



# CITY OF BAYTOWN

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## NOTICE OF MEETING

**BAYTOWN POLICE ADVISORY COMMITTEE  
TUESDAY, FEBRUARY 22, 2022  
6:00 P.M.  
COUNCIL CHAMBER, CITY HALL  
2401 MARKET STREET, BAYTOWN, TEXAS 77520**

## AGENDA

### CALL TO ORDER AND ANNOUNCEMENT OF QUORUM

**1. MINUTES**

- a. Consider approving the minutes of the Baytown Police Advisory Committee Meeting held on November 16, 2021.
- b. Consider approving the minutes of the Baytown Police Advisory Committee Meeting held on December 14, 2021.

**2. CITIZEN INPUT**

- a. Receive citizen input concerning police outreach, community policing, officer training, as well as policies and procedures.

**3. BUSINESS ITEMS**

- a. Receive a report and discuss the status of police outreach, community policing, officer training and policies and procedures.
- b. Consider setting any tasks and processes for future meetings.

4. **NEXT MEETING**

- a. The next Baytown Police Advisory Committee Regular Meeting is scheduled for March 22, 2022, at 6:00 P.M., in the Council Chamber at Baytown City Hall, 2401 Market Street, Baytown, Texas 77520.

5. **ADJOURN**

THE CITY OF BAYTOWN IS COMMITTED TO COMPLIANCE WITH THE AMERICANS WITH DISABILITIES ACT. REASONABLE ACCOMMODATIONS AND EQUAL ACCESS TO COMMUNICATIONS WILL BE PROVIDED UPON REQUEST. FOR ASSISTANCE PLEASE CALL 281-420-6522, FAX 281-420-6586, OR CONTACT 281-420-6522 VIA RELAY TEXAS AT 711 OR 1-800-735-2988 FOR TTY SERVICES. FOR MORE INFORMATION CONCERNING RELAY TEXAS, PLEASE VISIT: [HTTP://RELAYTEXAS.COM](http://RELAYTEXAS.COM).

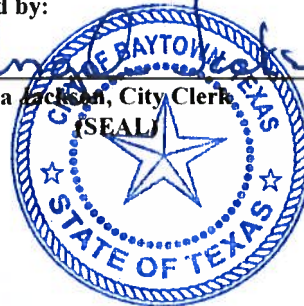
Approved for posting:

  
Kevin G. Troller, Assistant City Manager

Posted this 18th day of February, 2022 at 5:00 P.M.

Posted by:

  
Angela Jackson, City Clerk





**BAYTOWN POLICE ADVISORY  
COMMITTEE**

**1. a.**

**Meeting Date:** 02/22/2022

**Subject:** November 16, 2021, BPAC Meeting Minutes

**Prepared for:** Angela Jackson, City Clerk's Office

**Prepared by:** Raquel Martinez, City Clerk's Office

**Department:** City Clerk's Office

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**ITEM**

Consider approving the minutes of the Baytown Police Advisory Committee Meeting held on November 16, 2021.

**PREFACE**

This item allows the Committee to review and approve the minutes of the Baytown Police Advisory Committee Meeting held on November 16, 2021.

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**Attachments**

November 16, 2021 BPAC Draft Minutes

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**DRAFT**  
**MINUTES OF THE MEETING OF THE BAYTOWN POLICE ADVISORY**  
**COMMITTEE OF THE CITY OF BAYTOWN**

November 16, 2021

The Baytown Police Advisory Committee (BPAC) met in a Meeting on Monday, November 16, 2021, at 6:00 P.M. in the Hullum Conference Room of the Baytown City Hall, located at 2401 Market Street, Baytown, Texas with the following in attendance:

Eric Bolenbaucher	Vice Chairperson
Dr. June Stansky	Committee Member
Dr. Marissa Moreno	Committee Member
Richard Hunsinger	Committee Member
 Raphael D. Montgomery	 Chairperson
 Kevin Troller	 Assistant City Manager
Karen Horner	City Attorney
Angela Jackson	City Clerk
John Stringer	Police Chief

Chairperson Raphael D. Montgomery convened the November 16, 2021, Baytown Police Advisory Committee (BPAC) Meeting with a quorum present at 6:00 P.M., all members were present with the exception of the absence of Committee Member Cpl. Steve Ocanas, Committee Member Lt. Rodney Evans, and Committee Member Yulanda Braxton.

**1. MINUTES**

**a. Consider approving the minutes of the Baytown Police Advisory Committee Meeting held on August 24, 2021.**

A motion was made by Vice Chairperson Eric Bolenbaucher and seconded by Committee Member Richard Hunsinger to approve the meeting minutes of the Baytown Police Advisory Committee Meeting held on August 24, 2021, as submitted. The vote was as follows:

Ayes: Chairperson Raphael D. Montgomery, Vice Chairperson Eric Bolenbaucher, Committee Member Dr. June Stansky, Committee Member Dr. Marissa Moreno, and Committee Member Richard Hunsinger

Nays: None

Other: Committee Member Cpl. Steve Ocanas (Absent), Committee Member Rodney Evans (Absent), and Committee Member Yulanda Braxton (Absent)

Approved

## **2. CITIZEN INPUT**

### **a. Receive citizen input concerning police outreach, community policing, officer training, as well as policies and procedures.**

No one had registered to speak, and so Chairperson Raphael D. Montgomery proceeded to the following item.

## **3. BUSINESS ITEMS**

### **a. Receive an introduction of Chief Stringer and his initial assessment of the Police Department as it pertains to the purposes of the Committee.**

Police Chief John Stringer began the introduction by giving a few encouraging words about his projections of future police operations. Chief Stringer based his projections off of his experiences with the citizens and officers of the City of Baytown.

Chairperson Montgomery inquired how Chief Stringer would go about hearing from the communities. Chief Stringer replied that he had yet to tell the public he was the new Police Chief because, in partaking in conversations with citizens, he would not want to taint what they would say after giving that fact. Chief Stringer mentioned back at his home town, he would have conversations and answered the questions of the citizens by the means of visiting the local barbershop.

Chairperson Montgomery further inquired about community policing and what that entailed. He understood it to mean having certain officers assigned to certain communities. Chief Stringer concurred that was part of it, but that the idea was for the Police Department to have relationship with the community.

Assistant City Manager Kevin Troller requested Chief Stringer relay his experience with National Night Out. Chief Stringer responded with his surprise to find how the event was centrally executed and of the amount of socialization that transpired between the police and citizens. Committee Member Dr. Stansky inquired if the demographics of the event were over half minority, as Baytown had a large Hispanic percentage. Mr. Troller confirmed that night was very much representative of the demographics of the city and that they received relatively positive feedback from attendees.

### **b. Receive and discuss a report concerning the Baytown Police Strategic Plan.**

City Manager Rick Davis presented the item and introduced the concept of Community Based Strategic Planning. Community Based Strategic Planning was an exercise in deep community listening where they would then take action on what they learn from their citizens. He noted the present particular exercise took about a year to complete which allowed them to develop specific strategic directives. Before handing off the floor to the Assistant to the City Manager Brian Moran, Mr. Davis acknowledged the Strategic Planning Advisory Committee (SPAC) and the individuals who helped facilitate the effort:

- Lakesha Holmes, Chair
- Aracely Auzenne, Member
- Richard Whitaker, Member
- Aaron Crowell, Member
- Preet Signh, Member
- Bill Nelson, Member
- Derrick Wade, Member
- Brian Moran, Assistant to the City Manager
- Kim Milstead, Department of Justice
- Mackey Smith, Conductor of the Focus Groups

Mr. Moran then began his presentation by relaying the activities of SPAC listed as the following:

#### **Activities of the Strategic Planning Advisory Committee (SPAC)**

- Hosted a series of focus groups with stakeholders of Committee-identified communities
- Facilitated three public workshops (two being virtual)
- Conducted interviews with various communities
- Commissioned satisfaction survey services
- Utilized an engaging platform to interact with citizens
- Met with the following groups:
  - West Baytown Civic Association
  - Some of the students from Goose Creek
  - Several of Baytown's neighborhoods and HOAs
  - The Juneteenth Celebration Committee
  - Kiwanis Club
  - The Baytown Police Department

Mr. Moran conveyed that from these interactions, SPAC determined certain perceived strengths. Mr. Moran gave the example of such perceived strength being the implementation of body cameras. He then relayed areas in which the police department could improve, such as: resources allocated to address mental health; community policing initiatives; youth engagement; expanded training and education; and overall transparency. Mr. Moran stated what was ultimately determined to be the strategic directives were the following:

#### **Strategic Directives**

- Community Partnerships
- Mental Health
- Community Policing
- Accountability and Transparency

Mr. Davis then discussed that the objective was, in a nutshell, to develop a strategy that would result in elevating trust between the Baytown Police Department and the community. Mr. Davis expressed they wanted to continue to engage SPAC in monitoring progress by implementing a community scorecard. He mentioned that would be part of their Police Page. Vice Chairperson Bolenbaucher questioned if this would have no end date and be ongoing. Mr. Davis confirmed so, and stated it being a five-year plan was due to how long it would take to execute all the initiatives. During that time, SPAC would be monitoring and measuring progress. The

Committee would be reporting to Mr. Davis and Mr. Davis would then have regular meetings with the Chief. He commented that the Chief had already taken the initiative to organize teams to address each of the strategic directives. Mr. Davis ended on the note that the strategic plan paralleled the work BPAC had already begun.

Police Chief John Stringer commented he was surprised to hear from the community that they wanted more traffic control. In response, he noted the Police Department had already begun to develop a Traffic Management Team.

Committee Member Dr. Stansky inquired how often SPAC would meet. Mr. Davis replied they had yet to determine that, but they did know they wanted to meet at least annually to measure progress. Vice Chairperson Bolenbaucher recommended ever so often BPAC having a joint meeting with SPAC. Committee Member Dr. Moreno inquired what SPAC's charge would be moving forward post the strategic plan they provided. Mr. Davis elaborated SPAC would be an external observer of progress. They would also have a tool online to show that these things were being implemented. Committee Member Hunsinger further inquired how often they would be releasing information. Mr. Moran responded the information would be released quarterly.

In looking at community policing, Chairperson Montgomery queried if that was the Chief's responsibility or the Police Department's to say what that would look like. Or, he gave a following instance of if it was the Committee's responsibility to determine what that would look like and have a dialogue with BPD. Mr. Davis responded that SPAC had already articulated what success looked like for each of the directives. Mr. Davis reiterated that he took that plan and handed it over to the Chief where they discussed the implementation. In response to Chairperson Montgomery's question, Mr. Davis answered it was both the Committee's and BPD's responsibility. That being why, Mr. Davis relayed, it was important to keep SPAC engaged.

Assistant City Manager Kevin Troller interpreted Chairperson Montgomery's question to be as to why there would be a need for two committees that appeared to have a lot of overlap—what would be the differentiation? Mr. Davis then replied the difference between BPAC and SPAC was that SPAC was an ad hoc committee Mr. Davis had put together. The City Council had put BPAC together. SPAC served the purpose to develop a plan for the next five years to elevate trust between the police and the community. SPAC did not oversee, develop policies, hear citizens' concerns, nor have legislative charter from Baytown's elected body. Mr. Troller expanded on Mr. Davis's notion that SPAC was for the strategic plan, BPAC was the citizen outreach. SPAC would have the life of however long they would have which was not the case with BPAC.

Mr. Davis further elaborated that everything originated in light of the issues risen from 2020. He was approached by the Mayor and Council on how they would restore trust, and so Mr. Davis created a four-point plan.

#### **City Manager Rick Davis' Four-Point Plan**

1. Make Strategic Personnel Adjustments
2. Discipline Bad Behavior to the Fullest Extent
3. Formalize the Baytown Police Advisory Committee (BPAC)

#### 4. Develop and Execute a Five-Year Community-Based Strategic Plan

Mr. Davis noted SPAC was the result of the fourth tenant of that plan, and that many of the listed points were ongoing. Mr. Davis projected they would have a different community in the years to come and that they were headed on the right path.

Committee Member Dr. Stansky asked if there were any discussions on removing the Civil Service Laws, so that police were accountable for their actions. Mr. Davis noted he had not heard of any talk as that was above his platform, so he deferred to Assistant General Counsel Jerris Mapes who confirmed there had not been any discussion. Committee Member Dr. Stansky commented that was protecting Officer Delacruz.

In continuation, Committee Member Dr. Moreno questioned SPAC's reporting measurables, and if it were possible to look those over to avoid "beating a dead horse." Vice Chairperson Bolenbaucher continued on Committee Member Dr. Moreno's trajectory adding that he did see parallels between their Committees. He commented there may be redundancy, but that redundancy was not always bad. In speaking with their designated district, Vice Chairperson Bolenbaucher hoped they would be able to give quicker answers now that SPAC would be addressing "subject A" so BPAC would not be wallowing in how they were going to fix said issue.

Mr. Davis gave further clarification by stating the following three points: 1) SPAC would not be implementing the plan—that would be the Police Department who would give BPAC periodical updates; 2) they were going to make this as transparent as possible by posting everything online; and 3) in the event they did any empirical measuring/sampling/or study, Mr. Davis would assure to give BPAC the results. He further commented SPAC would probably not be the most appropriate source as the Chief would be more tied into the implementation of the plan than SPAC.

Chief Stringer voiced his liking of the plan and Vice Chairperson Bolenbaucher added that it was encouraging to see the same topics being discussed in two different fronts. Mr. Davis agreed the pathways were very clear. Chairperson Montgomery echoed the sentiment. Chief Stringer noted the plan would assure they address every element of the community with the amount of given feedback. Mr. Davis expressed he hoped the plan would be a tool to BPAC, and for them not to worry about another committee that appeared to be similar. Mr. Davis assured they were not.

Committee Member Dr. Moreno agreed that the previous statements made sense. In reference to the strategic plan, she questioned if "What does success look like" would be the measurables. Mr. Davis explained those were the descriptions of when they would know if what was suggested would be having the desired effect. As far as empirical measures, Mr. Davis noted traditional strategic plans had measures, timetables, etc. - not necessarily a Community Based Strategic Plan. He commented those, however, could be utilized to chart progress. Mr. Davis noted they did conduct a survey for data-gathering which he recommended they continue to utilize.



Committee Member Dr. Stansky inquired where those surveys were published. Mr. Moran answered they would be online at Baytown.org. Mr. Moran added they were currently working with their software provider to put together a dashboard so that everything would be in one location. Committee Member Dr. Stansky suggested they utilize Facebook, as people did not go through the city website or the Baytown Sun on a daily basis. Mr. Davis replied they would get with Public Affairs and see if they could come up with a strategy.

**c. Receive and discuss an update concerning the mental health decals, pins, and the CORE Program.**

Lieutenant Steve Doris presented the item and prefaced that they began the venture with the mental health program several months ago. Lt. Doris relayed they had made pretty good strides over the past several months.

One of the first ventures Lt. Doris executed was creating a Crisis Intervention Team (CIT). CIT had seven police officers who were, or were on the path to be, trained as mental health officers. Nevertheless, Lt. Doris noted all the officers had the crisis intervention training.

Lt. Doris and CIT then created decals and flyers to push out to some of Baytown's mental health providers. He gave the comment that it was a lengthy process, and that BPAC gave them great input. Lt. Doris noted one decal was for mental health, and the other for autism. He explained the decals were designed to be placed on individuals' front door of their houses or the bumper of their car. The idea being for their officers to be able to see and recognize those decals to help them better prepare for what they would encounter. Lt. Doris did note they were still working to get the flyers out to mental healthcare providers. He and Sergeant present at the meeting were going to meet that Thursday with BACODA—stakeholders in the mental health dilemma of Baytown. Lt. Doris felt like they were a good platform to use in being able to get with doctor's offices as BACODA were already engaged with them.

Committee Member Dr. Stansky requested the quantity of the flyers being put out to which Lt. Doris responded about 250 to 500. Committee Member Dr. Stansky stressed the importance of having physicians' contact information in the event of there ever being a need to contact them. Lt. Doris noted that was a good point and stated the flyers would probably be going through some morphing overtime as they encounter such situations. Vice Chairperson Bolenbaucher inquired if they would be available electronically online. Lt. Doris stated one of the options they had talked about was to add it to their website in the event a Baytown citizen had a doctor in Houston, for example. Vice Chairperson Bolenbaucher commented that it being a fillable form online could speed up the process in the case of an emergency. Lt. Doris replied that was something they were looking at; however, there were concerns in regards to fraud and also having sensitive personal information online.

With the CORE program, Chairperson Montgomery understood that their iPads would be connected to physicians. His understanding was deemed to be correct, yet Committee Member Hunsinger noted there would be no health information on the iPads. Lt. Doris assured he would cover more on that topic later on.

Furthermore, Lt. Doris informed the BPAC that their mental health officers would have a green pin to make them identifiable. Police Chief John Stringer added his projection of what would happen once people were able to recognize what the green pin would mean: when in crisis, a consumer would gravitate to the CIT officers. Additionally, Chief Stringer hoped to see consumers say, "This is my CIT officer. Can I speak with them?" Lt. Doris stressed on the importance of educating the public on the green pin. He noted they were going to take strides to do just that with social media, the newspaper, word of mouth, etc.

Before moving on to the CORE program, Lt. Doris gave a quick recap on the mental health program and that moving forward the following day they were going to meet with their mental health team. They would then layout their SOPs and get everyone on track as to how everything would look like real-time. Lt. Doris noted their primary goal was to make sure the consumer gets the help and resources they need. He then went on in further detail what had previously been discussed in their meetings. One of the discussion points being that they recognized they would be dealing with mental health consumers for fifteen minutes while the families had been dealing with them for fifteen or twenty years. Lt. Doris explained that was why they involved the families in the process. Lt. Doris ended on the note that effectively the evening after that day, they would be rolling out their mental health program.

Lt. Doris then began to discuss the CORE program. He noted that had been a lengthy process as well and thanked BPAC for their help. Lt. Doris stated they had the MOU done and signed off with everyone on board. Lt. Doris was also in communication with the folks at the Harris County Sheriff's Department who had their tablets. They were in the process of getting the program up and running for Baytown's officers. Lt. Doris noted they had twenty tablets coming, yet they were still working out the logistics of the date. Once their arrival, they would give the officers the iPads and provide training. Lt. Doris stated they would distribute those out by assigning them to all CIT members, as well as their Hostage Negotiation Team Commander, and their field training instructors. Their goal was to try to have a tablet-based core member on the streets 24/7.

Committee Member Hunsinger inquired, with Harris County being behind the program, how CORE would play out in Chambers County. Lt. Doris replied that CORE did not apply to Chambers County. On Chambers' side, the mental health program would continue without CORE. Assistant Police Chief Mike Holden expressed his hopes that Chambers County would see the benefit so they could expand their program. Lt. Doris did note, in conversation with Sergeant Gomez at the Harris County Sheriff's Department, that Baytown was the first municipality to get on board with CORE. All other agencies involved in CORE were county agencies. Expanding on Committee Member Hunsinger's question, Assistant City Manager Kevin Troller further inquired if they knew Chambers and Harris County were talking. Mr. Troller suspected once CORE took its legs, it would be on their radar.

Chairperson Montgomery then expressed his appreciation for BPAC and was happy to see it come to fruition. Mr. Troller addressed the naysayers, in regards to not everybody wanting to be stigmatized for the use of the decals, it was a choice. There were individuals that wanted the identification. Chief Stringer continued to discuss his hopes to see a mental health coalition established and Vice Chairperson Bolenbaucher suggested that be something to review in their upcoming meetings on how to facilitate that. It was noted that sentiment was more of a vision/a

long-term goal. Lt. Doris noted the discussion of a mental health coalition would also be a part of their upcoming meetings.

**d. Receive a report and discuss the status of police outreach, community policing, officer training and policies and procedures.**

At 7:09 P.M., Vice Chairperson Bolenbaucher stepped out. City Attorney Karen Horner informed the Committee the quorum had been lost, and so the meeting convened for a break.

At 7:12 P.M., the committee members returned, the quorum was reestablished, and the meeting reconvened.

Police Chief John Stringer presented the item and gave a report on recent and upcoming community events. Chief Stringer relayed his surprise of the good turn out and commented they were great opportunities to interact with citizens. Assistant City Manager Kevin Troller mentioned Treats on the Trail had thousands of attendees and discussed in further detail about the event.

Chief Stringer announced they had Blue Santa coming up in December. Vice Chairperson Bolenbaucher requested BPAC be notified when a “behind the scenes” would come along for the event. Assistant Police Chief Mike Holden informed him a wrapping event would transpire after Thanksgiving. Mr. Troller noted the easiest way to send whatever information out was through their City Clerk Angela Jackson.

Chief Stringer further announced DARE graduations were coming up. Chairperson Montgomery inquired about the participating elementary schools, and Assistant Chief Holden listed the following participating schools:

- Highlands Elementary
- Lorenzo De Zavala Elementary
- James Bowie Elementary
- Mirabeau B. Lamar Elementary
- Ashbel Smith Elementary
- George Washington Carver Elementary
- Harlem Elementary
- San Jacinto Elementary

In regards to DARE, Assistant Chief Holden noted the elementary schools rotated, so they did try to reach each school. Chairperson Montgomery had wondered if BPD were still doing the DARE program considering Goose Creek had their own police. Assistant Chief Holden explained that Goose Creek did not have a DARE unit.

Chief Stringer continued discussing community engagement and their initiative to get out of their police vehicles. He relayed a time in which they helped kids playing basketball set up a new basketball hoop. Vice Chairperson Bolenbaucher commented he had already seen positive feedback about that on social media. Additionally, Assistant Chief Holden noted they had a civilian as a public information coordinator who would be handling public information and monitoring social media. Committee Member Hunsinger inquired if the city or PD had anyone

monitoring social media. Assistant Chief Holden relayed the person he discussed would be handling social media, separate from their PIO.

Committee Member Dr. Moreno then directed the conversation to officer training. She thanked Assistant Chief Holden for sending her their cultural diversity related paperwork. However, Committee Member Dr. Moreno noted it was last revised in July 2008. She asked if they had anything more current in terms of cultural diversity training—addressing both Assistant Chief Holden, who had knowledge of the past, and Chief Stringer, who was in charge of the future. Assistant Chief Holden explained the paperwork was TCOLE which every officer who went through basic, intermediate, advanced, and masters attended their cultural diversity section. BPD not only used TCOLE, but also two-year cycles of advancement training. Assistant Chief Holden continued to explain those were TCOLE's basic requirements, and that they did have up-to-date PowerPoints and information.

Committee Member Dr. Moreno then further inquired who was responsible for giving the cultural diversity of racial profiling, and gave the instance of what she would see as her being a new police officer. Assistant Chief Holden explained that TCOLE would show her the mandated minimum hours of courses. She could have additional courses, Assistant Chief Holden noted, if she wanted. BPD did have a licensed TCOLE instructor for their department, and they could get another TCOLE instructor from another agency to teach them on other topics. Committee Member Dr. Moreno asked if that would be based on a curriculum that TCOLE established. Assistant Chief Holden stated they would start with the paperwork he presented to her, and that they could add current lawsuits and information that has come up. Committee Member Dr. Moreno questioned if they had documentation showing what went in those training. Assistant Chief Holden responded that after any training, they had a test that showed their proficiency within that course. Committee Member Dr. Moreno asked if the test was from TCOLE to which Assistant Chief Holden answered no. The tests were made up of learning objectives the instructors would make up for the officers.

Committee Member Dr. Moreno explained the reason she was asking these questions were because she understood the process. However, in her realm, she was expected to show deliverables, key performance indicators, and evaluations. If anything were ever to come up, for the protection of the police, was there any documentation to show they were given specific trainings? What was the curriculum and where was that curriculum housed? Assistant Chief Holden stated who oversaw them was TCOLE themselves. Committee Member Dr. Moreno expressed her contempt for TCOLE as they were stuck in 2008. Assistant Chief Holden continued to discuss that TCOLE did perform audits where they would see the rosters of the given tests.

Vice Chairperson Bolenbaucher summarized that essentially the paperwork given to Committee Member Dr. Moreno was the minimum standard, but that the relevant/up-to-date information were taught in the individual classes. Chief Stringer relayed from his personal experience that the tests were not easy and that he was very impressed with the standards. Chief Stringer also noted they did have to prove to the association that they were following these policies and were up-to-date with their trainings.

There was then further discussion on what would be considered “the best practices.” Vice Chairperson Bolenbaucher gave the assumption that TCOLE was how police officers were licensed, but that sometimes the best practices of the associations were going to exceed TCOLE. Assistant Chief Holden explained officers would only be recognized by best practices if they meet TCOLE’s guidelines, policies, and procedures. He stated the best practice was Texas-based, as the state knew what their officers needed related to certain situations. Assistant Chief Holden added the note that in November 2022, they would have another audit for best practices. BPD would have to get re-recognized by TCOLE’s policies and procedures and show proof of their objectives.

Committee Member Dr. Stansky questioned if 100% of the officers took the trainings every year. Assistant Chief Holden answered yes, but not every year. It could be on a cycle. Assistant Chief Holden then began to explain their processes. BPD did a two-year cycle for their trainings of 40 hours for every officer. Assistant Chief Holden gave the example of such trainings to be racial profiling, cultural diversity, and gender-based training. For an agency their size, it took them two years to complete.

Committee Member Dr. Stansky noted that police reports may give the race in the description. Thus, her question was had BPD developed a data bank to, for example, find which minority or race were getting the most arrests. Assistant Chief Holden noted before, that had been done under racial profiling by the State of Texas for almost twenty years. BPD was required, on a yearly basis, to submit their racial profile report. Racial profiling now, for the last 40 years or so, had been mandated by TCOLE which was open to the public via their website. Committee Member Dr. Stansky asked if they were specified by officers to ensure BPD did not have particular officers. Assistant Chief Holden replied they could be, but that they could not go by how many contacts an officer had. He explained different districts may have different levels of crime. Chief Stringer echoed that sentiment stating certain districts could be populated in a certain demographic. In constantly re-assigning officers from shift to shift, nobody would know their police officers and the police officers would not know their citizens.

Committee Member Dr. Moreno requested the link that Assistant Chief Holden previously mentioned about racial profiling. Assistant Chief Holden relayed the easiest way to go about that was to Google “Baytown Police Department racial profiling report” which would lead them to TCOLE’s website. Committee Member Dr. Moreno further inquired if that pulled from BPD’s RMS. Assistant Chief Holden explained RMS was their electronic ticket writing system.

**e. Discuss and take appropriate action on the Baytown Police Advisory Committee schedule for the December meeting date and time.**

There was discussion about the December calendar. The following City Council Quarterly Meeting was on January 9<sup>th</sup>. Assistant City Manager Kevin Troller relayed there were no requirements of the amount of times BPAC had recommendations for Council. He also noted they could speak on how long they have worked on the project and that it was coming to fruition. Committee Member Dr. Moreno recommended commending Lieutenant Steve Doris as Council and Council Member Charles Johnson were impressed with his work. She noted that would be helpful to the collaboration.

There was then further discussion as to what would be presented. Chairperson Montgomery suggested giving Council an update on CORE and the decals. Committee Member Dr. Moreno mentioned the incoming iPads. Chairperson Montgomery added they could present the green pins that would be for mental health officers.

Through the discussion, it was deliberated BPAS's following meeting would be on December 14<sup>th</sup> at 6:00 P.M.

A motion was made by Vice Chairperson Eric Bolenbaucher and seconded by Committee Member Richard Hunsinger to approve Tuesday, December 14<sup>th</sup> at 6:00 P.M., as the schedule for the Baytown Police Advisory Committee's December meeting date and time. The vote was as follows:

Ayes: Chairperson Raphael D. Montgomery, Vice Chairperson Eric Bolenbaucher, Committee Member Dr. Marissa Moreno, Committee Member Richard Hunsinger

Nays: Committee Member Dr. June Stansky

Other: Committee Member Cpl. Steve Ocanas (Absent), Committee Member Rodney Evans (Absent), and Committee Member Yulanda Braxton (Absent)

Approved

**f. Consider setting any tasks and processes for future meetings.**

Chairperson Montgomery stated on their Tuesday, December 14<sup>th</sup> meeting, they would discuss their January report for the Board.

Committee Member Dr. Moreno brought attention to the mental health coalition in reference to a previous statement by Vice Chairperson Bolenbaucher. Vice Chairperson Bolenbaucher suggested they try to get a plan in place to hold together the professionals and start discussing what would be the right format. Committee Member Dr. Moreno inquired if Lieutenant Steve Doris could come back and give BPAC an update on the conversation he would have that Thursday with BACODA. Lt. Doris affirmed he would. Committee Member Dr. Stansky further suggested visiting professionals to hand out personal invitation.

Additionally, Committee Member Dr. Moreno requested further clarification on what was being asked of BPAC was their help on the implementation of the strategic plan. Police Chief Stringer responded that was what they were developing now which he went in to further detail. Mr. Troller recapped that City Manager Rick Davis handed the strategic plan to the Chief and that it had then became the Chief's to figure out. Chief Stringer agreed and assured they did take the information from BPAC to the police department.

Committee Member Hunsinger expressed wanting to see more citizen involvement. Chief Stringer noted that people would associate BPAC as a system or a formal gathering at City Hall which in turn would make them feel intimidated. He suggested speaking with constituents in an environment where they would be more comfortable. Chairperson Montgomery suggested a church. Vice Chairperson Bolenbaucher also stressed making known what they were doing, like CORE for example. The conversation then revolved on how they would communicate with citizens. Chairperson Montgomery noted that citizen communication could be a topic of discussion for their next meeting.

#### 4. **ADJOURN**

A motion was made by Committee Member Dr. Marissa Moreno and seconded by Vice Chairperson Eric Bolenbaucher to adjourn the November 16, 2021, BPAC Board Meeting. The vote was as follows:

Ayes: Chairperson Raphael D. Montgomery, Vice Chairperson Eric Bolenbaucher, Committee Member Dr. June Stansky, Committee Member Dr. Marissa Moreno, and Committee Member Richard Hunsinger

Nays: None

Other: Committee Member Cpl. Steve Ocanas (Absent), Committee Member Rodney Evans (Absent), and Committee Member Yulanda Braxton (Absent)

Approved

With there being no further business to discuss, Chairperson Raphael D. Montgomery adjourned the November 16, 2021, Baytown Police Advisory Committee Meeting at 7:53 P.M.

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Angela Jackson, City Clerk  
City of Baytown



**BAYTOWN POLICE ADVISORY  
COMMITTEE**

**1. b.**

**Meeting Date:** 02/22/2022

**Subject:** December 14, 2021, BPAC Meeting Minutes

**Prepared for:** Angela Jackson, City Clerk's Office

**Prepared by:** Angela Jackson, City Clerk's Office

**Department:** City Clerk's Office

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**ITEM**

Consider approving the minutes of the Baytown Police Advisory Committee Meeting held on December 14, 2021.

**PREFACE**

This item allows the Committee to review and approve the minutes of the Baytown Police Advisory Committee Meeting held on December 14, 2021.

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**Attachments**

December 14, 2021 BPAC Draft Minutes

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**DRAFT**  
**MINUTES OF THE MEETING OF THE BAYTOWN POLICE ADVISORY**  
**COMMITTEE OF THE CITY OF BAYTOWN**

December 14, 2021

The Baytown Police Advisory Committee (BPAC) met in a Meeting on Tuesday, December 14, 2021, at 6:00 P.M. in the Council Chamber of the Baytown City Hall, located at 2401 Market Street, Baytown, Texas with the following in attendance:

Eric Bolenbaucher	Vice Chairperson
Yulanda Braxton	Committee Member
Lt. Rodney Evans	Committee Member
Dr. June Stansky	Committee Member
Richard Hunsinger	Committee Member
Cpl. Steve Ocanas	Committee Member
Angela Jackson	City Clerk
John Stringer	Police Chief
Karen Horner	City Attorney

Vice Chairperson Eric Bolenbaucher convened the December 14, 2021, Baytown Police Advisory Committee (BPAC) Meeting with a quorum present at 6:00 P.M., all members were present with the exception of the absence of Chairperson Raphael D. Montgomery and Committee Member Dr. Marissa Moreno.

**1. MINUTES**

**a. Consider approving the minutes of the Baytown Police Advisory Committee Meeting held on September 20, 2021.**

A motion was made by Committee Member Richard Hunsinger and seconded by Committee Member Yulanda Braxton to approve the meeting minutes of the Baytown Police Advisory Committee Meeting held on September 20, 2021, as submitted. The vote was as follows:

Ayes: Vice Chairperson Eric Bolenbaucher, Committee Member Yulanda Braxton, Committee Member Lt. Rodney Evans, Committee Member Dr. June Stansky, Committee Member Richard Hunsinger, and Committee Member Cpl. Steve Ocanas

Nays: None

Other: Chairperson Raphael D. Montgomery (Absent) and Committee Member Dr. Marissa Moreno (Absent)

Approved

## **2. CITIZEN INPUT**

### **a. Receive citizen input concerning police outreach, community policing, officer training, as well as policies and procedures.**

No one had registered to speak, and so Vice Chairperson Eric Bolenbaucher proceeded to the following item.

## **3. BUSINESS ITEMS**

### **a. Discuss the possibility of a coalition of mental health professionals.**

Lieutenant Steve Doris presented the item. Lt. Doris stated he would give a quick recap of what was discussed in their last meeting and what had been done since then. Back in March or April, they began taking a deep dive into developing their mental health program/unit at the Police Department. They started with five mental health officers and, as of the day prior, they were now at ten—three of which still needing training.

Lt. Doris relayed one of the struggles they had was how they would get formalized in their venture. They then had to look at their policies and standard operating procedures to see how they were going to function. Lt. Doris reached out to about 220 FBI Nation Academy graduates he went to NA with and asked, “What were their respective units doing in this regard?” Lt. Doris received a lot of feedback from law enforcement executives around the country which was how they came up with what they currently had in place. He clarified their SOPs were not something made up along the way out of their own minds, but from the experiences from other agencies and executives.

Another venture Lt. Doris and his team underwent was entering in to an MOU with the Harris County Sheriff’s Department and Harris Health in IDD to be part of the CORE program. CORE was the Clinician and Officer Remote Evaluation program where they put iPads in the hands of their officers that effectively puts a clinician in the car with said officers. Lt. Doris informed the Committee that the twenty iPads they requested from Harris Health had been received; thus, they had been able to get their officers trained.

On the 17<sup>th</sup> of November, Lt. Doris held a meeting with all of their mental health officers. There they took a dive in to their SOPs, got everybody on the same page, effectively rolled out their mental health program, and officially deployed their officers. Lt. Doris announced they now had an operating mental health unit in the Baytown Police Department (BPD).

In regards to the CORE program, one of the things they had wanted to do was to make sure they spread the iPads across all of their shifts for 24/7 coverage. Lt. Doris reiterated that meant effectively having a clinician on the streets 24/7. Out of the twenty iPads, they had selected nineteen officers to receive those with the remaining one going to their Hostage Negotiation Team. Of those nineteen, ten were mental health officers and the rest were Lt. Doris’s field training instructors. He relayed the idea was for CORE to become part of their DNA. In the event

of encountering an individual in a crisis, Lt. Doris wanted CORE to be as normal to the officers as picking up the radio to call a dog for a drug sniff.

That previous Thursday, Lt. Doris relayed they had training with the Harris County Sheriff's Department and Harris Health for the CORE program. They had two training sessions: one in the morning for their day-shift officers and one in the afternoon for night-shift. Lt. Doris noted every officer successfully went through that training. Lt. Doris gathered, through that training, that CORE was going to be even more fruitful than he had anticipated.

Lt. Doris went into further detail of how the CORE program would work. He explained they could not only get the consumer in touch with a clinician, but also put the family in touch with the clinicians to get some direction and help. Lt. Doris noted that once the clinician did an evaluation of the consumer, that person's information would be entered in to Harris Health. Then, typically within twenty-four hours, their Mobile Crisis Outreach Team (MCOT) would come out and do a follow-up with that consumer. Lt. Doris conveyed the goal was to get the consumers and their families the help they needed without having their police go back. Lt. Doris relayed what they often found were that consumers did not necessarily not want help, but that they did not know where to go or what to do. He stated they recognized that while the police would be dealing with the consumer for fifteen minutes, the families had been dealing with them for fifteen years. Lt. Doris summarized the important thing was to get people on the backend—who were not law enforcement—to get the consumers the help they actually needed.

Vice Chairperson Bolenbaucher inquired if it was a safe assumption to make that with those nineteen iPads, they were going to have higher positive interactions and reduce their arrest rates. Lt. Doris absolutely agreed. He did give the disclaimer that this would not solve all problems, but rather it was another tool for their officers to have on dealing with individuals in crisis. Lt. Doris gave an instance where within fifteen minutes of their training, one of their officers on the street encountered a person in a mental health crisis. The officer asked for one of their mental health officers to check by—an officer that had just gotten out of the training. The mental health officer that arrived on the scene pulled out their iPad, dialed up the clinician, and had a positive and safe resolution to that call. The consumer was a veteran as was the psychiatrist who understood the consumer's experiences. The psychiatrist was then able to convince the consumer to voluntarily go to the hospital and receive treatment.

Lt. Doris relayed that since the first of that year, they had handled 170 calls with mental health components. Since November 17<sup>th</sup>, having officially rolled out their mental health unit, they had handled 25 calls. Then, since December 9<sup>th</sup> with the CORE deployments, they had 4 related calls. Lt. Doris reiterated their hopes in that with CORE, they could reduce the number of arrests of people in mental health crisis. In the event that folks in a mental health crisis committed a felony or a heinous crime, they would still have to be arrested. However, the upside with CORE was that they could also reach out to the clinicians and perform an assessment, and/or have clinicians make arrangements at the county jail to be prepared to address the folks when they arrived.

Police Chief John Stringer had previously inquired to Lt. Doris about a mental health coalition of some sort. Lt. Doris communicated that he had reached out and made arrangements with a person from Bay Area Council on Drugs and Alcohol (BACODA) who dealt in mental health.

Lt. Doris stated they were working on putting together a coalition of mental health practitioners, stakeholders, and officers. The idea being 1) to put names with faces and building relationships, and 2) to share resources, ideas, and problem-solving techniques. All to help them become a more grounded and robust mental health unit to provide quality services.

In summary, Lt. Doris stated they had made a lot of progress over the past six months that he was very proud of. Yet, they still had work to do. What was previously discussed, would not be the end of things. Committee Member Dr. Stansky offered her services to volunteer, as she had in the past, if they ever needed civilian man power.

Chief Stringer then discussed the BACODA coalition meeting he attended that day. He noted very often their mental health consumers were self-medicating which lead to more problems as they could not tie them to the right resources. Chief Stringer noted the coalition would help them identify those areas and keep people from falling through the cracks of their system. One of the topics discussed at the coalition meeting was having BPD partner with BACODA to assist in a role to determine how they could help with some of their community coalition grants. Chief Stringer commented BACODA had a COVID grant they had chosen to focus on Baytown that included parks. Chief Stringer stated BACODA was willing to help find those resources and provide venues for future meetings with the mental health coalition.

Chief Stringer commended Lt. Doris's work as did Vice Chairperson Bolenbaucher. Lt. Doris gave further recognition to his colleagues, staff, and ITS who helped him in his efforts.

Before proceeding, Vice Chairperson Bolenbaucher welcomed to the BPAC Committee Member Lt. Rodney Evans who would replace Committee Member Lt. Rene Hinojosa.

**b. Receive an update regarding the Baytown Police Department's Crisis Intervention Team.**

City Attorney Karen Horner informed the BPAC that the item was previously discussed in item 3.a., and so Vice Chairperson Bolenbaucher proceeded to the following item.

**c. Discuss and consider means to obtain greater citizen input.**

Vice Chairperson Bolenbaucher began the discussion by relaying that, in discussion with City Clerk Angela Jackson, Baytown Engage did the initiative to gather information by social media outreach, short videos, and etc. In the event the BPAC wanted to garner more information from citizens, Vice Chairperson Bolenbaucher stated they did have several options available to them. He added they also had resources through the library with Community Engagement Coordinator Sabrina Martin.

Committee Member Dr. Stansky suggested opening a "Nosey Baytown" or something of the sort on Facebook. Vice Chairperson Bolenbaucher believed it would be best if they worked with a more controlled environment. Committee Member inquired if the BPAC had reached out to the neighborhood watch organizations. Vice Chairperson Bolenbaucher had not, yet Committee Member Hunsinger from District 4 had reached out and had conversations with HOAs, churches,

apartments, and local neighborhood watches. Committee Member Hunsinger felt he was meeting with people who were very willing to come forward; however, he would rather focus on the larger percentage of the population that were reluctant to come forward as those were the people he believed were underrepresented.

Furthermore, Vice Chairperson Bolenbaucher noted he had also been working with Pastor Ernest Bryson from St. John's United Methodist Church. He and Pastor Bryson were working on resurrecting the Bay Area Ministerial Alliance in the hopes of getting information out to pastors to disseminate out to the public. Vice Chairperson Bolenbaucher then requested additional suggestions from the BPAC.

Committee Member Dr. Stansky suggested having surveys on the back of water bills. Vice Chairperson Bolenbaucher stated he was not opposed to the idea, but voiced his concerns in regards to the legality and whether citizens actually read their bills. Police Chief Stringer recommended the BPAC reach out to Assistant to the City Manager Brian Moran who had originally helped with the surveys for the strategic plan of the Baytown Police Department (BPD). City Attorney Karen Horner noted those surveys were not water bill-oriented, but that could be something they could look into. Vice Chairperson Bolenbaucher requested the BPAC receive a brief synopsis of the parameters of what they could do as a committee to communicate with citizens. Ms. Horner noted the goal of the BPAC was for them to reach out to the community and receive input. Ms. Horner relayed she was not sure if there was a line that they could not cross. Committee Member Dr. Stansky further suggested a click poll on the Baytown Sun.

Vice Chairperson Bolenbaucher lastly noted if the BPAC had any further suggestions, to send them over to him. Ms. Horner countered it would be best to send them over to Mrs. Jackson.

**d. Discuss and consider establishing goals for the Baytown Police Advisory Committee for the 2022 calendar year.**

Vice Chairperson Bolenbaucher noted he had a copy of their BPAC's bucket list, and that Lieutenant Steve Doris had pretty much emptied out their mental health bucket. He then quickly recapped on what their bucket list was as the following:

**Baytown Police Advisory Committee's Bucket List**

1. Mental Illness
2. Transparency and Accountability
3. Training and Development
4. Positive Engagement

Vice Chairperson Bolenbaucher guided the discussion in the direction of if they needed to add another bucket or consider digging into their three remaining buckets for the agenda of 2022. Committee Member Dr. Stansky voiced she would like to see more on transparency. Committee Member Hunsinger noted in his conversations with the people of his district, they were afraid of the crime that had risen. Committee Member Hunsinger stated he was not sure how to address

that, but that he would like to figure out a way to reach citizens to have interactions with BPD. Vice Chairperson Bolenbaucher noted that would most likely fall under positive engagement.

Police Chief John Stringer relayed an experience he had with a citizen regarding the fear of crime, and expressed he wanted to know and hear those perceptions. Chief Stringer requested the BPAC email him or Committee Member Lt. Evans in regards to that information. Chief Stringer further stated that the BPAC's objective was not unlike BPD's. That objective being, to be so effective there would be no need for police. He noted they needed that kind of information from each of the Committee Member's districts to see what they could do.

Committee Member Cpl. Ocanas recommended officers be present in those future meeting with citizens and volunteered his services; however, Chief Stringer discussed their issues with staffing. Nevertheless, Chief Stringer did state he had begun talking with command staff to establish a Community Resource Officer program. Through that program they would segment Baytown off by maybe four big zones, and have—to start off with—four officers assigned to the Crime Prevention Bureau responsible for their given area. They would be BPD's liaisons to the citizens, businesses, and stakeholders of that area. Aside from crime, they would also attend and speak in HOA meetings, community centers, places of worship, etc. Chief Stringer noted that until they got to that point though, the BPAC would be essential in helping fulfill that role.

Committee Member Lt. Evans commented that one of the programs they did years back when he was a CSP, was develop neighborhood-watch type of groups at apartment complexes' clubhouses. He noted those would probably be one of the underrepresented groups they were previously referring to as not everybody lived in a subdivision. Committee Member Lt. Evans discussed how that was a successful program as residents were more apt to call crime stoppers. Vice Chairperson Bolenbaucher remarked those clubhouses would be great locations for future Coffee with a Cop events.

In regards to perceptions, Committee Member Dr. Stansky commented she had witnessed a robbery where the victim stated he would not report the stolen items as the police did not bother with such issues. Committee Member Braxton also commented she too would not have called. Chief Stringer responded that BPD did have the resources to track down stolen items and that it was worth sticking around to call. Committee Member Hunsinger noted that information would be important to get out to people. Chief String informed them that BPD would be having a new public information coordinator by the end of the year who would use social media platforms. There was then further discussion on matters regarding robbery situations, the acknowledgement of officer behavior in said situations, and the need to inform the public on the good deeds of the department.

**e. Discuss and consider a quarterly report to be presented to the City Council in January, 2022.**

Vice Chairperson Bolenbaucher quickly recapped what they had so far as to what would be in the quarterly report presented to Council. They would give updates on CORE, the stickers, pins, and the buckets BPAC were looking at. Vice Chairperson Bolenbaucher then asked if he missed anything. Committee Member Lt. Evans questioned if they would receive feedback from the

Council. Vice Chairperson Bolenbaucher responded they would just answer questions. If there would be a question where they would have to defer (i.e. the mental health operations), the BPAC may have to say they would follow up on that.

Committee Member Dr. Stansky suggested thanking the Council for including the BPAC in the interview process for the Police Chief.

Vice Chairperson Bolenbaucher requested City Clerk Angela Jackson remind him of the date of the Council Meeting for him to work on that outline, be sure to receive approval, and get that presentation to her.

**f. Consider setting any tasks and processes for future meetings.**

Vice Chairperson Bolenbaucher introduced the item and inquired if anything needed to be discussed. Committee Member Dr. Stansky questioned if the public could speak in the beginning of the meeting without the need to ask for permission. City Attorney Karen Horner replied they did have citizen input in the beginning of each meeting where they had to sign in. Mr. Horner asked for further clarification if what Committee Member Dr. Stansky had asked was for citizens to not sign in. Committee Member Dr. Stansky elaborated in the even a person could not be present at a meeting. Mr. Horner informed her that they were no longer doing virtual, but that they could submit their comments to the Committee Members or to City Clerk Angela Jackson and have that discussed in citizen input.

**4. MANAGER'S REPORT**

**a. The next Baytown Police Advisory Committee Regular Meeting is scheduled for Tuesday, January 25, 2022, at 6:00 P.M., in the Council Chamber at Baytown City Hall, 240 I Market Street, Baytown, Texas 77520.**

City Clerk Angela Jackson informed BPAC that Mr. Troller was at the Council Retreat and regretted not being able to attend the present meeting. With that being said, Mrs. Jackson announced BPAC's next meeting was scheduled for Tuesday, January 25, 2022, at 6:00 P.M.

Additionally, Mrs. Jackson noted they could present to Council on January 13<sup>th</sup> or the 27<sup>th</sup>. It was deliberated that the BPAC would present on Thursday, January 13, 2022, at 6:30 P.M.

**5. ADJOURN**

A motion was made by Committee Member Lt. Rodney Evans and seconded by Committee Member Dr. June Stansky to adjourn the December 14, 2021 BPAC Board Meeting. The vote was as follows:

Ayes: Vice Chairperson Eric Bolenbaucher, Committee Member Yulanda Braxton, Committee Member Lt. Rodney Evans, Committee Member Dr. June Stansky, Committee Member Richard Hunsinger, and Committee Member Cpl. Steve Ocanas

Nays: None

Other: Chairperson Raphael D. Montgomery (Absent) and Committee Member  
Dr. Marissa Moreno (Absent)

Approved

With there being no further business to discuss, Chairperson Raphael D. Montgomery adjourned the December 14, 2021, Baytown Police Advisory Committee Meeting at 6:56 P.M.

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Angela Jackson, City Clerk  
City of Baytown





**BAYTOWN POLICE ADVISORY  
COMMITTEE**

**2. a.**

**Meeting Date:** 02/22/2022

**Subject:** Receive Citizen Input

**Prepared for:** Kevin Troller, City Management

**Prepared by:** Angela Jackson, City Clerk's Office

**Department:** City Management

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**ITEM**

Receive citizen input concerning police outreach, community policing, officer training, as well as policies and procedures.

**PREFACE**

This item will allow the Committee, in a citizen communication format to receive input concerning police outreach, community policing, officer training, as well as policies and procedures, which may be included in its report and recommendations to the City Council.

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**BAYTOWN POLICE ADVISORY  
COMMITTEE**

**3. a.**

**Meeting Date:** 02/22/2022

**Subject:** Status of police outreach, community policing, officer training and policies and procedures

**Prepared by:** Angela Jackson, City Clerk's Office

**Department:** City Clerk's Office

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**ITEM**

Receive a report and discuss the status of police outreach, community policing, officer training and policies and procedures.

**PREFACE**

Staff will update the Committee concerning police outreach, community policing, officer training and policies and procedures.

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