petrick and a medical exam at St. Clair Occupational Health to determine their mental and physical fitness for performing the duties of a police officer using the MPOETC standard- pass/fail

7. If the newly hired officer has not yet attended the police academy, they spend their first 6 months in training there with other officers or interested individuals. MLPD pays for the academy and pays the officers a salary while enrolled

8. Once they have completed the academy, the newly hired officer learns from an Administrative Field Training Officer in the Public Safety Building. Then they ride along with 3 Field Training Officers certified in the San Jose Model (1 month each) who train and evaluate them daily and offer remediation as needed. Then they begin solo patrol.

9. During their first year of employment, newly hired officers are on probation and can be fired if they are not performing well, especially if repeated mistakes continue after remediation is provided.