

TO: City Council
FROM: City Manager and Staff 
DATE: October 29, 2007
RE: Internal Affairs Assessment – 2nd Progress Report

Second Progress Report for Columbia Police Department Internal Affairs Assessment

Since acceptance of the Columbia Police Department's Internal Affairs Audit, there has been significant progress made toward implementation of the action plan (Plan) that was suggested by the Thompson report. The City has provided the necessary budgetary needs for what I feel is a very good Plan for the citizens of Columbia. The Plan should be roughly ready for final in-depth review by January 2008.

Since the previous progress report submitted on June 26, 2007, the Columbia Police Department continues to make progress toward implementation of the action plan suggested by the auditors. I previously suggested the department complete the recommendations by January 1, 2008 (if possible) and no later than April 1, 2008. The department appears to be well on target. In addition to changes previously made to the IA (GO-051) policy, CPD has made further changes to the policy as suggested.

The Internal Affairs and Mandatory Review Special Operations Group (SOG) have been reviewed and approved by the Audit Committee. The Early Intervention System is the current priority for the committee. The Employee Recognition and Disciplinary Action SOG's are secondary in nature, however drafts have been received and additional writing is currently taking place. Up to this point, I have reviewed all elements of progress and have made several suggested changes. Some have been implemented while some have been more difficult to implement. One in particular may not be able to be implemented based on the Sunshine Laws of Missouri. The proposed change I suggested states, "It will be hard to justify giving the involved employee access to the entire contents of the investigative file and denying the same access to the complainant. It just seems patently unfair." However, it was explained to me that, "Why the complaining party is not allowed to obtain the entire case file there is a much bigger question. The question pertains to personnel records and their disclosure. The State Statute 610.021 provides cities the right to close certain information. The City Council developed an ordinance under Chapter 2 Administration that restricts disclosure of certain information." Although this may justify the non-disclosure, it could be seen as suspect from outside viewing. With this caveat, I do not see the process as stopping the positive movement toward implementation.

In addition to the Internal Affairs and Mandatory Review SOG's being ready for implantation by January 2008, CPD had completed a lieutenants' eligibility roster and a Professional Standards Lieutenant will be selected prior to that January date. As suggested by the review, CPD is still looking for the best locations and venues to make available to the public citizens complaint forms. Locations in addition to the CPD web site and the police department are being considered. The availability of these forms to the public will continue to build trust in the department.

From November to the final implementation, selection of personnel, finalizing policies and training will be the time consuming portion of the process. CPD is currently seeking training opportunities for the Professional Standards Lieutenant position. In addition, Captain Mike Martin will be attending training in November to assist in preparing for the implementation of the program.

Respectfully submitted,
Aaron Thompson, PhD.

Suggested Council Action:
Staff recommends acceptance of this council report.

Source:
Police

Fiscal Impact

____ YES
✓ ____ NO

Other Info.

Boyd



Memorandum

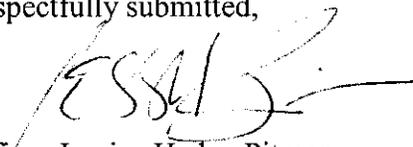
To: Randall Boehm, Chief of Police
From: Officer Jessica Haden Pitman 
Date: October 23, 2007
Subject: Status Report, Internal Affairs Audit Committee

On behalf of the Internal Affairs Audit Committee, I am writing this memo to bring you up to date on the work of the committee. The committee consists of the following members: Reverend James Gray, Dr. Alex Waigandt, Sergeant Dan Beckman, Sergeant Dianne Bernhard, Officer Allan Bell, and Officer Jessie Pitman. Also attending meetings for informational and support purposes are Captain Michael Martin, Sergeant John Worden, and Officer Don Weaver.

The committee has met six times since August of 2007. We have reviewed, discussed, and made changes to the following proposed Standard Operational Guidelines: 4.01, Employee Recognition, (Internal Affairs); 4.02, Mandatory Reviews, (Internal Affairs); 4.04, Internal Investigations, (Internal Affairs); 4.05, and Early Intervention System, (Internal Affairs). We have approved final drafts for two of the Guidelines: Mandatory Reviews and Internal Affairs. The other two are still under discussion and revision. Finally, we have yet to discuss and make any recommended changes to Standard Operational Guideline 4.02, Disciplinary Action, (Internal Affairs).

The committee continues to meet, and plans to have all of the above-mentioned Guidelines finally approved and ready for implementation prior to January 1, 2008. The committee believes it is the best practice to keep Guidelines effective by keeping them updated. This shall be accomplished by considering them a "working document." It is essential that Guidelines continue to be periodically reviewed to ensure their fairness, effectiveness, and compliance with CALEA standards. Changes to Guidelines shall be made as necessary, after each periodic review.

Respectfully submitted,


Officer Jessica Haden Pitman