
Gwinnett County Police Citizens Advisory Board
Meeting Minutes

Tuesday, April 19, 2022 -6:00pm

The History Room, Sugar Hill City Hall
5059 W. Broad Street, NE
Sugar Hill, Georgia

Present in person: Anthony Williams, Cheryl Murdock, Ruth McMullin, Latabia Woodward, Melaney Lagrone, Marc Cohen, Chevy Vincent, Marqus Cole, Andy Morgan, Cathy Nichols, Pej Mahdavi, and Lisa Jones, Chief's Designee.

1. Call to Order

Meeting called to order by Chairman Cole at 6:08 pm

2. Approval of Agenda

{Action: Approved; Motion: Vincent; Second: Mahdavi; Vote: 10-0; Woodward not yet present for vote.}

3. Approval of March Minutes

{Action: March meeting minutes amended to reflect Andy Morgan was present via phone. Motion: Cohen; Second: Nichols; Vote: 10-0; Woodward not yet present for vote.}

4. Public Comment

Opportunity given for public to ask any questions or make comments.

5. Discussion regarding Board training at GCPD Training Center and police recruitment and retention

Chair initiated discussion amongst the board regarding possible recommendations. Whereupon a lengthy and robust discussion occurred. Focus was on: increased recruitment and retention. Ideas discussed included additional salary increases, creating a retention program (Cohen described "golden handcuffs"), enhanced "lifestyle" benefits. Nichols and

Morgan suggested better understanding the reasons for attrition. The board agreed that a job satisfaction survey and/or exit interviews should be administered. The board agreed that the job satisfaction survey should come from the board.

The board agreed that a tour of the new training facility would occur on May 10, 2022 from 5:30-8:30pm. Jones said officers with varying levels of experience and tenure would be available for initial questions by the board in an effort to craft a survey.

6. Action Items for Board

Chairman Cole would like all board members to email some preliminary survey questions to him and Jones by May 10th. Focus areas are to be: hiring, retention, job satisfaction. When the survey will be sent and recommendations to BOC submitted will be determined at a later date.

A July or August break will also be considered in the next meeting.

7. Adjournment

{Action: Approved; Motion: Nichols; Second: Cohen; Vote 11-0}

Meeting adjourned at 8:10pm