

CHIEF'S COMMUNITY ADVISORY BOARD (CAB)

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PURPOSE,
MEMBERSHIP &
RESPONSIBILITIES

BACKGROUND

Although the advisory group has held various titles, the concept of an advisory group consisting of local community members was established almost 30 years ago by former Police Chief Craig Steckler. In 1994, the advisory group was called the Citizens Advisory Group (CAG) and had 20 members. Chief Steckler chose members “from various disciplines and professions to act as a sounding board for department policy development. [Chief Steckler] wanted to have a view of new policies and some of our purchased equipment reviewed by this group to get a sense of perspective from the average citizen.” When Chief Steckler retired in 2012, the advisory group continued to advise succeeding police chiefs providing invaluable guidance and dialogue on complex issues concerning our community. Although functionally the same, the group’s name was recently changed to the Chief’s Community Advisory Board (CAB).

The recently expanded Community Advisory Board meets monthly and guides the Chief of Police on strategic planning, policy development, and new initiatives. Currently, the CAB consists of two groups: Sustaining Members and District Members. Sustaining Members include members of the original Citizens Advisory Group (CAG), and many of these members assist the Fremont Police Department with Community Perspective and Cultural Diversity Training. Members either work or live in Fremont, where some members have resided in Fremont for over 40 years and have witnessed the growth and development of the City. Members come from diverse backgrounds, reflecting the wonderful diversity of Fremont. The CAB consists of members with different cultural and religious backgrounds; business owners; community leaders, and persons with varying education levels and life experiences.

PURPOSE

The purpose of the CAB is to bring together a representative cross-section of community perspectives to serve in an advisory capacity to the Chief of Police by providing input on policy, technology, social issues, crime strategies, community engagement, department direction, and prioritization. The CAB also facilitates two-way communication between the Fremont Police Department (FPD) and the community we serve.

The CAB does not receive or investigate compliments on or complaints against employees of FPD. The Office of Professional Standards investigates complaints of employee misconduct. Although the CAB may be consulted on policy or its changes, the CAB is not delegated as a policy-making body, nor do they participate in disciplinary actions, legal issues, ongoing criminal investigations, or active critical incidents.

ARTICLE 1: MEMBERSHIP

Section 1: Sustaining Members

The Sustaining Members consist of members from the original advisory group who will continue to serve indefinitely if established expectations are met.

Section 2: District Members

The District Members represent each district in Fremont. When District Members are needed, the Chief of Police will announce openings publicly utilizing social media and other forms of communication. The Chief of Police will request community members representing each district to submit their names for consideration. The Chief of Police, City Manager (or designee), and one CAB Sustaining Member will review the applications and make selections from the list of interested community members.

District Members serve a rotational, two-year maximum term. However, they may be nominated and be selected as a Sustaining Member after completion of their term if they have at minimum 20 years of residency or own a business in the City of Fremont. Faith-based leaders not residing or owning a business in the City of Fremont may be considered case-by-case.

Section 3: Additional Members (Chief's Selections).

The Chief of Police may appoint additional members to CAB (maximum five members) based on an assessed need to obtain an enhanced perspective from our diverse community. Direct appointments to CAB by the Chief of Police will typically serve for one year but may be extended for an additional year with the recommendation of CAB sustaining members and approval by the Chief of Police. All CAB members serve at the discretion of the Chief of Police, vested with the authority to increase membership as needed, not to exceed 25 members.

Section 4: Separation.

All CAB members are chosen to serve for their professionalism, integrity, and commitment to the CAB and their community. CAB members may be separated from service for cause. Separation may occur via a majority vote amongst CAB members, with the Chief providing the deciding vote upon an even split or by unanimous decision of the Chief of Police, City Manager (or designee), and one CAB Sustaining Member. All CAB items (IDs, Polo shirt, etc.) provided to the member will be immediately returned upon separation.

Section 5: Transparency.

The names of CAB members will be listed on the FPD's website. The Chief of Police will produce an annual summary of topics discussed at the CAB meetings. The summary will be posted on the department's website.

ARTICLE 2: RESPONSIBILITIES

As mentioned above, CAB Members are chosen to serve for their professionalism, integrity, and commitment to CAB and their community, which includes but is not limited to the following responsibilities:

- Members are expected to attend and participate in the monthly scheduled meetings.
- Members are expected to engage in an honest and productive dialogue aimed at helping FPD succeed at its mission to provide public safety through professional law enforcement.
- Members are expected to maintain the confidentiality of information that is designated as confidential and discussed and/or disclosed during the meetings.
- Members are expected to attend and complete the Community Police Academy within a year to familiarize themselves with FPD operations.
- Members are expected to treat each other and police staff with dignity and respect.
- Members are not to utilize meetings or membership to facilitate personal or political agendas.
- Members are encouraged to participate in police and community events such as Honors Night, swearing-in ceremonies, Coffee with the Cops, National Night Out, etc., with decorum.
- Members are sometimes requested to facilitate communication to the public through their community ties or at FPD or community events.
- Members of CAB are encouraged to serve on Ad Hoc committees when requested by the Chief of Police.
- Members of CAB may assist with developing organizational training on specific topics (cultural diversity, community perspectives, history of Fremont) that enhance the department's perspective and present training to FPD staff.
- Members of CAB are urged to occasionally assist with the promotional process by offering thoughts and perspectives of our community.
- Members of CAB may assist the department with recruitment and hiring objectives.