

Wilmington, Delaware  
May 21, 2026

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**WHEREAS**, Wilmington City Council prioritizes public safety and supports efforts to

**Sponsor:**

improve policing and strengthen relationships between law enforcement and the communities

**Council  
Member**

they serve; and

**Darby**

**WHEREAS**, Wilmington Police Department (WPD) plays a central role in maintaining public safety, and its operations have a direct impact on public trust and community-police relations; and

**WHEREAS**, administering audits and assessments of critical City services in consultation with external technical experts is an essential element of bolstering critical public safety practices; and

**WHEREAS**, a periodic external audit under the scope of the WPD budget appropriations, as opposed to the purview of the Mayor's Office, would demonstrate the Department's commitment to improving the policies, practices, and operations that affect community police relations; and

**WHEREAS**, the recruitment and retention of highly-qualified, diverse talent among police ranks; the development of evidence-based strategies to maintain an inclusive internal culture; the provision of a safe space for personnel to make complaints; the review of promotion and disciplinary matters; the administration of policies necessary to ensure that our public safety practices are continually evolving in response to the needs of Wilmington's communities; engagement with our residents in conversations surrounding how best to secure our neighborhoods; and the implementation of community trust surveys to evaluate the

performance of our public safety mechanisms are important considerations in assessing and strengthening public safety practices and community police relations in the City; and

**WHEREAS**, a “Policing: A Journal of Policy and Practice” article examining police audit practices across the U.S. highlights variations in how audits are conducted and the scope of the issues they address. Many police audits review financial, administrative, and compliance matters, while few address police oversight or community concerns, revealing gaps in the evaluation of accountability and community trust. Research has found that police audits should consider community needs to strengthen public confidence and improve police effectiveness; and

**WHEREAS**, WPD currently undergoes standard audits conducted by CALEA® (Commission on Accreditation for Law Enforcement Agencies, Inc.), which do not evaluate community engagement, community-police relations, or the departmental practices that influence public trust and police effectiveness; and

**WHEREAS**, Carlton T. Mayers, II, Esq. Owner, Founder, and CEO of Mayers Strategic Solutions, LLC, has over 15 years of experience in supporting criminal justice reform on Capitol Hill and in over half of the country, and previously served as director of the NAACP National Office’s Criminal Justice Program and the Policy Counsel for the Policing Reform Campaign at the NAACP Legal Defense and Educational Fund, Inc. (LDF); and

**WHEREAS**, Mr. Mayers has worked with community members and public safety stakeholders in New York City, New York; Baltimore, Maryland; Ferguson, Missouri; and North Charleston, South Carolina on establishing procedures that involve the community in identifying issues, developing strategies, and implementing solutions related to public safety and policing reform; and

**WHEREAS**, the City has previously received a proposal from Mayers Strategic Solutions, LLC to assess WPD’s policies, procedures, practices, and training related to community-police relations. This proposal has an estimated total cost of \$94,000, consisting of consulting services billed at \$250 an hour, for approximately 320 hours, and \$14,000 in travel expenses.

**NOW, THEREFORE, BE IT RESOLVED BY THE COUNCIL OF THE CITY OF WILMINGTON** that this Legislative body deems it necessary and appropriate to recommend an alternative independent audit of the Wilmington Police Department (WPD) conducted by Mayers Strategic Solutions, LLC, or a similarly qualified consultant, to evaluate department operations, practices, community engagement, and public trust indicators not addressed in the standard audit.

**BE IT FURTHER RESOLVED** that this Council encourages the Administration to work in partnership with WPD to ensure that future audits consider the public safety needs of the City of Wilmington.

Passed by City Council,

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ATTEST: \_\_\_\_\_  
City Clerk

**SYNOPSIS:** This Resolution recommends an alternative independent audit of the Wilmington Police Department (WPD) conducted by Mayers Strategic Solutions, LLC, or a similarly qualified consultant, to evaluate department operations, practices, community engagement, and public trust indicators not addressed in the standard audit.