

Delaware State Police
Police Accountability Committee
December 10, 2025 (Minutes)

Beginning of Meeting

1. Meeting began at 1732 hours with Captain Skinner (Delaware State Police Troop 3 Community Room).
2. Capt. Skinner turned over the meeting to Lt. Colonel Jeremiah Lloyd who thanked members for their participation in the PAC and introduced members to Capt. Willard who will be taking over the PAC for Capt. Skinner.
3. Motion made to accept the agenda, voted unanimously to accept.
4. Motion made to accept meeting minutes, voted unanimously to accept.
5. Capt. Skinner introduced committee to possible new PAC member Pastor Jean Willeme Thomas, and informed the current members that Dan Rigby has decided to step down from the committee.
 - a. McKendell made motion to accept Pastor Thomas as a new member, Hastings seconded the motion. Committee voted unanimously to accept.
6. Attendance was noted as ten (10) members: Collick, Hastings, McKendell, McLarthy, Moore, Tabarez, Venette, Wright, Young, and Thomas.

Body of Meeting

1. Capt. Skinner reviewed motions from prior meeting.
 - a. Advised members their motion to include more community engagement troopers has been discussed and at each troop they will be renaming the troop detective role to the community engagement trooper.
 - b. SPEAR Hot Spot information forwarded to other entities.
2. Capt. Skinner reviewed community service hours with members.

Delaware State Police Academy by Captain Jonathan Packard

1. Capt. Packard reviewed the history of the Delaware State Police Academy.
2. Discussed the various phases of Training and essential classes added to the curriculum.
3. Discussed the division starting to incorporate mental wellness and resilience.
4. Captain Skinner asked if there was any questions, comments, or suggestions.
 - a. Young asked if we taught diversity inclusion.
 - i. Capt. Packard advised we do teach cultural diversity and offered Young the ability to come speak to the class during their 8-hour course.
 - b. Young made a motion to incorporate the Muslim culture into the cultural diversity course. McKendell second the motion. The committee voted unanimously to accept.

Pre-Arrest Diversion Program (PDP) by Retired Lt. Charles Sawchenko and Shawn Hastings

1. Sawchenko discussed an overview of the program with committee members.
 - a. Wright asked if all the troops were included in this program.
 - i. Sawchenko confirmed after the program was successful during the pilot process it was expanded to all troops.
2. Hastings discussed his position as the supervisor for the peers across the state for DSAMH and his background with the committee members.
3. Members asked if there was any questions, comments, or suggestions.
 - a. Venette asked which steps are being taken to incorporate other police departments.
 - i. Sawchenko advised some other police departments do their own programs, but we continue to reach out and present information to police departments that do not have something setup.
 - b. Young asked if any of the departments that don't utilize the programs give any reasons why.
 - i. Sawchenko advised not always but some agencies don't believe they have a problem.
 - c. Wright asked about the typical cost for a start-up.
 - i. Sawchenko advised about the grants that were utilized to fund clinicians and peers.
 - d. Venette asked if there is anything they can do help.
 - i. Sawchenko advised the biggest thing they need is more resources.

Open Discussion

1. Capt. Skinner opened floor to the committee members:
 - a. Tabarez requested to talk about ICE again or review an update.
 - b. Venette requested to talk about recruitment process again, going deeper into the hiring process such as backgrounds, etc.
 - c. Wright asked if the conversation fits could the committee discuss how Delaware police officers go through the same academy, but some get hired at smaller municipalities that do not go through the same stringent hiring processes.
 - d. Young asked if the PAC could highlight any policies on hiring police officers from other states that may have gotten in trouble or left other agencies.
 - e. Venette asked to discuss de-escalation.
 - i. Capt. Skinner suggested reviewing our Force-analysis unit.

Public Comment – none made

Closing Business

1. Capt. Skinner proposed Tuesday March 24, 2026 for next PAC meeting.
2. Hastings made a motion to adjourn the meeting and Collick second the motion. Committee voted unanimously to adjourn.