

RTIC Stakeholder Policy Workgroup Meeting

June 11th, 2026

11:30 AM - 1:00 PM

Third Floor Training Room, APD



Attendees: Chief Jackie Stepp, Captain Brandon Moore, Jimmy Wingo, Douglas Oeser, Hannah Silberman, Sheriff Quentin Miller, Allison Smith, Trey Irby, Alan Escovitz, Sekou Coleman, and Jon Mobley

Absent/Unavailable: Charles Martin, Keynon Lake, Pepi Acebo

Workgroup introductions and lunch (Interim Chief Stepp)

- Sekou Coleman, Legacy Neighborhood Coalition. I am here to be an ambassador and liaison for our local neighborhoods.
- Jon Mobley, Operations Director for Homeward Bound of WNC. I am here to see how we can better help the community and our relationship with law enforcement.
- Alan Escovitz, WNC Jewish Security Task Force. My goal is to ensure the safety, security, and resilience of the Jewish community and to stay closely connected with law enforcement.
- Quentin Miller, Sheriff of Buncombe County. I have a vested interest in how we move forward together for a robust RTIC.
- Allison Smith, Director of Property Management at the Housing Authority of the City of Asheville. My goal and focus are community safety.
- Trey Irby, City of Asheville Neighborhood Services Specialist.
- Douglas Oeser, Data Accountability and Crime Analysis Manager at APD.
- Jimmy Wingo, Law Enforcement Technology Manager at APD.
- Captain Brandon Moore, Captain of the Technology and Intelligence Division at APD.
- Hannah Silberman, Accreditation and Policy Manager at APD.
- Jackie Stepp, Interim Chief of Police at APD.
- Julie Wojcik, Executive Assistant to the Chief of Police at APD.

Welcome and overview (Interim Chief Stepp)

I am committed to involving the community in the development of these policies and am optimistic that this collaborative process will produce a strong outcome. Sheriff Miller's participation brings valuable experience and perspective, given the County's operation of an RTIC since 2022. As we move forward, my goal is to align City and County efforts wherever possible, reduce duplication, and position this initiative to evolve into a regional RTIC that serves the broader community through enhanced coordination, information sharing, and operational efficiency.

1. Workgroup Goals and Objectives
 - a. Goal - To develop policies and operational guidelines for the Real-Time Intelligence Center (RTIC) that reflect community values, promote transparency

and accountability, and support the safe and effective use of technology in public safety operations.

- b. Goal - Incorporate or take into consideration the meaningful community input and feedback on the policies, safeguards, and operational framework that will govern the RTIC program.
- c. Objective - The workgroup will assist in the development and review of policies governing the Real-Time Intelligence Center (RTIC). While grant funding accelerated the project's timeline, the department remains committed to ensuring that all policies are carefully developed, clearly articulated, and aligned with legal requirements, operational best practices, and community expectations.

2. Community Engagement and Education

- a. The workgroup will support ongoing community engagement efforts by facilitating dialogue, gathering feedback, and increasing public understanding of the RTIC. APDs continued engagement activities also include neighborhood meetings, stakeholder discussions, educational tours, and other opportunities for community input throughout the policy development process.

3. Background /Project Information

- a. Project perspective from Captain Moore
 - i. There has been strong public interest in the Real Time Intelligence Center (RTIC), emphasizing that tours are welcome and that the facility operates with transparency. We have had numerous already and booked through August.
 - ii. The inclusion of county schools within city limits has been instrumental, building upon the foundation established by the Sheriff.
 - iii. Our focus is on enhancing existing systems by fostering an inclusive environment that increases oversight and operational capacity. More eyes equals more ability.
 - iv. A recent incident in Fairview involving a barricaded individual with mental health challenges demonstrated the value of this technology; a deployed drone identified the subject's location and was shot down by the suspect, but a loss of a drone is much better than a loss of life.
 - v. This grant provides the department with a 7.5-year contract at current rates, prioritizing the use of federal funds over local resources.
- b. What the RTIC provides: Technology Manager Jimmy Wingo, who brings over two decades of law enforcement experience as a former trooper. It is also important to note that he started his career here at the APD.
 - i. The Real-Time Intelligence Center (RTIC) serves as a centralized hub for real-time information sharing and crime-solving, integrating multiple technology platforms and camera systems through a single Fusus interface.
 - ii. During active incidents, RTIC personnel can leverage live 911 integration to monitor incoming calls, identify caller locations, and rapidly deploy

drone assets, often within two minutes, to provide critical situational awareness to responding officers.

1. Real-world examples include using drone footage to determine if a suspected weapon was actually a weapon or another object, or monitoring situations where officers are unable to respond immediately.
 2. Real-world applications include using aerial footage to determine whether a reported weapon is actually a threat, locating individuals involved in incidents, and providing real-time intelligence during rapidly evolving events. The technology also allows personnel to maintain situational awareness when officers are delayed or unable to respond to a call for service immediately.
 3. Legal restrictions govern the release of specific operational details, necessitating a balance between transparency and sensitive information.
- iii. City-owned cameras and school cameras are already in place. The strategy for expanding involves partnership through two primary methods:
1. Integration: Business owners can allow full or partial integration (certain days, times, etc.). Owners retain the right to set access parameters, allowing law enforcement to view footage during incidents in their vicinity. This option requires purchasing a core unit.
 2. Registration: This streamlined approach replaces traditional door-to-door inquiries. Authorities can identify a specific geographic area on a map and email registered users to request relevant footage. Participation is entirely voluntary and remains anonymous to the general public and is free. No live access.
 3. By providing timely and actionable information, the RTIC enhances officer safety, improves decision-making, and supports more effective responses to critical incidents.

Sheriff Miller continues on Background /Project Information

- Drawing from initial exposure to the Real Time Intelligence Center in Forsyth County, there is a clear need to develop our own video that defines the system and addresses community concerns directly. It is essential to communicate that while funding is secured, public acceptance is paramount; the RTIC is not an invasion of privacy, but a tool used only when requested.
- Community involvement is central to the program's success. By inviting residents to ask questions and participate, they can become influential advocates for their neighbors who may be skeptical of law enforcement.
- Core Benefits and Accountability
 - Safety: The system can be the decisive factor between life and death for victims while protecting officers from harm.

- Values: We prioritize the safety of our entire community with the same level of commitment we show for our schools.
- Integrity: Rigorous audits and system designs minimize the risk of misuse, focusing exclusively on real-time data without the burden of long-term storage.
- Long-term Sustainability
 - While seized drug money initially funded this expensive system within the Sheriff's Office, current grants provide temporary relief. Ensuring long-term sustainability requires the community to embrace the program through open dialogue and active support.

4. Department Policies (Hannah Silberman)

- a. Our primary objective is to maintain accreditation by ensuring that industry best practices are codified into our written policies. Within the department, we utilize a structured process to translate these written guidelines into operational reality, managing approximately 130 policies and 30 standard operating procedures (SOPs) to uphold accountability. My role involves developing these policies while navigating various regulations and guidelines to ensure full organizational alignment
- b. To qualify for federal grant funding, we must adhere to specific guidelines. These mandates require us to establish formal policies governing data collection, access safeguards, and dissemination protocols. Such policies are essential to addressing public concerns regarding the scope of our surveillance and the protection of collected information.
- c. In accordance with the City Council resolution, the RTIC policy must explicitly prohibit the use of facial recognition technology and ensure the program is operated in a manner that does not permit racial profiling or discrimination.
- d. Key Policy Considerations:
 - i. Compliance with APD policies, applicable laws, and City Council directives.
 - ii. Establishing auditing and oversight mechanisms to verify system use and compliance.
 - iii. Defining information-sharing protocols and authorized access.
 - iv. Codifying the prohibition on facial recognition technology.
 - v. Building and maintaining community trust.
 - vi. Ensuring operational transparency and accountability.
 - vii. Establishing data retention and data management standards.
 - viii. Defining procedures for the dissemination and use of information.
- e. Opportunities:
 - i. Development of clear public-facing policies and operational safeguards.
 - ii. Creation of robust auditing and oversight processes.
 - iii. Increased transparency and accountability.
 - iv. Proactive community engagement and communication.
 - v. Strengthening public trust through collaborative policy development.

- f. Next Steps - The policy statement will serve as the foundation of the RTIC policy and is the most critical component of the overall framework. At the next meeting, the workgroup will review the proposed policy statement, key definitions, and additional policy requirements that will govern the program's operation.

Open Discussion Talking Points

- Chief Stepp emphasized that the ultimate success of the program will be measured not be achieved by the acquisition of technology or grant funding, but by the department's ability to build community trust, educate the public, and foster voluntary partnerships that support public safety goals.
- Grant Compliance: The Chief noted that the DOJ grant, which also funds equipment such as bulletproof vests, contains no language on immigration, aside from standard language that local law enforcement will cooperate with federal law enforcement investigations.
- Sheriff Miller suggests that we consider having those who are opposed join us at the table in these discussions. Chief Stepp noted that we believe we are accomplishing this through the tours, community meetings, etc.

Committee Member Questions

1. What types of controls are on the system such as logins, etc?
 - a. Jimmy clarified that the system maintains a comprehensive audit trail for all activities, with access strictly restricted to a limited number of authorized personnel.
2. What data regarding facial recognition can be stored?
 - a. Jimmy clarified that our AI abilities are limited. We will not use facial recognition at this time.
 - i. Doug emphasized that the risk of a false positive is too high.
 - ii. Sheriff Miller responded that it is vital to inform the public that facial recognition technology is not utilized. We have made a deliberate choice to abstain from its use, and this position must be clearly communicated to the community.
 - iii. Chief Stepp noted that any future use of facial recognition would require a return to Council for approval. She emphasized that the capability cannot be activated without a formal policy revision and specific authorization.
3. What is our greatest risk?
 - a. Captain Moore noted that the loss of public confidence and trust represents our most significant vulnerability. He emphasized that internal misuse is also a risk and stressed the importance of demonstrating established safeguards to the community. We must ensure our operational goals do not compromise our core mission and ethics.
4. It would be helpful for the community to know and understand some of these broader details. How do we engage the community to advance the conversation in a way that

does not feel like a police briefing? Public confusion often stems from a lack of clear information.

- a. Chief Stepp: We recognize that education and engagement are critical to the success of this process. To help increase public understanding, we are taking a proactive approach through facility tours, neighborhood and community meetings, educational presentations, and upcoming town hall sessions. Our goal is to create opportunities for open dialogue, answer questions, and provide accurate information about how the program operates and the safeguards that will govern its use.

As members of this workgroup become more familiar with the program, we also hope you will help share factual information within your networks and serve as partners in educating the community about the program's purpose, capabilities, and limitations.

- 5. Maintaining public transparency is essential. Can we address key elements such as access controls, audit logs, and operational guidelines, perhaps through a public-facing information dashboard? To further enhance transparency, the discussion should cover specific technological components of the audit process that are currently functional.
 - a. Chief Stepp: Transparency and accountability are critical components of this program. We are currently developing a public transparency portal that will provide information regarding the program's operations, policies, safeguards, and compliance measures. In addition, the department's existing Axon Automated License Plate Reader (ALPR) transparency page already outlines many of our operational restrictions and accountability measures.

We also intend to provide regular updates to the City Council regarding the program's implementation, usage, and compliance efforts. As policies are finalized, we will continue to identify opportunities to share information about access controls, audit capabilities, retention standards, and other safeguards that help ensure the technology is used appropriately and consistently with policy.

- b. Sheriff Miller: While audits serve internal purposes rather than the public directly, our messaging must emphasize that this technology enables real-time oversight of officer activity. Our goal is to ensure the community understands we are utilizing these tools for the right reasons.

Next Meeting Date

- 1. Our next workgroup meeting will be on **Thursday, June 25th at the Sheriff's Office: 60 Court Plaza, 4th Floor, Training Room**
Attendees may park at the **164 College Street Parking Deck; please present your ticket at the meeting for validation to waive the parking fee.**
The meeting begins at 11:30 AM with lunch provided.



RTIC Stakeholder Policy Workgroup Meeting
June 25th, 2026
11:30 AM - 1:00 PM
Fourth Floor Training Room, BCSO

Attendees: Deputy Chief Sean Aardema, Captain Brandon Moore, Jimmy Wingo, Douglas Oeser, Hannah Silberman, Sheriff Quentin Miller, Charles Martin, Allison Smith, Trey Irby, Alan Escovitz, Pepi Acebo, Sekou Coleman, and Levi Parham (BCSO)

Absent/Unavailable: Chief Jackie Stepp, Keynon Lake, Jon Mobley

Discussion of Policy Terms and Key Issues (Hannah Silberman)

1. Policy Statement
 - a. Hannah explained that the policy statement serves as the foundation for the entire policy. It establishes the structure and tone for the document, with all subsequent sections built from this statement. Several introductory statement examples were provided for committee review.
2. Committee Feedback
 - a. Committee members emphasized the following points regarding the policy statement:
 - i. The second draft better highlighted the benefits to the community.
 - ii. The statement should place greater emphasis on accountability.
 - iii. The voluntary nature of community participation should be clearly communicated.
 - iv. The policy should reflect a commitment to proactive communication and transparency with the public.

Committee Questions and Discussion

1. Policy Development Process
 - a. Question: What does the process look like from draft policy to final policy?
 - i. Response: The policy development process begins by identifying the key pillars and ensuring they align with applicable statutes. A table of contents will be developed, followed by drafting the policy language. The final draft will then be reviewed to ensure all required language and statutory requirements are included.
2. Legislative References
 - a. Question: Will supporting legislation be included?
 - i. Response: Relevant statutory citations will be incorporated during the drafting process.
3. Agency Partnerships and Access
 - a. Question: Who are the partner agencies, and what access do they have?

- i. Response: APD and Buncombe County Sheriff's Office are partnering on the initiative. Audits will track activity from the beginning of the process, including requests for access. The policy will clearly define who has access, what information may be accessed, and the justification required.
- 4. Community Value and Messaging
 - a. Committee members discussed the importance of communicating the benefits of the program to the public. Key themes included:
 - i. Emphasizing the voluntary nature of community participation.
 - ii. Framing the program as a community partnership rather than a surveillance initiative.
 - iii. Clearly explaining how the technology helps solve crimes and improve public safety.
 - iv. Highlighting neighborhood safety and other community benefits.
 - v. Explaining both the safeguards in place and how transparency will be maintained.
 - b. Members noted that many residents already assume this technology has been in use for years, making it important to clearly communicate both its purpose and its benefits.
- 5. Access Controls and Accountability
 - a. Question: What controls are in place, and who has access?
 - i. Access is limited to authorized personnel; not every deputy or officer has access to the FUSUS system.
 - ii. Multiple safeguards are in place to prevent misuse.
 - iii. Internal audits are conducted to identify and address inappropriate use.
 - iv. Search requests require documented justification.
 - b. A committee member expressed concern about outside agencies requesting access to video and the potential for misuse.
 - i. Requests from outside agencies are carefully verified.
 - ii. Each request must include a documented reason before access is granted.
 - iii. While oversight can be challenging, access may be revoked if misuse occurs.
 - iv. Very few agencies have failed to provide adequate justification for requests.
 - Committee members stressed that accountability measures should be clearly defined with no ambiguity.

Open Discussion

The committee discussed several additional considerations for both the policy and public communication strategy.

- 1. Public Communication
 - a. While the policy is the primary focus, an intentional communication strategy is equally important.

- b. Success stories and positive outcomes should be shared whenever possible without violating state law.
 - c. Communications should be factual, transparent, and informative.
- 2. Policy Language
 - a. Committee members recommended that the policy should:
 - i. Be specific and detailed rather than overly simplified.
 - ii. Focus on what the policy will accomplish rather than only what it seeks to prevent.
 - iii. Eliminate gray areas through clear language.
 - iv. Clearly demonstrate how the community benefits from the program.
- 3. Community Control
 - a. Members emphasized that:
 - i. Community participants maintain full control over whether they share camera access.
 - ii. The community remains in the driver's seat regarding participation.
 - iii. The program supports school safety and broader public safety efforts.
 - iv. Collaboration with outside agencies provides valuable learning opportunities.
- Several members referred to the technology as a public safety resource or tool and noted that juries increasingly expect video evidence when reviewing cases. Requests for greater police presence also remain a common topic during community meetings.
- One member commented that because the program affects the community directly, community involvement in policy development is essential.

Tour of Buncombe County Real-Time Intelligence Center

Committee members received a demonstration of the Buncombe County RTIC, including:

- Real-time camera feeds from a local high school (not in session).
- A live map displaying deputy locations and current call status.
- An overview of how cameras are accessed only in response to active calls for service rather than monitored continuously.
- The process for requesting and preserving video following an incident.
- Data retention procedures, including how retention periods are extended each time data is transferred in connection with an investigation.
- A demonstration of the capability to view body-worn camera footage in real time during active incidents.

Next Meeting Date

Our next meeting is scheduled for Thursday, July 9th at APD headquarters at 11:30 AM. Lunch will be provided.



RTIC Stakeholder Policy Workgroup Meeting

July 9th, 2026

11:30 AM - 1:00 PM

Third Floor Training Room, APD

Attendees: Chief Jackie Stepp, Captain Brandon Moore, Lieutenant Josh Meindl, Jimmy Wingo, Douglas Oeser, Hannah Silberman, Jon Mobley, Charles Martin, Trey Irby, Alan Escovitz, Pepi Acebo, and Sekou Coleman

Absent/Unavailable: Keynon Lake, Sheriff Quentin Miller, Allison Smith

Discussion of Policy Statement and Introduction

1. Scope of Situational Awareness: The current definition feels too broad. It should explicitly state what the policy is not intended for, such as data sweeps or phishing expeditions. Consider restricting the scope to active situations, needs, or deployed officers.
2. Officer Accessibility: Ensure the policy concentrates directly on officer mandates. It must be structured for easy reference, comprehension, and compliance.
3. Terminology: Incorporate the phrase "provide critical support" into this section.

Policy Rules and Procedures

1. Section 1703.1: Operations
 - a. Operational Goals: The goal is to ensure personnel are sufficiently informed to handle incidents successfully.
 - b. Public Events: Add the phrase "enhance public safety" regarding public events.
 - c. Vocabulary Changes: Discussed the difference and importance of the word "intelligence" versus "information," and replacing the word "disseminate" for "communicate."
 - d. Managerial Role: It was recommended expanding on the specific leadership responsibilities and job description of the manager.
 - e. Public Transparency: Explore hosting clear, layman-friendly program explanations on the website rather than relying solely on Axon. A "cheat sheet" explaining police terminology would be helpful.
 - f. Definitions Needed: Provide a clear definition for "intelligence."
2. Section 1703.2: Cameras and Video Feeds
 - a. Access Constraints: Including the word "relevant" is vital to constrain camera access and prevent the policy from becoming overly broad.
 - b. Ethical Boundaries: Clarify what is deemed illegal and unethical under this policy.
3. Section 1703.3: Security
 - a. Access Differentiation: Evaluate whether different levels of access need to be distinguished.

4. Section 1703.4: Accountability
 - a. Leadership Structure: Leadership roles under the accountability section need internal clarification.
 - b. Inter-agency Alignment: The alignment between the city and county RTIC systems will be formalized in an MOU.

Next Meeting Date

Our next meeting is scheduled for Thursday, July 23rd at APD headquarters at 11:30 AM. Lunch will be provided. This will conclude our RTIC policy workgroup meetings.

**RTIC Stakeholder Policy Workgroup Meeting****July 23rd, 2026****11:30 AM - 1:00 PM****Third Floor Training Room, APD**

Attendees: Chief Jackie Stepp, Captain Brandon Moore, Lieutenant Josh Meindl, Jimmy Wingo, Douglas Oeser, Jon Mobley, Charles Martin, Trey Irby, Alan Escovitz, Pepi Acebo, Sekou Coleman, and Allison Smith

Absent/Unavailable: Keynon Lake, Sheriff Quentin Miller, and Hannah Silberman

Open discussion about recent incidents (Chief Stepp)

Reviewed and discussed the final draft policy (Jimmy Wingo)

Tour APD's future Real-Time Intelligence Center and current technology setup (Jimmy Wingo and Captain Brandon Moore)

Staff training will follow once policy is released. Community engagement and education will continue. APD will begin to solicit integration in the Fall of 2026 with plans for the RTIC to be fully operational in the Spring of 2027.

This meeting concludes our RTIC policy workgroup meetings. Thank you to each of you who provided valuable input during this process.