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**TOWN MANAGER**

ANDREW GRANT

To all citizens:

As Town Manager for Cornelius, all departments within the Town, including the Police Department (PD), fall under my oversight. I'm writing to you today to address the distressing state of our nation once again.

The disturbing death of George Floyd in Minneapolis on May 25 – fueled by many similar incidents before and after – has propelled a movement across America. As a result, we have witnessed both legitimate expressions of protest and unlawful acts of destruction.

While it may appear to many that a singular event was the spark, the embers have been smoldering for generations. Cowardice and unjust actions over decades against men, women, and children have played a significant part in our nation's current unrest. I hope that every American takes time to reflect on race and equity and the importance of showing genuine respect for each other.

As a career public servant, it is disheartening to observe other public servants commit such unjustified acts against the citizens they vow to serve and protect.

I chose to work for local government because I want to improve my community and the citizens that live in it. And I know that many of my colleagues feel the same. I especially know this is true for Chief Black, Major Baucom, his command staff, and the entire team of sworn officers.

I have worked for the Town of Cornelius for 17 years, and I know our Police Department to be one of the best in the state, if not the nation. While no agency is perfect, the Cornelius PD is known for being professional, respectful, and driven by the tenets of community policing – which can be defined as: for, with, and by the community.

As citizens, we have been spoiled by this community policing, and we may take it for granted, but I can assure you that it does not occur in every community.

Subsequent to the Minneapolis incident, I began having discussions with Chief Black and Major Baucom to remind myself of our Police policies and procedures, especially those that relate to the use of force and racial equity.

To be clear, the Cornelius PD has long-established policies and procedures to protect our officers and citizens. These include:

- Psychological assessments to screen out applicants prone to violence;
- Regular and repeated training to help officers understand and avoid implicit bias and racial profiling;
- Ongoing training on the appropriate use of force; and
- Processes to appropriately and judiciously remove officers that have exhibited questionable behavior.



We believe that these standards and practices will help our officers avoid unlawful situations that have become common across the country.

I humbly say that no agency is perfect. And it is this humility that will fuel the drive to continue improving the Cornelius PD.

As Town Manager, it is my duty to partner with Chief Black and ensure these policies and practices remain in place and are reviewed regularly and employed consistently.

To that end, Chief Black developed a presentation to present before the Cornelius Board of Commissioners on Monday, June 15, 2020. The presentation outlines:

1. Our existing policies and practices;
2. The PD's commitment to uphold the high standards of the CALEA (Commission on Accreditation of Law Enforcement Agencies);
3. The standard review of existing policies; and
4. The current review process of existing policies.

As members of our close-knit community, we invite you to review the [attached presentation](#) as well. You may also [view the discussion](#) held at the June 15, 2020, Board of Commissioners (*beginning at the 22:00 mark*).

This discussion will continue in the months ahead, and we will keep you engaged and informed along the way.

Sincerely,

Andrew Grant  
Town Manager

A handwritten signature in blue ink, appearing to read 'A. Grant'.