

Cleveland Community Police Commission

Wednesday, October 22, 2025

3631 Perkins Ave, Cleveland, OH 44114

6:00 p.m. - 8:30 p.m.

Public Livestream www.youtube.com/@ClevelandCPC

	Agenda
6:00 – 6:05 PM	Co-Chairs, J. Adams, S. Zayed • Call to Order • Welcome & Roll Call • Adoption of Agenda • Meeting Decorum • Approval of Minutes of September Full Commission Meeting
6:05 - 6:35 PM	Public Comment
6:35-7:00	October 22 National Day of Protest • Presentation by LaTonya Goldsby of Black Lives Matter Cleveland, Citizens for a Safer Cleveland, and the Angelo Miller Foundation
7:00 – 8:15 PM	Report from the Interim Executive Director Co-Chair Report John Adams, Co-Chair • Resolution Honoring Ryan Walker • Lessons Learned from First Evidentiary Hearing • Executive Director Selection Committee Status Reports • Promotions and Evaluations Committee (Standing) Audrianna Rodriguez, Chair Pro Tem

	General Update • Rules Committee (Standing) Tera Coleman, Chair General Update • Outreach Committee (Standing) Maya Kincaid Co-Chair General Update • Budget and Grants Committee (Standing) Imoh Umosen, Chair General Update • Training Committee (Standing) Untaya Miller, Chair General Update • Police Accountability Committee (Standing) Shandra Moreira-Benito, Chair General Update • Police Policy Committee (Standing) Piet van Lier, Chair General Update
8:15 – 8:30 PM	New Business
8:30 PM	Adjourn

Agenda subject to change

Thank you all for the investment of time, intellect and heart toward building community collaboration in police reform. You are appreciated.

From Charter Section § 115-5 Community Police Commission

Voter findings. The voters of the City of Cleveland find, based on continuing, serial instances of police misconduct, that there is a need to significantly strengthen civilian oversight of the

police force, and to hold the police force more accountable; strengthen the police reform initiated by, but grossly insufficient in, the Consent Decree in *United States of America v. City of Cleveland*, U.S. District Court for the Northern District of Ohio Case No. 1:15-cv-2046; institutionalize cultural change within the Division of Police; and reform the arbitration process by which unelected arbitrators who do not reflect the values, concerns, or diversity of the community - and who themselves often do not live in the community and therefore do not personally bear the burden of any problematic police practices - routinely undermine police accountability by reducing or reversing disciplinary decisions.

GUIDELINES FOR PUBLIC COMMENT

The purpose of public comment is to hear as many community voices and points of view as possible. In order to achieve this, please follow the community guidelines:

- Everyone is encouraged to participate.
- Please sign up prior to making a comment
- Please keep comment to 3 min or under
- Please step to the mic, state your name and where you live.
- If you have already voiced your ideas, let others have an opportunity to speak. Be brief and to the point.
- One person speaks at a time. Please refrain from side conversations.
- Try your best to understand the pros and cons of every perspective, not just those you prefer. Be as objective and fair-minded as you can be.
- Public comment will occur for approximately 30 minutes during the CPC meeting. After the allotted timeframe, if a pressing issue arises any additional comments can be directed to Ms. Williams, CPC community engagement specialist.
- If time permits, the co-chairs may reopen the public comment portion if all CPC business items are addressed.
- Commissioners will generally not respond to comments or questions but will consider all comments and questions. Community members are encouraged to follow up with questions and concerns via email at clecpc@clevelandohio.gov.

Cleveland Community Police Commission

Full Commission Meeting Minutes

 Regularly Scheduled Meeting

Meeting Date, Time and Location

Meeting Date: 9/24/2025

Meeting Time: 6 P.M.

Meeting Location: 3631 Perkins Ave.

This regular meeting of the Cleveland Community Police Commission was called to order on September 24, 2025
by CPC Co-Chair Sharena Zayed.

Roll Call Attendance:

- Adams - present
- Moreira-Benito - present
- Chura - present
- Coleman - present
- Kincaid - present
- Mason - present
- Miller - present
- Moreira-Benito - present
- Nelson - late
- Rodriguez - present
- Umosen - present
- Van Lier - late
- Zayed - present

Commissioner Zayed made a motion to adopt the agenda as written.

Commissioner Mason seconded

Roll Call Vote:

- Adams - aye
- Moreira-Benito - aye
- Chura - aye
- Coleman - aye
- Kincaid - aye
- Mason - aye
- Miller - aye

- Moreira-Benito - aye
- Nelson - aye
- Rodriguez - aye
- Umosen - aye
- Van Lier - aye
- Zayed - aye

Commissioner Zayed made another motion to approve the meeting minutes for the August Full Commission Meeting and the August Special Meeting.

Commissioner Rodriguez noted that she was not present for one of those meetings and asked to vote on them separately.

Commissioner Zayed amended her previous motion to only approve the Special Full Commission Meeting minutes.

Commissioner Coleman seconded

Roll Call Vote:

- Adams - aye
- Moreira-Benito - aye
- Chura - aye
- Coleman - aye
- Kincaid - aye
- Mason - aye
- Miller - aye
- Moreira-Benito - aye
- Nelson - aye
- Rodriguez - abstain
- Umosen - aye
- Van Lier - aye
- Zayed - aye

Commissioner Zayed then made a motion to approve the regularly scheduled August Full Commission Meeting

Commissioner seconded

Roll Call Vote:

- Adams - aye
- Moreira-Benito - aye
- Chura - aye
- Coleman - aye
- Kincaid - aye

- Mason - aye
- Miller - aye
- Moreira-Benito - aye
- Nelson - aye
- Rodriguez - aye
- Umosen - aye
- Van Lier - aye
- Zayed - aye

The motion passed and the minutes will be posted to the website.

Next up was public comment

Speaker #1: This person states she appreciates that there have been less meeting cancellations but added that she thought the special commission meeting felt rushed. She said commissioners need to come to the meetings prepared because they are spending too much time making clarifications and having discussions that should have happened before the meeting began. They concluded by asking the committees to reopen their workgroups.

Speaker #2: This person criticized the commission for uploading documents that contained some certain information. She stated that she was the one who secured the attorney for the commission to help in instances like this, where there's a conflict of interest, but the commission decided to fire him instead.

For the interim ED report, Noureddine noted that the office is now regularly meeting with the Police Accountability Team and expects the CPC to have a sharepoint up and running soon.

Commissioner Zayed followed up by reading a statement to address previous statements regarding the document redaction process and noted that the CPC is working to overhaul its record sharing process.

Commissioner Adams then presented the Co-Chair report.

He said after working with a new recruiter, the CPC now has a pool of qualified candidates to become the permanent executive director. He said he would like to bring those candidates in to Cleveland and interview them in person but said they will touch on it more, later on in the meeting. He said right now the CPC is eyeing October 1 and 2 to conduct its interviews but said it could be a tight turnaround since they have two evidentiary hearings the next week.

Commissioner Rodriguez asked that commissioners be allowed to join in on these interviews virtually just in case they can't make it in person or an emergency pops up.

Commissioner Adams said that's something they can consider and told commissioners that they should expect to fill out scoring forms to narrow down their top applicant. He also said the recruiting company would be sending over a list of proposed questions that they can add to or rework.

Commissioner Miller said she wasn't sure about paying for the CPC to foot the bill to get applicants to Cleveland and suggested holding virtual interviews instead.

The chairs of every committee then gave a report on what they're working on.

Promotions and Evaluations Committee Chair Audrianna Rodriguez said she had no major updates.

Rules Committee Chair Tera Coleman said they are assessing the evidentiary hearing manual to see where any amendments need to be made. She hopes to start on the citizen's guide on it soon.

Outreach Committee Chair Maya Kincaid said she is working with the CPC communications specialist to film commissioner intros and bios. She also said the outreach committee has been regularly meeting with the CPOP and monitoring teams to ensure Cleveland is working toward being consent decree compliant. The next Outreach meeting is happening September 29. The October meeting will be rescheduled to accommodate the evidentiary hearing on the 8th. She wrapped up by saying the RFQs for the community survey will be sent out soon.

Budget and Grants Chair Imoh Umosen was up next. He said the 2024 grants are still being processed by the city.

He then made a motion to suspend the rules of the CPC operations and procedures manual to allow commissioners to attend the annual NACOLE conference in October.

Commissioner Kincaid seconded

During discussion, Commissioner Coleman asked why we have to bypass the rules because it is not something that needs to be bid out.

ED Nourredine explained that anything over \$1,000 should be approved by the commission because of its limited budget, adding that its best practice for entities like the CPC.

Commissioner Umosen's motion allows the full commission to approve this expenditure without going through the Budget and Grants Committee first.

Roll Call Vote:

- Adams - aye
- Moreira-Benito - aye
- Chura - aye
- Coleman - aye
- Kincaid - aye
- Mason - aye
- Miller - aye
- Moreira-Benito - aye
- Nelson - abstain

- Rodriguez - aye
- Umosen - aye
- Van Lier - aye
- Zayed - aye

The motion passes 11-0-1

Commissioner Umosen then made a motion to approve the commission spending \$35,000 for NACOLE.

Commissioner Benito seconded

Roll Call Vote:

- Adams - aye
- Moreira-Benito - aye
- Chura - aye
- Coleman - aye
- Kincaid - aye
- Mason - aye
- Miller - aye
- Moreira-Benito - aye
- Nelson - aye
- Rodriguez - aye
- Umosen - aye
- Van Lier - aye
- Zayed - aye

The motion passed 12-0

Commissioner Umosen introduced the idea of bringing ED candidates to Cleveland to interview them in person again.

Commissioner Benito said she was open to that but if one candidate is flying out, then they'd all have to fly out or they'd all have to be interviewed virtually. Commissioner Rodriguez noted that she would prefer to interview candidates in person since the problems facing Cleveland citizens and police are unique and they might not be aware of specific issues that require certain expertise. Commissioner Nelson added that the accommodations, should the candidates fly in for interviews, should be basic or relatively low-cost, not extravagant, but noted that he is supportive of in-person interviews. Commissioner Umosen reiterated that the City of Cleveland allows for reimbursements up to \$2,500 each person if they fly out to interview.

Commissioner Umosen then made a motion to suspend the rules of the CPC procedures and operations manual for the purposes of travel reimbursements for the executive director interviews.

Commissioner Nelson seconds.

Roll Call Vote:

- Adams - aye
- Moreira-Benito - aye
- Chura - aye
- Coleman - aye
- Kincaid - aye
- Mason - aye
- Miller - aye
- Moreira-Benito - aye
- Nelson - aye
- Rodriguez - aye
- Umosen - aye
- Van Lier - aye
- Zayed - aye

The motion passed 12-0

Commissioner Umosen then makes one last motion, which is to approve the expenditures for the travel reimbursements for the executive director interviews in an amount not to exceed \$7,500.

Commissioner Benito seconded

Roll Call Vote:

- Adams - aye
- Moreira-Benito - aye
- Chura - aye
- Coleman - aye
- Kincaid - aye
- Mason - aye
- Miller - aye
- Moreira-Benito - aye
- Nelson - aye
- Rodriguez - aye
- Umosen - aye
- Van Lier - aye
- Zayed - aye

The motion passed 12-0

Commissioner Miller then gave a progress report on the training committee. She said she wants to get commissioners to do a real-life simulation at Tri-C. It would cost \$3,000 for a group of 10

people. She also suggested doing drive-alongs with police officers, promoting the citizen's academy, and organizing community safety talks.

She then made a motion to approve CDP's session 3 training.

Commissioner Nelson seconded.

Roll Call Vote:

- Adams - aye
- Moreira-Benito - aye
- Chura - aye
- Coleman - aye
- Kincaid - aye
- Mason - aye
- Miller - aye
- Moreira-Benito - aye
- Nelson - aye
- Rodriguez - aye
- Umosen - aye
- Van Lier - aye
- Zayed - aye

The motion passed 12-0

Commissioner Miller made another motion to approve CDP's 2025 needs assessment.

Commissioner Mason seconded

Roll Call Vote:

- Adams - aye
- Moreira-Benito - aye
- Chura - aye
- Coleman - aye
- Kincaid - aye
- Mason - aye
- Miller - aye
- Moreira-Benito - aye
- Nelson - aye
- Rodriguez - aye
- Umosen - aye
- Van Lier - aye
- Zayed - aye

The motion passed 12-0

Accountability Committee Chair Benito gave an update on what the group is working on. She noted that the meetings are now scheduled to take place on the first Wednesday of each month at 6 p.m. She added that they are seeking an additional commissioner to join the Brady-Giglio workgroup with Commissioner Chura.

Commissioner Benito said there are two cases scheduled for evidentiary hearings, one on October 6 and the other on October 8. The previous commission voted to take on the case of the latter hearing in June of 2024.

Commissioner Benito then led the commission on a walk through, showing them how the hearings will proceed, step by step. She explained that the Co-Chairs will call a case then take attendance. The Executive Director will then provide a summary of the case and the commission will hear opening statements from the complainant, if the complaint was brought on by a citizen, and the officer of their representative. These remarks will be limited to 10 minutes max.

The ED will then come back to the floor and present the evidence of the case and their analysis. After that, the complainant will have the opportunity to present new evidence and call witnesses, which the officer can then cross-examine. The officer will also get the opportunity to present new evidence and call witnesses, which the complainant can cross-examine. The commission will also get to ask witnesses questions in order to decide if they should increase discipline or impose discipline where there was no discipline previously imposed. The commissioners will then review the voting structure and either use ballots to submit their responses, or the Co-Chairs will do a roll call vote.

The Co-Chairs will be responsible for keeping the meeting on track, making sure people don't speak out of turn, and giving everyone equal opportunity to speak.

The commission has the option of going into executive session to discuss the case.

Commissioner Benito then made a motion for the commission to not move Case Assessment 2025-CPC-001 to an evidentiary hearing.

Commissioner Kincaid seconded

ED Nouredine said he spoke with the complainant and told her that the accountability committee had decided not to take on her case. Commissioner Nelson said they looked at body cam footage from her exchange with the officers and it did not corroborate her version of events. ED Nouredine noted that the video footage did not seem continuous without any edits.

Roll Call Vote:

- Adams - aye
- Moreira-Benito - aye
- Chura - aye
- Coleman - aye

- Kincaid - aye
- Mason - aye
- Miller - abstain
- Moreira-Benito - aye
- Nelson - aye
- Rodriguez - aye
- Umosen - aye
- Van Lier - aye
- Zayed - aye

The motion passed 11-0-1

Commissioner van Lier said he had 4 GPOs to bring to the full commission, previously passed by the policy committee. He noted that they were supposed to meet on October 8 but will have to reschedule due to the evidentiary hearing on that day.

Commissioner Coleman praised the feedback the committee has been getting from CDP during their meetings, calling it helpful.

Commissioner van Lier then made a motion to approve the arrestee restraint GPO.

Commissioner Kincaid seconded

During the discussion, Commissioner van Lier said that people should only be handcuffed if they pose a serious risk to themselves or others.

Commissioner Nelson asked if there was a way for hard of hearing people to let officers know they have a disability and may not understand the directions they've been given. Commissioner Benito notes that most hard of hearing people, like herself, do not want to announce to people that they're deaf. Commissioner Mason said there is a 911 registry for deaf people so that first responders can respond appropriately.

Commissioner van Lier noted that he has monthly meetings with CDP and that the changes made to GPOs are made with consideration to feedback from experts, CDP, policy leaders, and the community.

Roll Call Vote:

- Adams - aye
- Moreira-Benito - aye
- Chura - aye
- Coleman - aye
- Kincaid - aye
- Mason - aye
- Miller - aye
- Moreira-Benito - aye

- Nelson - aye
- Rodriguez - aye
- Umosen - aye
- Van Lier - aye
- Zayed - aye

The motion passed 12-0

Commissioner van Lier made another motion to approve the weapons clearing traps GPO

Commissioner Chura seconded

Roll Call Vote:

- Adams - aye
- Moreira-Benito - aye
- Chura - aye
- Coleman - aye
- Kincaid - aye
- Mason - aye
- Miller - aye
- Moreira-Benito - aye
- Nelson - aye
- Rodriguez - aye
- Umosen - aye
- Van Lier - aye
- Zayed - aye

The motion passed 12-0

Commissioner van Lier made another motion to approve the Duties of Command and Superior Officers GPO.

Commissioner Chura seconded

Roll Call Vote:

- Adams - aye
- Moreira-Benito - aye
- Chura - aye
- Coleman - aye
- Kincaid - aye
- Mason - aye
- Miller - aye
- Moreira-Benito - aye
- Nelson - aye

- Rodriguez - aye
- Umosen - aye
- Van Lier - aye
- Zayed - aye

The motion passed 12-0

Commissioner van Lier gave some background on the final GPO he wanted to approve. He said the committee revised the Gunshot Detection System GPO to remove any mention of the Shotspotter system because CDP could decide to change vendors at any time.

He then made a motion to approve the Gunshot Detection System GPO as presented to the commission today.

Commissioner Benito seconded

Roll Call Vote:

- Adams - aye
- Moreira-Benito - aye
- Chura - aye
- Coleman - aye
- Kincaid - aye
- Mason - aye
- Miller - aye
- Moreira-Benito - aye
- Nelson - aye
- Rodriguez - aye
- Umosen - aye
- Van Lier - aye
- Zayed - aye

The motion passed 12-0

Commissioner Adams praised the policy committee for having a good system in place to receive feedback and asked commissioners to look at the motions of the agendas and go back to watch relevant meetings and familiarize themselves with the topics prior to the full commission meetings.

Although not on the agenda, Commissioner Zayed allowed for a second public comment period.

The commenter, who spoke first during the last public comment period, said that the organization she is heavily involved with focuses on developmental disabilities and suggests exploring a system where officers can easily find out if someone is disabled.

The meeting was then adjourned by Commissioner Zayed.