

Delaware State Police
Police Accountability Committee
March 24, 2026 (Minutes)

Beginning of Meeting

1. Meeting began at 1731 hours with Colonel Crotty (Delaware State Police Troop 3 Community Room).
2. Col. Crotty thanked members for their participation in the PAC and turned the meeting over to Capt. Willard
3. Capt. Willard discussed service hours and ride-a-longs with members.
4. Motion made to accept meeting agenda, voted unanimously to accept
5. Motion made to accept meeting minutes, voted unanimously to accept
6. Attendance was noted as (9) members: McLarthy, Young, Hastings, Keeler, Tabarez, Venette, Moore, Thomas, and Shockley

Body of Meeting

1. Capt. Willard turned over the meeting to Lt. Wright from the Public Information Office.
2. Lt. Wright introduced himself to the PAC meeting and discussed highlighting the members in a video for social media as well as official portraits for the division's website.

Delaware State Police Hiring Process by Cpl/3 Heckman, Cpl/1 Gumbs, and Ret. Cpl/3 McWilliams

1. Cpl/1 Gumbs discussed the application process with members.
2. Discussed all steps within the hiring process: written test, PT test, Oral Board, Pass 2, Background Investigation, and Polygraph.
3. Discussed in depth the background investigation process to avoid negligent hiring.
4. Capt. Willard discussed how the division reviews other police/fire applications when applicants apply to multiple agencies to ensure all information matches.
 - a. Young asked if this is unique to Delaware or do other police agencies do this as well.
 - i. Capt. Willard advised that every agency should be doing this, but we cannot guarantee that all agencies are doing this.
5. Ret. Cpl/3 McWilliams discussed how they complete a profile on applicants after the background investigation is completed.
6. Members were asked if there are any questions, comments, or suggestions.
 - a. Hastings asked how much bearing a person has when they interview them i.e. a neighbor complains or an ex-relationship.
 - i. Cpl/3 Heckman advised that they look at the totality of the people they interview. If 15 people say good things and 1 person says something bad, it is not consistent and does not have a significant bearing.
 - b. Pastor Moore asked about the Polygraph
 - i. Capt. Willard advised the Polygraph asks essential questions from the Pass 2.

- c. Young asked how long the process takes from start to finish.
 - i. Cpl/1 Gumbs advised it takes approximately 5-8 months.

5 Minute Break

Overview of the Force Analysis Unit by Sgt. William Miller and Cpl/3 Lawrence Walther

1. Cpl/3 Walther discussed analyzing officers' use of force in accordance with constitutional standards, Delaware law, and Divisional Policy.
2. Discussed verbal communication and De-escalation with members.
 - a. Keeler asked if someone doesn't cooperate on a traffic stop, does it cause additional problems for a person.
 - i. Sgt. Miller advised that it does and those are typically the videos people see online where officers are seen busting out windows. They are legally permitted to do so, however there are options of not escalating and utilizing warrants.
3. Sgt. Miller discussed Body Worn Camera Considerations and the limitation of human vision.
4. Discussed Duty to Intervene and Divisional Policy.
5. Members were asked if there are any questions, comments, or suggestions.
 - a. Tabarez asked how often officers are refreshed on these policies and training.
 - i. Sgt. Miller advised that we do refreshers during yearly in-service trainings.
 - b. Shockley asked what role mental health is playing as an issue in these incidents.
 - i. Cpl/3 Walther mentioned training and recognizing behaviors.
 - ii. Sgt. Miller also advised that we utilize DSAMH services and take people to hospitals for assistance.
 - iii. Capt. Willard advised we utilize CIT trained officers and have been utilizing grants to increase de-escalation training throughout the division.
 - c. Young made a comment that it is good the officers wear BWC and that it develops trust and transparency with the community.
 - d. Hastings made a comment that this component is very important.
 - e. Pastor Moore advised he appreciated all the layers involved in helping with accountability to include supervisors, Force Analysis Unit and the Office of Professional Responsibility.

Open Discussion

1. Capt. Willard opened the floor to committee members:
 - a. Young requested to talk about how we deal with community members with Autism.
 - b. Hastings requested to talk about CIT training.

Public Comment – none made

Closing Business

1. Capt. Willard proposed Tuesday June 16, 2026, or June 30, 2026, for next PAC meeting.
2. Hastings made a motion to adjourn the meeting and Venette second the motion. Committee voted unanimously to adjourn.