

In the Matter of:

**CITY OF COLUMBIA CITIZENS POLICE REVIEW BOARD MEETING**

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**TRANSCRIPT OF PROCEEDINGS**

*September 09, 2020*

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Transcript of Proceedings

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CITY OF COLUMBIA  
CITIZENS POLICE REVIEW BOARD

Transcript of Meeting

September 9, 2020  
City Hall, Council Chambers  
Columbia, Missouri

Beverly Jean Bentch, CCR No. 640

TIGER COURT REPORTING, LLC

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BOARD MEMBERS PRESENT:

- Andrew Fisher, Chair
- Darryl Smith
- Travis Pringle
- Carley Gomez
- Cornellia Williams
- Wayne Boykin-Rudolph
- Heather Heckman-McKenna
- Nicole Seamon
- Catherine Grover

ALSO PRESENT:

- Rose Wibbenmeyer, Assistant City Counselor
- Sergeant Alpers, Columbia Police Department

Attachments:

- Attachment 1 Police Response to Mental Health Crisis handout
- Attachment 2 Officer Discipline list
- Attachment 3 Breakdown of Officers per Beat in '18 and '19
- Attachment 4 Traffic Stop Breakdown '18

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1 I. CALL TO ORDER

2 MR. FISHER: All right. It's six o'clock. So  
3 I'll call the September meeting of the Citizens Police  
4 Review Board to order. We're here to work to bridge the  
5 gap between law enforcement and the community to help  
6 increase trust and accountability.

7 II. INTRODUCTIONS

8 III. APPROVAL OF AGENDA

9 MR. FISHER: We'll start the agenda off with  
10 the approval of the agenda. Is there a motion to  
11 approve? Just a reminder when you do make a motion and  
12 second, say your name so we know who is doing what. Any  
13 adjustments to the agenda?

14 MS. HECKMAN-McKENNA: Heather Heckman-McKenna,  
15 I move to approve.

16 MR. FISHER: Is there a second?

17 MS. GOMEZ: Gomez, second.

18 MR. FISHER: All those in favor let it be  
19 known by aye. Any opposed? No.

20 (Unanimous vote for approval.)

21 IV. SPECIAL ITEMS

22 MR. FISHER: All right. We'll move on to next  
23 item, which is Special Items. We've got a couple  
24 speakers tonight. Our first is Deputy City Manager  
25 De'Carlton Seewood on the Community Engagement Project.

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1 I believe you're here. Welcome. Thanks for coming.

2 MR. SEEWOOD: I'm De'Carlton Seewood, Deputy  
3 City Manager. Good afternoon. So the city has been  
4 involved in this strategic engagement process with the  
5 community stakeholders for I want to say we've been  
6 doing it for a little over a month with 25 groups or  
7 individuals. From that, we've probably met with about  
8 73 actual individual people.

9 We've heard stories that have made you laugh,  
10 stories that have made you cry. It's been an exciting  
11 process. We're not done yet. During our meetings we  
12 had one more request but I don't know if that's been  
13 scheduled yet. The next part is to take all the data  
14 from the meetings and put that into some type of  
15 analysis of exactly what are some of the key issues and  
16 from that we'll have a larger meeting with all the  
17 stakeholders to make sure that we have exactly what  
18 they're looking for and then we're going to work to  
19 develop a plan and that plan will be developed with  
20 those stakeholders.

21 MS. WILLIAMS: Can you define what you mean by  
22 stakeholders? Who are those stakeholders?

23 MR. SEEWOOD: Community members. It's  
24 community.

25 MS. WILLIAMS: Churches?

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1 MR. SEEWOOD: It's churches, it's individuals,  
2 it's protesters, it's citizens, it's college students,  
3 it's teachers. It's community members. And so it was  
4 just an opportunity to try to get in front of people  
5 just to hear their stories and hear what they think  
6 about policing and what are we doing right and what are  
7 we doing wrong and where should we be heading.

8 So I'm here to kind of answer questions. I  
9 don't have a proposal. I don't have a presentation  
10 because it's not done yet.

11 MS. WILLIAMS: Can you tell us some of the  
12 things you've heard so far?

13 MR. SEEWOOD: Sure. Some of the key topics I  
14 would say, and these are from my take. So this is not  
15 from what the statistician has taken. From my take some  
16 of the key topics have been rolled around community  
17 policing. They'd like to see -- From what I heard, the  
18 citizens would like to see more of a community policing  
19 approach. Some neighborhoods feel like they're being  
20 overpoliced or they see police cars driving through  
21 their neighborhood but they don't really have a feel for  
22 who those officers are.

23 They talked about wanting to see a regular  
24 meeting with the police department to talk about issues  
25 and what's going on in the police department, what are

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1 some of the hot topics, what are some of the things that  
2 people have heard so that we can have that transparent  
3 communication process.

4 Probably another main topic that we heard was  
5 decoupling the mental health from the police department,  
6 doing something that will separate the people who are in  
7 crisis from policing. So those are kind of the three  
8 top topics that were really resonant in most of the  
9 groups.

10 MS. WILLIAMS: So are you new to Columbia?

11 MR. SEEWOOD: Yes.

12 MS. WILLIAMS: So being new to Columbia, what  
13 is your -- how do you view Columbia?

14 MR. SEEWOOD: How do I view Columbia?

15 MS. WILLIAMS: As someone new here. I'm not  
16 asking you that as the city deputy --

17 MR. SEEWOOD: Deputy city manager.

18 MS. WILLIAMS: I'm just asking you just as the  
19 average citizen.

20 MR. SEEWOOD: I did come here for grad school.  
21 I was in grad school in '96-97. So I was graduated from  
22 MU. My first job in local government was Fulton. And  
23 so living in Fulton and coming to Columbia.

24 MS. WILLIAMS: Fulton is different.

25 MR. SEEWOOD: It is. It is. And so two

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1 tales. So my perspective from being on the outside  
2 before coming in that was Columbia is a very progressive  
3 community and there is a lot of progressive thought.  
4 And I believe that's still true, but there's a lot of  
5 things that we're kind of doing but it's kind of not  
6 connected and we have to figure out a way that we  
7 connect our different pieces.

8           There's a lot of people -- We talk about this  
9 process. There's a lot of people who want to do things  
10 for policing. There's a lot of people who -- There's a  
11 lot of groups, but there's no connected thought.  
12 There's no connected process.

13           MS. WILLIAMS: Do you have an idea of why you  
14 think that's not connecting?

15           MR. SEEWOOD: I'm not sure. I think there's a  
16 battle between old Columbia and new Columbia and it's  
17 getting those sides to realize that we all want the same  
18 thing. And I think that's probably part of it. But  
19 again, that's just my take. I've been in the community  
20 11 months.

21           MS. WILLIAMS: I've been here all my life.  
22 Pray for me. But I don't see -- I don't know that  
23 distinguished between old Columbia and new Columbia  
24 because I've been here all my life. So I don't really  
25 see a difference. I've been here as things have



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1 transitioned over the years. So can you kind of break  
2 that down for me a little bit? What do you mean by old  
3 Columbia and new Columbia?

4 MR. SEEWOOD: There's a disconnect or maybe  
5 there's a feel that if you're new to the community  
6 you're not really welcomed. That's what I've heard from  
7 people. Because I've been here through COVID, I really  
8 haven't had a chance to go out and reach out to anybody,  
9 but that's what I've heard from people who are  
10 transplants into the community. I don't know if that's  
11 true or not. That's the feel that people have.

12 MS. WILLIAMS: Okay.

13 MR. SEEWOOD: Part of what we have is when  
14 people start having feelings about certain things it  
15 kind of gets engrained in their processes. So we've  
16 just got to, like I said, work on a way to get everyone  
17 to realize that everyone wants the same thing. We all  
18 want to see this be a great community. We all want to  
19 see top notch policing. We all want to see citizens  
20 feel safe in their neighborhoods. That's the goal.

21 MS. WILLIAMS: I don't know if you can answer  
22 this question because of your position. So if you don't  
23 feel comfortable answering this question, just say I  
24 plead the fifth, whatever. But if you could change  
25 anything about Columbia, whether it be law enforcement,

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1 whether it be the community itself, what would you  
2 change?

3 MR. SEEWOOD: To be honest, I don't know. I  
4 really -- That's not me trying to skirt around the  
5 question. I don't know. I haven't been here long  
6 enough to say this is what I would change. What I would  
7 say is for the city government there's some things that  
8 I applaud my colleagues on. There's some things we need  
9 to work on. We need to work a little bit better with  
10 each other.

11 MS. HECKMAN-McKENNA: I have a question too.  
12 Thank you so much for being here. I was wondering if  
13 you were able to listen in to the CPD's community  
14 engagement update to City Council last night.

15 MR. SEEWOOD: Yes.

16 MS. HECKMAN-McKENNA: So I'm really curious  
17 what you thought of a couple of things that were  
18 mentioned in that and you slash some of the things that  
19 you've been hearing from the community, and two of those  
20 things were the like 16 beats that are effectively being  
21 put in and 4 of which are currently manned with police  
22 and also it sounded like there's possibly something  
23 going up before City Council for half a million dollars  
24 for social workers that would be tied in to the police.  
25 I just kind of wanted to get your take on those

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1 initiatives.

2 MR. SEEWOOD: I can speak on the social worker  
3 process. So that came out some from some of our  
4 discussions, some of it from what we heard from other  
5 people come to the Council saying that there needs to be  
6 a separation. And so the idea was to see the project.  
7 And it's actually going to be housed in mental health in  
8 our health department and they will work in conjunction  
9 with the police department.

10 We haven't figured out exactly what that model  
11 will be, whether it be a collaborative model where both  
12 police and mental health will respond to a crisis or  
13 whether it be where a crisis team will respond. That's  
14 what we have to work out. That's where that funding is  
15 coming from, that idea.

16 MS. HECKMAN-McKENNA: Okay.

17 MR. SEEWOOD: The 16 beats, I don't know. I  
18 think that's one of the things that we really need to  
19 make sure that as we're developing those we're having  
20 those constant conversations with those neighborhoods so  
21 they understand what's going on and what's happening.

22 MS. WILLIAMS: Do you know if those counselors  
23 will have training with CPD and vice versa?

24 MR. SEEWOOD: Again, the model isn't built  
25 yet. That's something that we're going to look and try

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1 to develop and see exactly what it would be. My  
2 assumption would be that there will be some light  
3 training.

4 MS. WILLIAMS: Cross training?

5 MR. SEEWOOD: Cross training but I'm not sure.  
6 I can't speak on it, because we haven't said this is  
7 what it is.

8 MS. WILLIAMS: I hope so. I hope so, because  
9 I truly do believe that it would be needed.

10 MR. SEEWOOD: I agree. If we drive around in  
11 our community, there's issues that are not necessarily  
12 police issues. We have a large homeless population.  
13 The needs are needs that need to be dealt with someone  
14 who's trained at that, not necessarily a police officer.

15 MS. WILLIAMS: We have an extreme homeless  
16 population and you tell people, you know, I have to do  
17 this every now and then for my job I actually work, tell  
18 them how many homeless communities are around in  
19 Columbia. Their eyes go what? Right. They think oh,  
20 you're going to say a low number. No, it's extremely  
21 high.

22 MS. GOMEZ: I have a couple questions about  
23 the next step of data.

24 MR. SEEWOOD: Yes, ma'am.

25 MS. GOMEZ: I was wondering do you have a

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1 group that will be doing the data analysis?

2 MR. SEEWOOD: It's Crystal Conner (phonetic  
3 spelling.)

4 MS. GOMEZ: Okay.

5 MR. SEEWOOD: She's doing the data analysis.

6 MS. GOMEZ: Okay. And then like who will the  
7 data go to after that?

8 MR. SEEWOOD: So the idea would be that once  
9 she has the data compiled we'll meet back with the  
10 stakeholder groups and show them the data and make sure  
11 that we are correct in our analysis and then it will be  
12 presented to the City Council. The next thing is we  
13 need to develop what that next step will be, what does  
14 it look like, how do we use that data into actually an  
15 action process.

16 MS. GOMEZ: Okay. So they'll be follow up  
17 meetings with all of the people?

18 MR. SEEWOOD: Yes, ma'am.

19 MS. GOMEZ: Okay. Great.

20 MS. WILLIAMS: Because what I hope doesn't  
21 happen is that the data shows 12 different areas that  
22 need to be addressed but then only three of those things  
23 are picked out and dealt with. So that is my concern  
24 because if they show 12, I want personally all 12 to be  
25 dealt with --

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1 MR. SEEWOOD: Yes, ma'am.

2 MS. WILLIAMS: -- because that's what the  
3 community voiced --

4 MR. SEEWOOD: Yes.

5 MS. WILLIAMS: -- the stakeholders.

6 MR. SEEWOOD: That's the idea. The idea is to  
7 actually take what the stakeholders are saying here are  
8 our priorities and work toward those. With anything  
9 when you're trying to develop an action plan you've got  
10 to develop something that is actually actionable. So  
11 that's also key.

12 MR. BOYKIN-RUDOLPH: I have two questions. I  
13 wanted to know like how the selection process happened.  
14 You said that they were protesters and they were  
15 churchgoers. How was the actual like selection? Was  
16 there any kind of process of it or is it like you get  
17 chosen, you get chosen, you got chosen, you got chosen?

18 MR. SEEWOOD: It was give us a list of names.  
19 So we did ask a couple of groups we're looking to put  
20 this together, can you give us some names of some people  
21 that you think we should talk to. So that's how the  
22 names were compiled. I think we had about 40 different  
23 people that we sent invitations to and we heard from 25.

24 MR. BOYKIN-RUDOLPH: What were you guys  
25 looking for when you guys were looking for people? Was

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1 there specifics you guys were looking for like people  
2 who were either active in this or people who were people  
3 of color or what was that?

4 MR. SEEWOOD: It was primarily people of  
5 color. You wanted to talk to the community that was  
6 disenfranchised. So that was the key. We wanted to  
7 talk to as many people as possible. We wanted to make  
8 sure that we talked to college students, because their  
9 experience with the police may be different from someone  
10 who's a resident. We wanted to make sure that we talked  
11 to residents. We wanted to talk to the protesters. We  
12 wanted to talk to people who had been doing it for a  
13 long time. So we reached out to some of the  
14 organizations that have been working on this process for  
15 years to make sure they could be involved.

16 MR. PRINGLE: Mr. Seewood, I have just a few  
17 questions more about the actual talks you had with the  
18 stakeholders. So Mr. Lovelady actually came by to our  
19 last meeting and kind of gave us a good rundown of how  
20 talks went from the stakeholder side. So kind of just  
21 when you go into those talks, what is your mindset and  
22 what is your goal to get out of those talks?

23 MR. SEEWOOD: The mindset is to have a  
24 conversation to get the stakeholders to talk about what  
25 their true thoughts about policing is, to get their

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1 thoughts on what are some of the things we can do to  
2 improve policing. From that is what we tried to compile  
3 as our information that we're utilizing.

4 MR. PRINGLE: How long are most of the  
5 discussions?

6 MR. SEEWOOD: The average was a little over an  
7 hour, about an hour ten, hour fifteen. We've had some  
8 that lasted almost three hours.

9 MR. PRINGLE: You said it was 25 out of the 40  
10 that were recommended to you you reached, you're able to  
11 contact?

12 MR. SEEWOOD: Yes, sir.

13 MR. PRINGLE: And then the other 15, was there  
14 a second try to contact them?

15 MR. SEEWOOD: We probably were sending letters  
16 weekly saying last chance, here's the date, can we meet,  
17 can we meet, and some people weren't interested. Some  
18 people literally said no, we've been doing this for  
19 years and we're tired. Some people didn't respond.

20 MR. PRINGLE: That actually ties into my  
21 biggest question, because a few people who I knew who  
22 took part in this and people I put forward a few names  
23 myself and there was concern. I heard back the  
24 discussions were productive, but I heard a lot of  
25 concern about this seems like the same thing we've been



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1 doing for eight years and how is this time going to be  
2 different. Can you speak to that?

3 MR. SEEWOOD: Ideally, and this is my hope,  
4 that we actually create actionable items that we can  
5 actually talk about and actually report on. The one  
6 thing that the city has done, they've done a lot for  
7 police reform, but they haven't really done a great job  
8 of reporting what they've done.

9 MS. WILLIAMS: I agree.

10 MR. SEEWOOD: And they haven't talked to  
11 citizens about you were at this meeting and this is what  
12 you said you wanted, this is what we've done. People  
13 have this thought of they haven't done anything because  
14 no one is reporting back.

15 MS. WILLIAMS: How can we fix that?

16 MR. SEEWOOD: So that's what we want to do  
17 with this process. We want to make sure that we have  
18 key stakeholders that we are reporting to regularly on  
19 this is what's going on and this is what you asked for,  
20 this is what we've done. So once the action plan is  
21 developed, here's your action plan, is this correct.  
22 And as we start ticking off items on that action plan,  
23 here's what we've done to finish off this process. It's  
24 that constant involvement is what we need to do.

25 MS. WILLIAMS: So can I make a suggestion?

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1 MR. SEEWOOD: Yes, ma'am.

2 MS. WILLIAMS: To get this out to the people.  
3 Just about everyone in this room probably gets the  
4 newsletter from the City of Columbia Water and Light.  
5 So why not put something in there. I know Rose has told  
6 me before that you've got to get it there by a certain  
7 date and there's a lot of rules and regulations in order  
8 to get it there. But one of the things that you said is  
9 there's this right here. And I believe that one of  
10 those things is the lack of communication.

11 MR. SEEWOOD: Yes, ma'am.

12 MS. WILLIAMS: So if we all get the same bill  
13 in the mail, we all get the same newsletter, I take time  
14 to read it because I want to know what's going on in the  
15 community.

16 MR. SEEWOOD: Right.

17 MS. WILLIAMS: But if we've got Twitter,  
18 Facebook, Instagram, all of that. We got that. I know  
19 Rose has said that there's rules and regulations for  
20 that. But we've got to find a way to communicate to  
21 people. We have to.

22 MR. SEEWOOD: You're absolutely correct.

23 MS. WILLIAMS: And we have to be very  
24 transparent --

25 MR. SEEWOOD: Yes.

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1 MS. WILLIAMS: -- of communicating that to  
2 people.

3 MR. SEEWOOD: Yes.

4 MS. WILLIAMS: Because people don't know  
5 what's going on. They don't. A lot of people don't  
6 even know that these meetings are going on. Why is  
7 that? Because nobody is communicating that to the  
8 people. So somebody, I don't know who, but somebody  
9 need to figure out how to communicate this to the  
10 people.

11 MR. SEEWOOD: Yes, ma'am.

12 MS. WILLIAMS: Because it is a very important  
13 component. I mean, it's just like you have a car and  
14 you expect that car to run but if you don't put no  
15 engine in there it ain't going to go nowhere. This  
16 communication, all of this stuff that's going on is the  
17 engine that needs to be given to the people so that this  
18 car can go somewhere because if you continue to do the  
19 same thing and expect different results, we already know  
20 what that is.

21 MR. SEEWOOD: It's insanity.

22 MS. WILLIAMS: Right. And we don't want  
23 insanity in Columbia. We want results. We want change.  
24 We want reform. We want things to improve because we  
25 don't want to see what's happening in other cities end

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1 up happening here. But it may possibly happen because  
2 it's not being communicated to the people that something  
3 is being done. We are missing that.

4 MR. SEEWOOD: Yes. And that's one of the  
5 things that we realize is probably one of our biggest  
6 issues is the communication gap is definitely there.

7 MS. WILLIAMS: It is.

8 MR. SEEWOOD: And as much as the city tries,  
9 we're still missing the mark. So we really need to work  
10 hard to develop a true communication plan that will make  
11 sure that not just this process but all our processes  
12 are communicated out to our residents.

13 MS. WILLIAMS: We have a cable company that we  
14 may be able to advertise for a small fee, something.

15 MR. SEEWOOD: We've got people doing videos  
16 for the city.

17 MS. WILLIAMS: Right. We need to get the word  
18 out to the people.

19 MR. SEEWOOD: Yes. The technology is there.  
20 We have the resources to do it. We've just got to do it  
21 right.

22 MR. PRINGLE: After the big stakeholder  
23 meeting prior to the action report, to keep in check so  
24 you're going to keep that stakeholder group together for  
25 a monthly check-in, quarterly check-in?

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1 MR. SEEWOOD: I don't know. I know we'll try  
2 to do at least quarterly. I can't promise it will be  
3 monthly.

4 MR. PRINGLE: This is something that's going  
5 to go forward, not just end in September?

6 MR. SEEWOOD: Yes. That was one of the  
7 questions that we asked the stakeholders is do they want  
8 to be involved in this process. Most of them said yes,  
9 at a high level.

10 MR. PRINGLE: I guess then would it be  
11 possible, and this is looking way, way ahead, but  
12 following those quarterly meetings we can maybe have you  
13 keep coming back to us and summarize them for us?

14 MR. SEEWOOD: Of course.

15 MS. WILLIAMS: That for me that's  
16 accountability.

17 MR. SEEWOOD: Yes, ma'am.

18 MR. SMITH: Mr. Seewood, I'd like to apologize  
19 for being late, but I got caught on a Zoom call with  
20 some very long-winded people.

21 MR. SEEWOOD: I understand.

22 MR. SMITH: Our world for the last few months,  
23 it's Zoom and Google meets. If we could only find a  
24 cure for diarrhea of the mouth, we would be fine.

25 MR. FISHER: So couple questions. Is there

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1 any useful information from like the past meeting so I  
2 know the mayor's task force on violence document there  
3 was another sort of long process with the original  
4 community policing rollout where they talked about a  
5 spoke in the wheel and these kinds of things. It seems  
6 like a lot of these conversations have already been had.

7 MR. SEEWOOD: Yes.

8 MR. FISHER: Kind of what is new at this  
9 point? Are you learning anything new I guess?

10 MR. SEEWOOD: Are we learning anything new? I  
11 think it's a lot of the same conversations but it's  
12 different voices and it's different voices that want to  
13 be heard. And so we're going to take some of the older  
14 materials. We're going to take those reports that have  
15 been done in the past and use that along with what we  
16 have today and kind of combine it. So it's a lot. But  
17 you know, people have been asking for community  
18 policing.

19 They're been asking for transparency. They've  
20 been asking for accountability for years. It's just  
21 making sure that we're showing them what we're doing to  
22 be accountable. It's to make sure that we're showing  
23 them what we're doing to reform the police. It's when  
24 we do our policy updates, it's to make sure that they  
25 understand how those policies are written and what their

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1 involvement is it's in those policies.

2 MR. FISHER: Is there, I guess, a process for  
3 this implementation?

4 MR. SEEWOOD: That's the next step and that  
5 needs to be developed. We want to develop that with the  
6 stakeholders. So as we're talking to them about here's  
7 what we've heard, here's our items, how do we move this  
8 forward and make sure they're in line with that process.

9 MR. SMITH: Two-part question. First, did you  
10 hear anything unexpected in the meetings or anything  
11 that was surprising?

12 MR. SEEWOOD: I won't say I heard anything  
13 that was surprising. I will say there's a couple of  
14 times when you hear people talking about their  
15 interactions with the police that kind of makes you  
16 choke up. Like I said, I don't think there was anything  
17 that I heard that was surprising. There was a couple of  
18 things I heard that kind of make you kind of take a deep  
19 breath and choke up.

20 MR. SMITH: And for what reasons?

21 MR. SEEWOOD: Just it's the pain that people  
22 feel. And I think a lot of times when you sit on the  
23 outside you really don't know how an encounter affects  
24 someone. And something that -- that that officer was  
25 having a bad mood. An 18-year-old college student who's

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1 fresh from home that experiences something that's  
2 devastating to her that will affect her for the rest of  
3 her life. So it's that.

4 MR. SMITH: And you're relatively new to the  
5 community. Being a newcomer, what have you found with  
6 regard to policing, with regard to the community, with  
7 regard to interactions that you either found productive,  
8 non-productive or needs improvement?

9 MR. SEEWOOD: Well, so a little bit about my  
10 background. So like I said, I started -- got my  
11 master's from MU. Started my MPA. My first job in  
12 local government was in Fulton, Missouri. I worked in  
13 Fulton from '96 to 2001. From Fulton, I went to  
14 Ferguson. I was in Ferguson from '01 to '08. I left  
15 Ferguson, went to Berkeley, Missouri as the city  
16 manager. Then I went to Richton Park, Illinois for six  
17 years as a city manager. Then I came back to Ferguson  
18 in 2015 after Michael Brown got killed.

19 MS. WILLIAMS: So you think Columbia is kind  
20 of peaceful, huh?

21 MR. SEEWOOD: Yes, ma'am. So when I got back  
22 to Ferguson the second time around and you saw how the  
23 police reacted to the protests and compared to how  
24 Columbia officers reacted, it's a difference night and  
25 day.



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1           What I see in Columbia is people wanting to  
2 grow and they're wanting to actually hear what citizens  
3 are saying and they want to make change and that's  
4 exciting. With some other communities, you don't get  
5 that. You get that fight. And that fight doesn't allow  
6 your community to grow. You're stuck. And so I believe  
7 there's a lot of -- I'm optimistic that we're going to  
8 hit a lot of the goals that we're trying to hit. When I  
9 talk to Chief Jones, I hear a chief who is humble and  
10 who's willing to say yeah, we're not doing that right.  
11 Or if he believes that they're doing it right, he'll  
12 defend it to the end. But most chiefs take that stance  
13 of they're not willing to take that step down and  
14 actually listen to citizens, and I think that we have a  
15 different approach here.

16           MR. SMITH: So having been in the community  
17 before and being here now, have you seen a change?

18           MR. SEEWOOD: Yeah. When I got here before,  
19 when I was in grad school, I know I had expired tags. I  
20 got pulled over by a Boone County sheriff, got a ticket.  
21 Boone County doesn't take checks. I didn't know that so  
22 I mailed them a check. Ended up with a warrant out for  
23 my arrest. Got arrested and spent a couple hours  
24 handcuffed to a bench in Columbia lockup for expired  
25 tags. We don't do that now.

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1 I think there's for the most part, and I'm not  
2 going to say every officer is perfect, but for the most  
3 part what I've seen from our officers has been respect.  
4 When I've seen their encounters, for the most part they  
5 talk to people like they're people. And so that's -- I  
6 think that's a high note.

7 MR. SMITH: Thank you.

8 MR. BOYKIN-RUDOLPH: I have another question.  
9 You said this is going to be like a continual thing,  
10 like we're wanting to continue this year after year.  
11 Are there thoughts and plans of adding and getting more  
12 stakeholders as time goes?

13 MR. SEEWOOD: Yes. The following that we did  
14 in Ferguson is when we talked to the African American  
15 community about what their needs were, we never went  
16 back to the other community and said this is what we're  
17 going to do and this is why we're doing it. It was  
18 here's what the Department of Justice said we have to  
19 do. So let's march. But we never had those  
20 communications. We never had that conversation. So you  
21 had citizens who now felt disenfranchised by the police  
22 because their idea of crime was too many people speeding  
23 on my street. And you have to make sure that you're  
24 having full conversations with the entire community and  
25 get all the community to buy into your processes. If

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1 not, they're going to fight it and nothing will get done  
2 and you'll end up with no -- what we have today in  
3 America where you just have people at each other's  
4 throats and not really understanding what the issue is.

5 MR. PRINGLE: What's the timeline on the  
6 release of your findings to the public?

7 MR. SEEWOOD: It should be made public October  
8 19. That's our goal. So we have a Council work  
9 session.

10 MS. WILLIAMS: When you say "made public,"  
11 what do you mean?

12 MR. SEEWOOD: We'll do a presentation of the  
13 findings to the City Council on October 19.

14 MS. WILLIAMS: So when in September are you  
15 going to let the people know that?

16 MR. SEEWOOD: We've been wrestling with how do  
17 we communicate what we're doing. We just haven't  
18 figured out yet. So that's something that we have to  
19 do. We have to get in front of it. The citizens who  
20 were interviewed at the very beginning are like that was  
21 a month ago, what's going on. So we have to make sure  
22 that we engage them so we don't lose them.

23 MR. FISHER: Anything else?

24 MS. WILLIAMS: So you intend to have those  
25 stakeholders at that City Council meeting?

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1 MR. SEEWOOD: They'll be invited but we're  
2 still in the world of COVID so you can't put everybody  
3 in the Council Chambers. That's 75 people. We'll meet  
4 with them first before we present to the Council.

5 MS. WILLIAMS: Okay. Thank you.

6 MR. FISHER: Anything else? We look forward I  
7 guess to your updates.

8 MR. SEEWOOD: I would normally stay for your  
9 meeting, but I was here until eleven o'clock last night.

10 MS. WILLIAMS: Can you do me a favor? Can you  
11 wipe that?

12 MR. SEEWOOD: Yes.

13 MS. HECKMAN-McKENNA: Thank you for coming.

14 MR. PRINGLE: Thank you, Mr. Seewood.

15 MS. WILLIAMS: Thank you.

16 MR. FISHER: The next speaker we've got is  
17 Officer Joshua McCulloch for the CIT/Mental Health  
18 Liaison. He's here.

19 OFFICER McCULLOCH: Thank you. This is my  
20 first time speaking before you guys. I think I had  
21 ridealongs with a couple people from this group about  
22 seven or eight years ago. I don't know how much  
23 turnover there is, but obviously I don't recognize  
24 faces.

25 I started with CPD in 2010. I put a few

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1 highlights that might be relevant on here on the first  
2 page. I was CIT trained I believe it was towards the  
3 end of 2011. That was some time ago. The CIT training  
4 and program has changed a little bit since then.

5           Since then, I'm a field training officer. I  
6 work on the crisis negotiation team, which is better  
7 known as the hostage negotiation team. I began  
8 instructing CIT courses. I became the mental health  
9 liaison for the department and most recently a team  
10 leader for the hostage negotiation team. This is just  
11 more of just discussion points in a long presentation.  
12 Feel free to interrupt if anything needs to be  
13 discussed.

14           The origins of the crisis intervention team  
15 kind of date back to the deinstitutionalization of the  
16 '60s where a lot of long-term mental health patients  
17 were basically removed from sanitariums, psych  
18 hospitals. The money was supposed to go to the  
19 community for their treatment and that did not happen.  
20 So the police being getting calls to these mental health  
21 cases, obviously you can imagine training in the '60s,  
22 '70s and even until recently probably was little to none  
23 and involved a lot of violent encounters with police due  
24 to poor training, due to not speaking appropriately to  
25 people, any number of things, deescalation being a big

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1 one.

2 I believe it was 1987, I think it was  
3 Tennessee, where the first CIT team was created and the  
4 idea which on the next slide is basically community  
5 partnership training programs. I'll discuss both  
6 shortly. The main point honestly is the mindset.  
7 Anyone can use a CIT model. It's just talking to people  
8 on their level, realizing who they are, what they're  
9 going through, trying to discuss with them instead of  
10 showing up and saying is there a crime here? No. I'm  
11 leaving, which is kind of the way police have been in  
12 the past. I think it's changing a lot now.

13 I've seen people who receive no training who  
14 are probably as good or better than me at talking to  
15 someone in crisis. It really is a mindset.

16 As far as community partnership, that's  
17 obviously with various community partners, seems  
18 redundant, such as psychiatric hospitals, Phoenix  
19 programs. There's all kinds of community assets here  
20 and finding members of those communities that we can  
21 refer people to, ask questions, get training and utilize  
22 and work together with the police to get people better  
23 outcomes that don't end in violent encounters or jail  
24 preferably.

25 MR. SMITH: What are Phoenix programs?

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1 OFFICER McCULLOCH: I'm sorry?

2 MR. SMITH: What are Phoenix programs?

3 OFFICER McCULLOCH: Would you like to discuss  
4 that?

5 MS. WILLIAMS: Phoenix program is a drug and  
6 alcohol treatment center here in Columbia, Missouri.

7 OFFICER McCULLOCH: We try to refer a lot of  
8 people. Obviously we get calls for service there as  
9 well. We had a discussion about a month ago, I think.

10 MS. WILLIAMS: It was.

11 OFFICER McCULLOCH: We can continue that  
12 today. We get called there obviously because people  
13 there have issues as far as drug, alcohol relapses,  
14 suicidal tendencies and stuff. So we end up there  
15 occasionally. And so our interactions there obviously  
16 if we utilize what we learned in CIT, which I'll go into  
17 here, we can have better encounters than throwing people  
18 in handcuffs and taking them to the hospital, jail,  
19 something like that.

20 The training now, it's basic training is a  
21 40-hour course. It's generally put on at the Boone  
22 County Sheriff's Department. Sergeant Tracy Cleeton is  
23 my partner on the council. It's actually evolved quite  
24 a bit even in the last few years where it's several  
25 blocks of training a day and we utilize doctors. I

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1 honestly can't remember, it's been almost a year, but  
2 I'm sure someone from Phoenix was there. We have  
3 doctors and other professionals come and talk about  
4 either medications, how they affect people, drugs, how  
5 they can affect people, mental disorders, all that stuff  
6 over 40 hours. It also has practical application where  
7 we have role players come in and practice with officers  
8 deescalating, talking to people in crisis, trying to  
9 work to solutions that don't end poorly.

10 I have a little bit of relatively old data  
11 here which I want to discuss real fast. So this is  
12 showing some of our call data from 2018 to 2019. I  
13 would say this is probably about 50 percent lower than  
14 reality because it's almost impossible to track the data  
15 because a crisis could come in as a follow up you see at  
16 the bottom there or an assist citizen or a call type  
17 that you wouldn't think I have no way to know which are  
18 and which aren't necessarily.

19 The best I can do is pull this and assume it's  
20 probably at least 30 percent low. But looking at this  
21 from May 2018 to May 2019, we had over 2,000 calls that  
22 involved I think what I looked for here was either they  
23 checked yes to it being a CIT type call, which some  
24 people they were either taken to the hospital.

25 MS. WILLIAMS: On those calls, let me ask you



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1 a quick question.

2 OFFICER McCULLOCH: Yes, ma'am.

3 MS. WILLIAMS: So when someone calls 911, are  
4 the dispatchers trained in how to assess if a CIT  
5 officer needs to come out?

6 OFFICER McCULLOCH: I do not believe CIT is a  
7 variable. They use what's called ProQA, which directs  
8 them how to field calls. It's kind of a robotic system  
9 that has some weaknesses in it. Typically based on what  
10 data they put in, it titles the call a certain way and  
11 it often, not often, sometimes titles them incorrectly  
12 and we can end up at things that either sound way off  
13 like it could come in as a robbery in progress with a  
14 gun. We actually read the data in there and realize  
15 it's obviously not that, you know. So it's not always  
16 accurate.

17 MS. WILLIAMS: How can we change that to when  
18 someone makes a call to 911 and clearly they have  
19 someone who is not committing a crime but they're in  
20 distress for a mental, possible mental health reasons.  
21 There's no crime being done. They are either having  
22 something going on that's clearly to the caller that is  
23 due to mental health. How should a citizen say that on  
24 the phone to 911? What I don't want to see is someone  
25 who's having a mental distress situation and CPD comes

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1 in 12 officers, right?

2 OFFICER McCULLOCH: Uh-huh.

3 MS. WILLIAMS: Guns drawn. And clearly this  
4 person is not committing any crime. The only crime that  
5 they're committing is to themselves. So how does an  
6 average citizen know how to make that call to when they  
7 call 911? What is it that they need to say?

8 OFFICER McCULLOCH: That's a difficult  
9 question to answer simply because typically if it's a  
10 person calling it's a person in crisis, we have to  
11 generally assume that that crisis is clouding what you  
12 consider to be reasonable judgment. A perfect example  
13 of what you're referring to is we had an issue with a  
14 subject who was one we ended up solving but for a couple  
15 weeks or months he would call in saying that he was  
16 suicidal, he had a gun and he was going to shoot at the  
17 cops or shoot at the neighbors or himself, one of those  
18 things, and yes, that typically evokes a response. Part  
19 of that is because the call would be titled suicidal  
20 subject with gun and so yes, they end up sending --  
21 there might have been modifiers in there like we had so  
22 long before he would do it, that kind of thing. Yes,  
23 that did send numerous police cars there with rifles,  
24 that kind of thing. Typically when we got there, we  
25 would yell at him and he would just come out like it was

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1 no big deal. This kind of went on for awhile. It was  
2 getting to be a issue. So this is a problem that I  
3 identified and determined that it was pretty clear this  
4 guy was lonely and he had some issues and some substance  
5 abuse issues and also some psych issues. But he mostly  
6 was lonely. When he got lonely, he would drink and get  
7 this way and then call in like this. So we ended up  
8 getting him hooked up, myself and the CMHL, which I'll  
9 discuss, you might know who she is, got him hooked up  
10 with some services. I think we got him moved in with  
11 someone so he was living with someone else. I don't  
12 think we've gotten a call from him in months or a year  
13 now. He's completely off the radar.

14 MS. WILLIAMS: So you were the one who figured  
15 out that that's what needed to be done or was there a  
16 team that got together that realized okay, we're getting  
17 this call from this one person over and over or was it  
18 just you by yourself?

19 OFFICER McCULLOCH: That one was on me,  
20 because I had responded there a couple times.

21 MS. WILLIAMS: Does CPD have a team that meets  
22 for calls that may be along that line?

23 OFFICER McCULLOCH: You're looking at it. I'm  
24 kidding. But how it works is typically if officers are  
25 doing their due diligence, they go to these calls with

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1 crisis. They do the best they can. Some officers are  
2 better at this than others. Some officers are on the  
3 crisis negotiation team. They are more trained to go to  
4 these calls. So if they're doing their job, they create  
5 what's called a crisis intervention team report. Those  
6 reports all come to me.

7 I page through all those. I forward them off  
8 to our community mental health liaison who works at  
9 Burrell and I work with her to find follow up for these  
10 people and I go out -- COVID has kind of put a damper on  
11 some of these things -- but we try to go out and contact  
12 these people as follow ups. That's typically an after  
13 the fact thing, though. As far as is there always  
14 somebody on every crisis call that has complete CIT  
15 training, the answer is no. I would say a lot of our  
16 department, especially the newer guys have training,  
17 quite a bit of it, but I can't always say everybody  
18 would.

19 MR. BOYKIN-RUDOLPH: Can I ask do you know  
20 what the percentage of our CPD that have gone through  
21 this training?

22 OFFICER McCULLOCH: I'm trying to complicate  
23 the issue too much. The 40-hour CIT training I  
24 discussed with you is through the Missouri State CIT  
25 Council, and I would say there are probably not too many

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1 officers, I would say maybe 20 percent have gone through  
2 that.

3 In recent days the local police academy here  
4 have their own CIT training which is not the same  
5 training because CIT is not a trademark. So anyone can  
6 say I'm doing CIT and train however they want. I don't  
7 know exactly what the police academy's training looks  
8 like. I know that the state is trying to get them up to  
9 our standard and then involve them so it's all along the  
10 same lines. There's some training there, but I do not  
11 know the specifics of what that training entails at the  
12 police academy. Almost every officer, I couldn't tell  
13 you exactly, probably within the last at least three,  
14 four, five years has had that training at the police  
15 academy. So they have some training. As to the exact  
16 standard, I could not tell you.

17 MS. WILLIAMS: How much deescalating training  
18 have you had?

19 OFFICER McCULLOCH: Personally?

20 MS. WILLIAMS: Uh-huh.

21 OFFICER McCULLOCH: Obviously the CIT was the  
22 initial 40. Since then I've gone through several levels  
23 of hostage negotiation training, which is a lot more  
24 intense that actually teaches you instead of just an  
25 awareness and the basics of how to communicate with

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1 people, it actually teaches you strategies. So I would  
2 argue maybe up to 1,000 hours as far as relevant  
3 training. Obviously the hostage negotiation training is  
4 pretty intense, and we have monthly --

5 MS. WILLIAMS: How much does the average  
6 police officer have?

7 OFFICER McCULLOCH: In deescalation or this  
8 kind of thing?

9 MS. WILLIAMS: Period.

10 OFFICER McCULLOCH: It would be variable  
11 because some of these officers may put in for specific  
12 trainings I wouldn't be aware of. As far as CPD  
13 sponsored training, usually there is a few hours a year  
14 at least in-services.

15 MS. WILLIAMS: A few hours a year?

16 OFFICER McCULLOCH: I couldn't tell you that  
17 for sure because setting up those trainings is outside  
18 of what I do.

19 MS. WILLIAMS: If you can't go to a situation,  
20 you're sending someone who only has a few hours a year;  
21 is that what you're telling me?

22 OFFICER McCULLOCH: I'm telling you I'm not  
23 entirely certain how many. I'm saying that it would be  
24 whatever the department is providing that year. That  
25 changes based on year. It could be up to --

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1 MS. WILLIAMS: So it's not something that's  
2 taught every year. So you're saying it may change, the  
3 training courses may change yearly?

4 OFFICER McCULLOCH: Yes. It would be  
5 different relevant topics. Again, those are not  
6 trained. I don't have anything to do with the CPD  
7 sponsored training itself. That would be something  
8 you'd have to ask someone who is involved with that  
9 because I couldn't tell you. I don't have anything to  
10 do with that. As far as the CIT Council is outside the  
11 CPD itself and that's almost an extracurricular. It's  
12 relevant to police work. It's outside of work hours  
13 typically and that's put on on a voluntary basis  
14 basically.

15 MS. WILLIAMS: So they have to volunteer to go  
16 get some of the training?

17 OFFICER McCULLOCH: They'd have to apply for  
18 it.

19 MS. GOMEZ: As an expert in CIT, are you  
20 noticing that the police officers that have been through  
21 some CIT training have the mindset that you talk about  
22 more than the past officers?

23 OFFICER McCULLOCH: Yes, absolutely. I have  
24 actually been surprised we've actually been recruiting  
25 for our hostage negotiation team recently and typically

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1 there's not a whole lot of interest. You know, it's not  
2 as exciting as other things you can do, I suppose, and  
3 there was actually a large amount of young new officers  
4 who I've seen do good work work on my squad who wanted  
5 to put in, wanted to be a part of it, and wanted to go  
6 to this training, work on the negotiation side as  
7 opposed to the tactical side. I think that's a mindset  
8 that is continuing to evolve and change more in that  
9 direction.

10 MS. GOMEZ: Okay. Great. Thank you.

11 MS. WILLIAMS: So the city, the deputy city  
12 manager, De'Carlton Seewood, just said that possibly  
13 somewhere in the future there's going to be more social  
14 work working with CPD. How do you feel about that?

15 OFFICER McCULLOCH: I think it is essential.  
16 I can speak as I kind of run the CIT thing as far as the  
17 follow ups and stuff and it is overwhelming. I worked  
18 today starting at 10:00 a.m. and I've had four people  
19 referred to me today. This is extra to me working  
20 patrol.

21 MS. WILLIAMS: So are you on call seven days a  
22 week?

23 OFFICER McCULLOCH: I come in often on my days  
24 off if I get called, yes, ma'am. I've made it pretty  
25 clear to the officers that they can call me if they have



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1 a major issue and also as part of the negotiation team  
2 we're always on call if there's a major incident of, you  
3 know, somebody barricaded or hostage situation,  
4 something like that.

5 As far as general suicidal subjects that  
6 aren't necessarily a huge threat with a gun, things like  
7 that, then generally I wouldn't be called for that.  
8 That's handled by officers on the street.

9 MS. WILLIAMS: So with the possibility of  
10 those two agencies working together, do you feel the  
11 need to be able to train those social workers how you  
12 operate and also have those social workers train you how  
13 they operate?

14 OFFICER McCULLOCH: Absolutely.

15 MR. FISHER: Anything else? Sorry.

16 MS. WILLIAMS: Because I mean, what they don't  
17 know is the encounter you and I had. I'm going to let  
18 the board know I was not pleased with what I saw. So I  
19 did stop. I can't remember your name. I did stop him  
20 during what was encountering to ask him several  
21 questions because I literally was so displeased with what  
22 I saw that I actually called the police chief, because I  
23 did not sleep for two nights because it just -- the  
24 scenario just kept running through my brain, because I  
25 was upset for the citizen on what I saw. And what I saw

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1 was four officers come to get a man that was clearly in  
2 crisis, he was no harm, he wanted mental health  
3 services, but I did not see one officer even ask the man  
4 his name. I saw them work for 15 minutes to get him in  
5 handcuffs. Still nobody was communicating with him.  
6 And that bothered me. And I felt like this man is  
7 clearly in crisis. Nobody has taken the time to even  
8 talk to him. That made me wonder is this something that  
9 officers are being trained to do or is this something  
10 that only these four officers did at this one point in  
11 time? I was really concerned, because that was not to  
12 me appropriate behavior for CPD.

13 OFFICER McCULLOCH: I would agree with you.

14 MS. WILLIAMS: And I never heard back from the  
15 chief, never did. He told me he was going to reach back  
16 out to me. As you know, that was over a month ago. I  
17 just hope that after our conversation that you somehow  
18 train officers to take a pause for the cause in certain  
19 situations like that. That man was no threat to nobody,  
20 but he needed services.

21 OFFICER McCULLOCH: I agree with your  
22 assessment on that. That call I won't speak too much on  
23 because I don't know how much I should say, but I will  
24 say that I'm obviously nobody's supervisor. As far as  
25 that call goes, two of those officers were in training.

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1 It was like their first day. The other officer was the  
2 primary unit. I was the backup. He responded in. We  
3 didn't have a discussion about how that went obviously.  
4 I think -- I can't speak -- I can say that I would not  
5 have necessarily handled it that way myself. I can say  
6 that. As far as I think that comes down to what you  
7 just said, additional training, changing the culture,  
8 changing the idea that our job is not necessarily go  
9 there, put handcuffs on, take person to place B. That's  
10 not our job any more. It's actually to have a  
11 discussion, gather information, find out how we can help  
12 this person and then do that. I would agree with that.

13 Any other questions before I move on a little  
14 bit? Okay. I have a couple of example cases that I  
15 just want to talk about. I think we covered the data  
16 more or less, but you can see there is obviously a large  
17 number of calls.

18 Two example cases. Obviously I identified the  
19 subjects through initials. The first example is  
20 somebody that I've dealt with for the entirety of my  
21 career here. I'm going to talk about this as how this  
22 is difficult for police. This subject started out as a  
23 -- When I met him ten years ago, you couldn't tell he  
24 had a mental illness per se. He could convince you that  
25 these things were happening to him. He was that put

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1 together. He had a job, home, everything. Over time,  
2 he fell apart. We attempted to get him help numerous  
3 times. He was not interested. He could not be  
4 convinced. As he got worse, it came to the point where  
5 he became a danger to the community in that he, for  
6 example, attempted to obtain a gun to go after somebody  
7 who he believed was after him. He would call us all the  
8 time. He would instigate fights with strangers. And so  
9 we started to obviously take him to the hospital for  
10 commitments because that is if you're an immediate harm  
11 to yourself or others our only recourse at that point is  
12 to take you to the university hospital for commitment.

13           However, university hospital much like most  
14 resources is overwhelmed with people coming possibly  
15 from all over the state because it's one of the only  
16 psych hospitals in the area. So their primary purpose  
17 is to stabilize you, give you an appointment date, a  
18 week's worth of medication and send you on your way.

19           And that's kind of what would happen. He'd  
20 get out. We'd get more calls. He'd get out. We'd get  
21 more calls. And there was not a whole lot of other  
22 solutions to us. I've gone as far as to attempt to get  
23 public guardianship for him so the state can make  
24 choices for him. He has no family that's interested in  
25 talking to him. I couldn't accomplish that for various

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1 reasons.

2           So we are still dealing with this person.  
3 He's got to the point now where he's homeless, he's owes  
4 MUPC tens of thousands of dollars. He's completely  
5 uncooperative with any kind of help. I've spent  
6 hundreds or thousands of hours talking to this subject  
7 to no avail. That's just an example. We have many  
8 subjects in the community like that. Some caused by  
9 substance abuse, some caused by mental illness. And if  
10 they don't have the resources like a family or  
11 insurance, things like that, it becomes a recurring  
12 problem that officers have to respond to.

13           I can go to a call and do all the good in the  
14 world and they can have an encounter with a different  
15 officer and it can all be undone, or a different agency  
16 or, you know, and so it's a constant cycle. On many  
17 subjects I might have to encounter them and take them to  
18 the hospital twice a week for months, sometimes more  
19 than that. The hospital typically will stabilize and  
20 release. Sometimes they'll stay a day, sometimes a  
21 couple hours, and we might get a call when they get back  
22 out and they're either attempting suicide again,  
23 threatening it, harming themselves, doing something  
24 that's endangering themselves or the community. It's  
25 kind of an endless cycle we don't really have a solution

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1 to.

2 MR. SMITH: He can't be declared a public  
3 nuisance?

4 OFFICER McCULLOCH: I would be unfamiliar with  
5 how that would work, sir. I don't think that's  
6 something we can -- The best solution I had at the time  
7 was to try to get them public guardianship if the state  
8 would take custody of them and they would basically be  
9 allowed to, you know, administer drugs, be able to call  
10 for them to be taken to get help, determine where they  
11 live, that kind of thing, and it's been determined that  
12 that would not be appropriate to do.

13 Additionally, the court here is not  
14 particularly interested in taking on a bunch of people  
15 and having to deal with them, paying for them, et  
16 cetera. So that kind of fell dead.

17 No, the only other options are really the  
18 endless cycle of hospitalization or if it's high  
19 functioning people obviously to arrest them for crimes,  
20 which is not obviously any kind of good solution. We  
21 don't want that.

22 MR. SMITH: Pretty much every 96 hours he  
23 might see you.

24 OFFICER McCULLOCH: It's up to 96 hours or as  
25 short as one hour. I've seen people who just in the

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1 course of my career who have actually been attempting to  
2 kill themselves, we've taken them over and we got  
3 another call they were out doing it again the same  
4 night. And that's based on the hospital determining  
5 they're stable. It's HIPAA. The hospital obviously  
6 doesn't communicate everything with me. When they'd  
7 assess them, very occasionally if they're bad enough  
8 they will take them. Sometimes they take them for a  
9 week. Occasionally longer than that. Generally it's a  
10 couple days at most. It typically isn't the ultimate  
11 solution.

12 MS. WILLIAMS: From what I've seen is that  
13 they do an assessment on them and then what happens next  
14 is determined from what the assessment shows. So if you  
15 can say to the police department that you are going to  
16 commit suicide but once they take you there and they do  
17 the assessment and you don't say that during the  
18 assessment, they can let you go.

19 OFFICER McCULLOCH: Even with witnesses or  
20 self injuries, if they can tell them that I'm feeling  
21 better now and it's been six hours, then their triage  
22 center, they're to stabilize. That's their mission.  
23 Obviously Center Point is a newer hospital. It requires  
24 insurance which is obviously a major issue. It also  
25 cannot take people who are immediate. If someone was

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1 actually trying to kill themselves, the only place we can  
2 take them is MUPC, because no one else has the security  
3 protocols to keep them safe and from harming themselves  
4 or others at that point. So that's a major problem  
5 which is, as you discussed, the social workers would  
6 help. Honestly just having a follow up team, enough  
7 people who can actually when these people get out, let's  
8 go back the next day and have a chat with them. Let's  
9 make sure they're staying on almost like a probation  
10 officer. Obviously not being held or anything like that  
11 but to make sure they're staying on the path to get them  
12 resources they needed. I think that would be the social  
13 worker's primary goal is case managers and follow up.  
14 Obviously the individuals who have been stabilized for a  
15 short time because around here typically if they get an  
16 appointment it might be weeks or months later and  
17 they're not going to stay stable, you know, keep their  
18 medications, stay stable as you discussed with the last  
19 speaker.

20           We have a large homeless population in large  
21 part are homeless because of either psych issues,  
22 substance abuse or both. And it's very difficult to  
23 keep them stable long enough to keep getting help  
24 without somebody there to keep checking on them and  
25 making sure they're doing what they need to do to get



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1 better.

2           Second quick case similar. This one is also  
3 not much solution to. It's an elderly lady, dementia,  
4 not bad enough she can't care for herself. She sees and  
5 hears kids with music, that kind of thing. She called  
6 us over 700 times in a year and argues with joint  
7 communications for hours. They have a policy they can't  
8 hang up on people. And then calls us. Another part of  
9 the problem obviously is officers having to deal with  
10 the same person over and over without any kind of  
11 solution. I think that's something that wears on them,  
12 not that would be appropriate to handle any different  
13 each time, but I can tell you that the first subject I  
14 spent several weeks gathering information from  
15 everywhere I could, reports, front desk logs, to make  
16 sure that he was kept longer, taken care of. He was let  
17 out after three days. He showed back up at the  
18 department basically. So it's very discouraging when  
19 you put a lot of effort and you try to help somebody and  
20 the other resources are on line to continue that I don't  
21 want to say don't follow through but aren't equipped to  
22 follow through appropriately and we don't have any other  
23 particular options to keep him in contact with someone  
24 continuously to cue on that.

25           MR. FISHER: Is that a mindset that's trained

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1 into the officers like hey, you're not going to fix this  
2 problem. So get used to it?

3 OFFICER McCULLOCH: I would hope not. I think  
4 it's been pretty stable across my career at least. I  
5 think most of them quickly realize the reality. If we  
6 get a call, we go to it. If it's a subject who is just  
7 wanting to say, you know, the vans are chasing me again,  
8 is not actually a threat to himself, at a certain point  
9 I can see there being officers who are frustrated, busy,  
10 having long days who say okay, okay, all right, fine,  
11 they leave instead of trying to talk to this person, get  
12 to the bottom of it. And sometimes there's not a whole  
13 lot of good solutions. If you can't necessarily talk  
14 someone out of their delusions and if they absolutely  
15 believe them, there's not a whole lot we can do if  
16 they're not cooperative and they're not to a point where  
17 we can actually take action to getting them some help.  
18 And that's what we run into with a decent number of  
19 people.

20 MS. WILLIAMS: I know a few years ago there  
21 was an officer who was working on a community resource  
22 database system. Is that still something CPD is doing  
23 or has it kind of fallen through?

24 OFFICER McCULLOCH: No. There's probably  
25 several iterations of that. We are working one with

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1 Burrell and the CIT Council, including myself, is  
2 working on one which is in progress. Again, COVID has  
3 just made everything quite difficult and slow. That's  
4 still in progress. I know that there is a CPD app. I  
5 have not utilized it in awhile. Actually we just got an  
6 email about it again the other day. I haven't opened  
7 it. I believe the resources are still available in  
8 there.

9 MS. WILLIAMS: Because from my understanding  
10 it was supposed to be used especially with the community  
11 officers and things like that that if they encounter  
12 someone who had an issue needing a job or if they had an  
13 issue with housing or substance abuse, they could just  
14 pull up the app and tell that person right there who to  
15 contact.

16 OFFICER McCULLOCH: I will have to check on  
17 that. I will do that. I know that the app -- I'm not  
18 sure what the resources are, how complete they are. The  
19 one I'm working on myself with the CIT Council is we're  
20 working on actually creating a card that officers shall,  
21 I don't know shall, but should carry and that would be  
22 something that would have all the information. You  
23 know, it's to give out to people. Here's all the phone  
24 numbers, here's homeless shelters, here's psych centers,  
25 here's where you can get crisis line, that kind of

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1 thing, and I believe that's about done. So hopefully we  
2 will have those rolling out before too long because a  
3 lot of it really is just keeping track of all the  
4 resources even I don't necessarily know.

5 MS. WILLIAMS: Columbia has an abundance of  
6 resources.

7 OFFICER McCULLOCH: Yes. They really do.  
8 It's hard to keep track of all of them. The ideal is  
9 that there's always somewhere we can refer people right  
10 here. Call this number or that, one will hopefully work  
11 out for you. So I will check on that. I believe that's  
12 all on the app that I believe is still functional. So I  
13 will check on that.

14 MS. WILLIAMS: Can you email Rose if you find  
15 it?

16 OFFICER McCULLOCH: Yes.

17 MS. WILLIAMS: Thank you.

18 OFFICER McCULLOCH: If it's not up to date.  
19 I'm not sure who actually create or manage that. So  
20 I'll have to look into that.

21 MS. WILLIAMS: It sounded like something that  
22 was going to be really resourceful.

23 MR. PRINGLE: I just downloaded it. It still  
24 exists. A lot of people seem to think that it can't  
25 actually ever load. It loaded for me. The reviews are

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1 pretty bad.

2 OFFICER McCULLOCH: I'll see who manage and  
3 created that and look into it. I'm not even sure who  
4 did. I know of its existence but I'm not sure who made  
5 it.

6 Just a quick slide here. Obviously how I  
7 think we can continue changing the culture. I think  
8 it's happening. So we start recruiting. Obviously  
9 that's something that's being done as far as academy  
10 classes, start looking for the right people who have the  
11 mindset we're looking for. Orientation and field  
12 training is another important part, which I'm a field  
13 training officer. That's actually a picture I took of  
14 my recruit. There was a lady with dementia who got lost  
15 and was picked up by some people. And he was -- it was  
16 20 degrees and he sat down there on the ground and  
17 talked through that car window for about 20 minutes to  
18 try to get her to cooperate. She did not -- She thought  
19 we were conspiring against her, something like that. He  
20 did a great job. He's a recruit I trained. At least I  
21 try to instill these things on. He does a great job.  
22 Eventually she was taken by ambulance and was placed --  
23 she had no family as well. But she started out very  
24 uncooperative, very, you know, I don't want your help,  
25 you're out to get me. We had encountered her several

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1 other times. She had been allowed to go. Obviously no  
2 harm had come to her yet. That was like November and  
3 she was walking in the middle of a road. So it comes to  
4 a point.

5 MS. WILLIAMS: You don't actually have  
6 yourself a CIT team?

7 OFFICER McCULLOCH: If what you're referring  
8 to is an individual or persons who their entire job at  
9 the department would be to do that, then no. It is me.  
10 And obviously there are others who assist me in  
11 unofficial capacities. Within the department, I pretty  
12 much handle the CIT work.

13 MR. BOYKIN-RUDOLPH: Do you feel that's an  
14 overload for you and that there's a need to have like  
15 somebody with you?

16 OFFICER McCULLOCH: I can tell you it's  
17 absolutely an overload, yes. It is a job that --

18 MS. WILLIAMS: Have you ever requested to have  
19 a team?

20 OFFICER McCULLOCH: I'm actually loosely  
21 speaking to Assistant Chief Richenberger about starting  
22 with just myself being -- instead of being an officer  
23 tied to responding to calls all day, because that takes  
24 up 80 percent of my time, allowing me to basically be a  
25 float car where I can respond to important calls but I

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1 will attempt to respond primarily to just CIT-related  
2 calls which would allow me to pick and choose to my  
3 skillset and also spend more time managing follow ups  
4 and community relations. That's something that I'm  
5 working on with him. I'll see if I can get that done.

6 MS. WILLIAMS: I'm going to tell you what I  
7 would like to see. I don't have the budget. I would  
8 love to see not only you but you to be able to supervise  
9 a team of maybe six to eight people who you have trained  
10 to be just like you.

11 OFFICER McCULLOCH: That would be a  
12 responsibility I would like. As far as the social  
13 worker program that's coming, I still don't think from  
14 my understanding, and I am not necessarily in on all the  
15 latest details on this, is that it would be built and  
16 managed by CPD and somehow the chief did tell me I would  
17 be involved in it. That's at least a start.

18 MS. WILLIAMS: I would love to see like six to  
19 eight people lined up right there and saying I've got a  
20 thousand hours of this kind of training.

21 OFFICER McCULLOCH: I think that would  
22 probably help the community greatly. I would support  
23 that and fight for that.

24 Let's get down to the bottom one here. There  
25 is some good news which we've gone over most of already.

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1 CIT training at LETI. It's getting close. I hear it's  
2 getting close to being up to par with the state and join  
3 the state hopefully soon. Recognition for mental health  
4 accomplishments instead of just standard policing  
5 accomplishments, chasing people, that kind of stuff.  
6 Obviously this is an award the city gave myself and  
7 several other officers who responded to a juvenile  
8 subject who was having several different incidents and  
9 several different groups of officers responded. All did  
10 well. We didn't have any issues. He got some help.  
11 Nothing bad happened. You know what I mean. Everything  
12 went well. Numerous violent encounters where we were  
13 called there because he was having a violent issue and  
14 they were all handled calmly and I believe he ended up  
15 doing much better, getting some help. Obviously we were  
16 thanked for it. That's always good to see that there  
17 are recognition for stuff in the CIT realm helping  
18 people with mental health care.

19 This quick slide here is kind of an internal  
20 policing thing here. Obviously community policing is  
21 something we're valuing and moving more and more to.  
22 And then the one we talk about more in training is being  
23 a total cop, which basically just means that you are  
24 capable and willing to do any job, any role that you are  
25 given. Whether that means at that day that is



1 investigating a crime or you spend that whole day  
2 helping someone get resources, you do it and you do it  
3 well and you're able to do it. That's something that  
4 our training is pushing really hard. That's the FTO  
5 training, the training for officers is pushing that. So  
6 that hopefully will continue changing the mindsets, not  
7 just I want to go be a K-9 officer, I want to go be a  
8 SWAT officer, it's I need to able to do everything.

9 I think we're kind of in line on the -- I made  
10 most of these slides quite awhile ago. And the future  
11 for mental health response is kind of what you just  
12 described. Basically it would be a whole unit like any  
13 other. Five, six, however many people that will have  
14 its own sergeant, unit, and they would go out and that  
15 would be their job. I can tell you there are enough  
16 CIT-related calls daily to keep more than one officer,  
17 two or three officers busy. It's pretty consistent.  
18 Just as many as I choose to go to outside of my regular  
19 calls, we could have a unit and honestly it would  
20 decrease the call volume. It would decrease the  
21 redundant calls over and over if they were handled by  
22 people who are trained and specialize in that kind of  
23 thing. We want to do it and aren't just, you know,  
24 another person I have to go talk to, which I don't think  
25 that's real common. Obviously everybody has different

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1 interests. I think that was on there mostly just to  
2 generate conversation. Does anybody have any other  
3 questions, thoughts? Anything else I can for you?

4 MR. BOYKIN-RUDOLPH: I am curious. I wanted  
5 to know. What did you say is the percentage of calls on  
6 a weekly basis of mental health related calls that come  
7 through?

8 OFFICER McCULLOCH: I can actually get that  
9 data -- well, I can guess. The issue is that there are  
10 -- with our new system, there are thousands of different  
11 call types. So trying to pick out -- If it's suicidal,  
12 that fits. I have to think there's past suicidal,  
13 suicidal with weapons. There's so many I have no way to  
14 think of them all and half of them are -- not half of  
15 them are labeled wrong. You never know when you get a  
16 call you think is one thing and you get there something  
17 completely different and you forget to change the call  
18 nature. I can tell you that on some days, single days,  
19 we might respond to ten plus suicidal people in one day.  
20 That would just be suicidal people. That wouldn't  
21 necessarily be drug overdoses, homeless issues, just  
22 generally people who are having crises or delusions. I  
23 would think that if the primary problem is a CIT-related  
24 problem, I would guess on any given day I would think  
25 maybe 30 percent of calls. That's total guess in the

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1 dark. It might be higher. To be honest, it's a lot.  
2 On some days if I'm not incredibly tied up, I can  
3 usually just go -- you know, I'll finish one and there's  
4 another one already there and I can just go from call to  
5 call to call trying to handle some of these as best I  
6 can.

7 MS. WILLIAMS: I have a question for both of  
8 you officers. Why do you think there is such a large  
9 amount of homeless people here? Do you think it's  
10 because of the resources we have? Why? Because it is a  
11 lot.

12 OFFICER McCULLOCH: That would only be -- I  
13 couldn't tell you. It's kind of outside of my  
14 wheelhouse. I would think that yes, it's because  
15 there's a lot of, you said it yourself, there's a lot of  
16 resources, the community is relatively welcoming and  
17 friendly to them as opposed to some places where it's  
18 the exact opposite. I've spoken to recruits who come  
19 from other states where being homeless is just about  
20 illegal. Like panhandling is illegal period. You get  
21 arrested and go to jail for that. I think they probably  
22 go to places where they in one get resources, get help  
23 and are accepted would be my guess with no real backing  
24 on it at all.

25 MS. WILLIAMS: Do you agree with that?

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1                   SERGEANT ALPERS: I would agree with Josh.  
2                   When I worked in the Springfield area, I used to hear,  
3                   I'm not making a joke, I used to hear that the  
4                   Springfield police officers used to buy bus tickets for  
5                   homeless. When I worked in the Springfield area, the  
6                   Springfield Police Department, and I believe this was a  
7                   joke, at the time I believed it was, told me that they  
8                   used to buy bus tickets for homeless individuals to  
9                   Columbia and I just thought it was Springfield police  
10                  officers just shooting their mouth off until I ran into  
11                  a homeless gentleman here who said the Springfield  
12                  Police Department bought me a bus ticket to Columbia.  
13                  So we get a lot of transplants. I've spoke with  
14                  individuals who are homeless that, you know, kind of  
15                  talked on what Josh was saying is that we have all these  
16                  resources here and they can come here and they can  
17                  panhandle and make money that way. I think there's a  
18                  lot of different attributes to it, but I don't know that  
19                  there's an answer to that.

20                  MS. WILLIAMS: With that large population is a  
21                  large population that have mental health issues. It's  
22                  just like how can you handle such a large population  
23                  with one person that has such a huge caseload, because  
24                  you do. I mean, that is your caseload.

25                  OFFICER McCULLOCH: Well, I would say

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1 effectively I cannot. Our same philosophy is when we're  
2 getting overrun with calls. You take one at a time.  
3 You know, doesn't feel good at the time. It's what they  
4 like to tell us. I help who I can when I can. I try to  
5 do the best I can. Obviously with more resources we  
6 could do more and that's what it would take.

7 MS. WILLIAMS: Because no -- I mean, I'm not  
8 dogging other agencies but I'm sorry, mental health is  
9 not just an 8:00 to 5:00 mental health crisis. It's a  
10 24 hour/7 day crisis. A lot of these agencies are only  
11 open 8:00 to 5:00. And so I'm just trying to figure out  
12 how as we move forward how are we going to get a handle  
13 on all of that if there's no team.

14 OFFICER McCULLOCH: You've identified it.  
15 It's having enough resources. Even our community mental  
16 health liaison works 8:00 to 5:00 on weekdays. If you  
17 call after that, it's sorry, you need to call the crisis  
18 line, that kind of thing. That's what it comes down to.  
19 That's a little bit of my not concern but question with  
20 the social workers is half the time these things come  
21 out at 3:00 in the morning. Someone -- we get a call  
22 out of nowhere on a quiet night and they have a gun to  
23 their head and if you come to their day they're going to  
24 kill themselves or you both. It would be hard I think  
25 to find people who want to go to that, you know, at 3:00

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1 in the morning or be called out of home if they're on  
2 call at 3:00 in the morning or something like that. So  
3 I think it's going to be a big job to try to find the  
4 right people for this and to find how exactly it's going  
5 to operate and we're going to get staffing for it and  
6 budget and everything else. That is above my pay grade  
7 for certain.

8 MS. WILLIAMS: I agree.

9 MR. PRINGLE: I have two clarification  
10 questions. On the last page of your handout, every  
11 other picture had a caption on it except for this one.  
12 Could you tell me what this is a picture of?

13 OFFICER McCULLOCH: Sorry. I threw that in at  
14 the last second. That is our current crisis -- our  
15 hostage negotiation team. That was us winning, I can't  
16 remember, we won first one year of competition, third  
17 another year. Basically we do a full day scenario where  
18 they mock as if we are on a hostage negotiation. If the  
19 hostage taker is a role player. If they want -- if they  
20 make demands. If they want a pizza, we go get them a  
21 pizza and have it delivered via SWAT, drone, whatever.  
22 It's a full day thing. If you do poorly, the hostage  
23 can die. Bad things can happen. We've done pretty well  
24 on that the last couple years. It's excellent training  
25 and it's kind of like the culmination of our yearly

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1 trainings in one large well played out scenario. That  
2 was us winning maybe third. I think that was maybe last  
3 year.

4 MR. PRINGLE: And I guess with the  
5 implementation of a crisis response unit, if that unit  
6 comes to fruition, it would come from this hostage  
7 negotiation team?

8 OFFICER McCULLOCH: I think they would be  
9 prime candidates because they've all received similar or  
10 close to as much training as me. At this point I might  
11 have been the most. Most of them have been on our team  
12 for a number of years. Most of them -- Each level of  
13 hostage negotiation training is 40 plus hours by itself.  
14 Anyone on the team gets 10 hours a month a full day  
15 training, in addition to we usually put in for a  
16 conference every year. We usually do other, you know,  
17 scenario training, stuff like that. It is a well worked  
18 team. It's technically considered part of the SWAT team  
19 and we work closely with SWAT. Our goal is to make sure  
20 the SWAT doesn't have to do -- basically use their  
21 skills. We use ours. They're pretty much used to keep  
22 detainment, deliver stuff for us, you know, things like  
23 that. Ideally I would hope that many of those people,  
24 if this became its own unit, would want to apply for  
25 that. They would definitely be the most qualified for

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1 it going in.

2 MR. PRINGLE: You said there was 40 hours per  
3 level. How many levels are there?

4 OFFICER McCULLOCH: It goes up to three --  
5 There's three total levels, but there's also all kinds  
6 of other trainings. The police department actually  
7 partners with CSM which is Crisis Systems Management who  
8 trains the negotiation teams for many major cities. I  
9 know Tampa, Portland, lots of major cities. They go all  
10 over the country. We're contracted with them. They  
11 give us monthly trainings that they put on and they also  
12 put on each level of training. So we are through them.  
13 And so total we probably get all included 100 to 150  
14 hours of training a year if you're on our team. We have  
15 10 people on our team.

16 MR. SMITH: Is that run simultaneous with the  
17 SWAT scenarios?

18 OFFICER McCULLOCH: Sometimes. We have done a  
19 couple scenarios. Usually we do our own things we're so  
20 divorced from each other in the type of work we do.  
21 Usually at least once a year we'll do a full SWAT/CNT  
22 where we actually have the commanders and everyone out  
23 there and we've got to communicate and work together.  
24 Whole day thing. Usually they bring in outside elements  
25 to be role players and we don't know what's going to



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1 happen and that kind of thing. It's excellent training.  
2 We all get to work together and get better. That's the  
3 goal, you know.

4 MR. PRINGLE: I may have misheard the question  
5 or misheard your response. When it comes to reduce call  
6 load on patrol if this unit gets actually put out there,  
7 did you say it could be roughly 30 percent of calls to  
8 patrol?

9 OFFICER McCULLOCH: I would think it would be  
10 somewhere in that neighborhood. These things are very  
11 -- Like on some days you might not see a call that  
12 appears to fit into this realm much at all. On other  
13 days it might be half the calls. We might have 10 to 20  
14 suicidal subject calls a day. We might have, like I  
15 said, it's a subject that I talked about we've been  
16 dealing with for 10 years. When he calls, he might call  
17 20 times that day. There might be three or four of him,  
18 people in his position calling 20 times a day. And it's  
19 very random, very up and down. Yes, I honestly think as  
20 much as we discussed earlier the prior element to a lot  
21 of homelessness is mental illness, substance abuse and  
22 mental illness. So we also get a significant number of  
23 calls from homeless populations, homeless problems, that  
24 kind of thing. So I do believe that 30 plus percent of  
25 our call volume is at least CIT related if not directly

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1 a CIT issue.

2 MR. PRINGLE: What other forces have you been  
3 looking at that may have this unit? Do you know like  
4 how that affects their patrol officers?

5 OFFICER McCULLOCH: Most larger -- That would  
6 be something I could come and present another time. I'd  
7 be happy to. I've perused it. I've gone over it. Not  
8 recently specifically. I know most larger departments  
9 do have teams. Sometimes it's two or three people.  
10 Sometimes it's a full unit. Sometimes it's kind of like  
11 our COU. There's various different ways it can be run.  
12 I think once the department gets to a certain size it's  
13 pretty much inevitable because some police officers  
14 either don't have the interest or just don't have the  
15 knack for talking to that kind of people or for people  
16 who are in crisis. Obviously we do need officers who  
17 want to, you know, dust for prints, chase cars and all  
18 that kind of stuff in the instance that happens.  
19 There's enough calls related to this that it needs to be  
20 a priority to get officers who that's their primary role  
21 in my opinion. I think we're just trying to catch up  
22 with that along with the call volume issues here, the  
23 staffing issues, everything else. We're still seeing  
24 part of the real problem, one real problem is staffing  
25 is always an issue and call volume especially on my

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1 shift, which is the afternoon, I work 10A to 8P. During  
2 most of those hours it can and usually is quite busy to  
3 the point that there's always another call waiting for  
4 me. Sometimes 20 to 30 waiting calls at a time and we  
5 might have 10 or 15 officers for the city on not so good  
6 days. So it's hard to try to do all these extra things  
7 that I really want to do when I'm tied to what's  
8 happening right there. There's crimes, the usual police  
9 type of crimes. I can't do the follow up work that  
10 ideally could be done.

11 MR. BOYKIN-RUDOLPH: Do you feel those calls  
12 are getting increasingly more with the current state  
13 that we're in with COVID and all that?

14 OFFICER McCULLOCH: That's a tough one to  
15 answer. Call volumes have always been kind of strange.  
16 One day -- even the same days of the week it might be  
17 eerily quiet and then the next day it might be crazy. I  
18 wouldn't necessarily say -- I would say the mental  
19 health calls have increased significantly from COVID.  
20 There's several people that I deal with occasionally I'm  
21 now dealing with regularly, sometimes almost daily. And  
22 a lot of it is because they're stuck indoors, they have  
23 family worried about them, they're having issues. So I  
24 would say that mental health stuff has gotten a little  
25 bit worse. Other things have maybe decreased a little

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1 bit. With school starting, the students back, I would  
2 say the call volumes are pretty standard with how they  
3 usually are and we're all very busy most of the time.

4 MR. FISHER: Anything else? All right.  
5 Thanks a lot. Informative.

6 MS. WILLIAMS: Before we move on, is it  
7 possible that we can have Mr. Lovelady come up and give  
8 us his report before we move on because it is almost  
9 7:30?

10 MR. FISHER: If you'd like.

11 MS. WILLIAMS: We did ask him to come back.

12 MR. FISHER: Sure.

13 MS. WILLIAMS: His name is Roy Lovelady.

14 MR. LOVELADY: Exactly what am I reporting on?

15 MS. WILLIAMS: You were supposed to go have  
16 another meeting and if things have been continuing and  
17 your observation on how you think things are going.

18 MR. LOVELADY: Another meeting with the  
19 stakeholders? I actually did not have another meeting  
20 with the stakeholders. I met with Chief Jones probably  
21 three weeks go. It was just like a lunch meeting. Me  
22 and the vice president Erika Wynn (phonetic spelling)  
23 actually met with Chief Jones. It was just regular  
24 conversation, not a whole bunch of getting a whole bunch  
25 of stuff done.

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1 I don't have a lot to report. I went through  
2 some tragedy. So I've been gone.

3 MS. WILLIAMS: I'm sorry.

4 MR. LOVELADY: Thank you so much. But I did  
5 come back this week in full force. I gave a speech  
6 yesterday. Basically I would just say that there's  
7 still real issues here in Columbia.

8 One of the questions that you asked Mr.  
9 De'Carlton was why do you think that the people are  
10 reluctant to work with him. My answer to that would  
11 have been trust. The reason that I say trust is because  
12 everytime you come to that meeting it's a trust thing.  
13 So you trust that the information you give them they're  
14 going to record and report out. You trust that they're  
15 going to get back with you and create a process. You  
16 trust that they're going to communicate with you  
17 effectively so that your voice is truly heard. But when  
18 they don't, their trust is broken.

19 When I was just listening to the officer right  
20 here speak, one thing that ran through my mind was  
21 inconsistency. If police officers have the ability to  
22 pick and choose what training they need and another word  
23 that I heard him say is some officers may not just want  
24 to show up to those type of trainings. I would say how  
25 do we know that when an officer is called that he really

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1 doesn't want to be there. I'm a teacher at a  
2 cosmetology school and when I teach I teach consistency  
3 so that you can get the same hair style even if it's a  
4 different client. So if police officers are  
5 consistently trained the exact same way, how can we say  
6 that they are equipped to show up to any call.

7 Any questions?

8 MS. WILLIAMS: Are there protests still  
9 happening?

10 MR. LOVELADY: Yes, the protests are still  
11 happening daily. We're on our 102nd day. We're  
12 reviewing our list of demands and thoroughly educating  
13 ourselves so that we can then have effective change and  
14 present you guys with some things that we really want to  
15 see changed in Columbia, Missouri, because a lot of  
16 times Columbia likes to report out that we're ahead of  
17 the curve. I know that they just made a report that the  
18 community policing project is good, but one question  
19 that I asked Chief Jones is what does community policing  
20 mean. And to me he told me that that means good  
21 policing.

22 Well, we just gave money for good policing.  
23 Like what are we going to do with that money? Are we  
24 going to create programs for good policing? What does  
25 real community policing mean, because that was the

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1 answer that I received.

2 MS. WILLIAMS: Based upon what you heard  
3 Deputy City Manager and Officer Joshua McCulloch say, do  
4 you think that some of the things that they are seeing  
5 that may happen in the future, do you think that that  
6 will change things?

7 MR. LOVELADY: I'm a firm believer of trial  
8 and error. Trial and error has been happening at least  
9 for the last eight years or ten years or twenty years.  
10 So my big question and I even asked it in the meeting  
11 was what is going to be different. When he asks about  
12 reporting out, I said monthly as well as quarterly. Do  
13 I think that change is going to come soon? I mean, it's  
14 just trial and error at the end of the day. If we're  
15 going off exactly what we said or exactly what has been  
16 going on thus far, you can say to yourself doing the  
17 same thing over and over again expecting a different  
18 result is insanity. So to me I think we're in a system  
19 built on insanity.

20 MS. WILLIAMS: Because one night I was  
21 fortunate enough to watch a Go Live that you were doing  
22 and you were with a prominent leader here and I heard  
23 you say to that prominent leader things need to change  
24 because you've been doing it this way for so long but  
25 nothing has changed. And I heard that prominent leader

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1 say to you well, we need the young people's voice. Do  
2 you remember?

3 MR. LOVELADY: I know exactly who you're  
4 speaking of.

5 MS. WILLIAMS: Right. So do you feel that  
6 with so many younger voices being involved, do you think  
7 that that's going to help?

8 MR. LOVELADY: I think the younger voices  
9 being involved have the potential to help, but one thing  
10 about younger voices is they're not consistent. So  
11 they're here for the fight for a little while but they  
12 fizzle out. I will say that the particular person that  
13 I was speaking with on that live, I tried to reach out  
14 to that particular person because she runs a branch that  
15 I think can effectively make change. Yet she doesn't  
16 report back. She doesn't answer phone calls.

17 MS. WILLIAMS: Communication again.

18 MR. LOVELADY: Yes, and communication is one  
19 of the biggest barriers between all divisions of the  
20 city, in my opinion.

21 MS. WILLIAMS: So how do you feel that we need  
22 to change that communication and make it better so that  
23 the people will be educated and change will happen?

24 MR. LOVELADY: My answer to that would simply  
25 be a real system that we can hold people accountable to.



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1 Like if I make a complaint with the city, I need to see  
2 that my complaint has forward movement. I need to see  
3 that action is being action. Same with any process. We  
4 need to know that this is step one, this is step two,  
5 this is step three, and I know in some instances we have  
6 that but it's not in a place where we can actually get  
7 to the information and actually know what all the steps  
8 are. Basically I hate to use this word because it's  
9 used so often and it's transparency, but we need a  
10 system that is built on transparency so that we can  
11 actually know the appropriate steps to take and get  
12 actual real change and results.

13 MS. WILLIAMS: So having a system maybe like  
14 if a citizen had a complaint with a CPD officer, they  
15 can be given like a number, a caseload number and they  
16 can log into a system where they can see the results of  
17 what is happening with that complaint. Would that be  
18 something you would like to see?

19 MR. LOVELADY: Correct, yes.

20 MS. WILLIAMS: Okay. I think that is good  
21 idea, because at least I know as a citizen something  
22 that I can track what is being done with my case.

23 MR. LOVELADY: Correct. Any other questions?

24 MR. PRINGLE: I wanted to ask you real fast  
25 about the black student athlete protest last week. What

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1 were your thoughts on that?

2 MR. LOVELADY: In my opinion, I think that  
3 Mizzou did that protest so that they can seem inclusive  
4 because if any of the teachers protest or do anything  
5 outside of that, then they get fired or reprimanded. So  
6 I think that was a way to be inclusive to the public to  
7 let them know that Mizzou stands with them and it was a  
8 real political move but we did attend and we did  
9 support, but in my opinion I think it was just a simple  
10 political move.

11 MR. PRINGLE: Do you know if there's been any  
12 follow up since then?

13 MR. LOVELADY: Exactly, no follow up. I would  
14 like to make mention of a video that has happened here  
15 recently. I don't know if you guys have seen the video.  
16 It's two of them. One where there was a group of white  
17 boys fighting out in the south side of town. And one  
18 police officer showed up to this big brawl. It's on  
19 Facebook. And the suspect actually ran away and was not  
20 handcuffed. But then in the same week we had a young  
21 brother and sister that got pulled over for a pretextual  
22 stop and then was told to get out of the car and if they  
23 didn't get out of the car that they would be dragged  
24 out. The young man said that he didn't want his car  
25 searched. They said that they needed to search it

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1 because they see shake on the floor. They weren't in a  
2 position to even see shake. Afterwards they were pulled  
3 out and handcuffed.

4 MS. WILLIAMS: Can you explain what shake is?

5 MR. LOVELADY: Shake is a weed residue, like  
6 the crumbles of weed. And nobody has even spoken to  
7 these incidents. If we're making forward motion, and  
8 this is going on right here in Columbia, Missouri, it  
9 shows white privilege and it shows that we have a  
10 policing problem right here in Columbia, Missouri. If  
11 any of you guys would like to see those videos, I'll  
12 email them to you.

13 MS. WILLIAMS: I'd like to see them.

14 MR. LOVELADY: I'll email them to you.

15 MR. PRINGLE: I'd like to see them too.

16 MS. WILLIAMS: Can you just email them to  
17 Rose?

18 MR. LOVELADY: I sure will.

19 MS. WILLIAMS: Thank you.

20 MR. SMITH: Actual videos, not links if  
21 possible.

22 MR. LOVELADY: Sure.

23 MS. WILLIAMS: Thank you.

24 MS. GOMEZ: Thank you.

25 MS. WILLIAMS: Can you keep us updated?

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1 MR. LOVELADY: I will.

2 V. APPROVAL OF MINUTES

3 MR. FISHER: All right. Moving on to the  
4 approval of the minutes from our August meeting. Are  
5 there any additions, subtractions to the minutes? If  
6 not, is there a motion to approve?

7 MR. SMITH: So move, Smith.

8 MR. FISHER: Is there a second?

9 MR. BOYKIN-RUDOLPH: I'll second, Boykin.

10 MR. FISHER: All right. All those in favor of  
11 approval of August meeting minutes, let it be know by  
12 aye. Any opposed?

13 (Unanimous vote for approval.)

14 VI. REPORTS

15 MR. FISHER: We'll move on to reports.  
16 Positive Connections and Ride Alongs. Anyone have  
17 anything?

18 MR. PRINGLE: I need to give a report on the  
19 public policy meeting August 27. Overall it was a  
20 pretty productive meeting, well attended. The first  
21 policy gone over was 208 Training. Chief Jones was also  
22 there in attendance to provide a few responses as well.  
23 Pretty much the most -- the biggest change to that  
24 training policy had to do with adding a refresher  
25 reintegration training for officers who take extended

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1 leave or deployed with military service, anything like  
2 that.

3 Also something that Sergeant Alpers helped me  
4 out with today, I had asked Chief Jones about the field  
5 training program guide when an officer is sent out into  
6 the field on patrol. It's a guide that they kind of  
7 have to help them just acclimate patrol pretty much.  
8 And Sergeant Alpers sent me a copy of that today. I  
9 wouldn't mind sharing that with the Board maybe next  
10 meeting kind of just talking about what we -- what  
11 stands out in that guide to us, what we think are good  
12 practices, what may be improved on, just something that  
13 we can better understand what an officer is thinking as  
14 they're first going out on patrol.

15 But the training was the biggest module that  
16 was reviewed. There was also 326 which had to do with  
17 adult abuse. Pretty much a heavy emphasis on CPD's  
18 relationship with a part-time advocate that kind of  
19 helps them when it comes to elder abuse, adult subjects  
20 under drugs, anything like that. They updated service  
21 animals. Wasn't really anything too controversial  
22 there.

23 408 Special Weapons, Tactics and Crisis  
24 Negotiation. We kind of actually heard a lot about  
25 crisis negotiation earlier today, but there wasn't too

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1 much change there either. A lot of talk about police  
2 commendations and awards and how Chief Jones and the  
3 force itself has kind of redone how that process plays  
4 out to make it more impartial. It's more of a  
5 third-party system that really gives out these awards to  
6 officers who have gone above and beyond.

7 MR. FISHER: Were you the only board member  
8 there?

9 MR. BOYKIN-RUDOLPH: I was there.

10 MR. PRINGLE: Yeah, I forgot.

11 MR. BOYKIN-RUDOLPH: There was a few other  
12 things I had notes on. There was a lot of discussion  
13 about job requirements and they talked about, you know,  
14 upping increasing the education levels, things like  
15 that. With that obviously that means the price of  
16 officers would go up because they have to weigh out the  
17 education. That was something that Chief Jones talked  
18 about that he was interested in looking into that  
19 possibility of.

20 The biggest thing I brought up that I wanted  
21 to talk about. They did talk about the choke holds a  
22 little bit there. It wasn't part of the policy that was  
23 talked up, but it was brought up by one of the citizens.  
24 Something I haven't noticed I was going to bring up  
25 later when we got to it but's in this part. Chief Jones

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1 said that he refused to remove it because he wanted to  
2 keep it in there as a possibility for deadly force. It  
3 was only to be used in deadly force. So they made a  
4 comment if it was ever to be used, the officer would be  
5 knowing that it is possibly going to lead to a deadly  
6 force, which I thought was a very interesting statement  
7 to hear with the use of choke hold and why it is left in  
8 there as it's prohibited unless, whatever the writing  
9 was for it, which I know we get to that part. That was  
10 the biggest things that I saw that stood out to me in  
11 the whole it was like two hours.

12 MR. PRINGLE: Yeah, just about.

13 MR. BOYKIN-RUDOLPH: It was pretty long.

14 MS. WIBBENMEYER: With regard to choke holds,  
15 it's my understanding that Councilman Thomas has  
16 requested an ordinance be presented to the City Council  
17 and that should go forward in October which would  
18 basically ban choke holds if it was passed.

19 MS. WILLIAMS: Ian Thomas?

20 MS. WIBBENMEYER: Yes.

21 MR. PRINGLE: Would that also cover -- What's  
22 the other form of hold, Sergeant Alpers, the carotid?

23 MS. HECKMAN-McKENNA: There's the bar hold and  
24 then the carotid.

25 MR. PRINGLE: Do we know if -- Rose, do we

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1 know if that ordinance, would that cover both or just  
2 the choke hold?

3 MS. WIBBENMEYER: I didn't watch the meeting,  
4 and literally on my way down my boss stopped me and  
5 said, by the way, you should know this happened last  
6 night. So that's the extent of what I know.

7 MS. WILLIAMS: What's the difference?

8 MR. SMITH: One interrupts air, one interrupts  
9 blood flow.

10 MS. WILLIAMS: Can I see the difference? I  
11 mean, I don't really want somebody to do it do it.

12 MR. SMITH: I'll do a demo if you'd like.

13 MS. WILLIAMS: I really don't know the  
14 difference.

15 MS. HECKMAN-McKENNA: I'm also going to  
16 describe them both in a little bit.

17 MS. WILLIAMS: Huh?

18 MS. HECKMAN-McKENNA: I'm planning to describe  
19 them both in a little bit when we get to that.

20 SERGEANT ALPERS: I have never been trained in  
21 choke holds.

22 MS. WILLIAMS: Thank you. I really don't know  
23 the difference. When you say "choke hold," I'm just  
24 thinking of --

25 MS. HECKMAN-McKENNA: I can send around some



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1 images from the NACOLE session from today that I took  
2 screen shots.

3 MR. SMITH: That was a great discussion.

4 MS. HECKMAN-McKENNA: It was amazing. I  
5 learned a lot at that session. So I can send some  
6 screen shots that I took that show the difference.

7 MS. WILLIAMS: Can you? Thank you.

8 MR. BOYKIN-RUDOLPH: They did add two new  
9 policies, by the way, 604 which if I remember right that  
10 was the combining of the fire department. So if there  
11 was a fire that there was that now new policy of how  
12 they work with the fire department on handling those  
13 cases of arson and things like that. Then they added  
14 818 which is a critical incident review and it seemed  
15 very general because I didn't write any notes about it  
16 besides that information.

17 MR. PRINGLE: Didn't they say, though, the  
18 firefighter one, that was just putting on paper what  
19 they already were pretty much doing?

20 MR. BOYKIN-RUDOLPH: Right.

21 MR. SMITH: Was that cooperating when making  
22 entry or what was that specifically?

23 MR. PRINGLE: It was just kind of like the  
24 process of the investigation when the fire marshals come  
25 in and just who's doing what. Chief Jones is big on

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1 like this was already kind of our informal way of doing  
2 things. We just wanted to put it on paper.

3 MR. FISHER: All right. Anything else?

4 Thanks for going to those.

5 VII. OLD BUSINESS

6 MR. FISHER: We'll move on to old business  
7 then. We can talk about the NACOLE conference sessions  
8 that have gone on since last meeting if there's anything  
9 anyone wanted to bring up.

10 MS. GOMEZ: I would like to talk about session  
11 23 on innovative police leadership training and the act  
12 of bystander intervention systems. While I was reading  
13 the community police report in the policing update that  
14 we got yesterday, that 150-page document, I noticed that  
15 a leadership program like the ones discussed in the  
16 session would really fulfill many of the goals of the  
17 Columbia policing plan intended outcomes and their key  
18 actions to achieve the outcomes.

19 For example, a training session that's  
20 oriented toward community and involved stakeholders. So  
21 for example, in the report I was reading about their  
22 trip to Memphis which was really interesting. So  
23 thinking in terms of one of their sessions could be  
24 about the history of racial inequality in Columbia and  
25 have stakeholders present talking about that past.

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1 And that it could involve a wide range of community  
2 instructors like one of their key actions to achieve the  
3 outcome talks about. A program like this could serve as  
4 a point of preference for promotions even and a capstone  
5 project like they talked about would serve as something  
6 that empowers officers to act as guardians like they  
7 talk about in their report as well.

8           It seems like a development of a program like  
9 this would be an actionable item that would bridge the  
10 many disparate groups and conversations that are being  
11 had. Like we talked about the traffic data and the  
12 community stakeholders conversations that we're having  
13 while we're waiting for data that something like this  
14 might be actionable.

15           MS. HECKMAN-McKENNA: I was really moved by  
16 that particular session as well. And like some of the  
17 overview outcomes from that I found really interesting.  
18 Like, for instance, they learned that like, and this  
19 isn't surprising to me, they learned that officers were  
20 as hungry for conversation and learning spaces outside  
21 of work as regular community members. These workshops  
22 afforded like a pretty unique two-way opportunity for  
23 dialogue and understanding.

24           And we're already starting to do some of this  
25 work organically in Columbia. This panel made me wonder

1 like what such a project could actually do for our  
2 community. Yeah, I also was really interested in that  
3 panel.

4 MS. GOMEZ: Yeah, I was interested too in  
5 terms of it as police appreciation as well of getting  
6 the opportunity to, you know, enjoy company outside of  
7 work to get meals that are a part of that day from the  
8 community and really bridging the divide between whether  
9 it's perceived or actual community relations and police  
10 relations.

11 MR. PRINGLE: Ms. Carley, are you kind of  
12 picturing something like officers and community members  
13 going on the African American Heritage Trail?

14 MS. GOMEZ: Basically I'm picturing something  
15 based off of what New Orleans does where it's a once a  
16 month program 8 to 16 hours with different subjects each  
17 month. You know, something that maybe includes the  
18 Heritage Trail and includes different community  
19 stakeholder groups in conversation but also education.  
20 We have three colleges here, you know, that could  
21 participate and I know that they're participating in  
22 some of these data conversations but could teach.

23 One of the workshops that they talked about  
24 that seemed to move a lot of people was about juvenile  
25 brain development and how much that made a difference in

1 an officer's understanding. So like a day about that  
2 could be really great. And yeah, just seems like a  
3 really interesting idea.

4 MS. HECKMAN-McKENNA: Some topics that the New  
5 Orleans program did and talked about in this session  
6 like it involved like personal leadership, racial  
7 equity, trauma-informed practices and self care and not  
8 just for the community but for police too. There was  
9 this emphasis that, of course, police are also  
10 constantly involved in trauma and traumatic situations.  
11 And community engagement, and I think that's something  
12 we have going here in Columbia, I think we could do a  
13 better job of it as other people today have said.

14 MS. GOMEZ: I think too, you know, I know that  
15 a lot of these topics are covered in the training that  
16 police have, but I think the orientation towards peer  
17 support and developing those relationships and also, you  
18 know, Columbia is kind of a unique city in that part of  
19 the report was talking about the good rapport that often  
20 exists between police and community. We could be a  
21 leading city in Missouri for a program such as this  
22 partly because we're not coming -- it just seems like a  
23 good size city, a good number of universities, you know,  
24 a good size police department. It seems like it could  
25 be a really good place to have something like this.

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1 MR. FISHER: So that New Orleans program,  
2 wasn't that like they took recruits and that was a part  
3 of their training?

4 MS. GOMEZ: They did like people who were two  
5 years into the force or less basically which also makes  
6 for a nice support group too for people who are entering  
7 the force.

8 MR. FISHER: I wonder if it could be a part of  
9 their field training. We can look at that guide and  
10 talk about it there.

11 MS. HECKMAN-McKENNA: I had a little bit to  
12 say on a different session too if we're good talking  
13 about that one.

14 MS. GOMEZ: Would anybody be interested in  
15 seeing more information about that or me mocking up some  
16 sort of plan or anything like that before we move on?

17 MS. HECKMAN-McKENNA: Yes.

18 MR. PRINGLE: I'd be interested in it.

19 MS. GOMEZ: Okay.

20 MS. HECKMAN-McKENNA: Very interested.

21 MS. GOMEZ: Okay.

22 MS. HECKMAN-McKENNA: Well, another session  
23 that I found particularly interesting and relevant, it  
24 was session 20. It was on bias. And it talked a lot  
25 about, of course, like it was about how to listen for,

1 recognize and break down assumptions and conclusory  
2 language. One thing I keep coming back to that ties  
3 into implicit biases, implicit bias training, is this  
4 rhetorical disconnect, this like us versus them speech  
5 that I hear frequently like not just in our communities,  
6 like in general between the community and police forces.

7           And I mean, my instinct is that given the  
8 power structure of police really need to be on the  
9 leading edge away from this language since they're the  
10 ones with more power than normal citizens. So I think  
11 we really need to start speaking of us and like of all  
12 of us instead of this us versus them rhetoric.

13           I really wish that everyone could have heard  
14 this panel and especially members of the CPD, because I  
15 do see CPD working hard to remove systemic bias as much  
16 as they know how. This panel offered specific ways that  
17 might be accomplished and it reiterates some of my  
18 thoughts from last meeting that I'd love it if CPD  
19 considered sending a few representatives from the force  
20 to the conference.

21           These representatives could then like come  
22 back and fill in the rest of the force on what they  
23 heard and what they learned and the conversations that  
24 they were able to have. I wanted to mention that.

25           MR. FISHER: Anything else? Move on then to a

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1 couple status updates. In terms of audits, the three of  
2 us were trying to decide on a convenient time to meet.  
3 So maybe we can talk about that outside of this time.  
4 We'll update again next month.

5 In terms of the case 2020-0004, if I read it  
6 correctly, it seemed to be a new complaint.

7 SERGEANT ALPERS: So after discussions with my  
8 investigator and Nicole, our legal advisor, we're going  
9 to treat it as a new complaint. So it will not be an  
10 appeal.

11 MR. FISHER: All right. Scratch it off the  
12 list then. Next status update is the recommendation  
13 regarding foot pursuits. I don't think there's  
14 anything.

15 MS. WIBBENMEYER: The letter was sent on July  
16 22 and no response received yet.

17 MR. FISHER: Training calendar request. Same  
18 thing?

19 MS. WILLIAMS: So do we need to reach out  
20 again or what do you recommend, Rose?

21 MS. WIBBENMEYER: It's really up to you as to  
22 what you'd like to do.

23 MS. GROVER: Did you request anything in the  
24 letter or we just made the recommendation? Did we ask  
25 for feedback?



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1 MS. WIBBENMEYER: It will take me a little bit  
2 to find it on my computer. Last line says your  
3 consideration of these recommendations and your response  
4 to this request is greatly appreciated.

5 MS. WILLIAMS: So I would like to hear back.  
6 I'm not sure how to go about making that request, but I  
7 would like to hear back something. Any suggestions from  
8 the board?

9 MR. FISHER: I can send another.

10 MS. GROVER: Maybe just send another letter  
11 with the previous letter attached and just say still  
12 looking for follow up.

13 MR. PRINGLE: Get that by our next meeting.

14 MS. WIBBENMEYER: I can send another letter.  
15 I did send a reminder email as well to the police chief,  
16 not the city manager.

17 MR. FISHER: That's the same thing with the  
18 training calendar. All right. Then we've got the  
19 changes to Chapter 21. As far as I know, that hasn't  
20 reached the Council yet.

21 MS. WIBBENMEYER: It is scheduled for -- It's  
22 on the tentative agenda for September 21.

23 MR. FISHER: And our last update has to do  
24 with the Disparity Index and Related Data.

25 MS. WIBBENMEYER: Before Sergeant Alpers

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1 starts, I just want to let you know we have confirmed  
2 Don Love for October 14. He apologized he got confused  
3 with the dates. So he will be here in October.

4 MS. GOMEZ: Thank you, Rose.

5 SERGEANT ALPERS: Where shall we start?

6 MR. WILLIAMS: The way you're rubbing your  
7 hands, I was like oh, this is going to be serious.

8 MS. GOMEZ: Where would you like to start?

9 SERGEANT ALPERS: Wherever you most feel  
10 comfortable. I'll explain the documents that I brought.  
11 If you want to go to the big one. This is your yearly  
12 report of cases. Just to kind of go through the  
13 breakdown so you can see it, the IA number is the number  
14 we assign via IAPro software.

15 The received date, the allegations, the  
16 complainant's sex, complainant's race, the officer's PIN  
17 number. That does not give an officer name, but that is  
18 just a reference for us for the member. The finding and  
19 any action taken or days or hours suspended.

20 MS. WILLIAMS: What's the difference between  
21 not sustained and unfounded?

22 SERGEANT ALPERS: How about I give everything  
23 so we can all be on the same page? So a not sustained  
24 complaint would be a complaint that shows evidence of  
25 both sides of either being sustained or this occurred or

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1 exonerated. It's kind of a -- it may or may not have  
2 happened, but we really can't tell with the evidence at  
3 hand.

4 MR. SMITH: Are they the same -- Those are the  
5 same categories that we use that we see when we get  
6 letters, right?

7 SERGEANT ALPERS: That's correct.

8 MS. WILLIAMS: When we what?

9 SERGEANT ALPERS: Whenever you receive citizen  
10 letters, that's the same stuff you'll see. An unfounded  
11 complaint -- actually, I'm sorry, let me go to  
12 sustained. Sustained complaint means there's evidence  
13 to support that this event occurred or that this  
14 misconduct occurred. An unfounded finding is there's no  
15 evidence to support it whatsoever. So there's -- it's  
16 an unfounded complaint. It's baseless or what was  
17 described did not occur. And then an exonerated finding  
18 means that the event occurred and a potential policy  
19 violation occurred but there was a reason for that to be  
20 allowed. So that's the breakdown of those reports.

21 MS. WILLIAMS: Can you give me an example?

22 SERGEANT ALPERS: An example of what?

23 MS. WILLIAMS: When it would be considered  
24 exonerated?

25 SERGEANT ALPERS: I need to choose my words

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1 wisely here. Let's say that there's a complaint about  
2 speeding and there was a reason for there to be -- the  
3 officer to be speeding or, you know, running a stop sign  
4 or running through a red light. If there was a legal  
5 reason for that, that would be an exonerated example.

6 MS. WILLIAMS: I see one that says  
7 discourteous disrespectful treatment of citizen but he  
8 was exonerated.

9 SERGEANT ALPERS: Correct. Without having any  
10 context to it, I wouldn't be able to talk to it. It  
11 could be a number of things.

12 MR. SMITH: Just like the example of the curse  
13 words that we've had before where you could consider  
14 that discourteous.

15 SERGEANT ALPERS: In the heat of the moment or  
16 the event that occurred. Me saying -- let me pick an  
17 explicative could be an exonerated event by the chief.  
18 It occurred.

19 MS. WILLIAMS: I'm with you.

20 SERGEANT ALPERS: And then the chief believes  
21 or the chain of command believes that it occurred for a  
22 reason and it wasn't in violation of policy because of  
23 the events that led up to it.

24 MR. SMITH: Sergeant Alpers, in the heat of  
25 the moment it would be courteous to say sir, that's a

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1 might fine Glock Gen 3. Would you please put it on the  
2 ground versus "drop the fuckin gun now. Do it now."  
3 That might be considered a little bit discourteous, but  
4 in the heat of the moment it's justifiable because you  
5 want the person to comply, put the gun on the ground and  
6 go home and everybody goes home with the same number of  
7 holes that they started with. Might that be a good  
8 example?

9 SERGEANT ALPERS: Yes, sir.

10 MR. SMITH: Thank you.

11 MR. PRINGLE: The ones that are just labeled  
12 no misconduct alleged, how are those even filed? How do  
13 those come up when there's no misconduct actually  
14 alleged?

15 SERGEANT ALPERS: Are you asking for an  
16 example or how those are determined?

17 MR. PRINGLE: Both.

18 SERGEANT ALPERS: Okay. So an example would  
19 be somebody files a complaint and the complaint is that  
20 they're being harassed by the police. There's no policy  
21 that says police can't harass people because being  
22 stopped for -- I'm just using examples here. Please  
23 don't read into it -- being stopped for legal  
24 justification is not harassment. There's no policy or  
25 administrative rule that describes harassment by an

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1 officer. So that's an example. Again, as I discussed  
2 it before, I get complaints from people who are very  
3 angry, some people who can't put their feelings on paper  
4 so they will provide me with this information and I have  
5 to decipher through their information and what I believe  
6 they're trying to tell me, because sometimes they don't  
7 pick the phone up or they won't return phone calls or  
8 they still can't describe it when we do talk. So if  
9 they can't clearly define to me what is going on and  
10 there's no policy that really sits with their summary of  
11 the events, this is what we would put for that such as  
12 no misconduct. Again, without having context to the  
13 case and whoever, I don't know who the three are that  
14 are going to be coming to my office, we can get into  
15 that and I can show you and give you context to it. Or  
16 even, I don't know if, Nicole, if you saw it or, Darryl,  
17 if you saw it, I don't know if we talked about a no  
18 misconduct case or not.

19 MR. SMITH: I can't recall.

20 MR. PRINGLE: But it's still an investigation?

21 SERGEANT ALPERS: Yeah, it's a cursory  
22 investigation that we look at or potentially a  
23 supervisor could look at and at the end of the day it  
24 ends up going to the chief, goes straight to him. If we  
25 believe there's no misconduct that's being alleged in

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1 that complaint, then we will provide that information to  
2 the chief and say we don't believe there's any  
3 misconduct that they're speaking of that falls under our  
4 policies, if that makes sense.

5 MR. PRINGLE: That makes sense.

6 SERGEANT ALPERS: Any other? All right.  
7 Moving on. We'll do the small piece of paper -- well,  
8 the bigger writing just the single page. And I sent you  
9 all a map of the beat breakdown, but I think Rose told  
10 me that you probably wanted how many officers were in a  
11 beat.

12 MS. GOMEZ: Yes.

13 SERGEANT ALPERS: I broke that down. Now, we  
14 have to be careful giving these numbers as solid numbers  
15 because it fluctuates and changes throughout the year.  
16 This was taken from the last active roster from each  
17 year. So it might fluctuate based upon personnel  
18 changes, people being sick, people getting adjusted,  
19 people leaving, being open for 8 months out of the  
20 12-month year.

21 When I was supervising road officers, we  
22 didn't have somebody on one beat for almost six months  
23 during the day shift. So it's a fluctuating number.  
24 It's a living and breathing document. Questions about  
25 that?

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1 MS. GOMEZ: Is the proportion generally the  
2 same or would that change too?

3 SERGEANT ALPERS: I think it's going to, and  
4 I'm speaking on behalf of somebody that I probably  
5 shouldn't be speaking upon, but just as an observer most  
6 likely it's based off of calls for service. Just  
7 looking at the higher ones, it's generally the higher  
8 calls for service areas. So you see for an example last  
9 year, I'm sorry, 2018 Beat 30 went from 12 officers to  
10 9. I can't account for that, and I don't want to  
11 speculate but it could be calls for service dropped from  
12 the year prior. Whereas Beat 80 went from 9 to 10. I  
13 will tell you as being here for as long as I have, 80  
14 beat has grown significantly and the calls for service  
15 there have arisen significantly. So I can only imagine  
16 if I was putting my officers somewhere I would want to  
17 base that off of calls for service so we're adequately  
18 covering the city.

19 MR. SMITH: How's the alignment going to 16  
20 beats versus 8? Is it just subdividing these 8?

21 SERGEANT ALPERS: Right. It's going to be  
22 subdivided -- It's going to be difficult to put together  
23 --

24 MR. SMITH: Based on this.

25 SERGEANT ALPERS: -- information like that. I



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1 think it's a good idea because you take a big area and  
2 you condense it down into a small -- you condense it  
3 down into a smaller area and you can have officers that  
4 are more in tune with that smaller area. If you take,  
5 for example, Beat 80, Beat 80 goes from I-70 on the east  
6 side of town. It wraps all the way down to the  
7 southeast part of the city down through the south part  
8 of the city up and around, encompasses a huge area. And  
9 we tell these officers go be responsible for this beat.  
10 Three of the most shoplift stores in the city of  
11 Columbia are in Beat 80. They're not going to have time  
12 to be in tune with their beat. So the way that Chief  
13 Jones has set this up, I believe, would become the  
14 officers are being better in tune with who they're  
15 serving.

16 MR. SMITH: Thank you.

17 MR. BOYKIN-RUDOLPH: Because I'm fairly new,  
18 Beat 70D, what is that?

19 SERGEANT ALPERS: That's downtown. That's  
20 right here. Large amount of commercial and residential  
21 crammed into a small space.

22 MR. FISHER: And very little crime.

23 SERGEANT ALPERS: What's that?

24 MR. FISHER: And very little crime, calls for  
25 service.

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1           SERGEANT ALPERS: I would say very little  
2 reported crime. Other questions?

3           MS. GOMEZ: Not about that page. Thank you.

4           SERGEANT ALPERS: I figured you were getting  
5 to the big one. So let me preface this by saying this  
6 is not my data. This is not what I do. And we have a  
7 dedicated person to this data. He prepares this. He's  
8 our criminalist that prepares all this information. So  
9 I can't speak 100 percent to it. If there are questions  
10 that I cannot answer, I will get that information for  
11 you. And also '18 is on one side, '19 is on the other  
12 side. So you'll have to tell me which one you're asking  
13 about.

14           MS. GOMEZ: I think my main question is, I was  
15 wondering if there was a way that we can get access to,  
16 like we talked about last time, what it is that people  
17 saw when they were doing plain search or what they  
18 thought they smelled when they were doing odor searches  
19 to sort of figure out what that disparity was between  
20 what was actually there versus what was perceived was  
21 there.

22           SERGEANT ALPERS: So I think that is a --  
23 that's some of the stuff that we lack whenever we  
24 collect data from traffic stops is that it's just not a  
25 requested thing. There's no way for me to tell you

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1 exactly what it is.

2 MS. GOMEZ: Officers wouldn't report what it  
3 is that they thought they saw; they would just say plain  
4 view search?

5 SERGEANT ALPERS: Maybe, maybe not.

6 MS. GOMEZ: So there's a chance?

7 SERGEANT ALPERS: Yeah. You're talking about  
8 16,000 contacts or incidents that we would have to  
9 search 16,000 to see if they put in the notes what they  
10 smelled or what they saw.

11 MS. GOMEZ: Right, it would be like searching  
12 other rather than getting to check off a data point and  
13 then the data wouldn't be necessarily all equal because  
14 some people might and some people might not.

15 SERGEANT ALPERS: Correct. When I was a  
16 senior officer, somebody that's been here for awhile, I  
17 would always enter notes into my call because my mind  
18 would not serve me correctly or there would be something  
19 that I wanted to put in a note because I didn't want to  
20 forget about it. So I would enter that data in there.  
21 For a brand new officer who is 22 years old, has never  
22 done this job before, doesn't understand the intricacies  
23 and the questions that he or she might get, it might not  
24 be something that they're inputting and I think when you  
25 listen to the traffic stop committee talk about that,

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1 there's so much data that we could collect that maybe we  
2 should collect. But then now you're adding compounding  
3 work on to more and more and more.

4 MS. GOMEZ: Oh, definitely. I think the  
5 reason I'm particularly interested in this is because  
6 there's that disparity between what people think they  
7 see and what is actually seen. So in terms of the  
8 software's capability, I know the data that group is  
9 going to look into these kinds of things further but  
10 there is -- I mean, I don't know that you would know  
11 this necessarily. Is there capacity in the software to  
12 have other things added?

13 SERGEANT ALPERS: I'm sure there is, but I  
14 would hate to say yes or no.

15 MS. GOMEZ: Okay.

16 SERGEANT ALPERS: Just because of this  
17 technology. It feels like you could build something;  
18 but without having somebody here that knows that stuff  
19 inside and out, I would hate to say yes or no.

20 MS. GOMEZ: And then I know that you might not  
21 be able to speak to this either, but in terms of that  
22 disparity that we talked about last time, too, do you  
23 know what might be causing that or what's happening  
24 there?

25 SERGEANT ALPERS: Again, I would -- I don't

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1 want to even speculate. I just don't -- I don't know.  
2 I don't know if there is an answer and I think that's  
3 been the question for years since the traffic stop data  
4 started coming out.

5 MS. GOMEZ: Oh, sure, sure. I don't mean the  
6 overall disparity between traffic stops. I meant of not  
7 finding things.

8 SERGEANT ALPERS: I think that's part of it.  
9 That's why we have this why is this question always the  
10 question that we're asking. Without getting into the  
11 psyche of everybody involved, I don't know that we'll  
12 get that answer. I just don't know. Again, I don't  
13 think it would be prudent for me to even talk to it.

14 MS. GOMEZ: Sure, sure. Do you mind if I look  
15 this over for next time and ask you more questions?

16 SERGEANT ALPERS: Absolutely.

17 MS. GOMEZ: Okay. Great. Thank you. Rose,  
18 do they have an end date for when they're trying to get  
19 the reports together?

20 MS. WIBBENMEYER: For the community  
21 engagement?

22 MS. GOMEZ: I thought it was supposed to be  
23 around October.

24 SERGEANT ALPERS: I think you said October 16  
25 or October 19.

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1 MR. PRINGLE: October 19. Okay.

2 SERGEANT ALPERS: I do have a list of things  
3 for the appropriate time to talk about.

4 MS. GOMEZ: Thank you.

5 VIII. NEW BUSINESS

6 MR. FISHER: All right. Moving on to new  
7 business. We've got community outreach and community  
8 involvement. I can't remember why this was on there.

9 MR. SMITH: Is that like a place holder or is  
10 it always there?

11 MR. FISHER: I think I've tried to keep it  
12 there but it's moved around.

13 MS. HECKMAN-McKENNA: I think we did talk a  
14 little bit about it last time and we had this as a place  
15 to talk more about our ideas, things to that effect. In  
16 terms of this, I did want to mention that I have a  
17 contact with ABC 17 Fox 22 that might be able to help us  
18 set something up. I'm wondering if we, by we I mean  
19 like the chair, vice chair, have any interest in doing  
20 some sort of news interview to let the public know more  
21 about what we do. Would you like me to reach out to see  
22 if that's even something I can try and put together?

23 MR. FISHER: Yeah. I mean, the more that we  
24 can get out in front of people the better.

25 MS. HECKMAN-McKENNA: I will get in touch with

1 that contact. I have no idea if he'll be able to do  
2 anything but I'll try.

3 MR. FISHER: If there's nothing else, we'll  
4 keep that on there and keep thinking about outreach.

5 Out next item is the policy recommendations on  
6 the proposed change. So I think it was sent out. We  
7 can talk about it, any ideas or thoughts, however the  
8 alignment worked out. NACOLE had a session on it today.  
9 If you were able to watch that, you might have some more  
10 information. I think you said you had some things to  
11 talk about. So ahead.

12 MS. HECKMAN-McKENNA: I'd love to make a few  
13 comments just like about sort of the recommendation or  
14 the suggested policy change that I'd like to put on the  
15 table for us to talk about. So I mean, the way that the  
16 policy currently reads is that strangle and choke holds  
17 are prohibited except where the officer reasonably  
18 believes there's an imminent threat of death or serious  
19 physical injury to him, herself or a third party and  
20 this action is the only reasonable means at the time to  
21 stop that threat. That's what we heard about earlier as  
22 well.

23 And I also did find Chief Jones's response to  
24 that really interesting. I still would like to talk  
25 about a suggested policy change to prohibiting all choke

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1 holds, including the safer carotid hold.

2 In NACOLE's session today, the session was  
3 called an examination of police initiated neck  
4 restraints. The panelists included a sergeant on the LA  
5 PD who used to be a trainer on defensive tactics and use  
6 of force. Another was the head medical examiner in LA  
7 County for decades and had like so much experience.  
8 They described the two types of choke holds. So there's  
9 the -- I can't really do it on myself but I'll send you  
10 all the images that I screen shotted. There's the bar  
11 arm choke holds that effectively restricts air and it's  
12 pressing the front of the throat and then there's the  
13 carotid restraint and that's more pressing like on the  
14 carotid artery and that restricts blood flow and oxygen  
15 to the brain.

16 They were both very clear that on a  
17 nonresisting person the carotid is a relatively safe  
18 maneuver. They went into a lot of detail on the anatomy  
19 and the disabling effects of both. Ultimately both the  
20 sergeant and the medical examiner, they talked about how  
21 dangerous the carotid hold is too. It can lead to  
22 fractures of critical structures in the neck. I did  
23 take some screen shots of that too. I'll send all of  
24 that out to you all.

25 MR. SMITH: The carotid can lead to that?



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1 MS. HECKMAN-McKENNA: Yes. Let me continue  
2 and this might answer that question. The most dangerous  
3 aspect to this is when a suspect is resisting or trying  
4 to escape, which ostensibly they're going to do when  
5 they're suffering in a choke hold. So when they are  
6 resisting, that hold is really going to shift. It  
7 becomes like this dynamic situation that's always  
8 changing. It's not like you're just able to hold in  
9 that one place. When the person is resisting, it's  
10 going to keep shifting around. And it can and often  
11 does result in a compression of the front of the neck  
12 which is much more dangerous to people.

13 There was also a lot of conversation  
14 surrounding underlying medical conditions especially  
15 related to the heart, to seizure disorders and  
16 anti-depressants that can lead people to die even with  
17 properly held carotid holds. There are other factors  
18 that I just want to mention because I found it really  
19 distressing and inhumane. One of those is when done  
20 correctly, this hold is going to cause the suspect to  
21 lose consciousness probably within about 10 to 15  
22 seconds and that causes many people to defecate and  
23 urinate themselves which is, you know, it's a pretty  
24 humiliating thing.

25 Finally, Sergeant -- I'm going to mispronounce

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1 his name -- was it Steiger (phonetic spelling) spoke  
2 about the necessity of constant training on this kind of  
3 hold like weekly on carotid holds if they are to be done  
4 correctly. It seems really unlikely that this could be  
5 something that could be maintained given how overworked  
6 our police force already is. I just want to say given  
7 how dangerous even the carotid hold was described by a  
8 doctor, a medical examiner who has done this work for  
9 decades, and this LA PD sergeant, I do suggest proposing  
10 a policy change that forbids the use of choke holds.

11 MS. GOMEZ: I thought -- I don't remember who  
12 said it, but I thought the idea of it being completely  
13 taken out of policy was also interesting because then it  
14 speaks to sort of the if in the same policy where it  
15 says, you know, obviously if you're trying to save your  
16 own life, then you're going to do things, right, that  
17 you need to whether or not they're approved. It speaks  
18 to sort of that being one of those things rather than at  
19 all okay or ever okay. It speaks to the life saving  
20 defense.

21 MR. SMITH: Where it was treated as just  
22 another form of --

23 MS. GOMEZ: Of self defense.

24 MR. SMITH: -- self defense, treated like  
25 another deadly weapon.

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1 MS. GOMEZ: Exactly.

2 MS. HECKMAN-McKENNA: Like I would, especially  
3 based on what I heard today and the bit of research I've  
4 done, I would definitely agree with that. I do think it  
5 has to be treated as a deadly weapon if it's going to be  
6 used at all.

7 MR. SMITH: Isn't that consistent with what  
8 the current policy is?

9 MS. HECKMAN-McKENNA: Yes, but I am still  
10 suggesting given how dangerous it is even with people  
11 even if it's done perfectly correctly, you cannot know  
12 if people have underlying medical conditions. So my  
13 suggestion would be to ban it.

14 MS. GOMEZ: I think the fact that like  
15 Sergeant Alpers mentioned that nobody is trained.  
16 There's no training on a choke hold for the Columbia  
17 Police Department, correct?

18 SERGEANT ALPERS: I have never been trained,  
19 but that's not to say that there's somebody has not ever  
20 been trained.

21 MS. GOMEZ: Sure.

22 MS. WILLIAMS: You may have somebody who comes  
23 from the military who is now an officer.

24 MS. GOMEZ: Since the police department  
25 doesn't train for it, maybe it makes sense that it's not

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1 in there in the same way that, you know, billy clubs  
2 were also not in there as an approved weapon, right?

3 SERGEANT ALPERS: So we're comparing it to  
4 billy clubs? I want to make sure that I'm  
5 understanding.

6 MS. GOMEZ: No, basically I'm trying to  
7 express that obviously there are some weapons that  
8 police do not use and there are some forms of restraint  
9 that police do not use. But if you're fighting for your  
10 life, you're going to do things that you might not  
11 otherwise do. Since people aren't always trained in  
12 choke hold, that would be one of those things that you  
13 might do in self defense but you should not be doing --

14 SERGEANT ALPERS: Just to restrain a subject.

15 MS. GOMEZ: Exactly, which would mean that it  
16 maybe doesn't need to be in the policy as a tactic at  
17 all because it's not an approved tactic.

18 SERGEANT ALPERS: Correct. Then I think if we  
19 read the policy it talks about using it -- let me  
20 understand. I'm not in a position to argue for or  
21 against this.

22 MS. GOMEZ: Sure.

23 SERGEANT ALPERS: So I'm going to be vague  
24 with you. It sounds like you're saying to take it out  
25 but we can still use it in a deadly force application?

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1 MS. GOMEZ: Basically what the person on the  
2 NACOLE session was talking about was that by taking it  
3 out of the policy completely demonstrates that it's not  
4 an accepted practice worth discussing. And so my  
5 question was if it's simply thought of as a last resort  
6 method that you're just using to defend yourself, why  
7 would it be in the policy anyway if you're not trained  
8 for it, if it's not something that people should be  
9 doing, you know, it's sort of like any other attack that  
10 you wouldn't do, if you had to poke somebody in the eye  
11 or something. You're not going to list poke somebody in  
12 the eye.

13 SERGEANT ALPERS: I'm tracking now. What  
14 you're saying is that in the event I ended up using some  
15 sort of maneuver out of self defense, preserving my own  
16 life, it would fall under the deadly force policy as a  
17 use of deadly force. So for an example our officers  
18 anytime that somebody uses deadly force it's reviewed  
19 under deadly force applications. That's where it would  
20 be reviewed at is under there instead of a policy that  
21 would allow you to use a choke hold to restrain a  
22 subject potentially.

23 MS. GOMEZ: Right. Or, yeah or, you know,  
24 just not be in the policy.

25 SERGEANT ALPERS: If I wanted to use a

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1 gigantic concrete brick to smash --

2 MS. GOMEZ: Exactly. So that it's only in the  
3 case of basically life and death that you're defending  
4 yourself that it would ever come up. So it's not like  
5 you've got in your policy I'm going to use a brick only  
6 under these circumstances. You don't even have it in  
7 there because it's not something that would be  
8 acceptable under any other circumstances.

9 SERGEANT ALPERS: Okay. I understand that,  
10 yes. That sounds in Scott's opinion the opinion of the  
11 City of Columbia or the city police department, yes,  
12 that sounds reasonable.

13 MS. GOMEZ: Thank you for the back and forth  
14 about clarifying that.

15 MR. BOYKIN-REYNOLDS: Before you leave, I have  
16 a question. So if a firearm was used on a suspect,  
17 there's a procedure, correct, after that gets found the  
18 police officer fired their firearm, right? Usually  
19 there's a process like a review process of a firearm  
20 being used?

21 SERGEANT ALPERS: Right.

22 MR. BOYKIN-REYNOLDS: Is there a same review  
23 system if a choke hold is ever used?

24 SERGEANT ALPERS: I don't know because I've  
25 never seen a choke hold used. It would be -- give me an

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1 example of a choke hold being used.

2 MR. BOYKIN-RUDOLPH: I'm just -- My thought  
3 process I thought when he said that when somebody  
4 chooses to use -- a police officer chooses to use a  
5 choke hold they know that they're using it in a deadly  
6 force, like they're using -- that suspect is probably  
7 going to be a lost cause, that mindset that I got.

8 MS. WILLIAMS: First you've got to determine  
9 if CPD views it as deadly force.

10 MR. BOYKIN-RUDOLPH: If the chief made the  
11 comment saying that a choke hold -- if somebody chooses  
12 to use a choke hold, they're using it in a deadly force  
13 and knowing that the possibility that person they're  
14 putting in a choke hold may not pass. So the example he  
15 gave that night was they walked into a house and this  
16 person was on top of this lady stabbing her and getting  
17 ready to put a knife to her throat. You're too close to  
18 the suspect and the victim to use a weapon because you  
19 could miss the suspect and hit the victim. So in that  
20 situation a hands on situation would be what would be  
21 the possibility of getting him off of her and putting  
22 them into that choke hold position would be what he  
23 perceived as an acceptable motion knowing that you're  
24 probably going to lose him but you're going to be saving  
25 her. So that was the example. Of course, I'm

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1 paraphrasing how it was --

2 SERGEANT ALPERS: Yeah, I know what you're  
3 talking about.

4 MR. BOYKIN-RUDOLPH: Which was pretty much the  
5 example he gave. When you give an example, it makes  
6 somewhat sense in that situation. My concern is what I  
7 would like to understand is that if that happened, then  
8 I would want it to be reviewed just as if you were using  
9 a gun to shoot somebody. There's a review of that  
10 police officer and the reasons they use that.

11 SERGEANT ALPERS: There would be a review of  
12 the use of force no matter what. If we used -- In that  
13 specific situation that you're talking about, if we used  
14 some sort of -- what are the names of them?

15 MS. HECKMAN-McKENNA: The carotid hold and the  
16 bar hold.

17 SERGEANT ALPERS: One of those and the  
18 subject's life was taken, it would be treated just the  
19 same as if they had shot that person or took a brick and  
20 hit them with that. No matter what, if we use force on  
21 somebody, it's going to go through a chain of command  
22 review. Just because we do something doesn't mean it  
23 wouldn't be reviewed. Does that answer to your question  
24 make sense?

25 MR. BOYKIN-RUDOLPH: Yeah. I just wanted to



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1 make sure that I understand because like I would never  
2 have thought in my mind that a choke hold -- I mean,  
3 obviously I know it caused the force but to think that  
4 if you put somebody in a choke hold you would need to be  
5 in the mindset that this is going to possibly kill the  
6 person you have in the choke hold. So my thought was I  
7 don't feel like that is explained well enough in a  
8 policy to understand that so that a police officer can  
9 be held accountable for using that and having that  
10 accountability of knowing that that is exactly what it  
11 was instead of I didn't know that could happen.

12 SERGEANT ALPERS: It would be just the same as  
13 if we shot at somebody and during the review they found  
14 that shooting was improper. So they would be in  
15 violation of the deadly force policy, application of  
16 that deadly force.

17 Same situation if an officer reasonably  
18 believed that in order to accomplish this goal of saving  
19 somebody's or their life they applied the choke hold or  
20 some sort of choke hold or whatever and he didn't  
21 perish, it's still going to be reviewed to see if it was  
22 even justified from that standpoint. Same example that  
23 you were giving. So I think we really -- it needs to be  
24 distinguished or it is going to be distinguished or  
25 however this plays out is this a choke hold for a deadly

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1 force application or is this a choke hold for  
2 restraining somebody.

3 MS. GOMEZ: I mean, I think since it's just  
4 not necessarily trained for everybody that it just might  
5 be worth taking out of the policy to show that this is  
6 not a place that does that unless, you know.

7 SERGEANT ALPERS: Deadly force application.

8 MS. GOMEZ: Yeah.

9 MR. FISHER: Any other comments? Anyone from  
10 the public have any thoughts on this?

11 MR. LOVELADY: I just wanted to speak on the  
12 choke hold policy again since it's fresh. I can't think  
13 of any reason why we would do a choke hold policy even  
14 the example that the chief gave, if I put a choke hold  
15 on somebody from behind that I have a knife, don't I run  
16 the risk of being stabbed? If we're not being trained  
17 on it and we're not doing it, what's the problem with  
18 removing it? I mean, we can set the example. If we're  
19 not doing it and we're consistently saying that Columbia  
20 does not do that, what's the problem with removing it?

21 MS. HECKMAN-McKENNA: May I ask a question?

22 MR. LOVELADY: You may.

23 MS. HECKMAN-McKENNA: So, you know, speaking  
24 as yourself or as people's defense, does removing it  
25 sound more appealing or does forbidding it sound more

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1 appealing? I'm really just curious.

2 MS. WILLIAMS: Or do you see them as the same?

3 MR. LOVELADY: I kind of see them as the same.

4 I'm the victim of a choke hold. When I explained it to  
5 the chief, he said that that wasn't a choke hold. Even  
6 when I sent my information to the particular person,  
7 even changing the wording of the policy still gives it  
8 power. So in my opinion how about we just delete it in  
9 totality. I mean, I don't care how you explain it or  
10 what example you give. It's simply not going to be  
11 right because in one way or another it's going to end in  
12 death or some kind of handicapping because when you cut  
13 off oxygen to the brain, I mean, what happens next. You  
14 can leave a regular person brain dead. In my opinion,  
15 why we do choke holds? Make it plain to why we would do  
16 it and then I would be in support of it. No matter how  
17 you explain it, I can't see a reason of why it would be  
18 okay.

19 MS. GOMEZ: I'm really glad that you're here  
20 to share your opinion on this. Thank you.

21 MR. LOVELADY: No problem.

22 MS. HECKMAN-McKENNA: That's basically exactly  
23 what I was going to say. Like I'm really compelled by  
24 Carley's idea and your corroboration of just removing  
25 the policy and suggesting the removal.

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1 MR. LOVELADY: I mean, so many times they  
2 consistently say, and I've spoke to several different  
3 officers, is we flat out don't do it. If we flat out  
4 don't do it, let's flat out remove the policy.

5 MS. WILLIAMS: Why have it then.

6 MR. LOVELADY: Correct. Because it's a safe  
7 haven for them. It's the loophole that allows them to  
8 get away if that one time somebody does do it and it's  
9 not reported, because if you look at my police file, it  
10 never said that a choke hold was applied to me and it  
11 happened behind fireworks.

12 MS. WILLIAMS: Excuse me?

13 MR. LOVELADY: It happened behind fireworks  
14 because I threw my fireworks in the car and left my hand  
15 on my door. Immediately a choke hold was swooped under  
16 and applied. It's not in my record. Was I a threat?  
17 But it wasn't viewed as a choke hold.

18 MS. GOMEZ: I'm sorry that you experienced  
19 that but thank you for sharing with us.

20 MS. HECKMAN-McKENNA: Thank you.

21 MS. GOMEZ: It sounds like we could maybe make  
22 a motion.

23 MS. HECKMAN-McKENNA: I move to remove the  
24 choke hold and strangle policy.

25 MS. WILLIAMS: Would we do it as a

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1 recommendation?

2 MS. HECKMAN-McKENNA: It's policy 300.11.4.

3 MR. SMITH: This is just to remove it from CPD  
4 policy?

5 MS. GOMEZ: I second the motion to recommend  
6 that we --

7 MS. HECKMAN-McKENNA: Remove that policy.

8 MS. GOMEZ: Yes. Thank you.

9 MR. PRINGLE: It would be your direct language  
10 here, right, Heather, we're just going to replace all  
11 that and just say are prohibited? Striking over 11.4?

12 MS. HECKMAN-McKENNA: Yes.

13 MR. FISHER: There's been a motion and a  
14 second so I'll do a roll call vote on it. Boykin-  
15 Rudolph?

16 MR. BOYKIN-RUDOLPH: Yes.

17 MR. FISHER: Fisher? Yes.

18 MR. FISHER: Grover?

19 MS. GROVER: Aye.

20 MR. FISHER: Heckman-McKenna?

21 MS. HECKMAN-McKENNA: Yes.

22 MR. FISHER: Pringle?

23 MR. PRINGLE: Yes.

24 MR. FISHER: Seamon? Did she leave? Smith?

25 MR. SMITH: Yes.

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1 MR. FISHER: Williams?

2 MS. WILLIAMS: Yes.

3 MR. FISHER: Gomez?

4 MS. GOMEZ: Aye.

5 MR. FISHER: All right. Sounds like it  
6 passed. We'll send another letter to the chief and city  
7 manager and hopefully get a response.

8 MS. WILLIAMS: We will get a response.

9 MR. FISHER: All right.

10 MS. WIBBENMEYER: Before you continue on, you  
11 may want to have kind of a similar issue on next month's  
12 agenda. By that time we might know what the legislation  
13 is because it may be helpful if this is something you  
14 feel strongly about to send report to Council in support  
15 of whatever you think that should be.

16 MR. SMITH: Rose, would it be beneficial to  
17 send ours first so that the CPRD opinion is before the  
18 Council?

19 MS. WIBBENMEYER: Since I didn't watch the  
20 Council meeting and I don't know what was discussed, I  
21 don't know necessarily.

22 MR. SMITH: I think --

23 MS. WIBBENMEYER: It would really depend upon  
24 how you want to approach it.

25 MR. SMITH: It never hurts to lead. I'd

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1 rather be the head than the tail.

2 MS. WILLIAMS: I agree.

3 MR. SMITH: Under the tail is something that's  
4 kind of unfriendly.

5 MR. PRINGLE: It was unanimous too.

6 MR. SMITH: Absolutely.

7 MS. WIBBENMEYER: So that would take another  
8 motion to send report to Council to say whatever it is  
9 you want to say.

10 MR. SMITH: I move to send a report to Council  
11 as quickly as possible with the recommendation that was  
12 just passed in the prior vote.

13 MS. WILLIAMS: I second.

14 MS. WIBBENMEYER: Before you go too far, the  
15 recommendation that was just passed was to change or to  
16 remove it from the police policies. I believe what the  
17 Council is looking at is creating an ordinance to  
18 prohibit it, which are very different things.

19 MR. SMITH: I recommend that we send a report  
20 to Council with our recommendation that the policy be  
21 removed, not prohibited.

22 MS. WILLIAMS: Second.

23 MR. FISHER: All right. We'll do another roll  
24 call vote. Boykin-Rudolph?

25 MR. BOYKIN-RUDOLPH: Yes.

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1 MR. FISHER: Fisher? No. Grover?

2 MS. GROVER: Aye.

3 MR. FISHER: Heckman-McKenna?

4 MS. HECKMAN-McKENNA: Yes.

5 MR. FISHER: Pringle?

6 MR. PRINGLE: Yes.

7 MR. FISHER: Smith?

8 MR. SMITH: Yes.

9 MR. FISHER: Williams?

10 MS. WILLIAMS: Yes.

11 MR. FISHER: Gomez?

12 MS. GOMEZ: Yes.

13 MR. FISHER: All right. It passes. Anything  
14 else on that?

15 All right. Next item is the public request on  
16 the nonlocal law enforcement. Did everyone get a chance  
17 to read it? It was an email that suggested another  
18 change on policy. Any thoughts or ideas?

19 MR. BOYKIN-RUDOLPH: I will say it's a little  
20 bit different than what I thought they were talking  
21 about. I thought it was like -- Rose explained it to me  
22 when I asked her about it. I thought it was talking  
23 about other outside law enforcements coming in where  
24 this was actually talking to me felt more like civilian  
25 stepping in and helping. I was a little confused by



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1 that trying to contrast from what I got.

2 MR. FISHER: Is Benjamin here by chance?  
3 Would you want to come up and answer some questions and  
4 clarify some things?

5 MR. SCHULZ: What would you like to know?

6 MR. FISHER: I've just got a couple questions.  
7 Did you kind of write this yourself or were there like  
8 sources?

9 MR. SCHULZ: So I did a bit of research. I  
10 wrote this myself. I did get some assistance from  
11 another citizen by the name of Doug Mann (phonetic  
12 spelling.) But I wrote this myself.

13 MR. FISHER: Did you see any other cities or  
14 jurisdictions doing the same thing?

15 MR. SCHULZ: I looked for examples. I was not  
16 able to find any, but I did find examples of this sort  
17 of thing of being a problem in other areas and I found  
18 it interesting that Missouri state law does technically  
19 open this loophole where yes, the police can under  
20 certain circumstances enlist the involvement of people  
21 who are not sworn peace officers.

22 THE COURT REPORTER: I'm sorry?

23 MR. SCHULZ: Yes, I can. I'm sorry. I'll go  
24 ahead and repeat all that. I am not aware of a  
25 regulation like this in another city although I looked

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1 for examples. I did prepare this specifically because  
2 there have been incidents in current events in other  
3 cities where there have been troubling and maybe not  
4 entirely ethical or legal collusions between the police  
5 and persons who appear to be taking the law into their  
6 own hands.

7 And considering that state law currently does  
8 allow certain collaborations between sworn peace  
9 officers and civilians under certain circumstances and  
10 that Columbia police policy does also explicitly allow  
11 it it seemed worth closing that loophole.

12 This is kind of a digression I know from the  
13 earlier proposal about local versus nonlocal law  
14 enforcement. That turned out to be a very tricky issue  
15 and is what led me into this one because there are so  
16 many situations in which there are legitimate reasons  
17 for local and nonlocal law enforcement to collaborate  
18 that it's very difficult to tease apart and although  
19 there's reasons there to be concerned, it's difficult to  
20 find a clear separation whereas there is a fairly clear  
21 separation between people who are sworn peace officers  
22 and people who are not.

23 MR. BOYKIN-RUDOLPH: Do you have any like  
24 examples of the situations that this became an issue?

25 MR. SCHULZ: I'd be happy to compile a bigger

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1 list, but one rather high profile one was back in July  
2 in the city of Philadelphia back when the protests were  
3 at their height. There was a considerably large mob of  
4 like armed white men with clubs and guns roving about  
5 the city essentially beating people up. They beat up a  
6 reporter. They were caught on film. They did this in  
7 full view of the police and were seen to have actions  
8 with the police. It's unclear whether or not they had  
9 official sanction, but it is very clear that they did  
10 have an informal understanding with uniformed police  
11 officers and that not only were the police not  
12 intervening but they didn't seem to consider that what  
13 was being done was law even though it plainly was.

14 MR. PRINGLE: I have a question about so the  
15 last two sentences in your first paragraph, it seemed  
16 like they kind of cancel out everything that follows. I  
17 was curious about just what were you thinking when you  
18 drafted officers must refuse all other offers of outside  
19 assistance except from other duly authorized peace  
20 officers acting in accord with their official duty.  
21 This policy does not prohibit officers from soliciting  
22 or receiving information as part of the criminal  
23 investigation. I guess those two don't flow as well  
24 with the rest of what you drafted, especially you  
25 already kind of have at the very end this policy does

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1 not apply to anyone helping with an investigation or  
2 apprehension. Kind of what was your thinking there?

3 MR. SCHULZ: So the thinking there is that  
4 having -- enlisting someone to say like carry a gun,  
5 control the crowd or apprehend a person or any number of  
6 things is quite different from saying like do you know  
7 what happened here, does anyone recognize this person.  
8 And that it would be really difficult to make a policy  
9 change that hamstrung the police ability to investigate  
10 a crime versus the police ability to say you now have  
11 the right to act with the force of violence against  
12 people in the public and that's the difference. The  
13 police investigating a crime instead of asking questions  
14 or receiving information is quite different from the  
15 police saying you are now authorized to use violence  
16 against other members of the public and that will be  
17 considered a law enforcement activity.

18 That clause is in there specifically so  
19 there's no confusion because especially with under  
20 Doug's advice and after I thought over it as well, it  
21 would potentially be an un -- a completely unfeasible  
22 change if it could be interpreted to say that oh, the  
23 police can't ask questions, the police can't receive  
24 information. That would never work. But it does seem  
25 reasonable to say the police cannot collude with other

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1 people who are not -- let me rephrase. The police  
2 cannot enlist others who are not sworn peace officers to  
3 act in the role of the state's monopoly on violence.  
4 The police can ask questions. They can't make you a  
5 goon or a thug on their behalf.

6 MR. SMITH: What happens when people effect  
7 citizens arrests?

8 MR. SCHULZ: Which I've heard of such a thing.  
9 I guess, and no disrespect, how often does such a thing  
10 happen.

11 MR. SMITH: Someone is breaking into your  
12 vehicle, someone assaults you, you restrain them until  
13 the police show up.

14 MR. SCHULZ: You're not doing that on behalf  
15 of the police. The police are not charging you to do  
16 it. You're doing that of your own volition. Missouri  
17 state law, especially because we have a very strong  
18 castle law, already like authorizes you to use force up  
19 to deadly force as long as you're within the confines of  
20 your own private property. If that's all of the case,  
21 probably the police are not even on the scene.

22 MR. SMITH: So then Sergeant Alpers is out and  
23 God forbid something happens and someone draws a firearm  
24 and has him pinned to the ground. Like any normal human  
25 being is going oh, shit, help me, help me. How does

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1 that -- what do you propose apply? He's asking for the  
2 help of a citizen.

3 MR. SCHULZ: And if you read through the whole  
4 text though, it is not completely prohibited but it  
5 would actually fall under like he would be requesting  
6 the assistance which is already permitted in Missouri  
7 state law in apprehending a person who needs to be  
8 arrested or who has escaped arrest. He'd be like I am  
9 requesting your help to apprehend this person who is  
10 clearly committing a crime. Missouri state law says I  
11 can do that. The policy recommendation says you can do  
12 that. You can just -- You cannot do it outside of that  
13 narrow circumscription and you have to keep all the  
14 details after the fact which I think is another  
15 important like aspect is that the person involved in  
16 that action is known and recorded and accountable if  
17 they act improperly.

18 MR. SMITH: I honestly think your policy is  
19 looking for a problem that doesn't exist.

20 MR. SCHULZ: Well, I understand that it could  
21 come up though. I admit it is proactive and you could  
22 say this might not be an issue. With all due respect,  
23 we're kind of in an unstable political moment in the  
24 United States and it seems like a time to try to stay  
25 ahead of problems where we can because, to be blunt,

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1 personally I don't see a reason to leave this loophole  
2 open.

3 MR. PRINGLE: That answer kind of explains  
4 this a little more to me. You're drafting this for its  
5 -- like giving the officers the power to summon the aid  
6 but if anyone offers that aid, that's an automatic no?

7 MR. SCHULZ: Correct.

8 MS. WILLIAMS: You want to do this as  
9 preventive?

10 MR. SCHULZ: Yes. And that Mr. Smith's  
11 comments are correct that I am not aware of this being a  
12 problem in Columbia but as it has been a problem in  
13 other areas and as it's a deeply concerning problem it  
14 seems worth acting on early rather than later.

15 MR. SMITH: So no one can offer aid to an  
16 officer and the officer cannot accept such aid?

17 MR. SCHULZ: Can you give a motivating  
18 example?

19 MR. SMITH: That was a clear statement of what  
20 your policy is proposing.

21 MR. SCHULZ: Yes, sir, that is correct.

22 MR. SMITH: So if an officer comes upon a  
23 scene, and I'm carrying it out to something that's just  
24 very, officer comes upon a scene, hot scene, little girl  
25 is about to be attacked by a naked man with an

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1 eight-inch chef's knife, he trips getting out of the  
2 patrol car. He cannot ask a citizen to help the little  
3 girl?

4 MR. SCHULZ: He can do so because he would be  
5 doing so in the course of arresting a person which the  
6 policy change expressly allows for.

7 MR. SMITH: But the person cannot say I'll get  
8 him for you?

9 MR. SCHULZ: No. That said I'm sure there are  
10 a large number of other like legal allowances for that  
11 person to intervene to stop the situation which is to  
12 say --

13 MR. SMITH: If there are other -- If the  
14 person can intervene otherwise, then where is this  
15 policy if that person has a legal right to intervene  
16 otherwise, then this policy has absolutely no effect.

17 MR. SCHULZ: But the situation you're  
18 describing is one in which there is a clear and very  
19 specific situation. The intent here, and certainly  
20 there's room to talk about the details but I still feel  
21 strongly about the wording that's there, is that there  
22 have been cases of politically extremists gangs of  
23 people who have understandings with the police and who  
24 have acted to keep order especially in protest areas in  
25 cities that have had much more violent protests than



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1 Columbia has. So you could say well, that hasn't been a  
2 problem in Columbia and let's hope that it doesn't  
3 become a problem in Columbia.

4 MR. SMITH: That is criminal activity. That  
5 is criminal intent.

6 MR. SCHULZ: Yes, it is.

7 MR. SMITH: And that can be addressed through  
8 existing law, through existing policy, existing  
9 whatever. Having more, you know, more law or more  
10 ordinances is not going to stop that from happening.

11 MR. SCHULZ: I might ask a counter question.

12 MR. SMITH: Sure.

13 MR. SCHULZ: On the other hand, under what  
14 situations can you imagine that the police would  
15 legitimately need to accept an offer that didn't involve  
16 the apprehension of someone already committing a crime,  
17 a specific person committing a crime, because in your  
18 example we're talking about a specific person who's  
19 already in the commission of a crime. The police show  
20 up. It's clearly happening. But that's quite different  
21 from say let's imagine, you know, that suppose I and 12  
22 of my friends show up with rifles one day. It's a  
23 heated day. There's been a lot of protests. I say  
24 well, I think those folks on the other side are causing  
25 trouble and the police go gosh, you know, I think they

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1 are. You know what. Maybe you could help us make sure  
2 things don't get too unruly. Is there a legitimate  
3 reason to say that the police would need to do that;  
4 that the police would need to without a clear like paper  
5 trail or a public record enlist even informally people  
6 who are not trained, who are not publicly accountable,  
7 who aren't the police to act in a public safety  
8 capacity. Is there a reason they would need to do that?

9 MR. SMITH: It is highly unlikely given my  
10 ability, et cetera, because the liability fall on police  
11 and everything else because as soon as someone gets  
12 hurt, you talk to X and they said you might want to give  
13 us a hand and liability train starts running down the  
14 track and you start getting into checks with lots of  
15 zeroes.

16 MR. SCHULZ: Although there are cases in which  
17 those checks unfortunately do get written and they do a  
18 lot of damage to the cities involved. You can easily  
19 turn that argument to say why not have the city prohibit  
20 this exactly so that they do not end up in such a  
21 situation.

22 MR. SMITH: And prohibition won't do a damn  
23 thing.

24 MR. BOYKIN-RUDOLPH: I have a situation that's  
25 not an arrest situation. Say there was a car accident

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1 right out here in the intersection here. One police  
2 officer shows up to respond and asks the assistance of  
3 other civilians around to help direct traffic until  
4 other people arrive. Technically what you are assuming  
5 to me that would be assisting help from a non public  
6 health public safety officer to assist in a situation  
7 but it's not to arrest or apprehend someone.

8 MR. SCHULZ: It does fit that definition, yes.

9 MR. BOYKIN-RUDOLPH: So that would technically  
10 be not allowed by the policy you are looking at?

11 MR. SCHULZ: That's a good question. I would  
12 say that no, it's not. I will also say that I would be  
13 -- well, actually I don't know if Sergeant Alpers would  
14 be the one to speak to this because I don't want to put  
15 him out but I wonder to what extent that have the  
16 Columbia police ever enlisted civilians to direct  
17 traffic on their behalf. Is that a situation that --  
18 not like hypothetically but it realistically could  
19 actually occur.

20 MR. SMITH: What about a mass shooting, mass  
21 shooting, number of people down, they come in. Their  
22 first job is to stop the active threat. So as they go  
23 by pull out tourniquets, pull out stop, quick clot,  
24 whatever agent they have and toss it to people and say  
25 apply tourniquet, hold pressure. As we stabilize the

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1 scene, we'll get the med behind us and backfill.  
2 Accorded by your policy, could not do that because  
3 they're enlisting citizen help.

4 MR. SCHULZ: Perhaps but I actually don't see  
5 -- I do not see how that would prevent people from  
6 assisting.

7 MR. SMITH: By your policy it does.

8 MR. SCHULZ: It prevents the police from  
9 expressly directing those people to assist.

10 MR. SMITH: But they did and they supplied  
11 equipment.

12 MR. SCHULZ: Yes, they did.

13 MR. SMITH: And they expected them to assist.

14 MR. SCHULZ: Wouldn't that place them under  
15 the same liability argument that was made earlier which  
16 is to say, you know, if you give someone who hasn't even  
17 maybe been first aid trained, you're like do first aid.

18 MR. SMITH: Covered by the Good Samaritan  
19 statutes of the state of Missouri.

20 MR. SCHULZ: That is so. But again, I don't  
21 see -- I don't see the policy preventing the right thing  
22 from happening in that situation. I do see what you're  
23 saying. Yes, those people would need assistance.

24 MR. SMITH: What you're saying is your policy  
25 applies when you want it to?

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1 MR. SCHULZ: No, sir. What I'm saying is that  
2 the police have a very specific public safety function  
3 and that it's important that the separation between them  
4 and the rest of the public remain clear and that their  
5 activities remain circumscribed to that public safety  
6 function.

7 MR. SMITH: I'm as confused as a baby in a  
8 strip club right now.

9 MR. PRINGLE: Going back to your example about  
10 when you talk about what happened in Philadelphia in  
11 July. You're talking about the people who were  
12 attacking the Christopher Columbus statues. When it  
13 came to those groups, I don't think they were ever  
14 actually like semi deputized or even really I guess  
15 offering assistance to the police so much as the police  
16 just being indifferent to what they were doing to  
17 protesters. So how would the policy really I guess hold  
18 those officers like accountable if there really wasn't  
19 ever that magic transaction of hey, can you guys go  
20 handle them. It's more of a police indifference than  
21 actual active come help us by beating them up.

22 MR. SCHULZ: So the importance here is that  
23 there will not be the excuse that you could be like oh,  
24 we enlisted those people to help us keep order, because  
25 that's the other side of that is it might be that that

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1 didn't come under scrutiny but if it did come under  
2 scrutiny the fact is it would be as simple as oh, we  
3 enlisted those folks to help us keep order and that is  
4 all well and good like that's allowed.

5 MR. PRINGLE: I guess the police just being we  
6 didn't see it even if they're plainly seeing it.

7 MR. SCHULZ: That does appear to be at least  
8 what happened in the moment in the situation, yes.

9 MR. BOYKIN-RUDOLPH: I kind of have a question  
10 that you might be able to answer. Have there been any  
11 incidences where a police officer may enlist a civilian  
12 to help in any situation?

13 SERGEANT ALPERS: Are you asking me?

14 MR. BOYKIN-RUDOLPH: Yeah.

15 SERGEANT ALPERS: You're going to have to give  
16 me an example.

17 MR. BOYKIN-RUDOLPH: That's what I'm just  
18 trying to figure out. Have you ever noticed any  
19 incidences where that might be a possibility of whether  
20 it is to help you direct traffic in an accident  
21 situation or help you provide aid to a mass casualty  
22 like his example was, whether it was to, you know, help  
23 apprehend somebody when you're in a hot pursuit or  
24 things like that.

25 SERGEANT ALPERS: I've asked somebody to help

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1 me with aid of another person. Traffic control is kind  
2 of dangerous because if you ask somebody to go out and  
3 run traffic or keep traffic control and they get hit,  
4 that's a problem. Apprehending somebody, I've never  
5 done that personally. I can't speak for the 175 cops  
6 here over the last hundred years we've had a police  
7 department. I think we have a policy that covers this,  
8 though. Do you have policies up?

9 MR. PRINGLE: I can get up there real fast.

10 SERGEANT ALPERS: 340.3.2 No. 5. It's under  
11 code of conduct.

12 MS. WILLIAMS: Can you read it, please?

13 SERGEANT ALPERS: I'm going to. 340.3.2  
14 subsection 5. The wrongful or unlawful exercise of  
15 authority on the part of any member for malicious  
16 purpose, personal gain, willful deceit or any other  
17 improper use. Obviously I can't speak to where he's  
18 going to because I'm not going to assume I know  
19 everything that he's speaking to, but I think that as a  
20 generalized policy where if I've given an illegal order  
21 for somebody that would be covered in policy under  
22 performance, in my opinion. So if I'm missing  
23 something, then that's discussion among you all.

24 Have you got that, Travis?

25 MR. PRINGLE: Yeah.

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1 MS. WILLIAMS: My question to you, sir, is is  
2 there -- did you know about that policy first?

3 MR. SCHULZ: Yes, I did and I had interpreted  
4 that to mean officers doing things like soliciting  
5 favors or using their authority to wrongfully intimidate  
6 people for reasons outside of their official capacity,  
7 things of that nature. So I did, in fact, look through  
8 and notice that I made the proposal because I didn't  
9 feel as if that particular regulation covered the  
10 example that I was thinking of.

11 MS. WILLIAMS: So how can you take that  
12 proposal -- that policy and incorporate what you're  
13 thinking? Not totally do away with that policy but add  
14 to that policy. How would you do that? How would you  
15 do that?

16 MR. SCHULZ: Well, ma'am, if I understand the  
17 nature of the question, I would say a lot of the  
18 examples that people have brought up had specifically to  
19 do with things like administering like medical aid and I  
20 would not at all object to say like adding a clause like  
21 that to the proposed amendment. That seems perfectly  
22 fine and reasonable. Now, that said, it still seems  
23 worth again like directly circumscribing, you know,  
24 those kinds of provisional authorities to the degree  
25 we're able because if a police officer says, you know,



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1 help this person, they're bleeding out, that's one  
2 thing. If a police officer says like these people have  
3 become violent where these people is not a well defined  
4 person, it's not someone suspected of a crime, you could  
5 argue oh, well, they're giving an unlawful order, but by  
6 the same token there are constructions of situations  
7 that aren't too difficult to imagine where the order  
8 could be judged lawful and, for instance, the police  
9 could say, oh, no, under Missouri state law we formed a  
10 policy to apprehend people who are engaged in crimes.

11 MS. WILLIAMS: So have you tried to meet with  
12 the police chief to get a firm explanation of what that  
13 policy actually means?

14 MR. SCHULZ: No, ma'am, I have not spoken to  
15 the chief of police.

16 MS. WILLIAMS: Can I make that recommendation  
17 for you?

18 MR. SCHULZ: Yes, you may.

19 MS. WILLIAMS: I do. Just to see exactly what  
20 the chief's definition of that policy means.

21 MS. GOMEZ: I would be interested, too, and  
22 like if the idea of militia covers that because I think  
23 that having a policy that protects against issues like  
24 you're talking about is important whether or not  
25 something like that has ever come up. We have laws that

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1 not everybody necessarily follows. That's sort of the  
2 point of them. But I do think it sounds like there  
3 might be the policy that covers that. So maybe Ms.  
4 Williams is right in talking with the chief next would  
5 be a good idea just so that we can all get on the same  
6 page too.

7 MR. SCHULZ: I will do so.

8 MS. WILLIAMS: Because I don't want to assume  
9 what it means. I mean, I really want to know exactly  
10 how does the chief interpret that policy.

11 MR. SCHULZ: That is a very good question. I  
12 would like to know. I will speak to him and I will be  
13 happy to report back at the next meeting.

14 MS. GOMEZ: I appreciate your work on this and  
15 taking the initiative to do something like this.

16 MR. SCHULZ: Thanks for taking the time to  
17 read my proposal and give me comments. I appreciate it.

18 MR. PRINGLE: This is good citizenship. So  
19 thank you.

20 MS. GOMEZ: It is.

21 MR. SCHULZ: If there's nothing else, I'll let  
22 you all go.

23 IX. GENERAL COMMENTS BY PUBLIC MEMBERS AND STAFF

24 MR. FISHER: So we've got some homework.  
25 We'll think about it and pick it up if it comes back

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1 around. Next item is general comments by public members  
2 and staff.

3 MS. GOMEZ: I have a quick question actually.  
4 In terms of I know that we're looking into getting a  
5 training schedule, do we have access to the exact  
6 breakdown on number of hours of all of the types of  
7 training that police undergo? Sergeant Alpers, is that  
8 accessible to us?

9 MS. WIBBENMEYER: Do you mean that CPD does  
10 with the officers or do you mean what's required under  
11 state law?

12 MS. GOMEZ: What's required that CPD does and  
13 what's required by state law.

14 SERGEANT ALPERS: I can get all that for you.

15 MS. GOMEZ: That would be great. Thank you.

16 MS. WILLIAMS: Before you leave, Sergeant  
17 Alpers, to go back to something that we were talking  
18 about earlier that I was trying to process my brain  
19 around because the exoneration still kind of gets me  
20 wrapping around in my brain because we had a case where  
21 a woman felt that an officer was being rude and  
22 disrespectful to her. That's what I was trying to  
23 process, Darryl. And I don't understand how that, an  
24 officer approaching someone and being demeaning and  
25 speaking rudely to someone could be considered justified

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1 and needed in order to do his job. I don't know if some  
2 of the board members know the case I'm talking about.

3 SERGEANT ALPERS: So that was phrased as a  
4 statement. What's the --

5 MS. WILLIAMS: I need you to explain to me how  
6 that in that scenario that would be something that would  
7 be justified to the point that it would be exonerated.

8 SERGEANT ALPERS: Well, I can't speak to the  
9 findings that supervisors made. So that would be for  
10 you to ask the supervisors in that specific case.

11 MS. WILLIAMS: I know they ended up making a  
12 recommendation for that particular officer, but I just  
13 couldn't wrap my brain -- that was the case I was  
14 thinking of when you were talking.

15 SERGEANT ALPERS: I think I know which one  
16 you're talking about where we sent a backup. Again, I  
17 couldn't speak for the supervisors and the decisions  
18 that they made or the findings that they came up with.  
19 I don't have an answer to your question.

20 MS. WILLIAMS: All right. Because we never  
21 heard back. After we made the recommendation, we never  
22 heard back the results of our recommendation. I was  
23 just -- that's what I was focused on when you were  
24 explaining that. Not someone being told to put a gun  
25 down.

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1 MS. HECKMAN-McKENNA: Are you talking about  
2 the case where he was already on the ground?

3 MS. WILLIAMS: Oh, no, not that one.

4 SERGEANT ALPERS: Are you talking about the  
5 basketball court?

6 MS. WILLIAMS: Yes.

7 MR. SMITH: With regard to training, we've got  
8 a number of new members and I think it would be useful  
9 to have use of force training, ethics training, et  
10 cetera, and incorporating within the use of force  
11 training some scenario-based training.

12 MS. WIBBENMEYER: Right now with COVID that's  
13 why we signed you all up for the NACOLE conference so  
14 you can get all your virtual training through those  
15 sessions which I believe are available either live or  
16 then via recording through December. So that's what  
17 we've been doing at this point. If you want more than  
18 that, we will have to find a time and a room which is  
19 basically this room.

20 MR. SMITH: Do people think they're getting  
21 good use of force training with regard to what NACOLE is  
22 putting out? I have not seen anything that's been  
23 really what I would consider comprehensive. They have  
24 that one two-and-a-half hour session.

25 MS. HECKMAN-McKENNA: I agree with you I don't

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1 think it's been comprehensive. I do like the idea of  
2 getting -- Like I had a one-on-one session with Sergeant  
3 Alpers earlier this month which was very useful and  
4 helped me understand some things. I think it would be a  
5 good idea to have training. I don't know how that  
6 happens during COVID.

7 MS. WILLIAMS: I don't know about anybody else  
8 but due to COVID I'm cool with doing virtual.

9 MS. HECKMAN-McKENNA: Trying to do use of  
10 force training virtually, that might be really  
11 difficult.

12 MS. WIBBENMEYER: As a board or commission,  
13 you would have to have an in-person meeting. Right now  
14 if you wanted training, it would be here in this room at  
15 a time that this room is not in use by another board or  
16 commission, because if you notice, Sergeant Alpers is  
17 having to sit way off to the side because of the spacing  
18 you all need. So there's very limited spacing in here  
19 and this room is in pretty high demand right now because  
20 there's so many boards and commissions that need to meet  
21 and need the spacing.

22 MS. GOMEZ: I'm incredibly interested in  
23 training, but to be honest with the spike in cases I'm  
24 very much trying to limit my time in public. I  
25 basically go here and to the grocery store.

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1 MS. WILLIAMS: I agree.

2 MR. SMITH: That's something that we need to  
3 keep on the agenda if we ever get clear of COVID.

4 MS. GOMEZ: Yeah.

5 MR. SMITH: If not, we need to put on body  
6 suits and get it done.

7 MS. GOMEZ: Definitely.

8 MR. PRINGLE: Do you believe the NACOLE  
9 conference has given enough training on search and  
10 seizure?

11 MR. SMITH: No.

12 MR. PRINGLE: I think that's something that  
13 can always be good for the board.

14 MS. WIBBENMEYER: That would be something that  
15 if someone here wanted to do the presentation or knew  
16 someone they wanted to do the presentation, we could add  
17 that sort of session to a regular meeting as a speaker.  
18 You already have a speaker lined up for October. So the  
19 next available date would be November.

20 MR. PRINGLE: Didn't we have Sergeant Alpers  
21 do a search and seizure training once?

22 SERGEANT ALPERS: Yes.

23 MS. WILLIAMS: And we had an attorney come  
24 once. I think it was a city attorney, wasn't he? He  
25 was an attorney.

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1 MR. PRINGLE: The prosecutor?

2 MS. WILLIAMS: No, I think it was way before  
3 you came. I think it was in my first year.

4 MR. FISHER: Those are things we can make a  
5 list of. Any volunteers to do the training. I'm not  
6 authorized to do search and seizure. Any other  
7 comments?

8 Sergeant Alpers, you said you had some things.  
9 I figured you'd just camp out up here.

10 SERGEANT ALPERS: So I just wanted to touch on  
11 a few things from tonight's meeting that I saw. The  
12 first thing is the resource app. The one you  
13 downloaded, is it blue with a hand and then three  
14 people?

15 MR. PRINGLE: The one I downloaded, it's just  
16 the CPD shield.

17 SERGEANT ALPERS: I need my other phone. So  
18 the name of the app is COMO Resource. It's blue. This  
19 is not put on by CPD. This is from the health  
20 department, I believe. This has a very comprehensive  
21 guide to resources within the city and the county.

22 MS. WILLIAMS: Can you say the name of it  
23 again?

24 SERGEANT ALPERS: COMO Resource. It might be  
25 Resources. It's blue. COMO Resource and Referral



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1 Guide. It's blue. It has a hand with looks like three  
2 family members above the hand.

3 MS. WILLIAMS: Does CPD use that?

4 SERGEANT ALPERS: This is new. We just got an  
5 email about it today or yesterday, one of the two. So I  
6 would hope so. It used to be on a paper pamphlet. So  
7 we used to hand those out --

8 MS. WILLIAMS: Yellow?

9 SERGEANT ALPERS: -- to individuals who were  
10 in need of that stuff. Just going through it today, it  
11 does have a significant amount of resources.

12 I heard there was talk today during the CIT  
13 presentation about the communications and I think it  
14 came from you about the questions that are being asked  
15 and what they're doing. Joint communications isn't a  
16 part of CPD. The county runs that. So when you were  
17 asking the question about what can they do to  
18 accommodate that, I don't know what the proper  
19 channeling would be to try to get to them. So we are  
20 not in charge of them. We can give suggestions, but a  
21 lot of it is based off their accreditation. As Officer  
22 McCulloch pointed out, ProQA which is their software  
23 system, and it asks all these specific questions and it  
24 goes through and then generates a call name and would  
25 generate officers be going to it. It's a very in depth

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1 digital questionnaire. Even me calling, if I called in  
2 an incident right now, they would put me through ProQA  
3 if I called on my phone. If I just told them, hey, my  
4 number is 1 Adam 20, they would still put me through  
5 ProQA even though I would just tell them what was going  
6 on.

7 MR. FISHER: Kind of like a flow chart kind of  
8 thing?

9 SERGEANT ALPERS: It's a digital flow chart.  
10 We get all these -- we can see all the questions. The  
11 questions are just sometimes crazy like all the  
12 questions that they're asking to get to the point. And  
13 it can -- well, I'm not going to speak on that. That's  
14 not my arena. Always muddying the waters sometimes.

15 There is a -- I think you were kind of  
16 alluding to this, and Josh didn't touch on it, and  
17 that's fine, he's not a dispatcher, there's a course CIT  
18 for dispatchers. They get the same training but from  
19 the standpoint of being on the phone and talking with  
20 somebody in crisis instead of seeing them face to face.

21 I sent you all an email from the Missouri CIT  
22 Council. So everybody should have gotten that. It kind  
23 of gave you some information about CIT, the training  
24 that goes on and we're actually featured on the home  
25 screen with a picture of one of our officers in uniform.

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1 So there's information about that.

2 Talking about a CIT team, and I would 100  
3 percent agree with you and Officer McCulloch that we  
4 need a team. I will give you -- I got to love you for  
5 it, wanting five or six people to be on this team. I  
6 will give you an example of Portland, Oregon. Portland  
7 is a very progressive town in regards to mental health,  
8 Seattle, and these are just ones that I follow because  
9 they're the leaders in it in my opinion in the police  
10 world. They have a population of 654,000 people roughly  
11 minus the metro area so just Portland proper. They have  
12 900 officers. From what I gather, they have eight sworn  
13 and six civilian on that staff. So you're talking 14  
14 people for this team of a town roughly 700,000 people,  
15 probably more.

16 MS. WILLIAMS: One person can't do it all.

17 SERGEANT ALPERS: I agree. But trying to get  
18 five people to be on a team, as you said, you're not in  
19 charge of the budget, it would be very difficult. I  
20 don't speak the budget stuff. That's not my wheelhouse.  
21 Just to kind of give you an idea of the sizes of these  
22 teams for the size of the city. We roughly have 120,000  
23 people with 175 officers. Trying to get a team that big  
24 would be very taxing.

25 MS. WILLIAMS: Even though there's a need?

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1           SERGEANT ALPERS: I can't disagree with you.  
2 I don't disagree with you one bit. Trying to put  
3 together a team like that, that would be taxing on the  
4 patrol division.

5           MR. BOYKIN-RUDOLPH: How many do you think  
6 that it would be possible to have for a team like that  
7 in the current state that we're at right here?

8           SERGEANT ALPERS: Realistically? One or two.  
9 We struggle to staff the road in just the uniform patrol  
10 division. So, you know, you try to take five or six  
11 people to be a full-time mental health liaison team,  
12 you're pulling a lot of resources away, a lot. I know  
13 it doesn't sound like a lot. But five cops coming off  
14 the road is a lot, a lot, a lot.

15           Talking about training.

16           MS. WILLIAMS: That's sad. That really  
17 saddens me. I'm being so serious.

18           MR. BOYKIN-RUDOLPH: How many officers do we  
19 have?

20           SERGEANT ALPERS: I think our authorized  
21 strength is 170 something, I believe. Don't quote me on  
22 it. It's close to something like that.

23           MS. WILLIAMS: 172? 192? Wow.

24           SERGEANT ALPERS: But you're talking about  
25 detectives, patrol officers, my job, command staff

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1 members, supervisors. So it's not like 170, 180 cops on  
2 the road. You're talking from the top to the bottom.  
3 So talking about training, POST requires us to do X  
4 amount of training a year and they give us specific  
5 training that they give us. We don't get to pick that  
6 training. That is mandated by POST, which is the  
7 governing body for training for peace officers. So we  
8 don't get to pick that. We have to go to that. That's  
9 not an optional thing where we just can't go. If we  
10 don't make our POST hours, we can have our license  
11 suspended. We can have it taken away from us. We can  
12 deal with sanctions inside the police department.

13 Now, outside optional training, it's dependent  
14 upon the officer and on what track they want to go in  
15 their career. For me, mine was traffic, investigations  
16 and management. So that's kind of the track that I've  
17 gone. Now, I'm a CIT certified officer. I applied to  
18 do that because I felt strongly in it and I think we  
19 need it.

20 It's kind of track based on how you want to go  
21 in your career. I'll address your training for the next  
22 meeting in October. I reached out to one of the academy  
23 instructors and asked him about the CIT training. He  
24 said -- I'm going to get some clarification from him. I  
25 kind of hit him off the hip tonight. It is modeled off

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1 the original Memphis model and the St. Louis model and  
2 it is POST approved. So POST has -- they've seen it,  
3 they've looked at it, they've approved it. It's  
4 considered POST credit hours. Learning objectives are  
5 the same as Missouri CIT. So I don't know if it's the  
6 same but it could very well be. I don't know the  
7 answer. So you might get 40 hours at the academy and  
8 then go to the Missouri CIT sanctioned training and get  
9 another 40 hours for the basic course.

10 MR. SMITH: CPD is using the Missouri CIT or  
11 are you doing --

12 SERGEANT ALPERS: I mean, the Missouri CIT  
13 Council is who we go through. I'm not -- I wouldn't be  
14 comfortable answering the curriculum and all that.

15 MR. SMITH: I understand.

16 SERGEANT ALPERS: It was also brought up by  
17 Mr. Lovelady about the complaint system to be able to  
18 check in. Chief Jones has already tasked me with that  
19 quite awhile ago. It is a matter of developing a web  
20 page and being able to extract the data from IAPro and  
21 dump it into that web page and keeping it secure. What  
22 kind of data do we put out there, how much access are we  
23 allowing because we don't want to put personal  
24 information out there and somebody else get somebody's  
25 personal information. We are in talks with IT about

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1 developing that web page. Like everything else, it  
2 takes time. It's something that I can't just turn on  
3 overnight. That is in the works. That's been in the  
4 works for quite some time now. That's all the notes  
5 that I have.

6 MS. WILLIAMS: They tell me I talk too much.

7 MR. FISHER: Any other comments?

8 MS. WIBBENMEYER: I sent you all an email on  
9 Morley Swingle's Search and Seizure Guide. He writes  
10 the best guide of search and seizure law in Missouri.  
11 You have that. Feel free to read it at your  
12 convenience. It will tell you all about search and  
13 seizure law and what all the cases say.

14 MR. BOYKIN-RUDOLPH: It's 228 pages.

15 MR. SMITH: It's a quick read.

16 MS. WIBBENMEYER: Yes. He actually is a  
17 really good writer and he writes novels too. It's more  
18 interesting. The POST requirements are on the Missouri  
19 Department of Public Safety's website. I was trying to  
20 copy the link, but my computer is not cooperating right  
21 now. So if you go to just search Missouri Department of  
22 Public Safety Peace Officer Standards and Training, it  
23 has all sorts of links and all sorts of information from  
24 that page. That's a good resource for you as well.

25 MS. GOMEZ: Thanks, Rose.

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1 X. NEXT MEETING DATE: OCTOBER 14, 2020.

2 MR. FISHER: All right. Anything else? If  
3 not, our next meeting is October 14.

4 XI. ADJOURNMENT

5 MR. FISHER: We need a motion and a second to  
6 adjourn.

7 MR. SMITH: Motion to adjourn.

8 MR. BOYKIN-RUDOLPH: I'll second that, Boykin.

9 MR. FISHER: All those in favor, let it be  
10 known by aye. All opposed.

11 (Unanimous vote for approval.)

12 MR. FISHER: We're adjourned.

13 (The meeting adjourned at 9:30 p.m.)

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CERTIFICATE OF REPORTER

I, Beverly Jean Bentch, RPR, CCR No. 640, Certified Court Reporter with the firm of Tiger Court Reporting, LLC, within the State of Missouri, do hereby certify that I was personally present at the proceedings had in the above-entitled cause at the time and place set forth in the caption sheet thereof; that I then and there took down in Stenotype the proceedings had; and that the foregoing is a full, true and correct transcript of such Stenotype notes so made at such time and place.

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