



# FARGO POLICE DEPARTMENT

A SAFE AND UNIFIED COMMUNITY BUILT ON TRUST, ACCOUNTABILITY AND INCLUSION

## *POLICE ADVISORY & OVERSIGHT BOARD*

# MINUTES

**Meeting:** Police Advisory & Oversight Board Regular Meeting

**Date:** 09.14.2023

**Time:** 5:00 p.m.

**Location:** City Commission Chambers

The Regular Meeting of the Police Advisory & Oversight Board of Fargo Police Department was held in the Commission Chambers at City Hall at 5:00 p.m., Thursday, September 14<sup>th</sup>, 2023.

The Police Advisory & Oversight Board members present or absent were as follows:

**Present:** Scott Paul, Joanna Johnson, Lucruchia King, Tonya Greywind.

**Absent:** Todd Spellerberg, David Hogenson, Conrad Thomas.

**Item 1. Welcome and Board Member Introductions**

Chair Johnson welcomed Members to the meeting and introductions were made.

**Item 2. Approve or Amend Agenda**

Member Paul moved the Agenda be approved as presented. Second by Member Greywind. All Members present voted aye and the motion was declared carried.

**Item 3. Approve or Amend Minutes**

Member Paul moved the minutes of the August 10<sup>th</sup>, 2023 Police Advisory & Oversight Board meeting be approved as presented. Second by Member Greywind. All Members present voted aye and the motion was declared carried.

**Item 4. Approve or Amend Meeting Process and Procedures**

Member Greywind moved the Meeting Process and Procedures be approved as presented. Second by Vice Chair King. All Members present voted aye and the motion was declared carried.

**Item 5. Approve of Amend Tentative Monthly Agenda Topics through December of 2023**

Member Paul moved the Tentative Monthly Agenda Topics be approved as presented. Second by Vice Chair King. All Members present voted aye and the motion was declared carried.

**Item 6. Public Comment Period**

No one signed up for public comment.

**Item 7. Presentation of Officer Wellness Programs and Peer Support Team**

- Peer Support Team (by Sergeant Shawn Gamradt)
  - 1 captain, 7 sergeants, 13 officers, 5 chaplains
  - Members of the team are chosen by officers
  - Team members have all been trained in Critical Incident Stress Management (CISM)
  - Assist other agencies with Defusing and Debriefing incidents during Critical Incidents
  - Defusing – conducted after a critical incident before officer go home
  - Debriefing – more formal than Defusing, conducted 24-48 hours after the event
  - Mentoring and Family Sessions
- VALOR Training – Resilience (by Sergeant Jesseca White)
  - Learned optimism
  - Avoid thinking traps
  - Real-time resilience
  - Signature character strengths
  - Energy self-assessment
  - Gratitude
  - Joy multiplier
  - IDEAL model
- Struggle Well (by Sergeant Matt Siders)
  - Post-traumatic growth: “We grow through what we go through”
  - Wellness Triangle – mind, body, finances, spirit

**Item 8. Adjourn**

The time at adjournment was 5:52 p.m.