



**Public Safety Committee  
(Virtual Meeting)**  
*Chaired by Council Member Jones*  
*Committee Members: Jones, Moore, Williams, and Johnson*  
**June 24, 2020 – 4:00 p.m.**  
**3<sup>rd</sup> Floor Lobby Conference Room #302**

**MINUTES**

*As part of the city of High Point's COVID-19 mitigation efforts, in-person attendance was not allowed at this meeting. Instead, the meeting was live-streamed, and the public was provided a link to listen to the meeting as it was being live-streamed.*

*[www.HighPointNC.gov/VirtualPublicMeeting](http://www.HighPointNC.gov/VirtualPublicMeeting)*

***Note: The following documents will be attached and incorporated as a permanent part of these proceedings:***

- ✓ ***Citizen Complaint Letter from Eric Watson***
- ✓ ***High Point Police Department Use of Force Policy/Response to 8 Can't Wait Proposal***
- ✓ ***High Point, NC Police Department General Order (effective date 6-2-97/review date 5-1-21)***
- ✓ ***High Point Police Department PowerPoint Presentation***
- ✓ ***High Point Police Department Crime Trend through Week 25 (June 15-21, 2020)***
- ✓ ***Handout from Committee Member Tyrone Johnson entitled "Community Partnership with Police Substations"***

**CALL TO ORDER (Virtual Roll Call)**

Chairman Victor Jones called the Public Safety Committee Meeting to order at 4:01 p.m. Upon a virtual roll call by Chairman Jones, the following Committee Members were duly noted as being present:

**Committee Members Physically Present (3):**

Chairman Victor Jones, Committee Member Tyrone Johnson, and Committee Member Britt Moore.

**Committee Members Participating Remotely (1):**

Committee Member Chris Williams

**Other Council Members Physically Present:**

Mayor Jay Wagner

**Other Council Members Participating Remotely (3):**

Council Member Cyril Jefferson, Council Member Monica Peters, and Council Member Michael Holmes

**Staff Physically Present:**

Randy McCaslin, Interim City Manager; Eric Olmedo, Assistant City Manager; Greg Ferguson, Assistant City Manager; Police Chief Kenneth Shultz; Lisa Vierling, City Clerk

**Staff Participating Remotely:**

JoAnne Carlyle, City Attorney; and Mary Brooks, Deputy City Clerk

PRESENTATION OF ITEMS

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Transcript

**2020-226 Citizen Complaint- Eric Watson**

Staff will present and discuss a letter outlining a complaint regarding the High Point Police Department.

**Chief Shultz:** I've got several things I think that are critical that I want to cover today. It might take a few minutes. I've got a lot of material. I think it's important, so if you will bear with me.

First, I want to address a citizen complaint that I think is coming at a very troubling time. It was very concerning. I want to talk a little bit about the current atmosphere that we're dealing with.

Let me start off by saying this. It has been an extremely challenging time period for law enforcement for the last couple of weeks. I'm extremely proud of our officers and what they've done so far and what they continue to do.

The first thing I want to talk about, again, is a complaint letter that was sent in. Normally, I don't make these things public, but this particular letter was sent to.....I know the mayor got it and I assume some council folks got it. We received it at the Police Department. It highlights some pretty devastating things about the Police Department. There's accusations alleging racial bias, police brutality, questions about training and quality of our officers. Again, because of the situation that we

find ourselves in, I think I need to address this publicly because I think it's very damaging.

I'm going to start off by reading the letter. I'm not going to read all of it. Another reason that I'm specifically bringing this up at this point in time is because the author says that the Chief would like help in the community, so please use my statement just for that. So, I'm going to take the author up on that.

**Note: The letter was typed exactly as received and a copy of the letter will also be incorporated as a permanent part of these proceedings.**

*"To Whom so ever may receive this letter, I am reaching out to you about an attack by some of your officers that I witnessed outside of the WalMart on N. Main St in High Point on Friday June 5, 2020. From what I could gather officers seemed to be clearing out the scene of a fight or maybe a heated argument, as I walked towards the entrance I saw about three police officers telling a guy to leave while walking behind him, as he was leaving his back was turned away from the officers and out of no where one of them football tackled this guy. He was walking away when he was tackled, and in the fashion in which he was tackled it was one that landed him head and shoulder first into the side of an oncoming vehicle and sandwiched in between one traveling in the opposite direction! I was placed right in front of this seeming hostile and life threatening situation. I was observing an intense and heart wrenching struggle as the guy on the ground tried to roll over to keep from sliding up under the moving vehicle and it was clear from my point of view that the officer made an extreme and severe attempt to push this guy towards the wheels of the vehicle!*

*In the process of this cowardly officer's reckless and extremely dangerous tackling tactic he injured a man whom walked away holding the back of his head and limping. One of those officers walked over and patted him on the shoulder and told him that they apologized but they just had to do that. It is important to note that this situation only escalated because of these severely poorly trained, inept, and incompetent confidence lacking officers. At times during his clear attempt to place this guy near or up under this vehicle the crowd which were the shoppers yelled at him saying that he better not grab or reach for his gun, a white women with really young kids screamed at him that he had no reason to do this guy like that. Gazing at what was going on I did notice that this officer seemed extremely uncomfortable, extremely*

*frightened and extremely unstable, he nervously reached for his gun several times and at times I thought that he could and would pull out and just start firing into the crowd, it was clear that he was exerting and unusual, extreme and excessive use of force!*

*In conclusion, I was witness to what was clear to be cruel and unusual punishment, I'm sure that a fight should in no way land a person on the ground fighting for his life and fearing that he could be crushed by a moving vehicle or shot by an officer for doing as he was asked which was to leave the scene. Together the three of them acted in a gang or mob type mentality, it was clear that this man was an extreme and severe threat to them even though they were not a part of the distress call I would gather, so it was clear that their freight was one racially driven and ingrained. The force used with this guy was severely excessive and overwhelmingly exceeded the minimum amount necessary to diffuse this situation or any such as. I believe their force was culturally void, cowardly driven and disgustingly unreasonable!*

*On that day I experienced one or more High Point police officers acting under the Color of Law, willing to deprive or conspire to deprive a person or citizen of this rights that are protected by the Constitution and or the Law of the United States. The Chief said that he would like help from the community so use my statement as just that. Please make sure that these extremely dangerous individuals are held accountable for their sloppy actions and their will and intent to practice extreme and severe tactics and techniques that could only result in extreme and severe injury and or death. It is also clear that there are numerous patterns of these practices within our Dept and we must work together and eliminate such vile and revolting practices and behaviors!"*

*Thanks Greatly,*

*EW*

**Chief Shultz:** Face value, that's extremely concerning. Obviously, when I read it, it caused me a lot of concern about the perception that people are going to have about the Police Department.

As you can see on the slide here, I told you numerous times that anytime we have the use of force, we initiate an investigation and it comes all the way through to my desk. We also take complaints, even anonymous complaints, and we act on those. What I

need to tell you is that prior to receiving this letter, we actually had already investigated this particular situation. It did happen on June 5<sup>th</sup> at 3:00 p.m. in the afternoon on N. Main Street. What we ended up with was several calls requesting immediate police assistance because of the large disturbance outside of the store. Our officers responded to the scene, got on top of it and got everything quelled. What we concluded was there was a disturbance between a man and a woman that appeared to be racially driven and racially motivated. As we investigated, we concluded that the female was the one that had initiated the violence, so she was placed under arrest.

At that time, we ended up with some other issues going on. But, let me tell you this, one of the things that we always do, we look for video, we look for evidence, we look for statements from people about what's happened, so that we can put the pieces of the puzzle together. The state legislators have put us in a position where it's really hard for me to release body cam footage and dash cam video. Reality is that I didn't end up with any from this particular incident. There were cars blocking our vehicles, so we didn't have that. But, I do have a video that we pulled from Social Media from somebody who was on the scene at that time. Since it is not governed by our body cam legislation, I believe that I can release this. I consulted with the police attorney and the city attorney. I do need to say that there's some language on this that we don't condone. It's out there. It's not our officers, it's the videographer and the people in the background. So, if anybody is streaming this anywhere that they don't want inappropriate language then I'm going to challenge you to be careful right now.

As I'm pulling it up, I'm going to tell you that this has been viewed over 183,000 times. You know we have 115,000 citizens in our city.

We are having problems with the audio. There's no sound. [video was played without sound]

You see my officers out here escorting this guy out to the parking lot. The officers decided for the man's safety that they needed to escort him out of the store to his vehicle in the parking lot because the man said that he was being threatened. Then came the surprise blow to the head. The officers grabbed the attacker, tackled him to the ground where the guy gave no resistance at all, so officers backed off on the use of force, immediately handcuffed him, stood him up and walked him away.

One of the officers out there has less than a year experience in the Police Department, the other had 16 years. The video actually highlights the professionalism of the High Point Police Department. The use of force was minimal; the allegations in the letter are false.

The gentleman is shouting for the officers Badge number. Repeatedly.

[end of video]

So, I hope you guys were able to see clearly what the situation was about what our officers had going on. Again, we completed the investigation prior to this happening. Interestingly enough we spoke to the.....it turns out there was a disturbance inside of Walmart. The people were gathering around threatening the guy that you saw them escort outside. Our officers decided for his safety that they should escort him out. As they were walking him out to the parking lot trying to figure out where his car was, a gentleman came from behind, struck him in the back of the head and tried to run from our officers. Our officers tackled him to the ground where the guy gave up. No resistance at all. Our officers backed off on the use of force, immediately hand-cuffed him, stood him up and walked him away. The rest of the officers sitting there keeping the others in check, no hands on guns, no accusations, no wild behavior. I will tell you, one of those officers out there has less than a year's experience in the PD. The other had sixteen.

When you read that letter, that is extremely concerning, but I think what you're seeing right here actually highlights professionalism of the officers of the High Point Police Department. Again, the use of force was minimal. The false allegations that you saw....you couldn't really hear the crowd over here, but it's typical of what our officers are seeing on a regular basis in High Point and across the country right now. I told you 184,000 people as of Monday had viewed this video on Social media. There were thousands and thousands of comments, which I try not to do, but as I took the time to scroll through that, what I saw was generally an indication of disgust of what our officers are experiencing.

I'll tell you again, not only was this a public complaint and that's why I brought it up, but I want to say this right now. My officers are questioning as to what's going to happen if we find ourselves in a serious situation in High Point. They want assurances that fair reviews will be conducted. That they comply with policy and the law and that they are going to be defended. They're asking this because right now that's not what we're seeing around the country. So, my plea right now as police chief is that if we find ourselves here in a situation in High Point, please work with us, please remember the accusations that were made in this letter, versus the video that actually captured the incident and do what you can to support our agency. If we're doing wrong, we'll admit that and we'll go forward and advance from that. If we're doing right, though, we need to support these officers. They lay it all on the line right now for the citizens and I think that we owe them support in doing so.

Any questions about the use of force complaint? I think it's pretty obvious once you see the video. I'm thankful that we have the video from social media and I'm sure you guys can go out there and query that on your own.

One of the reasons I know this meeting was called was to address a topic that's taking up speed around the country in the form of "8 Can't Wait."

**2020-227 Discussion- High Point Police Department's Use of Force Policy, and "8 Can't Wait" Issues**

Staff will review the High Point Police Department's Use of Force Policy and discuss the "8 Can't Wait" issues.

**Chief Shultz:** In it are eight demands calling for immediate changes and reform in the police policies. I'm going to tell you right now, I'll tell you that I think that we missed an opportunity, potentially, where we could of stood up with the 300 officers at the PD and our citizens. I saw a big rush, jump on board with people that don't understand our policies, our procedures, or our leadership. They are making demands and it would have been great that the way we finally ended up here that we come together at a meeting to actually evaluate where we stand before we demand changes. So, I'm going to take the next few minutes to cover the points that are addressed in the "8 Can't Wait"

My challenge, again, we do it all the time as police officers. We've got to evaluate everybody's actions individually based off what they're doing. My challenge to our community is that you can't judge the hearts of thousands and thousands of law enforcement officers by the actions of a few bad ones. Please keep that in mind. Again, I'm the chief of the High Point Police Department. I know people expect me to defend us, but I will tell you, you're going to see how advanced we are beyond these "8 Can't Wait" guidelines right now as we move forward. Let me also say this, don't mistake what I'm saying. I hold ourselves to the highest standards that we can. We hold each other accountable. I'm actually glad that the group that sent this letter, that initiated the "8 Can't Wait" I'm glad they put it out there. I'm glad they actually documented on paper that they're there to hold us accountable should we violate people's rights or break the law. I'll tell you, though, that I'm disappointed they didn't also stand up and say that they would stand with us as long as we are doing the right thing. It's frustrating because this is the same group that for four years as chief have called me to numerous conferences, forums, demanding that I do something to stop the violence. Rightfully so. It's the Police Department and that's our job. We are supposed to be out there stopping the violence. What we need, though, is just like I said on this previous video, I hope they are going to stand with us and call for calm, let the investigations happen if we have a critical event that happens in High Point.

I'm telling you that "Stop the Violence" is a risky business. By its very nature, most of the people that are carrying guns, they've shot and potentially killed people. It's dangerous work, but our officers are good at it. Because of this I do call on everybody and ask to keep the city safe and to support us as long as we lawfully do our jobs. Again, that's my challenge. We're not perfect and please don't take it the wrong way, we're always looking for opportunities to improve, but accountability should go both ways. And that's what I'm asking our city for.

Advancing on to this. You guys have had these documents uploaded into OneDrive. You can google "8 Can't Wait" and read about the ideas behind it. Let me show you where we are at the High Point Police Department. Then I'll see if you have any questions.

One of the first particular demands is that we “cease chokeholds.” For 31 years chokeholds have been illegal in the High Point Police Department. In my entire career, we’ve never authorized those. That’s a little bit unusual. We write our policies on what’s allowed. We don’t write down anything that’s not allowed, so while it was never included in here, a while back we did go back and changed it so there would be no concerns from the community about what our position was as far as use of force and the chokehold. So, documented within our policy is that and we’ve never allowed that to be utilized in our city.

Second subject, dealt with “de-escalation.” Again, 31 years ago I went to Davidson County Community in Basic Law Enforcement Training (BLET). They taught us that in BLET way back then. We’ve constantly been working that as well throughout our agency. It’s our expectation, it’s built into our general orders. We constantly train that. It’s scenario-based training, lots of opportunities where we’re out there specifically focused on the de-escalation. We don’t want to use force. We have a very mapped progress on how we want things to be done. My presence, the reason I’m in a dark uniform with all the shiny objects on it and the reason we look like we do is that our presence is the first level of force. From there, we go to communications, hands-on, soft-hand tactics and it builds up from there. Any chance we get, though, our efforts are to deescalate, to drive that threat level back down. I want to assure you, again, here’s some of the points that I pulled out of our policy that you also have, that mandates the de-escalation to eliminate the potential of having to use excessive force. It talks about presence. It talks about preferred method. It talks about how we can go about doing so and what the benefits are. So, this has always been part of our policy in the High Point Police Department as long as I can remember.

Regarding the verbal warning. Again, verbal direction is our second level of force. Presence is always the first, verbal direction is second. You can see I’ve highlighted this section here that specifically talks about our requirement to use verbal commands. I’m going to ask you guys to have some reasonableness about you. It says whenever possible, .....won’t compromise safety. Think about a worst-case scenario. We’re in a deadly force situation, we’re walking down the street, somebody pulls a gun and starts shooting at the officers. Am I going to address them for not saying, Sir, drop the gun, stop shooting me before they pull a gun? Obviously not. But at any time, we have the tactical advantage when it’s not putting other people or us at risk, verbal directions are always out there. You’re going to see in the videos that we’re out there begging people to put down their weapons. That’s continuous and that’s part of our expectations. However, again, you have to have some common sense here. In a situation where an ambush for example, we’re going to be practical. We have to expect our officers to be able to react to save themselves and keep the citizens safe that might be coming under attack.

I do have some questions and I don’t know that you guys are the experts. If you have some feedback, I’ll be glad to hear that. But there’s a demand that officers exhaust



every other option before shooting somebody. I don't really understand how that works. I don't know if any of you are runners, but can you imagine running to exhaustion? What does that look like? In my mind that looks like I'm running until I can't run anymore. So, let's go back to our use of force.

...to exhaust all levels before shooting. How long do I have to stand there in mere presence before I've exhausted to that level? How long do I have to exhaust verbal direction before I'm required to move up to hands-on tactics. How long will I have to exhaust hands-on tactics before I can use intermediate?

Again, let's use a worst-case scenario. We're walking down the street and trust me, I remember, I guess it was my second or third year into the Police Department. I was walking through a project area and the next thing I knew the glass was being shot out in the car next to me. I will tell you my first thought was to take cover and figure out who was shooting at me and I pulled out a gun. The end of that story is I never saw who fired at us. We eventually ended up finding the rounds, but I had no idea. I was ambushed that day. The ability to exhaust all options before I pulled out my gun makes no sense to me. It was a no-win situation.

Legally, let me tell you where we stand. Civilians in North Carolina by law are not required to exhaust every option before using deadly force. Officers, our guidelines on the use of deadly force, is in the State Statute. I'll tell you the policy I laid out in front of you is more restrictive than our state law about utilization of force. But, again, we are progressive as much as possible and there's extreme cases and unfortunately that's what law enforcement sometimes deals with where we have to resort to deadly force. My officers are expected to act within the law and act under policy and act reasonable.

Does anybody have any comments about the exhaust all alternatives before shooting? Anything that I can explain or an angle that I might be missing in this?

**Council Member Holmes:** I want to go back briefly to the required warning for shooting and then we'll get to exhaust all alternatives. I think that what we're talking about here might be a little....I appreciate you addressing this, but I think what we're talking about here is not a situation where there's a weapon involved. I don't think people around the country are protesting if there's a weapon involved and there ends up being a death from that. I think what people are talking about is the instances where unarmed people end up dead in an interaction with the police. So, when we talk about required warnings and shootings, it's not ambush situations that we're talking about, it's when you encounter someone in a routine situation or maybe not even a routine situation or a heightened situation and they're not armed and there's no sign of a weapon. Or there's nothing that would become an immediate threat to the police officer's life, then there's a shooting or a forced escalation that ends up in a death. So, we're talking about results and alternatives before shooting, we're not talking about someone who has a weapon. Even if it's something like a knife, something that can be thrown as a projectile. We're talking about unarmed citizens

that you're facing and we're talking about using the forced escalation model so that you don't end up having to shoot. So, I don't think this is really.....we're not talking apples to apples here. What we're talking about is what is the protocol that police go through when there's unarmed people because Mr. Floyd was unarmed. We're talking about these unarmed interactions that don't show an immediate threat to an officer's life. So, I think we need to get on the same page here on why the national climate is the way it is. No one is going to begrudge you if you get ambushed in a fire fight and you fire back not giving notice to the shooter.

We're talking about when someone is standing in front of you and there's no physical weapon or if you have already determined ..... So, I just wanted to make sure that we're talking about apples to apples here when we're talking about what "8 Can't Wait" the purpose of addressing "8 Can't Wait" and how we can eliminate some of these situations that happen like Mr. Floyd or the other gentleman in Atlanta.

**Chief Shultz:** Thank you. That's my concern is that the policies are adopted for all situations. Let me refer to the slide that's up here. What you see is actions for Level 5. This is the only time that the High Point Police Department and technically anybody operating under NC State law can utilize deadly force. It says that the subject possesses a threatened use of a weapon. Is aggressively offensive without a weapon, with the intent being to assault another in a life-threatening manner. That's the only time we can use deadly force. The scenario that you're describing where there's an unarmed guy and there's a conflict or a verbal disturbance, or even wrestling—that does not rise to a level to shooting at all in our book. The only time that we transition over into a deadly force situation is if that action ends up threatening the life or potentially creating a serious threat of serious injury to that officer or somebody else. So, I have no problem. Obviously, in a situation with an unarmed guy that's not being aggressive towards the officers, there shouldn't be any use of force elevated to the level of deadly force and that action is all based off the subject that we're dealing with. The problem I have, though, is that as I incorporate these into our police department policy, it says that anytime we are dealing with anybody, these are the rules. So, if you'll go back and look at our General Order, you're going to see Levels 1-5.

Level 1 it talks about somebody complying. The only actions that we can take whenever somebody is compliant is we can use handheld soft-hand tactics. I can reach up, I can physically take control of him, I can handcuff him. Anything beyond that is outside the realms of law and policy. From there, it escalates up to where the person is actually resisting arrest, they're aggressively fighting us, to the point where they are trying to actively kill or seriously injure us. The key here is in our officer responses. The only time firearms or other lethal options is allowed is Level 5. And then as you go back and look at the document that I've uploaded, it clearly demonstrates what options an officer has, and, again, it's allowed—it's not what's not allowed because we could write forever about all the tactics that we don't allow. But it specifically lays out all the options that an officer can go through.

So, please review that and think about the scenarios that you guys are actually considering and evaluate where those fall under a level of resistance. Where there's no level of resistance, just try to keep from being handcuffed, fighting the officer all the way up to deadly force. That's where we need to focus on our response. Look at the options for what an officer can do and tell me if you disagree with that. I think what you go through when you analyze those things, you are going to understand that the actions that we authorize are justified up until that point. If there's concerns about those particular issues, then that's what we need to address.

But, again, we've got to be careful because we are a policy, a law and constitution-driven agency. If we make a rule, that rule isn't just for these situations, it's for anything a law enforcement officer encounters. My General Order address all of that. So, specifically, please focus on what those actions are of the individual, what our authorized options are, and I guarantee you in a situation that they don't have a deadly weapon, trying to harm us, verbal direction is going to be going on and there won't be the deadly force situation because it's not authorized. It's not justified and it's not legal.

Any other questions?

And, again, I understand in the context of requiring exhaustion of everything before shooting. It doesn't say require an exhaustion of everything before shooting an unarmed person, or from a person that's just giving verbal feedback to you. It doesn't say any of that. You've got to look at the words of that that are here and understand that that is the policy that we adopt. That's what we apply all the way across the board. So, look at that. But, again, I'm confident that once you look at the N.C. General Statutes, once you look at our General Orders about when we can use force and what type of force we can use, I don't think you'll have any concerns about those situations taking place here in High Point.

Moving forward, the portion of the policy that talks about the mandate to intervene, again, this is a situation....this hasn't always been in our General Order. This is one that was added to the Use of Force General Order to address the concerns that are happening now. This has always been in our standards of conduct. I can think of several times over the years where our standards of conduct, our understanding that this patch means more than the individual that we're out there working with, has resulted in somebody stopping an officer for doing some type of action, or coming and reporting an action taken. I can think of arrests over my career that have resulted in the officers finding out that somebody at the police department is doing something wrong. I think of cases that have been dismissed because somebody's uncovered evidence and information that challenged the case and that showed the opportunity was out there.

Whenever I took my oath, I think every single one of us swore to do this particular thing—to intervene if we see something going wrong, to stop specifically excessive force, and to report that. It's clearly in our policy manual and that's our expectations.

Shooting into a moving vehicle is interesting. What we're saying that is if somebody is simply trying to drive over an officer and kill him, the officer cannot use a deadly force—can't shoot into that car. So as you're just trying to drive my officers over, we can't shoot them. It sounds kind of interesting as I verbalize that and unfortunately, we have found ourselves in situations. In the four years that I've been chief, I've had situations similar to this which is why I had to go back and specifically insert in this policy three or four years back to address that particular issue. What we've got is a gigantic piece of metal that is hurling very fast at an officer. Even the most deadliest accurate officer pulling a gun and engaging the drive at a close distance is going to do nothing to save the officers life. You can shoot the driver immediately and that car is still going to continue to run. So, I really had to....we had to do some training exercises, we had to show videos, we had to do reenactments for our officers and we explain if you find yourself in a situation where a car is coming at you, don't get your gun, get out of the way. Save yourself at that point.

So, you will see a disclaimer in here, though. We can't use deadly force when only the vehicle is a deadly threat against our officers. We have violence out here in the streets. We have drive-bys going on all the time throughout the country where people are leaning out and firing guns out of the cars. If we find ourselves in a situation like that with a deadly threat, it's something besides the car, then that allows us to shoot back into that vehicle. I mean, otherwise, somebody could pull in front of us, stay in their car, and just shoot at us from that vehicle as they are slowly driving away and think that they were safe. We've got to protect our officers. We have to have common sense, but I'll tell you, it's a hard sell, but you're not going to stop the car from running over you and this is our policy for shooting into moving vehicles.

The last point....I'm missing one. What's #7 on your sheets?

Required Use of force continuum. So, I'm not sure where my slide on that went. The use of force continuum is something, again, that's what we utilize all the time. It laid it out in several of these slides that I talked about, the requirements, again, start with mere presence going up to verbal direction, moving up to soft-hand control, hard-hand control, intermediate weapons, pepper sprays....all those things are put together, they've always been in existence at the High Point Police Department. Now, I will tell you that we don't fight fair. If somebody comes up and decides they are going to fist fight us, I don't expect my officers to fist fight back. These guys could be professional fighters for all I know. We're going to accelerate one level above to control that situation. That would be a great opportunity to pull out pepper spray or a baton against somebody coming to fist fight us. If somebody pulls out something above that, we're going to accelerate above that. If they are trying to flee from us, we're simply trying to control them. Like you saw in the video at Walmart, take them down to the ground, and once that resistance stops, then we stop. So the force escalation, de-escalation policy is the ongoing part of our training. It's in our policy. It's a requirement. And it's in the reporting process as well. It should be on the sheet that you have listed as #8. All uses of force are required to be reported,

required to be investigated. As chief, I read every single one of these that come across the desk. Again, just like the Walmart video I showed you, before we ever received that letter, I had an investigation that talked about....they interviewed that guy who told investigating officers that he got a call that his step daughter had been in a fight and someone hit her, and didn't wait to see what happened. Whenever he saw him, he took action. He admitted that if he would have only waited and heard what she said, he wouldn't be finding myself in the situation and arrested. He said the officer was simply doing what he had to do. We asked if he was hurt. He said absolutely not. I've got photos of him showing that he wasn't hurt. That's what we do on every single use of force that we have. Anything more is mere restraint. And, again, mere restraint is holding onto somebody. If I've got to take them to the ground, they're reporting that to a supervisor and that supervisor documents it and it's going up. The chain is coming across the chief's desk to evaluate it and go from there. So, all of those are already implemented and in place and functioning.

I'm sorry I missed, somehow my slide got dropped. Are there any questions about the "8 Can't Wait?" Do you have concerns? And I understand the focus right now is on unarmed individuals being killed by police. We've got to look at it in context of all actions the police have. The policy is included in our entire force of use policy. NC law, any police department policy, any city policy is open for public inspection. Those are all out there. We stand behind these policies and we always look at them. If you'll look at the bottom of the Use of Force Policy, critical ones on use of force is a type that happens every year and that's a team sits down and looks at it, looks for opportunities, makes changes to address it and goes from there.

You're more than welcome to look at those policies and see where we stand in High Point. One thing that I will tell you, I'm going to brag again. We are not like other agencies. I think it was the first year I became chief, I went to New York City for a National Network Conference. The commissioner of NYPD made a statement and I about fell out of my chair. They were talking some of the efforts for improved policing. His comment was that NYPD has decided that rather than send an officer to rookie school, get them out in deployment in the most troubled parts of town, they're going to start putting them into field training. And then pair them up with a senior officer before they do that. Again, I've only been chief for four years. So, only four years ago, the NYPD was not field training people. Guys that is not how we are here. We field train and we make sure our guys go through that they meet our expectations. We test them. If they are losing it in a city street on an encounter, if they are losing it in scenarios, we never advance them out past our training. We terminate their employment and we move on. Again, we're not unionized either. I showed you back on the first, the determinations I've had under my watch as chief. Some places can't do that. Some places bad officers can continue to be bad officers. North Carolina talked about training and standards. I've talked about the central depository of all officers within the state so they can't go jumping from one agency to another. We've got those in place. Again, I'm not saying we're perfect. There's always going to be room for improvement, but I do challenge you to specifically see where we stand and where we're at. In regards to what we're seeing around the

country and the demands on change that are being made. I'm glad we didn't wait until now to make these changes. Again, I've got a career where these changes have been implemented a long time ago.

Let me veer off now. Are there any other questions about "8 Can't Wait", policy procedure, reporting, actions taken by officers? Anything that you would like to talk about now? I promise, I'd like for you to review those materials and if you have questions about the way the policy is written, if you've got questions where a scenario in your mind might fall on our use of force continuum, please let me know and I'll be glad to talk you through that. If we disagree about what's listed there, we can sit down and talk about them.

**Chairman Jones:** I commend you for being ahead of the curve on these issues and I commend the High Point Police Department for already having policies that keep our citizens safe and apply proper use of force. You're doing a good job with that.

**Council Member Jefferson:** I would like to say thank you for taking the time to come in today and chat with us. When our community reached out and shared the 8 Can't Wait initiative and shared it with you and city leadership and wanted to know where we stood on this. I'm glad that we were able to have this meeting where you could let us know where we do stand, and, in fact, I think we have an opportunity going forward to continue to let our community know where we stand. Whether that's through some sort of targeted marketing, or some sort of intentional messaging and branding that to let folks know that we have a police department that absolutely embraces every single one of those initiatives. I am one of those people who understands that perception in many cases for a lot of folks is reality and I think we all have to have the wisdom that says right now, across the country, due to the social unrest, that we need to take whatever measures are necessary to continue to do what we can to help the perception. I don't think any of us will say that the perception is just out of our hands and people need to get over it. I think that we all care deeply enough about our community. I mean we're all elected officials who have run campaigns at some point so we understand the importance of being ahead of things and allowing and making sure that the perception that's put out there is that HP is a community where it's law enforcement certainly embraces all the initiatives in the "8 Can't Wait."

I do hope that is something that we take seriously. I also hope that we'll continue to have the conversation that allows us to move our community forward, that allows us to empathize with one another. I think both sides, and, really, I don't want to say both sides because it's not an us and them thing. Other than that folks, whatever sector you're in, whatever walk of life, can empathize with another person. I think it's important for residents of High Point to empathize with our law enforcement. I think it's very important for our law enforcement, as representatives of our government, those who serve and protect, to empathize with the residents who they serve and protect. So, thank you, again, and I look forward to continued conversations on this topic. Hopefully over the coming months we'll get a chance to

continue to talk about this as we continue to bring our community in. It's not an easy thing, but it's worth doing because our community is asking for it. And, again, thank you for your leadership.

**Chief Shultz:** I appreciate that. That was my opening comment. I can't dictate, obviously, I know I can't dictate what you guys do, but my beg of you is to help be that force that helps represent us, that helps us navigate the situation we're in. I want you guys to be proud of the High Point Police Department. I want you guys to have the understanding that my purpose in coming in here in front of you guys each of these times, I'm going to give you the good, I'm going to give you the bad, no matter how it makes us look. I'm going to give you the data. I want you to have the confidence that moving forward, you have what you need to be able to answer questions that are given out in public. Again, help us. If there are any issues, let's address them. If there's not, stand with us, please. Thank you.

I'm going to take the opportunity now, again, I'm a law enforcement agency chief. Law enforcement and crime is something that I've got to talk about and I'm going to take the opportunity to do so now.

#### **2020-228 Crime Statistics Update**

Staff will provide an update on the crime statistics in High Point.

**Chief Shultz:** On June 1<sup>st</sup> when I was in here, I presented stats about our crime statistics and our data at the time for that first half of 2020 so far. And I showed you that our crimes have dramatically reduced, while that of our neighbors around us in the state and around the country hasn't. We are not following the trends that we are seeing. Guys, I know we've had a lot going on, and unfortunately, we haven't heard anything back about that. I don't know that it's been out in the community. I don't think my officers have heard anything. I'll tell you, it's kind of disappointing. He saw two different issues.

Number one, for the past three months we've been dealing with a pandemic. A pandemic that has scared everybody to death. Everyone has been told, don't go outside. Don't leave your house. My law enforcement officers in the High Point Police Department that continue to work through this time period and they have continued to do their duties well. We have achieved a drop in our violence even while a pandemic is going on and while everybody else is at home trying to stay safe. I think that's pretty impressive.

I'll tell you, the second half of this of my disappointment, actually consists of the fact that for four years, every time we've had an uptick where a situation of violence was happening, we've been challenged about. Chief, what are you and the police department going to do? One of the first complaints and I understand that we've got a new council. You guys haven't been my council for the entire four years that I've been here, but I'm saying, in general, over the past four years, I've had citizens, community members and council members say it's time to change the programs and

what we're doing is obviously not working. We've had an uptick. If you get anything from me you're going to have a stable, consistent response about everything. I'm going to talk about that. Like I said if it's bad or good, I'm going to put it out there.

You've got to use the supporting data, you've got to use our record as we're making judgement calls. I'll tell you, the other thing that's also been said is that our partners that we partner with that work to address violence aren't effective and we've got to change that and figure out something else. As a matter of fact, other programs that specifically conflict with focused deterrence have been recommended.

My consistent response has been to identify the fact that our focused deterrence model in High Point, the High Point Model, that we utilize to address crime has commonly and consistently been identified by the US Department of Justice as being one of the best practices out there, fairly addressing violent crime in the city. We've been doing it since the early 90s. We've had successes. I'm going to show you a slide here in a little bit, but, again, we've had almost 60% reductions while our population has grown over 50%. I think the key thing that I always emphasize is that the work we do focuses on the small number of people that are driving our violence. That's how we do things differently in High Point. It's not a blanket approach where we're stopping anybody moving in neighborhoods, where we're identifying kids walking back and forth from the playground and basketball court. That's the old way of doing police work. We specifically look for who's driving violence and focus specifically on them. That allows us to fairly and safely implement this type of work. I'll tell you, I've also had to defend, again, against these proposals that are coming in that people say, Chief, your programs are not working, and you've got to change it.

I talked about the statistics. I will talk about statistics all the time. The agencies that have implemented these other competing programs, their crime data is not good. They have increased violent crime consistently. Another concern I've got that is always talked about is the fact that competing programs, their efforts are to remove the police department and separate us from the citizens. That is not what we need at a time like this in High Point. We need to continue to work closely together with our community, with our citizens. And, I think that's extremely challenging as we see what's going on around the country specifically.

I'll tell you, Chicago, over the past week is a great example. The competing program, the focused deterrence, and our High Point Community Against Violence program was founded in Chicago. Just from this past week, I saw something like 140 shootings and 18 fatalities that occurred within about a 7-day period. I'll tell you, New York Police Department is one of those agencies that uses competing strategies. I just saw where they had a 358% increase in shootings now compared to the same time last year. The reports I saw said they are looking at the worst violent crime in over a quarter of a century right now coming up. I don't want to be pointing fingers, but some of the larger agencies around us are both dealing with increases of 20% in homicides right now. That's not what we have here in High Point.



And, again, I want to take the opportunity to talk about this. I'm not going to use this to brag about the opportunity, but I'll tell you, this week we had representatives from Philadelphia Police Department contact the High Point Police Department. They've got a new commissioner up there. I think he came in from Dallas Police Department. He retired from there and works now at Philadelphia. They told us that they are looking for opportunities on how to address violent crime in the inner city and everything that they're reading indicates that the High Point Model is the best practice out there and they asked for us to link them up with some people, share documents, share procedures, share processes, so they can look at doing that. Why didn't they call Chicago? Why didn't they call New York? I think it's obvious.

I'm extremely proud of the commitment and let me go ahead and hit on this again. Right now, our homicides are down 78% for the year. My aggravated assaults are down 15%. All the red, this isn't a ledger, red is good for us. These are negative declines in numbers. This is what our crime looks like. Let me show you another picture. I've shown you this graph numerous times. This is where we are right now. The bottom right-hand corner of this graph is where I plotted a violent crime at this time and date. This chart goes from 1992 when my violent crime was up here to 2020 when my violent crime is right here. Our population has gone from 65-70,000 whenever I came on board. It's increased 51%. We're over 115,000 now. Today, as I plot my violent crime, I'm at 83% decline from where we started the Violent Crimes Task Force program. I understand that we've had some upticks along the way, but please look at the big picture. And, I'm cheating. We're only halfway through the year right now. If we double where we're at right now, we're only looking at being 65% down from our highest crime level. We are on track in the City of High Point to have the safest year we have had at least since 1992 as far as violent crime goes.

I think, as a Council, that's something that we can stand behind. I think as a City that's something that we can push. We're looking for economic development. We're looking to grow our tax base. This is the type of information.... I need help. I'm not the marketer. I can't put this out there, but I rely on you guys to do so.

So, again, my ask of this is if I go home tonight and my phone blows up and I'm getting text messages about the violence in the city, please don't come to me tomorrow and say, Chief, focused deterrence doesn't work, we need to change our program. Let's go to one of these other programs that pulls out the policing in the community. Let's go with one that does away with our community partners and find other partners. Please continue to work with us. Look at the long-term benefits. This is what I've been talking about. You guys can talk about day-to-day activity and what's happening today is critical, but I also think you've got to look at our track record as we go along. I hope I don't jinx us. I know we're currently and actively addressing several situations that have the potential to go bad. Through our Intelligence Unit, we know there's bad stuff going on out there right now. We're doing our best to keep our officers in the right spots, addressing the right people, to keep that from happening.

**2020-229 Police Substations**

Discussion regarding Police substations.

The last major point I had on this presentation is I know substations have been brought up again. The information wasn't shared with me, but if I could jump into it first. Let me talk a little bit about substations, then I'll deal with any questions you have and we'll figure out where we need to go from here.

You guys, I know you're Council, you've just approved budgets. You don't specifically know all the requests and cuts that have been made to all the agencies and all the departments in the city. I lost \$60,000 in our training budget, that was cut, but as we're trying to balance where we need to be. This is a result of the pandemic. We understand that the tax base has been depleted, that we've had issues coming in as far as our funding goes, but understand that I've got a \$60,000 shortage. That is just out of the training budget. That's where that was pulled out. They said we've got to find ways to cut money. That training fund is what I use to make sure that we've got the best tactics out there for our officers to work hard and do fair and impartial training. It's what we utilize when we send our officers out using the best practices, to bring them back so that we can implement that stuff around our city. These are the things that we are able to learn about, how to grow the best partnerships with our citizens, and our community, so that, again, it's not an us versus them, but it's us, as a city, moving forward have the city safe and prosperous. Our officers are going to be the best investigators and detectives so that we can seek justice for everybody. Another thing that these training funds are used for to cover or to supplement are the numerous community events that we have implemented as part of our community policing. These activities range from anything from a Police Community Day or an open house or partner with the Girls and Boys Club. They include our youth program that we partner with the High Point Housing Authority so that they can come and learn about the great opportunities of businesses out here. It's the event that we partner with High Point University where we teach their students about leadership and servitude. All these types of things are stuff that we've had to cancel because of the cuts in the budget. I'm very disappointed in that. I know that there's a promise that as the economy rebounds we can look at some opportunities.

What I'll tell you, though, is right now we find ourselves in this economic situation. I think that if we're composing a study for a contract for police substations, I can't personally help but be disappointed in the fact that that funding is going some place besides my community events, some place else besides something that I think would help us bridge this gap in the community effectively. I think this is also coming at a time when relationships between community and our public are the most challenged. And, again, I don't challenge any authority of the Mayor or Council has as far as the decisions that you guys have to make moving forward, but I have concerns. I have concerns about not only the cost of this study, but depending on what is proposed. How much rent is it going to cost? How much electricity? How much furnishings? How much internet? That's going to continuously hit on our budget.

The critical point that I have, though, is that what is this going to do to my personnel? My personnel, and, again, I have talked about deployment and, again, the fire department is my buddy and if I can come to a council meeting without making fun of the fire department, something's wrong. We are not the fire department. My police officers don't sit inside the police department waiting for a call for service they will be dispatched to go to. As the police department moves to Westchester Drive, the community is not going to see a change in the response times or the availability of our police officers. Data, I talk about it all the time. We look at the calls for service. We look at response times. We look at travel distances. And each of our beats throughout the city are set up so that we can have a travel time and a response time, critical calls for service, that we, as a city deem acceptable for our citizens. If I'm going to have to start deploying people into substations to work, I've got concerns about how I'm actually going to effectively put people in the neighborhoods where the need is to focus on the individuals that are driving our violent crime, to address the complaints that our citizens continue to send forth and asks us to address.

So, I'm telling you, this is coming at a time right now, when I'm looking at.....it's half a year early.....but I'm on track to have one of the safest years in High Point. It's not because I'm the police chief, but it's because of the strategies that I inherited, that I helped develop and participate in. Sometimes I challenged them back in the beginning. There were times they came to us and said they wanted some advice and said here's what we're going to do. From this drug market initiative, our guys go out and make cases on drug dealers and we're going to bank them. We're not going to prosecute. We're going to come in and tell them, listen, if you don't change your ways, we're going to activate this case against you. I was one of those that said we've got a case, why don't we charge them and prosecute them? Somebody that's much smarter than me had to explain. How's that doing for us right now? How many times have we served search warrants and arrested the same person over and over and over again and get the same results? I said, absolutely. That's why we've got these records and I said let's try something that's effective, let's try something different. I jumped in and that's how we started our drug market initiative. We've done the same thing with gangs and our most recent work was with domestic violence. So, we've seen a lot of success out of this.

Diverting officers, removing resources from my control, I'm really concerned about what the effects of that will be out on the streets. My budget is impacted right now, not by Council, but by the pandemic, so that's my challenge to you.

Are there any questions about substations?

**Chairman Jones:** If the budget wasn't of concern and we had unlimited money, do you feel with your 31 years of experience that implementing a substation will allow your officers to mitigate crime any more effectively?

**Chief Shultz:** No. Let me tell you what I think. I have had substations throughout the career that I've worked here. Baskin Robbins, if you'll remember that out at

Westchester Mall. That turned into a police substation at one time. Many of our Housing Authority properties had substations in it. What did we do? We let officers in there and they did nothing. Nobody came to them. It actually turned out for a place for officers to go and get away from things and hang out in the buildings there. If I had unlimited funds, though, and unlimited personnel—absolutely. I'll take anything you give me. I'll gladly put a person in each neighborhood that could serve as a personal officer for those locations. I'll tell you right now, though, I'm seeing challenges on the rise in law enforcement. If you gave me an unlimited budget and told me I could hire as many officers as I could.

Again, how many of your kids are coming to be police officers today? How many are signing up right now? I've got challenges on the horizon for law enforcement. I don't know where that's going to go. We're accessible and always looking for ways to be smarter and do our jobs better. One of the things I was able to create were some positions where we have non-sworn people that are taking reports. Officers are expensive. We cost a lot of money in equipment and whatnot. We've got people that you can call in and get reports over the line. We're always looking for opportunities. I don't want to push out where people have to fill out their own reports and submit them. That's something that we can do, though.

But, I think high visibility patrolling. Speaking of high visibility patrolling, have you guys noticed the running lights that are on the back of police cars lately in the past year? We've got blue lights that just stay on in the back of them. Again, part of our efforts are to be visible, to be out in the public. I don't want them missing the car going by. I want them to see the blue lights on, just the rear lights, so that people understand there's officers in their neighborhoods and that they can go out and flag them down. So, again, if I had unlimited resources, I would take any opportunity you've got, but I don't have unlimited resources.

I'm really tight on personnel right now. I talked back in January about this. I'm concerned and I don't know what your idea is. Is it one substation? Is it substations in all districts? Is it just southside, or is it northside? How many people are there? And what are their expectations? My fear is that if we have a location that says this is a substation and a female goes running up there with a guy chasing her in a domestic situation, she comes knocking on the door saying help me, help me, and I'm not there 24/7, what does that do to us? I'm concerned about that. So, now if I have to keep an officer there 24/7, who am I pulling off the street and who's not going to work? I tell you, it's going to make my response times go up. I'm going to have to start ramping up my special victim's unit. They're at the Family Justice Center handling cases of domestic violence. Is it them? Is it traffic? You guys are killing me right now with complaints about speeders in neighborhoods. Everything we've got going on and people are still upset over that and I've got to have my traffic team out there. Drug complaints continue to roll in. I'm being as effective and efficient with the officers as I can right now, but, again, I understand where you guys are as council and I'll be glad to answer any questions you have.

**Committee Member Tyrone Johnson:** This is Councilman Johnson and I have twelve things that will support having one.

You mentioned that you were concerned about rent, etc... furniture and all that good stuff. Okay, you can solve that problem from when you all move the police station to Westchester. We have a police station now. We won't need the entire building, but we do need coverage on this side of town also. So, when you say cost—that building is paid for. Am I correct?

**Interim City Manager McCaslin:** Yes.

**Committee Member Tyrone Johnson:** So, the rent idea is gone. So, you won't need that. It's already set up as a police station. Okay? So, you won't need anything involving that. So, when we're talking about money other than the lights or electricity, I don't understand what the major costs would be.

In this climate, where you have distrust with police officers. It does go on here too, okay? A substation..... let me start with number one.

1. As I said, we can do that at the current police station that we have now. Our citizens can bond with police officers. I personally have not seen, and I know you said that they go around neighborhoods. I don't see them in mine. Okay? Unless something is going on. That's an issue. Okay? So, citizens can bond with police officers and they can ask general questions, they can build relationships, and become a support system for the police personnel. In order for our citizens to support our police officers/personnel, then I would love to bond with you to make sure. Because, again, all we're seeing we don't see the police officers until there's something going on. Perhaps in your neighborhood you do, but I do not in my mine.
2. Substations will provide a stronger police presence in our communities and will drive a strong impact on safety for all citizens.
3. Substations can increase respect for police personnel, as well as provide a new level of role models in the community.
4. Substations can bridge the gap between the citizens and the police.
5. Substations would allow for police saturation which will increase awareness of behaviors, trends, and community meetings.
6. Substations can become neighbors to work together and look out for others.
7. Substations can serve as a mobile resource that will assist citizens with assessing needed services and save time and funds from what can sometimes get identified as unnecessary, such as calling for emergency services.
8. Substations can be a game changer. Most people will change inappropriate behaviors in the presence of police personnel, especially when police personnel are seen and received as partners. I work better with anyone if I view you as a partner opposed to something else.
9. Substations can serve as another means to identify and recruit police officers, which you mentioned, because police personnel in the community will

recognize citizens in the community with potential skills and interest in law enforcement.

10. Substations are proven to be highly effective in neighboring communities by providing much needed monitoring and law enforcement utilizing a non-threatening approach.
11. Substations can consider or can be considered a prevention which would decrease the need for intervention.
12. Substations are an innovative and creative approach to community policing.

I understand that in North Carolina, we have several cities all around us that have police substations. I'm not saying start with four or five or six. Okay? I'm saying this one to start off with to see how it is. Again, that is not that expensive and the study is worth one life we can save. But, again, I'm talking about the relationships and the partnerships between our citizens and the police department.

And I'll give you a copy of that.

**Chairman Jones:** Chief, thank you so much. When the Mayor asked me to chair this committee, one of the main things as with any committee is the option to report to the entire council whatever the topics are. So, I appreciate you, Chief Reid, for coming in and giving us an opportunity to report back to Council these stats. I know, fortunately, today we've got more than our normal committee members tuned in—Councilman Jefferson, Councilwoman Peters, and Councilman Holmes, I appreciate you guys being here. I'm glad that you were able to hear this presentation as well. And it's our job as the council and mayor to report back to the community these great accolades of how your department under your leadership is moving forward and decreasing violent crime in the city. So, thank you for all of that. I think you have one more thing to add?

**2020-272 Retirement of Police Chief Kenneth Shultz**

Police Chief Kenneth Shultz announces his retirement after a 31-year career with the City of High Point.

**Chief Shultz:** I wanted to take the opportunity and I wanted to make sure....and I hope nobody takes this as me being mad or vindictive or anything. I'm probably going to pretty much read this because, again, words can be so much misconstrued here lately. What I want to tell you, though, is that we are obviously seeing many radical proposals for changes in the future and we need to stand firm and confident here the way we are in High Point that would change course. I'll tell you right now, I'm exceptionally proud of our efforts. I think that we're where we should be as far as performance goes, policy, personnel, and commitment. I'll tell you that I'm proud of the accomplishments I've seen over the 31 years I've been here and I take great pride, specifically in our ability to drive the violent crime down in our city. That is what rocks people's world—violent crime. It's ridiculous. It's uncalled for. It impacts so many people and that is where we have hung our hat for the entire time

of my career here. And I'll tell you this, I'm going to take pride in telling you that while we've done that, it's not about going there and the people we approach, but it's about being just and addressing them with the right citizens that we've had to encounter.

As a lot that's going on around the country, I have great concerns about the future for it and for law enforcement right now. I mentioned, I don't know who is going to step up and volunteer for this critical life of service to a community right now. They are not beating down my doors wherever my substation or my police department is. I don't think we're seeing that across the country. Since the incident that happened in Minneapolis, I have watched officers be threatened, assaulted, and even killed. I've watched officers continue to come and do their jobs well, even though their families are terrified right now. I don't know what the future holds for all, but I do know that you guys have an opportunity, our city has an opportunity to stand with our officers and to support them and focus on their records. I'll tell you this, if you guys continue to support them, if our citizens continue to support our police department, our officers will continue to see High Point as a place that they're willing to serve. I'll tell you, I think that new officers will see this as a place that they're willing to come to if they see that support in High Point. And, I think there's going to be people that want to serve. They come here to do a good thing for the city. They are going to look for someplace that they have the support.

And, again, please never think that I told you that we're perfect. We're completely the opposite. We're constantly, every day, trying to get better. Trying to do our jobs more fairly and more justly. And, I will tell you that remains our commitment to our citizens. We've got great leaders at the High Point Police Department who are prepared to offer guidance and direction to help us maintain the course that you see laid out here in front of you. Because right now I think they are out there ready to, again, to pick up the task of constantly improving while developing strategies like we've done all along the way to figure out what's next. We're never going to be happy. I had a question once that I was asked about, what's an acceptable number of homicides in the city? Zero. I don't know what somebody would think I would think, but the answer is zero. Until we can drive our crime down to zero, we're going to remain committed. And, while my intention wasn't to do it this way, my understanding is that word about my plans have already gotten out. So, I'm going to use this opportunity to brief you guys now.

Originally I told our city manager back in November that I had six months left to serve as a police officer in the City of High Point. May would have been my four-year anniversary as being the police chief. And if you know anything about retirement, a lot of us built upon the fact that your last years of retirement are your high four. I could have retired from the police department back two or three years ago. We understand that something came up this spring and for some reason my plans didn't work out like I expected. You know, I assume that was for a reason. It's been a very challenging time for the past couple of months. The pandemic stuff, the situation that we had dealing with after the criminal activities that we saw in

Minneapolis. It's been very tough, and while I wouldn't wish this upon myself, I'm glad I was here to help the department through that. And I'll tell you right now, we've had several weeks now of calm. I hope it was because it was the way our officers performed out on the streets. I hope it was because of the partnerships where I reached out to our community. We've come together to say we're against police brutality. If anybody doesn't think that's what we are, you don't know anything about us.

But, I'll tell you right now, I think I've done everything I can for the agency for the past 31 years to get us to this point. I'm extremely proud of the track record I've got. I say "I" because I'm the chief now. I'm extremely proud of our officers. Four years ago, I had to come in and figure out am I going to risk trying to make four years of a career as a chief? I'll let you know that a chief is kind of a high liability position here. Some people don't make it, but what I knew is I had a department that was solid. I knew it because I came in '89. I've been here longer than any other officer at the agency. I know what their commitment was and I knew that they would help me get through this. And, I'm pleased to say that we've had a couple of bumps and bruises—some not caused by us.

I informed the manager that my plan is as soon as August gets here, my 31<sup>st</sup> year gets here, I'm going to go ahead and retire from the police department. That's 31 solid years. That's not counting the 2.85 years I had in sick leave. I could have left a long time ago. I'll tell you, I'm extremely proud of the service that our men and women put together for this agency. I appreciate the support that I get from everybody from the city side of it. There are so many people out there in the community that are reaching out to me consistently over the weeks here. We've gotten emails, we've gotten letters. We've gotten doughnuts delivered. I don't understand. Why the doughnuts? Come on now. I'm not complaining. We appreciate that support. I thank the City of High Point for the opportunities that I've been given and hope and pray that I have served you well. August 1<sup>st</sup>, though, I'm going to pass that on. I'll work with the manager and we'll figure out what that transition is over the next month so we can be ready for the next person coming and figure out where you guys want to take this department. What you want to make as your focal point? What you want to be able to go out and tell the community about where we stand as an agency in the city? Thank you.

**Chairman Jones:** I'm not sure if we'll be able to have a change in command/retirement thing for you.

**Chief Shultz:** You know what? COVID has rocked and rolled our worlds. I'm not going to be violating any governor's orders. I don't necessarily care for a bunch of people with masks that I don't recognize coming out and being six feet apart. So, we'll get through that. Again, it's not about me. Right now, it needs to be about the men and women in the police department who are doing the work. I don't know if the community understands the stress that they're under. I guarantee you they're having to pry hands off their kids every time they go to work right now. They're



committed though. If they weren't committed, this number would be where all these other numbers are seen across the country are right now. We continue to focus. We continue to work. Please support them in my absence.

**Chairman Jones:** Thank you for your service. Thirty-one years is a long track record.

**Committee Member Moore:** This is Councilman Moore. I'd like to say thank you also. It's a very tough job, especially at the top of the institution like you're trying to run. But, we certainly try to support you from a council standpoint well. The example that you showed us of your officers at the Walmart is highly commendable because I don't know if others could hear the audio, I'm assuming the person that was doing the filming. They were obviously trying to bait the officers into doing some things that they restrained themselves from. So, that was highly commendable. I appreciate what the men and the women of your force do for us.

**Chief Shultz:** Thank you, Sir.

**Committee Member Johnson:** Chief, thank you. I appreciate you listening.

**Chairman Jones:** Any other comments? [none]. Then we will adjourn today's committee meeting. Thank you everybody for being in attendance today.

## ADJOURNMENT

The meeting adjourned at 5:25 p.m.

Respectfully Submitted,

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Lisa B. Vierling, City Clerk

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Victor Jones, Chairman