

**MEETING MINUTES**  
**Alexandria Independent Community Policing Review Board**  
**May 9, 2022, 7:30 p.m.**  
**City Hall Room 2000**

- I. Call to Order – The meeting was called to order at 7:34 p.m.
- II. **Roll Call:** Ms. Jeanne O’Toole, Ms. Darryllyn Franklin, Mr. Todd Pilot (chair), Ms. Ingris Moran, Ms. Emily Flores (Vice Chair), Mr. Christopher Lewis, and Mr. Rob Krupicka. Absent Mr. Francisco Duran.

Members of City Staff present: Mr. Jim Parajon, City Manager; Ms. Dana Wedeles, City Manager’s Office; Ms. Meghan Roberts, Deputy City Attorney; Mr. Robert Porter, Assistant City Attorney; and Ms. Gloria Sitton, City Clerk and Clerk of Council

- III. Approval of Agenda
- IV. **Approval of the Meeting Minutes.** The March and April Minutes have been revised to include attendees, March was revised with a motion by Emily Flores and seconded by Christopher Lewis. The minutes were approved unanimously.
- V. Presentation by the Alexandria City Manager James F. Parajon.

Mr. Pilot noted that the City Manager asked to speak to the Board to address the recruiting and hiring process of the Independent Auditor, noting that Polihire (recruitment firm) had been hired to identify potential candidates. Mr. Pilot indicated that a few Board members were aware that a few folks with good experience had submitted resumes to Polihire. However, Polihire only reported out two names for consideration – both of whom had extensive police backgrounds and neither of whom were the applicants that the Board members knew had applied. Mr. Pilot asked the City Manager to explain why all of the candidates being reported out were candidates with work experience directly with police departments.

- a. **Note Taker:** Mr. Parajon indicated that his office can get the board someone to take minutes. Give them have 30 days.
- b. **Independent Auditor:** The Board will have the opportunity to review candidates. Candidates are being recruited in the traditional sense. Polihire is seeking out candidates instead of just taking resumes. Please send all resumes to Dana Wedeles and she will forward them to Polihire.

The members of the board asked the following questions to City Manager Parajon:

Q. Was it the City Council’s desire to seek resumes for potential candidates?

A. No. Polihire recommended this type of recruitment for candidates.

Mr. Lewis finds it odd, because it has been his experience not to do it the way Polihire wants to recruit. The firm will give you what you want if you ask.

Mr. Parajon noted that he has worked with this recruitment firm before and they were used to hire him as City Manager.

The auditor reports to City Council. The city council has given the City Manager the directive to find an auditor.

The auditor position has been posted for one month. If we have candidates, please send them to Dana Wedeles.

Our role is to interview who the recruiter has selected.

The Board would like to have Polihire come and brief us before we interview on how they selected candidates. It should be noted who they passed on and why.

Q. Is it possible to review all the candidates.

A. We hired a firm to do these types of things.

Confidentiality should not be a concern.

Mr. Pilot noted that he would like to see more candidates who are not from police departments. Mr. Pilot expressed that APD has an Internal Affairs Division that will continue to operate. This Board should not aspire to be a second Internal Affairs Department.

The Board does not want to interview candidates until after they have met with Polihire.

Q. When can we schedule a meeting with Polihire. The City Manager stated that he would call the recruitment firm tomorrow, Tuesday May 10, 2022, to set up a time for a special meeting.

Ms. Franklin made a motion to provide Dana Wedeles with three dates we will be available to meet Polihire. Mr. Lewis seconded the motion. Table the meeting dates. Mr. Lewis will set up a doodle to come up with dates to meet with Polihire.

Q. What positions are you thinking for City Staff Panel?

A. City Manager, Public Safety Area, City Attorney, Dana Wedeles, and the ICPRB.

Mr. Krupicka recommended DCHS.

Who wants to definitely attend: May 13, 2022, at 3:30, p.m. 4 p.m.; May 14, 2022 all day; 45 minute conversation?

**Reports:**

- A. **Brief updates from Bylaws Committee.** The committee is actively drafting sections of the bylaws now. It is going to take a few weeks to complete the drafting.

**Email:** The following members still need assistance setting up their emails: Mr. Lewis, Ms. Franklin, Mr. Duran. Ms. Sitton will send everyone the city email addresses. Please send times you are available for setting up email accounts.

**Next meeting.** June 1, 2022, 7 p.m.

**Adjournment:** The meeting was adjourned 8:50 p.m.

Meeting Minutes Approved: June 1, 2022