



POLICE COMMUNITY RELATIONS & REVIEW COMMISSION AGENDA:

February 19, 2026

Senior Center

4:00 PM

Comments from the Public are welcome at two different times during the course of the meeting:

- (1) Comments on items not on the Agenda will be heard under Public Comments and
- (2) Comments on all Agenda Items will be heard during Commission consideration of said item. Please wait until you are recognized by the Chair, state your name and address so that your comments may be properly recorded and limit your remarks to a period of five minutes or less.

Approval of Agenda

Approval of Minutes

1. Approval of the November 20, 2025 Meeting Minutes

Old Business

New Business

1. Common Scams and How To Prevent Them

Announcements & Communications

1. Updates from Chief Jones
2. Remarks from Commission Members
3. Future Meetings: May 21, 2026

Adjournment



MINUTES: Police Community Relations & Review Commission

Date: November 20, 2025

Location: Oxford Courthouse, 118 W. High St.

Time of Meeting: 7:00 p.m.

Members present: LaTricia Hillman, Fritz Wellman, Edna Southard and Chris Skoglund

Members absent: Egon Kraan

Staff present: Chief John Jones

Approval of Agenda

Motion: Edna Southard

2nd: Fritz Wellman

Vote: 4-0-0

Approval of Minutes of May 15, 2025 PCRRRC Meeting

Motion: Chris Skoglund

2nd: Edna Southard

Vote: 4-0-0

Public Comments

Linda Musmeci-Kimball, 724 Melinda Dr., expressed concern regarding the treatment of undocumented immigrants by ICE agents. She wanted to know if Sheriff Jones sent ICE agents to Oxford if there was anything the police department could do to protect the civil rights of its residents. Chief Jones responded that OPD officers are committed to treating all individuals fairly and humanely. He stated that when OPD officers make an arrest, an individual's immigration status does not factor into that arrest. While OPD does not seek to assist with civil immigration enforcement, if officers are present during such incidents, they would work to de-escalate situations and would be wearing body-worn cameras (BWC) to document interactions. He noted that OPD cannot prevent ICE agents from coming to Oxford, but officers could be present to ensure that improper actions do not occur.

Fritz Wellman asked whether ICE agents are easily identifiable. Chief Jones responded that OPD would typically be aware in advance if ICE agents were coming to the area.

Ms. Musmeci-Kimball requested a commitment from OPD to not cooperate with ICE agents. Chief Jones clarified that OPD does not enforce civil immigration laws. However, if an individual commits a crime and is arrested, OPD will arrest the individual for the criminal offense, regardless of immigration status.

Edna Southard raised concerns about agents wearing masks. Chief Jones explained that there are legitimate situations in which officers may wear masks, such as during undercover assignments.



He stated that OPD would evaluate each situation and ensure that any individuals involved are lawful officers.

Chris Skoglund commented that community members should be respectful toward officers and avoid actions that could place officers' lives at risk.

Old Business

There was no old business to discuss.

New Business

1. Community Relations Ideas

- LaTricia Hillman emphasized the need for the commission to be more proactive rather than reactive when incidents occur. She suggested:
 - Distributing the "*Know Your Rights*" pamphlet
 - Educating new drivers at THS on appropriate behavior during traffic stops
 - Increasing crime prevention discussions within commission meetings
 - Encouraging greater community attendance at meetings
- Chief Jones provided an overview of current community engagement events that the department is already participating in.
- Further crime prevention topics that were discussed and how to address them:
 - A need to educate the public about scams was identified.
 - Women who live alone - requesting more focus on safety, prevention, and outreach tailored to this group.
 - Package theft prevention
 - Pedestrian safety
 - What to do when you will be away on vacation.
 - Emphasized that education efforts should reach all community members, not just college students.
 - Suggested that meetings be held at the high school or the senior center.
 - Suggested sharing safety information through the *Oxford Free Press* and the city's newsletter.



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Announcements & Communications

1. Updates from Chief Jones

- a. Chief Jones reported that the department is currently very busy with hiring efforts. Since 2020, the department has experienced the resignation/retirement of eight officers, with three additional officers preparing to leave.

He noted ongoing challenges with recruitment, including a smaller pool of qualified candidates and difficulties attracting a diverse applicant population. The department is also facing an aging workforce and identified a growing need for succession planning. A significant concern is the lack of mid-level officers, as many of those who left had six to eight years of experience. As a result, the department now consists primarily of younger officers and more senior officers.

Chief Jones discussed staffing and overtime challenges, explaining that some officers are unwilling to work overtime. When no one volunteers, officers must be ordered to work overtime, which negatively impacts morale. He reported that five officers are currently participating in the DROP program, and leadership is working to avoid a potential workplace crisis. These hiring concerns affect not only sworn officers but also civilian personnel like Public Safety Assistants.

Exit interviews have identified several contributing factors to departures. Some issues are beyond the department's control, such as tuition waivers and competition from larger city police departments. Chief Jones emphasized that the department does not want to lower its hiring standards. He also noted that current contract negotiations must remain competitive, as the regional trend is toward significant pay increases to attract and retain officers.

- b. Upcoming – Officers will be busy conducting vacant house checks over the holiday breaks.

2. Remarks from Commission Members

3. Future Meetings: February 19, 2026

Adjournment

Motion: Fritz Wellman

2nd: Edna Southard

Vote: 4-0-0