

In the Matter of:  
**CITIZENS POLICE REVIEW BOARD**

---

*December 09, 2020*

---



[www.tigercr.com](http://www.tigercr.com) 573.999.2662

1  
2  
3  
4  
5  
6  
7  
8  
9  
10  
11  
12  
13  
14  
15  
16  
17  
18  
19  
20  
21  
22  
23  
24  
25

CITY OF COLUMBIA  
CITIZENS POLICE REVIEW BOARD

Transcript of Meeting

December 9, 2020, 6:00 p.m.  
City Hall, Council Chambers

Reported by: Jenni Bosh, RPR, CRR, CCR 1108

1  
2  
3  
4  
5  
6  
7  
8  
9  
10  
11  
12  
13  
14  
15  
16  
17  
18  
19  
20  
21  
22  
23  
24  
25

BOARD MEMBERS PRESENT:

- Travis Pringle, Chairman
- Wayne Boykin
- Cornelia Williams
- Alex Hackworth
- Heather Heckman-McKenna
- Dillon Pierson
- Andrew Fisher
- Carley Gomez (Virtual)

ALSO PRESENT:

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

1 TRANSCRIPT OF PROCEEDINGS

2 CHAIRMAN PRINGLE: We will bring this meeting of  
3 the Citizens Police Review Board to order. Catherine  
4 Grover, she has informed us tonight that she will not be  
5 able to attend today's meeting. And with that, this is  
6 the Citizen's Police Review Board. We work to bridge the  
7 gap between law enforcement and the community to help  
8 increase trust and accountability.

9 Before we move on, we do have -- we have two  
10 new members to the board. One was able to introduce  
11 himself to everybody last month. That was Alex Hackworth  
12 over here, but Dillon Pierson, we had his face, but not  
13 his voice last month, so Dillon, please introduce  
14 yourself to the community and maybe just kind of let us  
15 know what brought you to us.

16 MR. PIERSON: Sure. Yeah. Absolutely. So my  
17 name's Dillon Pierson. Kind of a new resident to  
18 Columbia. I just moved here, I actually work for a waste  
19 intercyclng company down in Jefferson City. I like  
20 living here, I really enjoy the community. I've actually  
21 been here before. And I'm an undergraduate -- well, my  
22 undergraduate degree is from University of Kansas, so  
23 please don't hold that against me. I do love this  
24 community very much.

25 What really brought me here is I'm a

1 veteran, so I used to serve in the Army, I was an Army  
2 officer for six years. I can see how trust and  
3 accountability really does make the difference between a  
4 successful mission and, you know, very unsuccessful and  
5 very poor outcomes. So I thought I could bring some  
6 maybe levity to the board and provide some of my insights  
7 based on my previous experiences. So I'm glad to meet  
8 you-all. Thank you.

9 MR. FISHER: Welcome.

10 CHAIRMAN PRINGLE: Next up on our agenda is  
11 approval of this agenda. Has everyone had a chance to  
12 look over the agenda? And is there a motion to approve?

13 MS. HECKMAN-McKENNA: I was going to suggest  
14 perhaps moving the community comments before new  
15 business.

16 MS. WILLIAMS: I think we talked about that  
17 before.

18 CHAIRMAN PRINGLE: Yeah, we've done it before.

19 MS. WILLIAMS: Right.

20 CHAIRMAN PRINGLE: So is that, I guess, a motion?  
21 Is it seconded?

22 MS. HECKMAN-McKENNA: I so move.

23 MR. FISHER: Fisher will second.

24 CHAIRMAN PRINGLE: Okay. And then to a motion to  
25 move public comment from after to before new business.

1 All those in favor say aye.

2 (Unanimous voice vote for approval.)

3 CHAIRMAN PRINGLE: All those opposed? So the  
4 ayes have it.

5 So then, Rose, I just move to approve the  
6 agenda with that change?

7 MS. WIBBENMEYER: Yeah, move to approve it as  
8 amended.

9 CHAIRMAN PRINGLE: All right. So now is there a  
10 motion to approve the agenda as amended?

11 MR. FISHER: So moved.

12 MR. HACKWORTH: Second by Hackworth.

13 MS. WIBBENMEYER: Who made the motion?

14 MR. FISHER: I did.

15 CHAIRMAN PRINGLE: All those in favor, say aye.

16 (Unanimous voice vote of approval.)

17 CHAIRMAN PRINGLE: Any opposed? Okay. The  
18 agenda is approved.

19 Next up, I would like to welcome Chief Geoff  
20 Jones to the podium for I guess this is our official  
21 semi-annual meeting with the chief.

22 Welcome to the meeting, Chief. And yes, we  
23 have talked a lot, I'm just going to open it up to the  
24 board. I have a list to go through, but I can do that  
25 first or wait until the end, whatever the room wants to

1 do.

2 MS. WILLIAMS: Or do you have some special things  
3 that you want to report to us?

4 CHIEF JONES: I can give you an update on a few  
5 things. We talked -- we talked this week, actually,  
6 about finalizing a process for adding criteria to our  
7 evaluations that are more specific to community policing.

8 And just to talk a little bit about that, we  
9 have made steps in training. We have tried to at least  
10 internally push a philosophy shift toward the officers,  
11 and as a command staff get behind that, and then try to  
12 show that consistently for the troops in shift meetings  
13 and training and those types of things.

14 And we have added in the past goals to the  
15 city-wide evaluation forms that have gone out. And I  
16 don't know if you-all have seen those forms, but there  
17 are different categories in those forms that are pretty  
18 broad in scope. So things like communication and  
19 teamwork can be interpreted lots and lots of different  
20 ways.

21 So we have taken criteria that is specific  
22 to the mission and goals of the community outreach unit,  
23 and what we've talked about in community policing and --  
24 and the community policing plan that we presented back in  
25 December of last year. And we're using that criteria

1 next year to narrow and better account for police officer  
2 performance toward community policing.

3 So it's an accountability measure as a  
4 department and it's an accountability measure for  
5 officers. I'm pretty excited about that because it will  
6 eventually hopefully tie performance with pay. So just  
7 one of the things that I'm really happy to report we're  
8 almost to a point where we can implement that for next  
9 year's evaluation process.

10 MS. WILLIAMS: When you talk about training,  
11 exactly what areas are you focusing on with your  
12 training?

13 CHIEF JONES: So -- and I've -- I think I  
14 mentioned this the last meeting, we've trained -- we've  
15 had an outside vendor come in to talk about customer  
16 service, and that takes on a whole lot of -- there are a  
17 lot of communication components to that, how we're  
18 communicating, those types of things.

19 Deescalation, implicit bias, bias-free  
20 policing, our use of force takes the escalation very  
21 intentionally into account.

22 MS. WILLIAMS: Foot pursuit?

23 CHIEF JONES: Foot pursuit is something that is  
24 new to us, and I have an update on that, too. Once we  
25 have the 2021 calendar finalized, and there are some



1 moving parts, I talked to Hestir before coming to this  
2 meeting, there are some spaces that we need to -- like  
3 airport and other places that we're going to need  
4 specially because of COVID.

5 We are trying to incorporate new instructors  
6 from different areas, and that would be, like,  
7 CIT-related stuff, use-of-force-related stuff, implicit  
8 bias stuff, incorporating people from the community as  
9 trainers and participating in the training. So he's  
10 working on that.

11 That's very difficult during COVID to get  
12 people to volunteer to do that stuff, but he's working on  
13 that, and I don't see him finalizing that until he gets  
14 some of that ironed out. We had a conversation about  
15 that today.

16 MS. WILLIAMS: So Chief, in the three years I've  
17 sat here on the board, I've never seen, like, your yearly  
18 training report. Is it possible that the board can get a  
19 view of that, so that -- I know that you're probably set  
20 in stone now what your trainings are going to be, but I  
21 think the board -- at least I'm speaking on behalf of the  
22 board -- we would like to know what trainings you're  
23 going to have so that we may be able to make some  
24 suggestions going in the future because you definitely  
25 said customer service, which I'm happy to see that, but I

1 also -- listening to the community, there are other  
2 trainings that I know the community would like to see on  
3 there as well.

4 CHIEF JONES: Can you tell me what some of those  
5 are?

6 MS. WILLIAMS: Definitely foot pursuit.  
7 Community definitely wants to see foot pursuit training  
8 on there. And -- and I think that being very transparent  
9 is very important to the board as well as the community.  
10 And if you can show the community where you're going,  
11 what you're doing, I think that's going to speak a lot.

12 CHIEF JONES: I agree. Foot pursuit training,  
13 they have the video produced. I had asked him, we had  
14 talked briefly about it here, about having some  
15 curriculum afterwards and expansion points. I have not  
16 seen that yet. I inquired about that earlier this week.  
17 The assistant chief and I talked to Hestir about it  
18 directly today. The video is produced, but I had not  
19 seen the curriculum. And until he gives me that, we're  
20 not going to roll it out. So once I have that, I can  
21 share that with you so that you know what that looks  
22 like.

23 MS. WILLIAMS: Thank you.

24 CHAIRMAN PRINGLE: What I have, Chief, I think  
25 Rose shared it with you as well, is kind of a list of

1 things that the board has asked for throughout the year  
2 and kind of want to get a status update on to see where  
3 they're at.

4 We talked about problems with foot pursuit  
5 training. So I think now we're just waiting for a more  
6 revised curriculum about these talking points. And then  
7 we just talked about the training schedule for next year.  
8 Then, so any update on your thoughts regarding putting a  
9 member of this board on your vehicle stop committee?

10 CHIEF JONES: Yeah, so I reached out to the chair  
11 of that committee. We have played phone tag, I got  
12 another one today that says you're it. I don't know  
13 where the committee is going to land, and I'm going to  
14 try to get that in front of them. What I'm going to  
15 suggest to the chair is that someone from this board go  
16 to that meeting and have that conversation with the  
17 committee so that I can have a recommendation from them.

18 You guys know my concerns. My concerns are  
19 still there, but she's the one who has to manage that  
20 committee, and I need her input before I make a decision.  
21 So as soon as I have that, then you guys will probably  
22 have someone reach out to you and invite someone to the  
23 meeting, if you haven't already.

24 CHAIRMAN PRINGLE: Okay. So just be on the  
25 lookout, then, for an invite to Rose and we'll get

1 someone there?

2 CHIEF JONES: Yep.

3 MS. WILLIAMS: So, Chief, what are some changes  
4 that you have raised that you really thought as being the  
5 new chief? So what -- what have you really focused on  
6 that you felt going in really needed to have some changes  
7 made?

8 CHIEF JONES: So communication, which is still a  
9 problem, still in progress. I hired a Communications and  
10 Outreach Supervisor.

11 MS. WILLIAMS: Communication within the  
12 department or communication to the citizens?

13 CHIEF JONES: Internal and external.

14 MS. WILLIAMS: Okay.

15 CHIEF JONES: And she's actually here tonight,  
16 Toni Messina, who's been with the city for a long time.  
17 Been with the city, been with the equalizers group, and  
18 helped us with our formation and the -- the evolution of  
19 community outreaching unit.

20 So her job, and she would tell you that she  
21 has pages of to-do list because she just started in  
22 October. But her job is to arrange connections between  
23 police officers in their beats and businesses and  
24 community members as the -- as the outreach portion of  
25 that. Which we had success with at the community

1 outreach unit, and we're trying to do that citywide.

2 That's going to take resources and time and  
3 for COVID to ease up, but that is a process with her.

4 Toni can probably tell you the number, my first  
5 18 months, I did somewhere between 70 and 100 public  
6 appearances just to have conversations where people could  
7 ask questions not much different than this, and Toni  
8 arranged for all of those. So I'm asking her to do that  
9 same type of thing for other officers.

10 Additionally, she supervises the PIO  
11 function -- public information officer function of the  
12 police department. So everything that goes out of the  
13 police department, Toni knows about. And then she is  
14 able -- and we've talked at length for years at this  
15 point, Toni and I, about transparency.

16 And although there are limitations to  
17 transparency and how and when we can release information,  
18 we share the common goal that more information is better.  
19 Sometimes the timeliness of that has been off, and I'm  
20 hoping that improves with Toni and her position. So that  
21 has been important to me to get that position created and  
22 to get that started. So that was one of my priorities.

23 The other is we have officers who are very  
24 much behind the idea of service through partnerships and  
25 opening the lines of communication. We have others who

1 are still supportive of the idea, but they don't  
2 understand the overall picture to the degree that other  
3 officers do, and we have really been trying to promote  
4 community policing as a strength.

5 A proposal that was before you in the last  
6 meeting, I probably wasn't even supposed to be here, I  
7 was here and I saw that and had some conversation about  
8 it. We actually are in the process of what we call a  
9 total cop program, so that officers are evaluated and  
10 praised internally based on being a total cop. And there  
11 are benchmarks that they're developing that are in line  
12 to introduce policing, how we build partnerships, how we  
13 build relationships, all of those things get a person to  
14 that level.

15 MS. WILLIAMS: So are you mimicking a system that  
16 has already been in place or is this something you just  
17 kind of created as you go along?

18 CHIEF JONES: It's both. Command staff had  
19 talked about it. We wanted -- and have been trying to  
20 develop new ideas to get officers in line with the  
21 philosophy of the police department -- the mission of the  
22 police department. And like I said, most of them, it's  
23 kind of common sense; right? It's -- and I've said it  
24 over and over. Community policing is just good policing.  
25 I don't even like the term "community policing" because

1 it's just good policing. And I think most people are  
2 behind that. Some people have never formally been  
3 exposed to that prior to me being the chief, not to the  
4 degree that we do now.

5 In service training, I go teach a block on  
6 community policing and we talk about guardianship and  
7 talking about partnering with people and how that's a  
8 strength. And we've marketed that. It's just a  
9 different tone.

10 Just as a side note -- I don't know how much  
11 time I have -- but I will tell you that the  
12 demonstrations for a lot of officers was validation for  
13 them because they have been policing in a way and  
14 operating under policies where a lot of places in the  
15 world are demonstrating to have things changed, and we  
16 already had those things in place.

17 And not that things don't need to improve  
18 and we can't do better, but I had officers who wanted to  
19 protest in uniform with the demonstrators. And as you  
20 probably saw in media coverage where we had an officer  
21 just break a line and they were getting ready to try to  
22 burn down the Walgreens, he went over and just hugged  
23 somebody and nobody told him to do that.

24 It actually probably violates several safety  
25 protocols, but that's what he was moved to do and that's

1 what he did. And those are the type of people that we  
2 have working at the police department.

3 We are trying to, and will, over the next  
4 year try to showcase some of that and also show officers  
5 outside of being in a uniform. And that's a project that  
6 we just started working on this past week. So the other  
7 part of that project is having other community members  
8 come in and saying, you know, this is what my home looks  
9 like, these are some things that are important to me, and  
10 just having kind of as an ice breaker, having this video  
11 that we can view together and have conversation  
12 afterwards.

13 So we're doing stuff like that to try to  
14 make this more community oriented instead of just this  
15 constant us and them. Because the reality is there  
16 really isn't an us and them. We live here, we  
17 participate in the same things that everybody else does,  
18 our kids play on the same teams, you know, go to the same  
19 schools. People are surprised to see me out of uniform  
20 much like kids in school are surprised when they see  
21 their teacher at the grocery store. They actually buy  
22 groceries and they're human.

23 MS. WILLIAMS: I know -- I understand what you're  
24 saying that there should not be an us and them, but the  
25 moment that you hold that gun, you have more power than



1 us. And the other thing is, is that you're never off the  
2 clock; right?

3 CHIEF JONES: I'm never off the clock. That's --

4 MS. WILLIAMS: And neither are your officers. No  
5 matter where they are, situation happens. They're never  
6 off the clock. So I understand how an everyday citizen  
7 may have that us versus them attitude because you do hold  
8 the power.

9 CHIEF JONES: That power is derived from the  
10 citizens, though, and it's really important that even if  
11 we stray away from that, that we make efforts to pull  
12 that back. And I think that the current training  
13 curriculum, the environment that the officers are  
14 saturated in every day, the things that we talk about,  
15 and the things that we correct because we're not  
16 perfect -- I had a conversation with someone today  
17 talking about the difference between policy violation and  
18 doing it well.

19 And we have things that you're going to hear  
20 them from time to time. And we don't always recognize it  
21 because it's right in front of us, and it's been a custom  
22 and practice, and it's trained that way for decades. And  
23 it might not be a policy violation, but that doesn't mean  
24 that it was done well. And I have to differentiate when  
25 I make -- and so do you -- but I also recognize, as do

1 you, that there's room for improvement.

2                   So when I see those things, I don't want to  
3 wait for some horrible outcome, someone to get hurt, or  
4 whatever that is. When I see those things, we try to  
5 change training and policy so that we can implement that  
6 differently. And we don't have to wait for everybody  
7 else in the world to do that, we get to do it ourselves.  
8 And that's kind of the beauty of us being us. And  
9 Columbia is a little different that way. I feel as a  
10 police chief that I would be supported by the city  
11 manager and council to make those changes outside of  
12 everybody else doing it. I don't have to do what  
13 everybody else does.

14                   MS. WILLIAMS: Because right now, with a lot of  
15 the things that are going on in the community, I can  
16 honestly say that police departments are under an extreme  
17 microscope right now.

18                   CHIEF JONES: Sure.

19                   MS. WILLIAMS: I mean, people that used to didn't  
20 even care, didn't have a -- didn't even think about  
21 basically police department, they are watching them. And  
22 everything you do, it's going to be analyzed.

23                   CHIEF JONES: Sure.

24                   MS. WILLIAMS: Which means that you got to be on  
25 your Ps and your Qs. You've got to be able to be

1 extremely proactive and extremely transparent at all  
2 times. And I know that sometimes that's very difficult  
3 to do, but it's going to have to be done.

4 CHIEF JONES: I will tell you that the  
5 restrictions are the law, human resources law. Outside  
6 of that, there are processes, like if there's an active  
7 INA, I'm not going to go out and blast everything else  
8 when there's an INA.

9 And if there's an appeal to this board, I  
10 don't want to go out and have long, drawn-out  
11 conversations about what's happening in the public  
12 because this process needs to work. And I get that  
13 I'm -- maybe I should communicate that better, but those  
14 are limitations to being fully transparent because --

15 MS. WILLIAMS: Right. Because I'm going to give  
16 you the best example that I can explain about being  
17 transparent was that there was a situation -- and I  
18 brought it up at this board meeting. There was a  
19 situation that happened at Eagle Stop. It was -- and  
20 this was before you got here, probably. The -- there was  
21 a video that was put out and then the body cams were put  
22 out in less than 24 hours. And then there was an  
23 explanation that was explained to the citizens on the  
24 news so that people got the whole picture.

25 And I think immediately, if there's issues

1 and things that's going on that people have an issue  
2 with, I think that CPD needs to have a quick response so  
3 that people know exactly what's going on in the  
4 community. And I personally -- I mean, that situation,  
5 it was a -- the video showed a whole different picture.

6 CHIEF JONES: Yeah, I'm aware of which one you're  
7 talking about.

8 MS. WILLIAMS: Right. But once the body cam came  
9 out, it showed, "Oh, okay. Now it makes sense." But you  
10 do, you got to have quick response for the citizens  
11 because they're wanting it now. They want answers.

12 CHIEF JONES: Right. And there's some balance  
13 there also. You know, and I talked to someone else about  
14 this today, a couple people, actually. But you run the  
15 risk -- I have people that push -- get the information  
16 out there, explain yourself, people want information.

17 The other side of that is when you do that,  
18 then people feel like you're trying to justify something  
19 or explain something away. And there's a balance there.  
20 And I have to use my best judgment to try to explain  
21 things without making it sound like I'm making excuses,  
22 but I do like to explain things.

23 There are limitations sometimes on the speed  
24 in which something's going to go out. I can't give you  
25 examples in this meeting because I don't want to -- I

1 don't want to circumvent the process, but there are  
2 things that will sometimes inhibit my ability to get  
3 things out as quickly as I would like.

4 CHAIRMAN PRINGLE: Also with getting stuff out  
5 quickly, when you were talking about the -- having the  
6 community outreach with getting beat officers, doing what  
7 you do, Chief, going out and having the PR events.

8 CHIEF JONES: Right.

9 CHAIRMAN PRINGLE: How does -- how's the  
10 department going to really be publicizing that because, I  
11 mean, right now, department outreach isn't really --  
12 especially on social media -- isn't really that vast. I  
13 just kind of wonder what you're thinking about how to  
14 actually get your message out there.

15 CHIEF JONES: So I'll throw Toni under the bus  
16 sitting in the back of the room back there, but what I  
17 would recommend to the board is give her time to come up  
18 with her communications plan because that's still in  
19 development for her, and then have her present that to  
20 you so you know what that looks like. You know, there  
21 are short-term things that we do kind of on the fly, but  
22 in line with what our goals are, and then there are  
23 long-term things. And I think that communication plan  
24 would give you a really good idea of what -- how she  
25 intends to roll that out.

1 MS. WILLIAMS: So do you have a timeline on when  
2 she may possibly have all of that together so she can  
3 present to us?

4 CHIEF JONES: I don't. I can check with her and  
5 get back to you. I'm not going to ask her on the fly in  
6 a meeting, but...

7 MS. WILLIAMS: Okay.

8 CHIEF JONES: Just ask her. She literally sat  
9 down with me this morning and has a notebook of pages to  
10 do stuff, so that's just one of the things on the list.  
11 It's an important thing on the list, but I'll have to ask  
12 her to tell you what it looks like.

13 CHAIRMAN PRINGLE: And then also an update that  
14 the board was waiting on, has there been any -- I guess  
15 have you had any proposed changes to 300.11.4? I know  
16 we've been waiting for awhile to see that.

17 CHIEF JONES: Right. So there were several  
18 policies -- was it five policies on the list the doctor  
19 sent?

20 MS. WIBBENMEYER: I believe the doctor sent some  
21 and one was, like, the Policy 300.

22 CHIEF JONES: Yeah. So when we look at all of  
23 the policies that are in the process for interested  
24 parties to come in and get into it -- and I don't want to  
25 describe that here.

1           CHAIRMAN PRINGLE: I've been to those meetings.

2           CHIEF JONES: Right. But we've made some changes  
3 based on those meetings. Choke holds in particular, is  
4 that what you're referring to?

5           CHAIRMAN PRINGLE: Yes.

6           CHIEF JONES: Choke holds, in particular, are of  
7 interest to council, and what the council has asked to do  
8 is look at the policy provisions that we are doing with  
9 the include of the counsel in the counsel session. We  
10 would normally go through an interested parties meeting  
11 with us. I mean, it's on the list to go in front of the  
12 interested parties meeting.

13                   I need to check with a city manager to see  
14 if we're going to go ahead and do that or if we're just  
15 going to bring it to council and use that as a public  
16 setting for that conversation. But there will be public  
17 conversation. I know that it will happen in council. I  
18 don't know if we're going to do it in an interested  
19 parties meeting. I don't want to get in the way of the  
20 council and have them use that as their forum for that  
21 public input.

22           CHAIRMAN PRINGLE: And have you had any kind of  
23 feeling about when they may have that discussion at a  
24 council meeting?

25           CHIEF JONES: You know, I -- they told me, I

1 can't remember the date. I think it's -- I got a draft  
2 back today, and I'm having conversations with legal over  
3 the draft. So we need to look at that and make some  
4 determinations based on questions we had from legal.  
5 That will be ready to be put into reports and then in  
6 front of council.

7 CHAIRMAN PRINGLE: And is there another community  
8 outreach policy meeting coming up anytime soon or before  
9 the new year?

10 CHIEF JONES: There will be. Toni, do you know  
11 what the date is for that? Do you know what the date is  
12 for the policy meeting?

13 TONI: It will be in January.

14 CHIEF JONES: Okay.

15 CHAIRMAN PRINGLE: Thank you, Toni.

16 MR. FISHER: I have a couple questions while  
17 we're in silence. About a year ago, we lost -- the board  
18 lost access to all the department's complaints and  
19 compliments. And I asked you about a year ago if we  
20 could get those back, and you said you'd work on them.  
21 So is there an update?

22 CHIEF JONES: What do you mean by access to  
23 complaints and comments?

24 MR. FISHER: So there used to be a Google site  
25 that we would get a list -- each one, before the board



1 met -- of all the complaints and compliments that were  
2 sent to internal affairs.

3 CHIEF JONES: And that just stopped for some  
4 reason?

5 MR. FISHER: Yeah, I think there was a switch  
6 over on websites and they -- all the old ones had to be  
7 uploaded. We said we were okay, I guess, not, you know,  
8 putting off on that, but to catch up on all the current  
9 ones.

10 CHIEF JONES: Not to put it off again, but I'll  
11 check with outreach.

12 MR. FISHER: I'll ask you next year, I guess.

13 CHIEF JONES: I'll try to get back with you soon.

14 SERGEANT ALPERS: Chief?

15 CHIEF JONES: Yeah.

16 SERGEANT ALPERS: CJIS.

17 CHIEF JONES: I'm sorry.

18 SERGEANT ALPERS: CJIS.

19 CHIEF JONES: CJIS stopped us from doing that?

20 SERGEANT ALPERS: Well, we need to be CJIS  
21 compliant.

22 CHIEF JONES: Okay.

23 MS. WILLIAMS: What did he say?

24 CHIEF JONES: He said CJIS compliant. So the way  
25 that we manage criminal justice records is overseen by

1 the State and the requirements that we have to meet so  
2 what that sounds like is that she was not CJIS compliant.  
3 So I'll look at it and see if it's something that we can  
4 change. Can you remind me of that when we talk tomorrow?

5 MR. FISHER: And I guess while I'm talking, my  
6 last question: According to the internal affairs  
7 analysis use of force for 2019, the last paragraph noted  
8 that two items needed to be reviewed further and it was  
9 use of force in certain beats and its correlation to  
10 self-initiated activity and the ratio of force used  
11 against Asian, black, and Hispanic members of the  
12 community compared to white members of the community. I  
13 just wanted to know, well, I guess, how that's going to  
14 play out or what's your plan for that.

15 CHIEF JONES: Well, we're doing that similar to  
16 disparity numbers. We're tracking stops. We started  
17 reviewing numbers not by officer name but by areas and  
18 looking at different information. We took that queue  
19 from the sheriff's department. They've been doing that  
20 for awhile.

21 That has to be a conversation with the  
22 street-level supervisor, the sergeant, to look at what  
23 the officers are doing. And if it's -- if it's specific  
24 to an assignment -- street crimes is an example. Street  
25 crimes are usually involved in really high-risk stuff,

1 looking for high-risk offenders, armed people. They may  
2 have a higher use of force than --

3 MR. FISHER: Yeah, it mentioned a couple  
4 officers --

5 CHIEF JONES: Right. But that still needs to be  
6 looked at to see if there's a way to reduce frequency and  
7 severity of use of force.

8 MR. FISHER: Okay. It sounds like another  
9 committee.

10 CHIEF JONES: I don't know that -- I don't know  
11 that it will take a committee. I think that -- and it  
12 might, I'm just -- I'm not closed to that, but I think  
13 that a supervisor who's worth their salt would -- and  
14 especially with a guy who Sergeant Alpers is going to  
15 give them because he's the one who prepared that report.

16 Once those interactions take place -- and I  
17 know he's already had some of those interactions -- I  
18 have heard as recently as this week. A supervisor asking  
19 about what they're doing in their beat, how they can  
20 better prepare for the calls that they're responding to.  
21 Even in our internal investigations, I'm starting to see  
22 sergeant's list.

23 You know, I talked to the officer about  
24 waiting for additional backup. One of the things that  
25 will lead to poor use-of-force outcomes is just simply

1 not waiting for another officer to get there. People are  
2 far less likely to fight us when two show up as opposed  
3 to being there by yourself.

4 So those conversations are taking place. I  
5 think that will continue to evolve this year. Sergeant  
6 Alpers and I have talked at length about it.

7 MR. FISHER: Okay. Thank you. Thanks.

8 CHIEF JONES: Hopefully that answers it.

9 MR. FISHER: Yeah.

10 CHAIRMAN PRINGLE: And Rose, if I get any of this  
11 wrong, help me out here. Going back to policies, Chief,  
12 I guess the department uses, what, Lexipol? Is that the  
13 Lexipol form? Or what is it?

14 CHIEF JONES: So Lexipol is a vendor that we used  
15 to contract with. Currently, CALEA standards are given  
16 to the policy person, which is Bob Dochler. He'll look  
17 at best practices and get other sample policies from --  
18 you name it: Benchmark cities, IACP, CALEA themselves  
19 will send policies. And he'll draft policies that go  
20 through a process internally, legal looks at them,  
21 another commander looks at them, and then I sign off on  
22 them to go to the interested parties.

23 CHAIRMAN PRINGLE: And then, I guess, where just  
24 any policies that we want, we can deep dive into, would  
25 you be okay with us requesting to kind of see the whole

1 process of how that policy came to be, us requesting the  
2 underlying documents?

3 CHIEF JONES: That doesn't bother me at all, and  
4 not all of our policies are online. You will see some of  
5 them that will say draft under them to let you know that  
6 something is under review in that, which I think we  
7 talked about in that meeting you were in. So, yeah, I  
8 try to put it all out there, so.

9 CHAIRMAN PRINGLE: Okay. So if we want to see  
10 anymore of the underlying, that shouldn't be a problem?

11 CHIEF JONES: I'm sorry?

12 CHAIRMAN PRINGLE: There wouldn't be anymore of  
13 the underlying stuff? Requesting that shouldn't be a  
14 problem?

15 CHIEF JONES: I don't know that you going -- I  
16 don't know if there will be a lot to see, but if you had  
17 a question of me, I'll just have Rose ask how we got to a  
18 certain point, then I'll -- can inquire because it may  
19 have come from me or some other commander saw that they  
20 wanted to address.

21 CHAIRMAN PRINGLE: Okay.

22 CHIEF JONES: Or training. Training, IA, and  
23 policy development are meeting regularly. So they're  
24 discussing those things I talked about that may not be a  
25 policy violation yet, but I am maybe seeing some of them

1 are having poor outcomes, high complaints, you know,  
2 higher uses of force. And they see something that might  
3 be able to improve.

4 And then we have an equity officer that also  
5 looks at that -- which is another thing that was a  
6 priority we just started. And we look at those things  
7 from the feelings of how can we do that better, even if  
8 it's not a policy violation.

9 How should the policy be changed so we can  
10 regulate that better and what should we do in trying to  
11 fix it? So they're meeting regularly to address those  
12 things. There's also meetings --

13 CHAIRMAN PRINGLE: And are there any kind of  
14 meeting notes from those meetings?

15 CHIEF JONES: Do you have notes, Scott?

16 SERGEANT ALPERS: I'm sorry?

17 CHIEF JONES: Do you keep notes from those  
18 meetings, from the training IA and policy meetings?

19 SERGEANT ALPERS: Just suggestions. I mean,  
20 nothing's been up yet.

21 CHAIRMAN PRINGLE: Okay.

22 CHIEF JONES: Probably similar to my half-hour up  
23 here. I jot them down to jog my memory so I don't forget  
24 until next year.

25 MR. BOYKIN: I have a few questions which I want

1 to talk about for Policy 300. I looked over this  
2 revision that we had, and I have a concerned question.  
3 It is, to me, reading that saying that you guys are now  
4 going to be training on choke holds. And what is that  
5 process and what are you planning on doing to get that  
6 training?

7 CHIEF JONES: Okay. So this has been a debate, I  
8 don't know if I had it here or had it at council or where  
9 I had it, but it's something I talk about a lot lately.  
10 I was hesitant to train anything that we are not going to  
11 use. The counsel -- and after talking to get some legal  
12 advice, we thought it would be best to familiarize people  
13 with what a stranglehold was and what a Lateral Vascular  
14 Neck Restraint is.

15 So -- and it's not training them to do it.  
16 It's showing them what they are and what makes them those  
17 things so that we can say we don't do them and they know  
18 what would be considered a choke hold or a neck  
19 restraint. So we're talking, like, 15 minutes in a shift  
20 meeting someone saying this is what this looks like, this  
21 is what it is, this is the mechanics of it. But that's  
22 all it would be is a familiarization because I'm not  
23 going to train them to do something that we prohibit.

24 CHAIRMAN PRINGLE: Was that more in line with  
25 what the professional from Cincinnati was recommending?

1 I can't remember what Cincinnati --

2 CHIEF JONES: I don't know that they recommended  
3 that. That sample policy is actually less restrictive  
4 than ours, but the language is cleaner and easier to  
5 understand. Our policy made sense to cops and not a lot  
6 of people outside of that, so the revision will be more  
7 something that everybody can look at and say oh, yeah,  
8 that's what that is.

9 CHAIRMAN PRINGLE: I guess are there any updates  
10 on the airport?

11 CHIEF JONES: Updates on the airport?

12 CHAIRMAN PRINGLE: I think -- weren't we taking  
13 over for -- one of the CPD taking over the --

14 CHIEF JONES: We took over the airport. Not a  
15 lot has changed. We're still public safety officers and  
16 we will be retaining fire out there. Just by the nature  
17 of the calls out there, most of the stuff they deal with  
18 are medical or safety related.

19 Every once in awhile, they will have  
20 something that they have to deal with in enforcement  
21 capacity, but we have tried to offer them up our field  
22 training. It's optional when they're offered up training  
23 so that they can -- if they want to fill-in as, you know,  
24 on a shift and get overtime for that, if we're short,  
25 then they can do that, and those sorts of things. And



1 we're training police officers to go out and do a public  
2 safety function at the airport so that we have a little  
3 bit of safety network with staffing.

4 But not a whole lot has changed. We're  
5 still -- but we're still pushing customer service and  
6 community policing at the airport. They were already  
7 doing really good work out there in that area, and we're  
8 just going to try to push that to continue.

9 CHAIRMAN PRINGLE: And how does that public  
10 safety function apply with the airport?

11 CHIEF JONES: I guess I don't understand the  
12 question.

13 CHAIRMAN PRINGLE: Well, like you said, the  
14 officers have the public safety function over there.  
15 That's just regular policing or?

16 CHIEF JONES: So public safety is policing, fire,  
17 and TSA. So they do fire and medical response at the  
18 airport with assistance from Columbia fire and ambulance  
19 to come, a paramedic. But they also do the security  
20 function for TSA.

21 While we're checking bags, if someone from  
22 TSA were to come across a gun in a bag or something, they  
23 would call it over and they'll ask to do perimeter checks  
24 and any issues at the airport. Like, I think it was last  
25 year we had someone try to climb through the baggage

1 claim to get to the airport -- or get to the airplane  
2 because they didn't make it to the terminal in time,  
3 those types of things.

4 CHAIRMAN PRINGLE: But there's been no noticeable  
5 strain on manpower or anything for taking -- for full on  
6 taking that over.

7 CHIEF JONES: Well, we've had to send -- you  
8 know, we have to have a presence at the airport for our  
9 TSA contracts and grants. So we have agreements in place  
10 that we have to get -- I think it's 15 minutes before and  
11 15 minutes after each flight, 30 minutes before and maybe  
12 10 after -- I can't remember -- just so we're compliant.  
13 And then there are a lot of safety things that we do:  
14 Looking for things on the runway, make sure the lights  
15 are working, making sure the grass is a certain length,  
16 making sure we check the perimeter fence, dispatching  
17 animals that are on the runway. All of those types of  
18 things have to be done for us to be compliant with the  
19 FAA.

20 So when we have an entire squad of public  
21 safety officers go down to the airport, we have to supply  
22 police officers to go cover that. So that has been a  
23 strain on us taking over that function. It was already  
24 understaffed out there just like we are. So we just took  
25 on another strain, but the commander out there has done a

1 very good job managing that.

2 CHAIRMAN PRINGLE: How many officers are  
3 typically out there at one time?

4 CHIEF JONES: I don't know that I want to say  
5 that publicly.

6 CHAIRMAN PRINGLE: Understand.

7 MS. WILLIAMS: So I just want to make sure I  
8 understood what you said. They -- CPD measures the  
9 grass? Is that what you said?

10 CHIEF JONES: They'll make sure it's trim, yeah,  
11 as part of their security safety checks of the aircraft,  
12 yeah.

13 MS. WILLIAMS: Not the maintenance department?

14 CHIEF JONES: Yeah. And that actually brings up  
15 a good point. So when the airport had public safety  
16 officers as their employees, they took on a lot of  
17 responsibilities: Maintenance of trucks, mowing the  
18 grass, those types of things, pushing snow on the  
19 runways, that they did not have the staff or capacity to  
20 just take over as the airport and let us do just the  
21 public safety function.

22 So we are still doing some of that stuff and  
23 we're hoping to slowly transition out of that as they get  
24 funding and people to take over some of that. But we  
25 didn't want to just leave them in a lurch taking over

1 staff and then say oh, by the way, we're not going to let  
2 them do all the things they were doing before. That  
3 wouldn't be fair to them and we want the airport to  
4 succeed, so we have had to do some of that, yeah.

5 MS. WILLIAMS: That leads me to my next question.  
6 So has the Columbia Police Department -- are there not  
7 going to be resource officers in Columbia public schools  
8 going forward? Has that contract not been renewed? Is  
9 it --

10 CHIEF JONES: So that contract has not been  
11 renewed. That's not to say that we won't do it next year  
12 or the year after.

13 MS. WILLIAMS: Is it still on the table or?

14 CHIEF JONES: It's always on the table. It  
15 really came down to staffing. Do you want to know my  
16 thought process on taking on the schools?

17 MS. WILLIAMS: Yeah, I would love to know.

18 CHIEF JONES: Okay. So early on in COVID, we  
19 were going through this debate as to whether or not we  
20 were going to put police officers in school. Prior to  
21 that, we were having a conversation about the funding for  
22 police officers. Some people in other jurisdictions, the  
23 schools paid for the resource officers. Some  
24 jurisdictions don't pay for them at all. Ours paid  
25 50 percent. With our staffing shortages and our budget

1 shortfalls that were coming in 2020, the decision was  
2 made that especially once COVID hit -- it was kind of a  
3 no-brainer for me -- that we were going to pull them out  
4 if CPS couldn't fund it.

5 MS. WILLIAMS: Okay. Chief, please don't think  
6 I'm being rude or disrespectful, but I kind of feel like  
7 you're telling me that you keeping somebody at the  
8 airport to push the snow around, cut the grass, all of  
9 that, but not keep officers at the school.

10 CHIEF JONES: That -- those two things don't  
11 match up. Here's -- I mean, you have public safety  
12 officers who are not police officers. They do a policing  
13 function at the airport, but they wouldn't operate --  
14 until they go through our field training program, they  
15 don't go respond to calls in the city, they don't operate  
16 police cars in a pursuit, they don't -- we wouldn't put a  
17 public safety officer in a school. Likewise, we wouldn't  
18 just put them on the street as police officers in the  
19 city. They're two different jobs.

20 Mostly what they do at the airport is fire  
21 and medical stuff. So I have to separate those two  
22 things. I don't even have that -- that staffing pool is  
23 not available for me to police the city as a police  
24 officer. Two different job functions, two different job  
25 titles, two different job descriptions, two different

1 retirement systems. There's a lot of play there.

2                   When COVID hit and I knew that we were going  
3 to at least half of the time have most of the kids  
4 outside of the school and they were projecting the  
5 numbers, we had a really good idea that most kids would  
6 be learning from home, or virtually most of the time this  
7 year. Having four police officers in brick-and-mortar  
8 buildings that were with very low occupancy did not make  
9 sense if I could take those same police officers, ask  
10 them to be community outreach unit officers, which they  
11 did, and go interact with those same students who are at  
12 risk who are now at home in neighborhoods, which is what  
13 they do. They go follow-up with those kids that they  
14 know need support, they're in the neighborhoods every  
15 day.

16                   That made more sense to me as a community  
17 policing model than having cops in a building that was  
18 just unoccupied, and it didn't make financial sense.  
19 With staffing, we had what I thought was the right  
20 decision. I also like the idea of having cops in  
21 schools. Not everybody does, but I do. It's not off the  
22 table, but the condition has to be right for us to do  
23 that.

24                   MS. WILLIAMS: So you're hoping to go back to it?

25                   CHIEF JONES: I hope so, but we have to get some

1 stuff worked out with money and we have to get some stuff  
2 worked out with COVID. There are too many obstacles  
3 right now.

4 MS. WILLIAMS: So are you going to go back to  
5 the -- because how many resource officers did you have?

6 CHIEF JONES: Four.

7 MS. WILLIAMS: Are you intending to go back to  
8 four again or are you trying to up that number?

9 CHIEF JONES: It depends on funding. If I can  
10 fund it somehow, then I would -- I wouldn't mind having a  
11 cop at every school, me personally, but --

12 MS. WILLIAMS: So how many officers are we short  
13 right now?

14 CHIEF JONES: On the street?

15 MS. WILLIAMS: Period.

16 CHIEF JONES: If you look at vacancies, I'd say  
17 we're somewhere around a dozen. If we look at vacancies,  
18 medical leave, military leave, and COVID leave, we're  
19 probably somewhere between 25 and 30 out of 173.

20 MS. WILLIAMS: So do you already know where you  
21 want to put those dozen if you happen to get them?

22 CHIEF JONES: So what we have started doing is we  
23 have four neighborhoods right now that have the two  
24 officers being assigned to those that we talked about  
25 before. So we have the 16 subdivided beats and we're

1 starting to put two by two into those 16 subdivisions.  
2 And as quickly as I can fill positions and have that  
3 staffing filled in those 16, I'm going to do that.

4 That doesn't mean that I won't take one here  
5 and there and put them in schools or go try back to the  
6 four if we have them funded. If someone tells me  
7 tomorrow we want to fund four police officers to go into  
8 the high schools, it would be very difficult for me to  
9 say no, nor would I want to, but I -- you know, I have a  
10 process with my boss that I have to go through. That  
11 would make sense to me.

12 MS. WILLIAMS: Do you have the funding already  
13 for those 12?

14 CHIEF JONES: I do.

15 MS. WILLIAMS: So what -- why are those spots  
16 still vacant?

17 CHIEF JONES: Because people aren't applying.

18 CHAIRMAN PRINGLE: How does the force advertise  
19 the vacant positions? Just on the city website?

20 CHIEF JONES: We go to job fairs, we've had  
21 billboards, we -- we've worked with some community  
22 groups, NAACP, and besides that, get kids to go to our  
23 explorers program, through schools. That's part of it --  
24 that is another thing that is in the process of being  
25 looked at to see how that can be even more community



1 collaborative.

2           It's difficult to get applicants right now.  
3 About -- I want to say it was two months ago, looking at  
4 the timeline, but pretty recently, we had zero vacancies  
5 and we had a waiting list of people who wanted to work.

6           MS. WILLIAMS: So what changed?

7           CHIEF JONES: People retired, people were let go,  
8 people just decided they didn't want to work anymore as  
9 police officers. It's been a difficult year. We  
10 depleted that list, and now we're to the point where  
11 applicants are just trickling in. So we went to, really,  
12 having a lot of success for quite awhile to even changed  
13 HR's process.

14           We're interviewing every other month instead  
15 of doing it twice a year. We're doing it regularly  
16 trying to get smaller pools of applicants so we can do  
17 backgrounds and get them through. We have very few  
18 applications right now.

19           MR. BOYKIN: So my question is are you -- when  
20 you were doing successful and not doing successful now,  
21 are you-all doing the same style of advertising and  
22 marketing for that position or have you guys tried to  
23 change up your marketing and advertising to refresh?

24           CHIEF JONES: So keep in mind that this is a  
25 recent development. We had no vacancies. The

1 conversation once we had no vacancies changed when we had  
2 vacancies and that's been a pretty recent development.  
3 So that conversation has happened and that unit is  
4 responsible for coming up with a recruitment plan.

5 MS. WILLIAMS: So currently right now, you don't  
6 really -- do you have a recruitment plan or?

7 CHIEF JONES: Yeah, but it consists of the things  
8 that I just described to you. But like anything else, it  
9 can have a plan, but it has to be a working document. It  
10 can't be static in any of this. Policy, implementation,  
11 training, any of that. It has to evolve and not having  
12 applicants, for whatever reason that is, we don't know  
13 what that reason is. We can speculate. At some point,  
14 you have to evolve so that you're attracting people who  
15 want to be in this for whatever reason, but I will tell  
16 you that in the past, other people have decided to lower  
17 requirements.

18 MS. WILLIAMS: Right. Which they are.

19 CHIEF JONES: And I'm not someone who favors  
20 that. I think that it's okay to have different  
21 requirements and meet this or this or this to where it  
22 meets our standards, meets the community's standards.  
23 But once you start lowering standards, there's a strong  
24 potential, not always, but to lower the quality of  
25 applicants that you get.

1                   And you know, I want the number of  
2 applicants to go up, but I also want the quality of  
3 applicants to go up. So we have to look at would our  
4 requirements, do they fit? Do they fit with policing  
5 today? And those are all conversations that we've had  
6 very recently and you can anticipate some changes there  
7 as we move forward. I don't know what those are yet, but  
8 we are talking about that.

9                   MR. BOYKIN: Are you-all working on a process  
10 and -- well, I guess you-all already are on obtaining  
11 minorities in that applications?

12                  CHIEF JONES: Yeah, that's part of our  
13 discussion. We want the police department to look like  
14 the city we serve, period.

15                  MS. WILLIAMS: Chief, I have a question for you.  
16 How many minorities do you have in leadership roles,  
17 positions, in the upper positions, upper management?

18                  CHIEF JONES: Upper management, not many.

19                  MS. WILLIAMS: Why?

20                  CHIEF JONES: There are a lot of things behind  
21 that. I will tell you that it starts with recruiting  
22 minorities into police officer roles. I don't think that  
23 CPD has done a great job with that over the years, and  
24 what that's resulted in is you have a smaller pool of  
25 minority officers to pick from when you're picking

1 command positions, which is for me, the most important  
2 reason to get that recruitment up now so that we have  
3 people who move from officer to sergeant to lieutenant,  
4 to assistant chief. I just haven't seen a lot of that  
5 movement and you can -- and I'm sure you know who some of  
6 our minority officers are.

7           If you have conversations with them, there's  
8 just not a lot of motivation to move up once you have  
9 reached retirement because a lot of people are saying,  
10 you know what, I'm done being a police officer. And that  
11 sometimes takes me going to talk with an individual and  
12 saying "I don't know if you're the best applicant for  
13 this position, but please at least consider it, consider  
14 staying, this is -- this is a change that you can make.  
15 This is something that you can really make a difference  
16 doing."

17           And that has had some impact, at least in  
18 those conversations, in trying to get promoted in  
19 supervisory positions. But even if one person does that,  
20 that's a success for me, but in the long-term, if we  
21 don't have a larger pool to have those conversations  
22 with, we're affected. So that -- that's a conversation I  
23 have weekly. That that has to improve. I don't know  
24 what that's going to look like yet. If I told you what  
25 it was going to look like, I'd be lying.

1 MS. WILLIAMS: So I know you may not know the  
2 answer to this, but I'm just going to answer it -- ask it  
3 because I know it's probably an HR question, and I know  
4 you can get the number back to me, but percentage-wise,  
5 how many minority -- how many minority officers do you  
6 think you have?

7 CHIEF JONES: I don't -- I don't have a number  
8 for you.

9 MS. WILLIAMS: 20 percent?

10 CHIEF JONES: I'm sorry?

11 MS. WILLIAMS: 20 percent, 30 percent?

12 CHIEF JONES: I would be guessing if I told you.  
13 I would guess somewhere between 10 to 15 percent, but I  
14 don't know. I really don't know for sure.

15 MS. WILLIAMS: That's extremely low.

16 CHIEF JONES: And it could be lower than that,  
17 Ms. Williams. I don't know. I don't know for sure.  
18 You're not going to get me to disagree that it's a  
19 problem.

20 CHAIRMAN PRINGLE: We touched on this briefly at  
21 the last meeting, Chief Jones. Were you able to take a  
22 look at the draft that Ms. Gomez up there put together  
23 for that community organization program?

24 CHIEF JONES: I did.

25 CHAIRMAN PRINGLE: Do you have any thoughts on

1 it?

2 CHIEF JONES: I kind of mentioned that earlier.  
3 Some of that is in line with discussions we've already  
4 had moving to this total cop model, so I won't talk  
5 anymore about that. There's some of it that -- there's  
6 some assumptions made that are incorrect, but I'd rather  
7 just have that conversation with her since it's in draft  
8 form, at least give my opinion. But there are some  
9 promising things as far as that document for sure. One  
10 of the things that's referenced in there is an ethic  
11 program from another jurisdiction.

12 CHAIRMAN PRINGLE: From New Orleans, I think?

13 CHIEF JONES: Yeah. And I would like to look at  
14 that and see what that is and what their outcomes have  
15 been. You get in the habit of looking at something and  
16 we've done this in law enforcement and other places, too,  
17 but I don't want to get into a position where I'm looking  
18 at something that sounds really good and looks flashy and  
19 makes us feel good and then learn later that they're just  
20 poor outcomes. And I've seen a lot of that over the  
21 years. I just want to make sure that whatever we do has  
22 good outcomes and that there's some validation to it.  
23 And I think that it might, I just want to look at it,  
24 though.

25 CHAIRMAN PRINGLE: Do we have any further

1 questions for the chief?

2 MR. HACKWORTH: You mentioned regarding  
3 Ms. Williams' question about why we don't have very many,  
4 if at all, minority officers in leadership positions.  
5 You mentioned recruitment struggles and then personal  
6 considerations when taking on a role when they're nearing  
7 retirement. Are there any other things? Because you  
8 mentioned there were a lot.

9 CHIEF JONES: Oh, yeah, I'm sure there are other  
10 things.

11 MR. HACKWORTH: Okay.

12 CHIEF JONES: A lot of those -- COVID is one  
13 variable. I mean, we had COVID, and we had people that I  
14 can't interview in person or I hire them over Zoom. For  
15 me, that has slowed me down because I want to meet  
16 someone face-to-face, and I get to have a conversation  
17 with them about how came here, what I expect.

18 And I think I told you in the last meeting,  
19 I fire people before I hire them. I tell them what I  
20 expect of them when they come and if they're not here for  
21 the right reasons, just there's the door. Some people  
22 don't agree with political elections. Some people don't  
23 agree with demonstrations, or they do agree with  
24 demonstrations. We've had people apply or withdraw based  
25 on an election. You know, people have told me that

1 anyway. I haven't seen it, but I don't see them if they  
2 withdraw.

3 MR. HACKWORTH: Like a city-based election or?

4 CHIEF JONES: I've had people bring up city  
5 council. I've had people bring up senate races. I've  
6 had people bring up presidential races. And those are  
7 all -- to answer, it is a personal consideration. I  
8 think a lot of that is personal considerations for  
9 people. May not be the same considerations I would have,  
10 but I've had people voice that stuff to me and that's --  
11 I can control some things. There are a lot of things I  
12 can't, and I'm trying to focus on the things that we can  
13 control and I don't know that we know what all those are  
14 yet.

15 MR. HACKWORTH: I understand the difficulty that  
16 COVID has brought, especially when it comes to  
17 leadership. I have a question: Do most of the people  
18 who rise into the ranks of leadership, is that an  
19 external hire or is that an internal process?

20 CHIEF JONES: It's an internal process.

21 MR. HACKWORTH: How long does that usually take  
22 for an officer to gain leadership positions?

23 CHIEF JONES: Really depends. I've had people  
24 that are four- and five-year cops that become sergeants,  
25 which is a leadership position in our organization,



1 probably the most important position in our organization  
2 is sergeant. I think I was at 10 or 12 years when I hit  
3 lieutenant, and then I skipped a rank to be the chief and  
4 I was at 20 years then. We have patrol officers who have  
5 never wanted to supervise anybody. And I'd say that  
6 there's a large portion of officers that way who just  
7 don't want to be sergeants. They like going out and  
8 serving people all day. They don't want to supervise  
9 anyone. There's just so many variables in that.

10 MR. HACKWORTH: So it takes a few years?

11 CHIEF JONES: It can take a few years to a  
12 decade. It just depends on if they're prepared to be a  
13 supervisor.

14 MR. HACKWORTH: Okay.

15 CHIEF JONES: I have some people who see things  
16 as very concrete. I'm very concrete about some things,  
17 but there are a lot of things that I have to meet in the  
18 middle. I supervise and think to problem solve to get  
19 there and some people aren't ready until they're ten  
20 years in. Some people are ready when they're two years  
21 in. It just depends on the person.

22 MR. HACKWORTH: Appreciate that. It seems like  
23 it's a longer-term plan of yours -- is it a longer-term  
24 plan of your to get more representative leadership?

25 CHIEF JONES: Absolutely.

1 MR. HACKWORTH: Okay.

2 CHIEF JONES: And I've even considered going  
3 outside of the organization. If I would have an opening  
4 in a command position I would consider going outside.  
5 Part of that is organizationally, structurally, there are  
6 a lot of challenges to teaching someone all of those  
7 processes that come in our building. I mean, this is an  
8 example. You know, someone else, they would be  
9 completely foreign to them if they were a police officer  
10 somewhere else, probably. So that's a consideration,  
11 too, but nothing that I'm not open to.

12 MR. HACKWORTH: Do you have a plan for making  
13 that happen?

14 CHIEF JONES: Yes.

15 MR. HACKWORTH: Or do you -- like, do you have a  
16 plan to increase leadership positions, to increase  
17 minority leadership positions?

18 CHIEF JONES: Well, starts with recruiting  
19 minorities.

20 MR. HACKWORTH: Okay.

21 CHIEF JONES: Empowering police officers to make  
22 decisions so that you're opening leaders instead of  
23 officers that just go through this process of going call  
24 to call to call and taking reports. I need police  
25 officers that can solve problems, and once I have that, I

1 have this very large pool of potential supervisors. And  
2 those officers have to look like our community, otherwise  
3 I will not have enough minority -- there will not be -- I  
4 don't even like using the term "minority." I don't think  
5 that our command staff or our supervisory staff will be  
6 diverse enough without a strong diverse officer pool for  
7 those candidates.

8 MR. HACKWORTH: So do you have a plan?

9 CHIEF JONES: It starts with recruiting.

10 MR. HACKWORTH: Do you have a recruiting plan?

11 CHIEF JONES: I just discussed how that's in  
12 development.

13 MR. HACKWORTH: Okay. Okay. Cool.

14 CHIEF JONES: But the other part of that is if I  
15 had to go outside and get a specific skill set, that  
16 might be something that we consider also, but that's  
17 something I would have to think long and hard about.

18 MS. WILLIAMS: I mean, we do it for our city  
19 manager, so.

20 CHIEF JONES: Sure. Yeah, I don't disagree. I'm  
21 not opposed to it, sure.

22 MR. HACKWORTH: Awesome. Earlier -- earlier you  
23 mentioned how you narrowed a lot of goals for the  
24 upcoming year. I really liked hearing that. I'm glad  
25 that you-all are doing that. I have a quick question

1 because you said that you would share the training report  
2 with the board. Will those narrowed goals be included in  
3 that training report?

4 CHIEF JONES: Well, I don't know if they would be  
5 part of a training report, but once it's developed, I  
6 have no problem sharing it with the board.

7 MR. HACKWORTH: Okay. That would be awesome.  
8 Because I think it would be helpful to kind of -- to be  
9 able to see those goals and then the outcomes of those  
10 goals.

11 And then do any of those goals relate to  
12 traffic stops, vehicle stops?

13 CHIEF JONES: I don't know. I'll have to look at  
14 them. They're in draft form. I haven't had them  
15 presented to me yet. But I've had conversations about it  
16 and tried to get some direction.

17 MR. HACKWORTH: Are you opposed to sharing those  
18 goals prior to -- well, after they're no longer drafts  
19 but prior to the completion of the total training report?

20 CHIEF JONES: Those goals are not going to be  
21 part of the training report, so once we have them -- once  
22 I have city manager and HR's approval, I don't have a  
23 problem with sharing.

24 MR. HACKWORTH: Okay. Awesome, awesome. Because  
25 I'm just curious to know if any of your goals include

1 trying to decrease vehicle stop disparities in our city.

2 CHIEF JONES: That's something that we've talked  
3 about. I would suspect that that's somehow incorporated,  
4 I just haven't seen it yet.

5 MR. HACKWORTH: Okay. I look forward to seeing  
6 that.

7 And then do you have -- you mentioned -- or  
8 -- yeah -- philosophical changes as well. What  
9 philosophical changes are you talking about.

10 CHIEF JONES: So there has been a lot of  
11 conversation about what community policing is. And the  
12 community outreach is -- the main goal is to open lines  
13 of communication. And there are several things that are  
14 objectives that the community outreach unit has and I can  
15 send those to you.

16 MR. HACKWORTH: Please. Thank you.

17 CHIEF JONES: But it's really getting people on  
18 board with the idea that not everything is an enforcement  
19 function. They're here for service delivery, educating  
20 officers as to what services there are that we can be  
21 referrals to, empowering them to make decisions that --  
22 and think outside of the box.

23 And then also modifying policy to deal with  
24 issues that are outside -- and I tell cops when I first  
25 hire them, I expect you to make mistakes and I can live

1 with mistakes, if you're doing it for the right reason,  
2 if you're doing it with a kind heart. Not that you don't  
3 have to follow policy, but I can live with those and we  
4 can learn from those and we can grow from those. And I  
5 tell every officer that I hire this. But when you make  
6 decisions out of anger, because you feel slighted in some  
7 way, you know, contempt of cop, people call it, that then  
8 you're going to make decisions that we can't live with.

9           And those types of things have been  
10 reenforced when officers are taking people to treatment,  
11 going to the food bank and getting boxes of food and  
12 taking them to people because they don't have food in  
13 their house. Forming relationships with people that are  
14 unlikely to be in a relationship with -- professional  
15 relationship with police officer because the officer is  
16 doing something left of enforcement action. And getting  
17 officers to understand how important that is to do that  
18 consistently is important to the philosophy of community  
19 policing and we really try to reenforce that.

20           I have officers more and more come up to me  
21 and they're proud of something that they've done. We  
22 really try to show that as a strength when a lot of -- in  
23 the past, that might have been seen as a weakness for a  
24 police officer to do something that was soft. So that's  
25 kind of a -- it's a turn in how we view things and look

1 at it in a different way.

2 MR. HACKWORTH: I actually saw it yesterday over  
3 on Broadway. Whoever was in -- whoever was driving car  
4 842 yesterday, there was an individual who I regularly  
5 see at Loaves and Fishes Soup Kitchen. And it -- I'm  
6 assuming that they were doing something that you just  
7 talked about. The officer was left of enforcement a  
8 little bit because it didn't look -- the individual  
9 didn't look like they were being searched or being seized  
10 but more so helped. This was after ambulance and a fire  
11 truck were also out there, so I assume that it was for a  
12 good reason. And so if -- if that was what they were  
13 doing, something left of center of enforcement, I want to  
14 commend you and also the driver of that -- that car  
15 yesterday.

16 CHIEF JONES: Okay. I'll have to check on that.

17 MR. HACKWORTH: I don't know -- yeah, I don't  
18 know the circumstances of it. I -- just from my  
19 understanding, it looked like it was a good instance of,  
20 you know, protecting the community.

21 Now, I've got another question. And I was  
22 wondering if you could just quickly walk me through what  
23 the policy process is. I think I shot you an e-mail and  
24 it was forwarded over today but it was later in the day  
25 and everyone was really busy probably. Yeah, could you

1 just walk me through the process of creating police  
2 policy?

3 CHIEF JONES: So we have Sergeant Dochler, who I  
4 mentioned before, who is in charge of policy and  
5 development and provision. And he is going through a  
6 process with CALEA, which is an accreditation firm that  
7 most police agencies use to get accredited. So he looks  
8 at our current policies and their standards to see if  
9 we're within those.

10 Now, CALEA doesn't dictate how or what we do  
11 in every instance. They have some base things that they  
12 do mandate, but they would be commonsense things for any  
13 police agency. Bob's job is to make sure, one, that our  
14 policy is in line with CALEA and that we are doing the --  
15 I'm trying to remember the terminology he used -- but  
16 basically, the accountability part of that, to make sure  
17 that we are meeting those benchmarks on our own policy  
18 because we don't always. And he's a person who reviews  
19 that and says "Hey, we're not doing this and we're  
20 supposed to be." So if he sees something that needs to  
21 be changed, he is going to change that policy.

22 That's one way that a policy is going to get  
23 changed. So if there's something that we're not meeting  
24 a CALEA requirement or it doesn't fit the way that we're  
25 doing business, it evolves from that -- our trainings



1 evolve from it because we've missed it in policy. It's  
2 usually something -- some obscure policy. It's not the  
3 major ones, usually. Then Bob will bring that to my  
4 attention.

5           There's other times that we see that  
6 officers are consistently doing what we view as being  
7 right, and it violates a policy somehow. I can give you  
8 an example that happened to me several years ago.

9           I pulled up on a car that was stalled out at  
10 the connector, car wouldn't start, woman was on her way  
11 to work, she had two kids in the car, was supposed to  
12 meet family at her job where they were supposed to pick  
13 up the boys and she was going to go to work. She was  
14 stuck there, didn't have anybody coming to help her, and  
15 I used my police car -- I had an unmarked Impala, but  
16 still had a radio and mics in it.

17           And I recall at the time, we couldn't use  
18 jumper cables from her car because there was the  
19 potential of frying to her car if it was done improperly.  
20 I feel pretty confident with jumper cables. I'm out  
21 trying to jump-start her car. Policy violation number  
22 one. That didn't work, so she was able to get a hold of  
23 family, came and got the boys, and I said, "Hey, we got  
24 her car started for a minute." And I said, "If you can  
25 go to Walmart, we'll get a car battery for you." So we

1 go to Walmart. I walk in, and I buy her a car battery  
2 from Walmart. Policy violation number two at the time.

3 We come out of Walmart, there's nobody to  
4 put the battery in. I feel pretty confident I can put a  
5 car battery in. So some guy's walking who has a  
6 construction truck with panels on it and "Hey, can I  
7 borrow a couple tools?" And we put the battery in the  
8 car. Violation number three.

9 Car still didn't start, it was something  
10 other than the battery, and I drove her to work.  
11 Violation number four. And then I went in and talked to  
12 her boss and gave her an excuse for being late to work.

13 I was told by my supervisor great job, you  
14 violated some policies. And that's an example where  
15 we're trying to do the right thing, we're trying to take  
16 care of people, we're trying to be guardians of our own  
17 community and help the people who are vulnerable, but it  
18 violated the policy. And when we see those types of  
19 things, we have to be able to change in the policy so  
20 those things can be done. That's another way that policy  
21 is going to get changed.

22 Another is we have something occurring that  
23 doesn't violate policy, but it's not to the standard that  
24 we expect. And we have to change policy to meet the  
25 standard that we expect and the training. And so once

1 we've determined those things, it goes to Bob. Bob comes  
2 up with the language to meet whatever goal it is, and  
3 then it goes to the commander that's over the training  
4 unit. He looks at it and then it goes to a legal review  
5 and then legal review sends it to me.

6           Once it comes to me, oftentimes I make  
7 changes to it to make sure that it's meeting our  
8 standards. Once I sign off on it, it goes back to Bob.  
9 Bob gets a few of them or half a dozen of them, and he'll  
10 set a public meeting so that people can come view them  
11 and give input. He makes whatever revisions based on  
12 that input.

13           A lot of times he does it right in the  
14 meeting, which you've seen, and then it comes back to me  
15 for a final review. And then I send it to the city  
16 manager's office. Actually, I send it to HR first. HR  
17 looks at it, makes sure it's compliant with Chapter 19,  
18 Chapter 21, and that it's -- it meets its requirements of  
19 the city and under city code, and then it goes to the  
20 city manager who signs off on it and then it becomes  
21 policy. So that's the process.

22           MR. HACKWORTH: Okay. Those policies, those  
23 draft policies that we were sent today, have those  
24 already gone through public comment?

25           CHIEF JONES: They have not.

1 MR. HACKWORTH: Okay. So the early January one  
2 that Toni said earlier? Okay. Very good, awesome.

3 CHIEF JONES: And I don't know that Policy 300  
4 will be part of that meeting. That's something that city  
5 manager is going to decide, whether it just goes to  
6 council because that will be the public input or if it  
7 goes to that process. So I will follow my boss's lead on  
8 that. But I'm not sure where that's going to land, just  
9 full transparency.

10 MR. HACKWORTH: Yeah, yeah, I appreciate that.  
11 The one thing that confuses me about that, and I know  
12 that there's nothing you can do because it's your boss  
13 who would make that decision, is Policy 300 is probably  
14 the more contentious of the policies that would be  
15 reviewed and, I mean, does city council have the power to  
16 amend those policies at all?

17 CHIEF JONES: They have the -- they have the  
18 power to direct the city manager to take things into  
19 account --

20 MR. HACKWORTH: Okay.

21 CHIEF JONES: -- when developing those policies.

22 MR. HACKWORTH: Okay. Okay. The one thing I  
23 worry about is it goes to city council instead of going  
24 to that prior public comment process and it goes to  
25 public comment at city council. People have a lot to

1 say, but there's not enough time to really think through  
2 it thoroughly and review what the public actually feels  
3 or thinks about the policy. And then it just kind of  
4 haphazardly gets rushed through, and it's not in the best  
5 interest of what many of our community members think.  
6 That's my worry. I don't know if there's much that you  
7 can do about that.

8 CHIEF JONES: No.

9 MR. HACKWORTH: It's also just one person's  
10 worry. But --

11 MR. BOYKIN: It's more than one.

12 CHIEF JONES: I will say that there's been a lot  
13 of conversation from council and there's been a lot of  
14 public back and forth. And probably more involvement in  
15 council than I would have in one of those sessions, quite  
16 frankly. I'm not sure how that's going to shake out.

17 MR. HACKWORTH: Neither am I. We'll have to see.  
18 I hope it works out. But you know, you never know.

19 I have another question for you, and you're  
20 a member of the CPOA; right?

21 CHIEF JONES: Yes.

22 MR. HACKWORTH: Okay. All right. Are all police  
23 officers members of the CPOA?

24 CHIEF JONES: Well, being a -- paying dues to  
25 CPOA --

1 MS. WILLIAMS: Can you explain what those letters  
2 mean?

3 CHIEF JONES: Oh, Columbia Police Officer's  
4 Association. So for legal defense for police officers,  
5 to have a legal defense plan, you have to go through your  
6 local chapter of the FOP. You can't sign up for that --  
7 excuse me -- another way, so even officers who aren't  
8 active in CPOA will pay dues to CPOA to be part of the  
9 legal defense plan. So...

10 MR. HACKWORTH: Okay. How many officers would  
11 you say are a part of CPOA? Like, do you have a  
12 percentage estimate?

13 CHIEF JONES: I don't.

14 MR. HACKWORTH: 70?

15 CHIEF JONES: I would be guessing. I don't know.

16 MR. HACKWORTH: Okay. That's fair. Okay. Well,  
17 I've got another question, then. Because I was trying to  
18 familiarize myself with it and so I was looking through  
19 the website. Have you been on the website before?

20 CHIEF JONES: Whose?

21 MR. HACKWORTH: The Columbia Police Officer's  
22 Association website.

23 CHIEF JONES: I don't think so.

24 MR. HACKWORTH: You don't -- you've never been on  
25 it? Okay. That makes -- that's fair. So I was looking

1 through it and in the "about us" section, it says that  
2 one of the missions of it is to "foster public support  
3 for its members." And then lower, it says, and I quote,  
4 "Nothing will stop me from placing you in a steel cage  
5 with bars." And then it goes on, it says, "I am fate  
6 with a badge and a gun."

7 CHIEF JONES: Where is this at?

8 MR. HACKWORTH: It's in the "about us" section of  
9 the Columbia Police Officer's Association, and I thought  
10 that was kind of concerning. It reads like members of  
11 that organization who are also members of the Columbia  
12 Police Department are out to get citizens. Do you think  
13 it sends that message? Are your police officers out to  
14 get citizens?

15 CHIEF JONES: I am walking a fine line in talking  
16 about a union, so that's not something that I'm willing  
17 to do without legal advice.

18 MR. HACKWORTH: Uh-huh.

19 CHIEF JONES: I don't want to put the city in a  
20 bad position by giving my personal opinion about what's  
21 posted on the union's website as the person who is in  
22 negotiations with them regularly, almost daily. Yeah,  
23 I'm not willing to have that conversation.

24 MR. HACKWORTH: Yeah, yeah, that's okay. I  
25 understand.

1                   To me, it reads like you're out to get  
2 people and I know that when you say community policing is  
3 good policing, that's not what you mean. But when  
4 citizens of our community read this on the website and  
5 they see that black residents are four times more likely  
6 than expected based on proportion to be arrested, it kind  
7 of not only -- you're not only saying that, but you're --  
8 it seems like you're walking --

9                   CHIEF JONES: Don't say "you're."

10                  MR. HACKWORTH: I'm sorry. I'm sorry. I know  
11 you -- not you. But --

12                  CHIEF JONES: Well, the difference actually needs  
13 to be made that I have no control over a union by federal  
14 and state law, so things that are -- I don't control the  
15 union as much as I would like to sometimes. That is not  
16 something I can control. I can control the behaviors of  
17 people while they're at work and set my expectations. So  
18 this line of going through what CPOA does is really not  
19 part of this conversation with me. It just puts me in a  
20 position to talk about things that I don't think I can  
21 talk about legally.

22                  MR. HACKWORTH: Okay.

23                  CHIEF JONES: And I'm not here to defend CPOA. I  
24 do enjoy having a legal defense plan through FOP and  
25 I'm -- and I'm comfortable in that. I'm not a voting



1 member of CPOA. I don't get to go to CPOA's meetings and  
2 hear their debate about whatever topics they're talking  
3 about. So some differentiation needs to be made in that,  
4 and that's just not a conversation I'm willing to have  
5 here as to what my opinion is of communications that CPOA  
6 has.

7 MR. HACKWORTH: Okay. Yeah. I understand. I'm  
8 sorry.

9 CHIEF JONES: I'll be responsible for mine.

10 MR. HACKWORTH: Okay. I don't mean to -- yeah, I  
11 don't mean to say that you're responsible for what's on  
12 CPOA's website. I just -- I thought that was concerning.  
13 I thought I would air that out.

14 CHIEF JONES: I understand that you're airing  
15 that, but you're airing that in a conversation with a  
16 police chief after saying "are you a member of CPOA?"  
17 And making no qualifications as to what that might mean.  
18 So I do take exception to that and I hope you understand  
19 that.

20 MR. HACKWORTH: Uh-huh.

21 MR. BOYKIN: I have a question. You said you're  
22 not a voting member. Is that by choice or is that by how  
23 the -- how the system works?

24 CHIEF JONES: That's how that works.

25 MR. BOYKIN: Okay.

1 MS. WILLIAMS: I have -- I'm sorry, y'all. Y'all  
2 know I talk a lot. But I have a question. So since  
3 we're getting all of this community policing up and going  
4 and I've worked at social -- the social work field the  
5 majority of my life, has Columbia Police Department ever  
6 had money set aside so that when you run into a situation  
7 of someone who needs a box of food or you run into a  
8 situation where somebody needs a battery, that you can  
9 fill out a piece of paper to take money from this funding  
10 to address that issue and concern?

11 CHIEF JONES: We have never had access to  
12 taxpayer dollars to do that, but I can tell you what  
13 happens regularly is police officers will either find a  
14 resource like the food bank that will give us food and  
15 they'll go get it. We actually have emergency food boxes  
16 in our office because of our partnership with the food  
17 bank.

18 But if they don't have access to that, they  
19 will pay for it out of their pocket. And if they can't  
20 get someone to shoulder, I've seen multiple officers pay  
21 for hotel rooms. You'll never hear about that because  
22 they wouldn't tell you. They wouldn't tell me. I  
23 personally have taken groceries to a mom living in the  
24 hotel with her kids.

25 MS. WILLIAMS: But do you think that that would

1 be --

2 CHIEF JONES: I don't think the tax -- I don't  
3 think that we can. Rose may be able to answer that  
4 better than me. That might be a legal question, but I  
5 don't know that we can use taxpayer dollars to do that.  
6 There are organizations --

7 MS. WILLIAMS: Are there grants out there that  
8 can do that?

9 CHIEF JONES: Well, I don't think so.

10 MS. WIBBENMEYER: Do you want me to --

11 CHIEF JONES: What we do have is we had a local  
12 bank that was willing to reimburse officers, that came up  
13 with a fund to reimburse officers.

14 MS. WILLIAMS: So what happened? Does that still  
15 exist, or...

16 CHIEF JONES: The officers paid out of pocket and  
17 they never turned in receipts because they didn't want  
18 to -- they didn't want to be recognized and be made a big  
19 deal of. That's what happened. They just did it and ate  
20 the cost. And I would see it happen over and over again.

21 MS. WILLIAMS: Because, you know, being in social  
22 work for most of my life, I think that that is a -- I  
23 know, Rose, we probably can't legally do that, but it  
24 just seems like it is a good solution. I mean, if  
25 they're out there with the citizens and they see an

1 emergency need -- because working with agencies,  
2 sometimes there's just no funding.

3           Sometimes you got to go through this hoop,  
4 this hoop, this hoop, and if there is money that's set  
5 aside so that the citizen that you run up on that is  
6 having an emergency situation, you can just write a piece  
7 of paper, have the chief sign off on it and say, "Yes,  
8 we're going to take money from this pool over here to  
9 help the citizen."

10           CHIEF JONES: And I don't disagree. I will tell  
11 that you one of the obstacles is officers don't want the  
12 recognition. They don't do it for the recognition, so  
13 they'll just pay for it out of pocket. I've been guilty  
14 of that myself. I've seen officers carry gas cans in  
15 their cars. Policy violation, by the way. I, myself,  
16 used to carry a gas can in my car so that I could go buy  
17 people gas.

18           MS. WILLIAMS: But if you have this type of money  
19 over here --

20           CHIEF JONES: I don't disagree. I just don't  
21 know --

22           MS. WILLIAMS: -- do all that.

23           MS. WIBBENMEYER: If I can weigh in, the city --  
24 city funds have fees for that purpose. There are  
25 designated fee funds that are budgeted specifically for

1 programming support and grants for social service  
2 agencies. Most of that is run out of two different  
3 departments. So the city does fund a lot both with city  
4 funds as well as state and federal funds of social  
5 service programs that the police can refer people to and  
6 the other city staff can refer people to. So just  
7 because his officers don't have access just to a pot of  
8 money, the city does use both city and state, federal  
9 funds to provide support to different community  
10 organizations for housing, for food --

11 MS. WILLIAMS: But none of that pot of money is  
12 given to the police department, so at 2 o'clock in the  
13 morning when no agencies are open, that they can take  
14 money from that pot of money?

15 MS. WIBBENMEYER: That is correct. It is not set  
16 up that way. Just like I can't just get city funds and  
17 hand it out to anyone. But we do have agreements in  
18 place in order for the funding to go to these other  
19 agencies. They have performance requirements and  
20 expectations including some -- for, like, homeless  
21 sheltering in the winter that includes -- you know, we  
22 pay certain amount per bed per night. So there are  
23 resources. It might not be instantaneous. I can't  
24 guarantee you that they'll always be open. But there are  
25 resources that are available.

1 MS. WILLIAMS: Trust me, I know. I have over  
2 30 years in social service, so. But it just seems like,  
3 to me, that is an easy solution. And I don't know if  
4 somebody needs to sit and write a grant or something.  
5 There has to be money out there somewhere to do that.  
6 And I understand your officers don't want recognition,  
7 but at the end of the day, it is a great solution to  
8 issues that come up again on a daily basis.

9 CHIEF JONES: I agree, Ms. Williams.

10 MS. WILLIAMS: Because yes, Columbia is rich with  
11 resources, but sometimes those resources are not  
12 available.

13 MS. HECKMAN-McKENNA: Chief Jones, thank you for  
14 being here. I just have a question about Policy 300,  
15 about I was reading the discharging firearms out of a  
16 moving vehicle. And I know that there are community  
17 groups and various authorities who think that this is an  
18 incredibly dangerous policy to have and to still, you  
19 know, allow. So I was wondering why you might think our  
20 community needs to have that policy or if that's a policy  
21 that is being considered to be changed, anything like  
22 that, just your thoughts.

23 CHIEF JONES: So we are not supposed to shoot  
24 into cars. But I will give you an example of a time  
25 where I personally would shoot into a car. If I had a

1 clear shot at somebody who was getting ready to shoot  
2 someone else that was in the same car, I might fire into  
3 a car. So it's -- you have to think of it in a context  
4 outside of just shooting at a car going by. That is not  
5 an appropriate use of that type of force. But an  
6 outright ban would limit our ability in some situations  
7 to do what we had to do to stop something that was  
8 life-threatening to another person.

9 MS. HECKMAN-McKENNA: It sounds like in that  
10 scenario that you're talking about, the vehicle wouldn't  
11 be moving, though. Is this specific to a moving vehicle?

12 CHIEF JONES: You don't know that. I don't know  
13 that.

14 MS. HECKMAN-McKENNA: Okay. Sorry, I thought the  
15 scenario you were laying out was the --

16 CHIEF JONES: I'm just saying that would be one  
17 scenario that -- just off the top of my head, and I'm  
18 sure there are more. And I think that's why most  
19 agencies have a policy that's similar to ours that  
20 prohibits it except in very narrow circumstances. That's  
21 the best answer I have for you.

22 MS. HECKMAN-McKENNA: Thank you.

23 MR. BOYKIN: On the same topic of that, so if  
24 something like this was to happen, who makes the final  
25 decision on whether or not it was acceptable use of the

1 force for the situation at hand?

2 CHIEF JONES: In deadly force, specifically? So  
3 in a deadly force scenario, it would be investigated by  
4 the internal affairs unit. The investigators, Sergeant  
5 Alpers, they would go out and they would do a review for  
6 the internal affairs side. In officer-involved  
7 shootings, we have a practice of calling an outside  
8 agency, whether that's going to be Boone County, Highway  
9 Patrol, FBI.

10 Someone will come out and investigate that  
11 as a criminal matter because if we shoot somebody, then  
12 it's homicide by definition, and it's either something  
13 that we would charge or we wouldn't. So we'd have  
14 someone else come in and do the criminal side of that,  
15 and then we do an independent internal affairs  
16 investigation that is completely separate from that  
17 criminal investigation. So there are two investigations  
18 that take place.

19 For the internal portion of that, once the  
20 investigator goes through it and they find all of the  
21 facts, then it goes through a full chain-of-command  
22 review. And then sometimes we will pull in use-of-force  
23 experts from a training unit who have been trained in  
24 deadly force review and they'll come and look at it and  
25 give us suggestions or make -- help us make findings.



1                   So we'll go through the sergeant, the  
2 lieutenant, the assistant chief, and then me. And then I  
3 will make the finding of the internal reviews to -- well,  
4 you know what the findings are. And then criminal  
5 investigation, that would play out however that played  
6 out.

7                   MR. BOYKIN: Is the criminal investigation only  
8 with side arms or is that with any deadly force?

9                   CHIEF JONES: It would be with any deadly force.  
10 Now, that would be with any deadly force or serious  
11 injury. But not every -- back up -- not every deadly  
12 force application would go through a criminal process.

13                  MR. BOYKIN: But it would always go through an  
14 internal process?

15                  CHIEF JONES: It will always go through internal  
16 process. Officer-involved shootings will almost -- I  
17 can't think of a time where they wouldn't go -- go to  
18 criminal process. I don't like to say always, but I  
19 can't think of a time when they wouldn't.

20                  MR. PIERSON: I've got a question for you, Chief.  
21 So I'll try to keep it brief. I see you've been out  
22 there for a little over an hour and a half now so I  
23 definitely appreciate your endurance. I think we all do.  
24 Looking forward to 2021.

25                               Is there any solid line of effort,

1 objective, or policy within your department that you feel  
2 this body could assist with in regard to, let's say,  
3 revision, development, implication. And if so, what  
4 would that be.

5 CHIEF JONES: You know, I'm going to express a  
6 frustration that I have with a lot of -- not here, but  
7 with a lot of boards and committees. And you know, I  
8 want things to move faster and we get bogged down in a  
9 review and debate that kind of goes into  
10 analysis/paralysis overtime, and it feels like we're  
11 kicking it down the road.

12 I would much rather have a conversation when  
13 something doesn't look right or feel right, whether we  
14 agree or disagree, when those things do your -- just like  
15 any other citizen really. But when you, as a group, come  
16 together saying, you know, "We really need to look at  
17 foot pursuits." Ms. Williams brought that up. I said,  
18 "Okay. We'll look at foot pursuits." It was -- I mean,  
19 yeah, we'll do that.

20 But what really frustrates me is when we get  
21 into this rut of, well, that's so-and-so's job, and  
22 that's so-and-so's job, early on when I had the  
23 vehicle -- or I'm sorry -- when I had the review meetings  
24 for policy. There was some offense taken by this board,  
25 and it was vocalized to me that, you know, it's our job

1 to make policy recommendations. And my response to that  
2 was "No, it's everybody in our community's responsibility  
3 to make policy recommendations." It doesn't mean you  
4 can't, and I won't take it just as seriously as the  
5 person who's standing over at the street corner playing  
6 guitar. I think we all have a responsibility to do that.

7 So what I would ask in that vein is that if  
8 you're going through policy and something doesn't look  
9 right or you have a question about it or you think, you  
10 know what, people get frustrated by this and it's not a  
11 policy violation when you do X, Y, or Z, but it could be  
12 improved, I would really like this board to come forward  
13 and say "Maybe this can be improved. Can you look at  
14 improving this?" You may not have the answer, but it  
15 would at least give me a recommendation of something to  
16 look at. So nothing in particular. We're under a  
17 constant review, but if you see something, say something.

18 MR. PIERSON: Sure. I appreciate you. Thank  
19 you.

20 CHIEF JONES: Thanks.

21 CHAIRMAN PRINGLE: Are there any further  
22 questions for Chief Jones?

23 MS. WILLIAMS: Not right now.

24 CHIEF JONES: Thank you.

25 CHAIRMAN PRINGLE: Yeah, thank you again, Chief.

1 Thank you for coming by and speaking with us.

2 MS. WILLIAMS: Chief, are you leaving?

3 CHIEF JONES: I hope so.

4 MS. WILLIAMS: Later on down in the agenda, I  
5 have some questions for you.

6 CHIEF JONES: Okay. I'll be back.

7 MS. WILLIAMS: Thank you.

8 CHAIRMAN PRINGLE: Next item on our agenda is the  
9 approval of the minutes from our November 11th, 2020,  
10 meeting. Has everyone been able to review those minutes?  
11 And has everyone had a chance to review the meeting  
12 transcript? Is there a motion to approve the minutes in  
13 the transcript?

14 MR. BOYKIN: Wayne, motion to approve.

15 MS. GOMEZ: Gomez, second.

16 CHAIRMAN PRINGLE: All in favor of approving the  
17 minutes to the transcript say aye.

18 (Unanimous voice vote of approval.)

19 CHAIRMAN PRINGLE: Any opposed?

20 MR. FISHER: I will abstain since I was not here.

21 CHAIRMAN PRINGLE: Andrew has abstained. The  
22 minutes and transcript are approved.

23 Next up, the reports positive connections  
24 and ride along. Anything for the board to share?

25 MR. HACKWORTH: I met with Mr. Roy Lovelady a

1 couple days ago just to get their perspective on policing  
2 in our community to learn a little bit more. And then  
3 I've also been in contact -- because last time Carley and  
4 I talked about -- a little bit about data and some  
5 projects. So I met with -- with a gentleman whose name  
6 is now slipping my mind -- over at public health's IT, I  
7 believe. He was -- he was the -- a gentleman who built  
8 the public health dashboard, so just to gain some  
9 perspective on it from him as well as learn how to use  
10 ArcGIS to build a dashboard.

11 MR. BOYKIN: And I participated in one of the  
12 City of Columbia's trainings that they have, which this  
13 one was on racial bias. And I thought it was pretty  
14 interesting, so I've already signed up for the rest of  
15 the year for all of the trainings that they have for the  
16 city.

17 CHAIRMAN PRINGLE: Thank you, Alex. Thank you,  
18 Wayne. Was there anything further from the board for --

19 MR. HACKWORTH: I just want to say the  
20 gentleman's name for the record and because I think he  
21 deserves to have a little bit of recognition at least for  
22 building that public health dashboard. His name his Dan  
23 Rose.

24 MS. WIBBENMEYER: He's actually the city's GIS  
25 manager. He's not in the health department.

1 MR. HACKWORTH: Thank you for the clarification,  
2 Rose.

3 MS. WIBBENMEYER: And just so you know, there are  
4 ESRA [phonetic], which is over our chain program that we  
5 use for GIS. They have user conference recently and  
6 there are some cities that are putting kind of equity  
7 dashboards together in addition to, like, police  
8 transparency dashboards. So we've -- I've watched the  
9 video on that and we're exploring that with Dan Rose as  
10 well.

11 MR. HACKWORTH: Awesome.

12 CHAIRMAN PRINGLE: All right. And moving on to  
13 old business. First up, the supplement to 2019 annual  
14 report. Last I saw, we're waiting for the December IA  
15 report to be printed out. Is that what we're waiting on?

16 MR. FISHER: Should be ready next month.

17 CHAIRMAN PRINGLE: Should be ready next month?

18 MR. FISHER: Yeah.

19 CHAIRMAN PRINGLE: So we will come back to it  
20 next month.

21 And then for community-oriented solution  
22 program from Ms. Carley Gomez. Carley, if you want to  
23 speak anymore about it?

24 MS. GOMEZ: Sure. I just added a couple of  
25 things based off the discussion with the board last time.

1 Thinking about bringing in all the police officers  
2 eventually and just working with those who are newly  
3 hired, thinking about outcomes eventually to -- and I  
4 really think that as there have been more articles  
5 talking about sort of the stakeholders listening to our  
6 process and how difficult it's been for people as, you  
7 know, changes aren't really made or things aren't  
8 happening fast enough; right, which I know isn't, you  
9 know, anyone's fault necessarily either.

10 But I do believe that a program like this  
11 could -- could help deal with some of those issues that  
12 are coming up by just asking the same questions over and  
13 over again rather than giving, you know, people a chance  
14 to really come together and learn. So I would be  
15 interested in thinking about next steps, or board  
16 thinking about next steps. I don't know what all of your  
17 thoughts are. Sorry I can't be there in person with you  
18 today.

19 MS. HECKMAN-McKENNA: I would add that I think  
20 one of the great strengths of this particular program is  
21 its specific outcomes. It's far more so than anything  
22 I've seen or heard. I feel really strongly about this  
23 program, actually. I'd like to be a part of working on  
24 it and helping, so I also wanted to offer myself in that  
25 role.

1           CHAIRMAN PRINGLE: I would just echo what Heather  
2 said. I think you have a great start, Carley, and I hope  
3 you continue to work on it, build on it, and communicate  
4 with the chief. And I really do want to see something  
5 come of it.

6           MS. WILLIAMS: Thank you, Carley, for all the  
7 work you've put into it.

8           MS. HECKMAN-McKENNA: One of the things, too, I  
9 find really remarkable about it is the -- the lengths  
10 that she provides to successful programs, the ways in  
11 which she is building off of those programs as a means of  
12 making our community better and making our community  
13 policing process really work.

14          MS. WILLIAMS: I agree.

15          MS. GOMEZ: Thanks, I really appreciate it. You  
16 know, I would be happy to have us maybe think of next  
17 steps for this or, you know, what your thoughts are in  
18 that direction, too.

19          CHAIRMAN PRINGLE: I know I still need to give  
20 you that contact information for people over at the  
21 University that I think would be useful for helping you  
22 map this out. I apologize for being late on getting that  
23 to you.

24          MS. GOMEZ: No problem. I look forward to  
25 getting those names.



1                   Rose, if we're interested in pursuing  
2 something like this, are there involved next steps that  
3 you can recommend, too?

4                   MS. WIBBENMEYER: I believe the chief has  
5 indicated that he would like to meet with you and talk  
6 about it, so I think that's a good first step.  
7 Ultimately, you could pass a motion to send a  
8 recommendation to the police chief and the city manager,  
9 or you could do it as a report to counsel.

10                  MS. GOMEZ: Thanks, Rose.

11                  CHAIRMAN PRINGLE: I would probably recommend  
12 that you have that talk with Chief first before you send  
13 it to council, to have that taken care of first.

14                  MS. GOMEZ: I agree. I think that will be really  
15 valuable. And I also think that contacting those law  
16 professors that Mr. Pringle was talking about would be  
17 great, too. So maybe I can put those two things on the  
18 list for this month and bring it back to you-all on  
19 January?

20                  MS. WILLIAMS: Yes.

21                  MS. WIBBENMEYER: The only other suggestion I  
22 would have is you might want to look around for a grant.

23                  MS. GOMEZ: Okay.

24                  MS. WIBBENMEYER: Where maybe the city could  
25 apply for a grant to fund it.

1 MS. GOMEZ: All right. Sounds good. I'll add  
2 that as well.

3 MS. WIBBENMEYER: Carley, I can do that legwork.

4 MS. GOMEZ: Oh, thank you.

5 CHAIRMAN PRINGLE: So we have talked to Chief, I  
6 have to get names to you, and we'll also be -- you know,  
7 I just -- I forgot what we just said.

8 MS. WIBBENMEYER: Grants.

9 CHAIRMAN PRINGLE: Grants, there we go.

10 MS. GOMEZ: All right. Thanks.

11 CHAIRMAN PRINGLE: All right. So we have audits.  
12 Andrew -- Sergeant Alpers, and I had a meeting last  
13 month. Still going forward.

14 MR. FISHER: Yeah, I think -- maybe now we need  
15 to get together and figure out who we want to ask.

16 CHAIRMAN PRINGLE: Yeah. I would anticipate that  
17 will probably be after the holidays.

18 MR. FISHER: Okay.

19 CHAIRMAN PRINGLE: And that would be a good next  
20 step. So we'll keep everyone updated on how the audit is  
21 going.

22 Next status update on the foot pursuit  
23 training, request for video and curriculum. I believe we  
24 covered a lot of that with the chief. The curriculum is  
25 still in development. As to the video, have we -- are we

1 going to be getting that video anytime soon? We talked  
2 about that in March.

3 Sergeant Alpers, is that still coming to us?

4 SERGEANT ALPERS: I think Chief addressed that.

5 CHAIRMAN PRINGLE: Did he?

6 MR. BOYKIN: He wants both of them together.

7 CHAIRMAN PRINGLE: And then also training  
8 calendar request?

9 MS. WILLIAMS: He talked about that, too.

10 CHAIRMAN PRINGLE: Yeah. Report to council,  
11 proposed changes in Chapter 21?

12 MS. WIBBENMEYER: That will be on the 12/21  
13 council agenda, all of the changes.

14 CHAIRMAN PRINGLE: All right. I think that's why  
15 I included the 21 days and also the waiver of costs.

16 MS. WIBBENMEYER: Yes.

17 CHAIRMAN PRINGLE: Next item, disparity index and  
18 related data. Does anyone have -- I guess what were we  
19 doing with that one, Rose?

20 MS. WIBBENMEYER: It was a placeholder because  
21 you-all wanted a status update.

22 MS. WILLIAMS: Right.

23 MS. WIBBENMEYER: I'm not sure if Carley's still  
24 there, but Carley --

25 MS. GOMEZ: I lost -- my internet connection is

1 unstable, so I missed -- that's why I turned off my  
2 camera. Sorry.

3 MS. WILLIAMS: We were talking about disparity  
4 index and related data.

5 MS. GOMEZ: I see. Okay. Yeah, so I think that  
6 really still relates to the traffic stop committee and  
7 those conversations. If we can -- if one of us is going  
8 to be going to that next meeting anyway, I think that is  
9 a good place to start with something of that information  
10 and get moving on that as well.

11 CHAIRMAN PRINGLE: Okay. So fair for us to just  
12 tie that in to whatever happens with us with the vehicle  
13 riding -- vehicle stop committee?

14 MS. GOMEZ: Yeah, and even if it doesn't, we have  
15 enough information that are specific things that we want  
16 to look into. Like, I remember that the numbers of odor  
17 searches, you know, findings that when conducting because  
18 of the odor search were low, so we can start digging  
19 deeper into some of that data with what we have now, if  
20 you-all are interested.

21 CHAIRMAN PRINGLE: As a board, do we want to  
22 start looking at that? Do we want to wait? What's  
23 everyone thinking?

24 MR. HACKWORTH: I don't see anything wrong with  
25 starting to look into it right now. Maybe I'm not

1 looking deeply enough, but I don't see any harm.

2 MS. HECKMAN-McKENNA: I agree.

3 CHAIRMAN PRINGLE: Okay. Well, then I think  
4 did -- that sounded like you volunteered for that, Alex.

5 MR. HACKWORTH: It sounds like I did. No, I'd be  
6 happy to. Yeah.

7 MS. GOMEZ: I will send you an e-mail with some  
8 of the information that I was specifically looking at if  
9 that would be helpful to you.

10 MR. HACKWORTH: Yeah, I would really appreciate  
11 that. Thank you, Carley -- or Ms. Gomez.

12 MS. GOMEZ: Yeah.

13 MR. HACKWORTH: So just really quick while we're  
14 on the topic of vehicle stop committee, if we don't -- I  
15 mean, are we going to nominate someone to go?

16 MR. BOYKIN: I thought we kind of did that last  
17 week. Did we do that last week -- last month?

18 CHAIRMAN PRINGLE: We pretty much made Carley our  
19 point person.

20 MS. GOMEZ: But -- but Mr. -- is it  
21 Mr. Hackworth, right? I know that you were interested  
22 possibly in doing that and I would be (Zoom audio drop)  
23 if you were interested, since I'll be continuing to work  
24 on that, and on the programming, too.

25 MR. HACKWORTH: Yeah, I am interested.

1 MS. GOMEZ: You are interested? Great.

2 MR. HACKWORTH: I'm interested in attending, but  
3 I don't want to take something away from you if you're  
4 also interested.

5 MS. GOMEZ: No worries. I can -- you know, I can  
6 always work with you or, you know, continue on with the  
7 program that I'm working on. So -- so that's great if  
8 you are interested.

9 MR. HACKWORTH: Yeah, I am.

10 MR. BOYKIN: And that would end up better anyways  
11 because I know, like, probably, you have the next 12 so  
12 it would make it easier that way.

13 MS. GOMEZ: Definitely, it would be very helpful.  
14 Thank you.

15 MR. HACKWORTH: Okay. Yeah. Most definitely.

16 CHAIRMAN PRINGLE: All right. Then that leads us  
17 to the next status update that we covered during the  
18 preceding comments, recommendation letter regarding  
19 adding a member. We'll look out for an invite to the  
20 vehicle stop committee next meeting, and then I think  
21 we're going to send Alex when we get that invite?

22 MR. HACKWORTH: I also can just go to the next  
23 one if we don't get the invite as well, just so we have a  
24 member there, if that's okay with you-all. Not to act as  
25 a representative, but to kind of get --

1           MR. PIERSON: I think that would be great. I  
2 mean, honestly just attendance in general I think as a  
3 baseline should be a general expectation anyway, just as  
4 a good-practice move for us. Even if we don't nominate a  
5 member, the panel board should attend.

6           MR. HACKWORTH: Yeah. Just in the hopes that it  
7 does get --

8           MS. WILLIAMS: And that will show them that we  
9 really do want to be there.

10          MR. HACKWORTH: Right.

11          MR. PIERSON: Maybe we want one or two of them to  
12 attend our meeting as well. I think -- I think --

13          MS. WILLIAMS: Right.

14          MR. PIERSON: -- that's mutually supportive  
15 objectives in a lot of ways.

16          MR. HACKWORTH: And I think it's something we  
17 should all be encouraged to do.

18          CHAIRMAN PRINGLE: Yeah. Well, congratulations  
19 Alex for the --

20          MR. PIERSON: Alex, I'm glad you're doing it.  
21 You're the real adult in the room.

22          CHAIRMAN PRINGLE: And our final status update on  
23 old business had to do with Policy 300, which we did  
24 discuss during our encounter with the chief. 300.11.4,  
25 that right now seems to be with the city council, so

1 we'll wait whatever decision they make.

2 MS. WILLIAMS: I make a recommendation that we  
3 take a ten-minute break before we go into new business.

4 MR. BOYKIN: And before new business, we move  
5 that public comment, too, so is that before new business?

6 CHAIRMAN PRINGLE: Yes. Yes, I am, I think, for  
7 our reporter, I would like for us to take a break before  
8 we get into more comments. I think that would be smart,  
9 yeah.

10 She's nodding her head yeah.

11 (Laughter.)

12 CHAIRMAN PRINGLE: Do we need to make a motion  
13 for that, Rose?

14 MS. WIBBENMEYER: I think you can just take a  
15 break.

16 CHAIRMAN PRINGLE: Okay. So, what, ten minutes?

17 MS. WIBBENMEYER: That will be 8:05.

18 (A BREAK WAS HELD.)

19 CHAIRMAN PRINGLE: All right. I have 8:05 and  
20 we'll go back on the record. Also, we've been instructed  
21 by a few audience members to please -- to board members  
22 to speak as clearly as you can in the mic. With our  
23 masks on it's a little more difficult than usual for  
24 people to understand us. But yeah, at this time, we will  
25 now open the floor to general comments by the public.



1 Would anyone like to speak?

2 MS. SHAW: Good morning.

3 MS. WILLIAMS: Please state your name.

4 MS. SHAW: My name is Rebecca Shaw. Do you need  
5 my address as well? I just had a question. Because new  
6 business, will we be able to give any comments on new  
7 business items following them?

8 MS. WIBBENMEYER: I think usually when we move  
9 public comments to earlier in the meeting, you also do  
10 comments at the end at the normal place as well.

11 CHAIRMAN PRINGLE: Yes. Then I have no problem  
12 doing it again.

13 MS. WIBBENMEYER: When we're in the course of  
14 reviewing the appeal, we will not allow comments for the  
15 appeal.

16 MS. SHAW: Okay. So the appeal is with the  
17 2020-0007?

18 MS. WIBBENMEYER: Correct. So if you would like  
19 to comment before or after during regular public comment,  
20 you can, but during the review, that initial review point  
21 part is just a paper- and video-based review. If they  
22 want to hear from witnesses later, then they schedule  
23 another meeting and those people are invited to come that  
24 they choose to invite to come.

25 MS. SHAW: Okay.

1 MS. HECKMAN-McKENNA: My intention for asking for  
2 the agenda to be changed in that way was actually so that  
3 we could hear from members of the public.

4 MS. SHAW: I completely appreciate that. I know  
5 you're trying to move the timeline up, so. So I am the  
6 complainant in that appeal, and I have comments. Would  
7 you rather I state them now or following?

8 CHAIRMAN PRINGLE: I would kind of rather hear  
9 them before we discuss.

10 MS. WILLIAMS: Why did you file a complaint?

11 MS. SHAW: Okay. I'll dive right in. So  
12 actually, it wasn't a formal complaint to the police. I  
13 saw a video that was posted online. Have you-all seen  
14 the video in question, the September 2nd traffic stop?  
15 Okay.

16 So I actually wrote an e-mail to my council  
17 members, all of the council, the mayor, and Chief Jones  
18 and Sergeant Hestir. And he actually forwarded that  
19 e-mail on to internal affairs for an internal  
20 investigation request. So I wasn't aware that it was  
21 turned into a complaint until Sergeant Hestir responded  
22 back to me and said I've sent this on to IA for  
23 investigation.

24 MS. WILLIAMS: How long did you -- how long did  
25 it take for you to get a response back?

1 CHIEF JONES: Sergeant Hestir replied the same  
2 day and some council members did as well. I actually  
3 have -- let me give you the copy. I have a timeline of  
4 everything.

5 MS. WILLIAMS: I would love to see that. Thank  
6 you.

7 MS. SHAW: I also have the copy of the response  
8 from IA and the e-mails that was sent. So initially, my  
9 inquiry into the video was really about why was this  
10 right and why was this wrong. I, as a person of the  
11 public, saw that and I thought, man, I've been working  
12 kind of in different channels for years now on what is  
13 community policing and what should our police do during  
14 stops to help build that trust between the black  
15 community and CPD.

16 And seeing that -- seeing that video, it  
17 was -- it was very apparent that, to me -- it was very  
18 apparent to me that that stop could have gone much  
19 differently. That officer did not show respect to that  
20 young man that was in the driver's seat. And this was  
21 almost the exact kind of situation that is explained to  
22 us over and over by black community members saying we get  
23 stopped all the time. And whether it was a traffic  
24 violation or a signal violation or a license plate light  
25 out, no matter what, we're pushed by the police. They

1 want to get into the car. They want to search things.  
2 It goes beyond a normal traffic stop.

3 MS. WILLIAMS: So let me ask you a question:  
4 When you got the response from the police chief on the  
5 10th that it was not a discourteous, disrespectful  
6 treatment citizen/employee, what was your attitude?  
7 Because it -- you sent it on the 4th.

8 MS. SHAW: Uh-huh.

9 MS. WILLIAMS: You got a response six days later.

10 MS. SHAW: I got a response -- no, that's next  
11 month; right?

12 MS. WILLIAMS: Oh, yeah, yeah, yeah. That's  
13 right. It sure is. Sorry about that. No, it's -- you  
14 sent the response September 4th, you got a response  
15 November the 10th. Sorry, y'all.

16 MS. SHAW: Correct.

17 MS. WILLIAMS: So what was your attitude?

18 MS. SHAW: One, it shouldn't have taken that long  
19 to do this investigation. Two, information needed to be  
20 given to the public. Three, I did not agree that those  
21 individuals in that vehicle were not treated  
22 disrespectfully, which is why I filed the appeal.

23 I also had further questions and the chief's  
24 release of the community briefing video did not address  
25 part of the e-mail that was sent. He addressed the

1 specific questions that were asked, but in the context of  
2 my e-mail was also a question of why -- what seems to me  
3 to be racial bias in the stop, so the Policy 330, I  
4 believe it is.

5 CHAIRMAN PRINGLE: 323 -- 322 for searches and  
6 340 for discourteous and disrespectful treatment.

7 MS. SHAW: So for the posting following it, so it  
8 would be 341, I believe, is discrimination, and that was  
9 not addressed at all. And when I actually asked the  
10 chief, you know, who decides what policies are looked at  
11 in these internal affairs investigations, he said, "Well,  
12 we do." So I see a problem there in that the police are  
13 policing themselves yet again.

14 And his response was, you know, we don't  
15 expect a citizen to file three more policies and direct  
16 us and say you broke policies X, Y, Z. And I understand  
17 that, but when a complaint is brought up and issued in a  
18 way whenever we are dealing with community policing and  
19 overpolicing of black communities in our city, that  
20 should also be addressed. So I was also curious, after  
21 the release of the community briefing video, I started an  
22 attempt at getting body cam videos, dash cam videos --

23 MS. WILLIAMS: Did you ever get the dash cam?

24 MS. SHAW: I'm sorry?

25 MS. WILLIAMS: Did you get the dash cam?

1 MS. SHAW: I did finally. So two of the  
2 officers --

3 MS. WILLIAMS: Can you send it to the board?

4 MS. SHAW: Yeah, I can send it to the board.

5 MS. WILLIAMS: I've never seen it.

6 MR. FISHER: Yeah, it's a part of the file.

7 MS. WILLIAMS: I'm talking about from the  
8 original -- did you get the dash cam of when the vehicle  
9 car did the violation?

10 MS. SHAW: No, ma'am. So as the dash cam video  
11 does not start until the car is at Burlington --

12 MS. WILLIAMS: Okay.

13 MS. SHAW: -- and her --

14 MS. WILLIAMS: But you never got the observation  
15 of the actual violations?

16 MS. SHAW: No, ma'am.

17 MS. WILLIAMS: Did you request that?

18 MS. SHAW: I did. I asked for all of the dash  
19 cam footage for this, and what I got was a small snippet  
20 starting -- starting at Heriford and they were pulled  
21 over on Clark Lane. So there's about 15 seconds of where  
22 the police vehicle is actually following his vehicle.

23 MS. WILLIAMS: Did you follow -- follow back up  
24 on that to ask where's the actual footage?

25 MS. SHAW: It is not available. The dash cam

1 comes on when the lights come on.

2 MS. WILLIAMS: Did that -- did somebody tell you  
3 that?

4 MS. SHAW: That's what I have been told.

5 MS. WILLIAMS: Okay.

6 MS. SHAW: So that is part of my issue is that --  
7 so special order policy 10671 was issued by the chief and  
8 it states that every traffic stop conducted by a CPD  
9 officer which does not result in any custody arrest shall  
10 be concluded with a written warning or citation delivered  
11 to the operator. There is no written warning or citation  
12 issued during this traffic stop.

13 And this was a special policy issued because  
14 of COVID because the chief did not want extra traffic  
15 stops happening to protect his officers and the public.  
16 So the moving violations that this gentleman was pulled  
17 over for, there is no record of them.

18 Also --

19 MS. WILLIAMS: Wait, wait, wait, wait, wait. So  
20 because there was no citations written, there's actually  
21 no record other than the dash cam and the body cam?

22 MS. SHAW: I have not been provided any proof of  
23 moving violations that the Officer Wolfe stated in the  
24 video. Policy 300.6, Using Force or Responding to  
25 Resistance, so Policy 300 states "Vesting officers with

1 the authority to use reasonable force and to protect the  
2 public welfare requires monitoring, evaluation, and a  
3 careful balance of all interests."

4 Policy 300.6 states, "Officers shall use  
5 only that amount of force that appears reasonably  
6 necessary given the facts and circumstances at the time  
7 of the event to accomplish a lawful objective. The  
8 reasonableness of force will be judged from the  
9 perspective of a reasonable officer on the scene at the  
10 time of the incident." There's a lot of leeway to these  
11 definitions.

12 Law enforcement officers are given -- you  
13 know, it's a personal choice and it's a perspective for  
14 them what -- what constitutes force. The driver of the  
15 vehicle was polite and calm throughout the encounter yet  
16 was still detained: The detention of the passenger in  
17 this vehicle seems unreasonably supported.

18 Policy 300 states that "Deescalation  
19 techniques shall be applied prior to use of force." I  
20 did not see any deescalation techniques prior to  
21 Ms. Jones being placed in handcuffs. Looking at the  
22 factors used to determine use of force, the passenger did  
23 not seem to be a threat.

24 Policy 306.2 and 306.5, handcuffing and  
25 restraints, this policy states "Restraint devices shall



1 not be used to punish, display authority, or as a show of  
2 force." And that handcuffs or plastic cuffs "may be used  
3 only to restrain a person's hands to ensure officer's  
4 safety." Again, I'm uncertain how the actions of the  
5 passenger or the driver with respect to officer safety,  
6 and I do feel that the restraints were used in a manner  
7 of displaying authority, particularly with the passenger.

8 MS. WILLIAMS: Well, in the video -- correct me  
9 if I'm wrong, but he says she was moving too much and  
10 that was a threat, even though she had a cell phone in  
11 both hands. It --

12 MS. SHAW: Yes, ma'am. And her hands were  
13 occupied by phones and in the video, if you look  
14 carefully, as she's -- she is walking away, but Officer  
15 Hayes, who is the officer on the passenger side, tells  
16 her to step out of the vehicle. He does not ask her to  
17 stand next to the vehicle. He does not ask her not to go  
18 anywhere. He does not give her further instructions.

19 MS. WILLIAMS: Well, the first officer made the  
20 statement that she could stay in the car, but then  
21 another officer asked her to get out the car. That's  
22 what I saw.

23 MS. SHAW: Yes, ma'am.

24 CHAIRMAN PRINGLE: There was a "step over here"  
25 statement, but yeah.

1 MS. SHAW: Yeah. Officer Hayes' video was quite  
2 difficult to get. I'm not sure if you've been able to.  
3 So this task force that they were involved with involved  
4 both the CPD officer and a MU PD officer.

5 MS. WILLIAMS: So you have the -- you have the  
6 video footage --

7 MS. SHAW: I do.

8 MS. WILLIAMS: -- of the interaction of the body  
9 cam with the young lady?

10 MS. SHAW: I do.

11 MS. WILLIAMS: Can you send it to us?

12 MS. SHAW: I have it with me, if you want to see  
13 it. But yes, I can. She is standing still when she is  
14 asked what are my options, and Officer Wolfe comes over  
15 to the interaction at that point and grabs her arm and  
16 cuffs her. There's no discussion about let's take it  
17 easy or let's calm down or maybe have a seat or, you  
18 know, let's go sit in the car. There's no deescalation  
19 in that moment. It seems that he's pretty perturbed by  
20 that point.

21 Policy 322, search and seizure, Officer  
22 Wolfe states that while the driver is out of the car  
23 being detained, that he seen marijuana shakes in the  
24 floorboard of the car.

25 The still photo from the body cam footage

1 supplied by CPD shows unidentified debris between the  
2 driver's door and seat. This would be difficult to see  
3 with a closed door. The investigation didn't appear to  
4 demonstrate actions that seek to establish the validity  
5 of the probable cause Officer Wolfe declared or how he  
6 could have seen it with the door closed.

7           The chief wants us to trust his officers but  
8 ultimately the public needs transparency and proof to  
9 have that same trust. Was Officer Wolfe's questions on  
10 his probable cause a solution to the stop? Do photos  
11 exist of the shake substance as evidence, and was the  
12 substance tested? Does a written report of this traffic  
13 stop exist, which indicates the reason for the search  
14 with supporting evidence of the officers findings?

15           We do have video from all three officers on  
16 the scene now. Only one out of three officers said that  
17 he seen shakes on the floor. Not once does anybody say  
18 that they smell marijuana. Officer Hayes, who is dealing  
19 with the passenger side of the vehicle, never states when  
20 he is searching through the vehicle following the  
21 detainment that he sees shakes in the car. His video  
22 shows the backseat of the vehicle as he's searching  
23 through boxes and looking through the car. Not once does  
24 he agree with Dr. -- excuse me -- Officer Wolfe that he  
25 sees any sort of marijuana.

1           CHAIRMAN PRINGLE: I will say, Ms. Shaw, in  
2 Detective Hayes' video, he does say that some material  
3 was shake. He does say it.

4           MR. PIERSON: As he's handing her his business  
5 card, he says "Look on the floorboard, it is everywhere."  
6 Something to that effect.

7           MS. SHAW: Officer Wolfe said that or Officer  
8 Hayes?

9           CHAIRMAN PRINGLE: Hayes.

10          MS. SHAW: Okay. I find it strange that as the  
11 officer is going through the car, he doesn't agree with  
12 the other officer on the side of the car.

13          CHAIRMAN PRINGLE: He does also when he's  
14 searching Miss Jones' car, he calls what looks like dirt,  
15 he does refer to it as kind of shake.

16          MS. SHAW: I am not going to say yes or no that  
17 there's shake in the car. I don't know.

18          CHAIRMAN PRINGLE: Yeah, me either.

19          MS. SHAW: But the question to me is was it ever  
20 asked of Officer Wolfe what his probable cause was? What  
21 was his reasoning for getting into that car? Could he  
22 clearly see that shake in the car from his standpoint or  
23 was this a pretext stop where they pulled a young black  
24 man over and they said I see marijuana, therefore I'm  
25 going to search the car? This is the violent crimes task

1 force. Were they there to give him a traffic citation or  
2 were they there to look for a weapon in the vehicle?

3 This is the kind of stop that is detrimental to the trust  
4 between Columbia police officers and the black community.

5 I want to point out, too, that during the  
6 stop, at 1:59 in the video, this is the first time the  
7 officer asks to come out, to step out. At 2:17, the  
8 driver states his intent to record. At 2:30, the officer  
9 states, "Step out or I'll pull you out." At 2:33, he  
10 opens the door. 30 seconds. 30 seconds between the  
11 first ask and the door opening. Which somehow built to  
12 an escalation of get out or I'll pull you out.

13 Police called this "ask, tell, make" during  
14 the community briefing video. I would call this  
15 impatience or maybe anger at being asked to record. I  
16 really think that it's a blind spot and policing today  
17 officers would expect an immediate compliance to step out  
18 of the vehicle of a young, 20-something black man who has  
19 watched community members die in videos being asked to  
20 step out of a vehicle.

21 The driver's hands were visible the entire  
22 time. He remained polite and was asking a question,  
23 which was only answered after he was detained and in  
24 cuffs. And he was told that his vehicle would be  
25 searched.

1 I've spoken to the chief on this matter and  
2 we have different opinions. I think 15 seconds to allow  
3 a person to record isn't asking much to help build back  
4 the trust between CPD officers and citizens, which is  
5 what everybody claims to want. If people are not fearful  
6 of being pulled over for a traffic stop, it greatly  
7 reduces the chance of a negative or dangerous interaction  
8 between them and the officer.

9 Final thoughts for the chief and the board,  
10 the public statement from the chief saying that there was  
11 nothing wrong with this traffic stop allows the trauma of  
12 the black and brown communities in Columbia to be  
13 disregarded. Trust takes years to build, seconds to  
14 break, and forever to repair. Every break in trust sets  
15 us back.

16 The challenge is to develop the skills to  
17 build that trust and that starts with communication.  
18 Putting out a community briefing video closes the door of  
19 communication. You are shutting off one entire side of  
20 that discussion. I think that this should have been an  
21 open and public discussion from the start.

22 I think it shouldn't have taken three months  
23 for us to get the video released. I think when our  
24 council members and the public asked for the release of  
25 that video, I think it should have been given freely. I

1 think we need to look at a policy that makes it necessary  
2 that body cam footage is released to the public  
3 immediately following issues like this. This is  
4 something that we can do to move forward in building  
5 trust between our people and our police. And I will take  
6 any questions you have.

7 CHAIRMAN PRINGLE: When you saw the full video,  
8 Ms. Shaw, did that alleviate any of your concerns from  
9 the initial video, from the Facebook video, or did that  
10 make your concerns worse?

11 MS. SHAW: I waited to -- I waited to get the  
12 full video before appealing to your board because I  
13 wanted to have the full story. I recognize that  
14 something that's put out on social media can be a brief  
15 clip of a full moment. What I saw during the full video  
16 was a respectful young man who was patient with the  
17 officer, I felt, and I did -- the officer showed him  
18 respect as well up until a point.

19 I think as soon as that officer's -- I think  
20 as soon as the officer felt challenged and whether that  
21 was by him asking to video the encounter or making him  
22 wait a little while to comply, I think you saw a change  
23 in that officer's disposition. And I felt that at that  
24 point, he was disrespectful.

25 MS. WILLIAMS: Ms. Shaw, I appreciate the fact

1 that it moved your heart and that you filed a report  
2 because this mayhem never even came before the board. So  
3 as a citizen, I appreciate you taking the time.

4 MS. SHAW: Thank you.

5 CHAIRMAN PRINGLE: Any further questions for  
6 Ms. Shaw? Yeah, thank you again for coming before us,  
7 Ms. Shaw. And also thank you for looking into the  
8 policies like that.

9 MS. SHAW: I -- actually, that's another question  
10 I have. So there is no direct e-mail address for this  
11 board. Everything had to go through Rose, which I don't  
12 think is an issue except in the fact that as a general  
13 person of the public, I was not really sure how to get a  
14 message to you.

15 MS. WIBBENMEYER: If you go to the city's web  
16 page and you go to the citizen's police review board, and  
17 there's a drop down that takes you to the transcripts,  
18 minutes, and agendas. The very bottom one is contact us.  
19 You just hit that, fill it out, it comes to me and one of  
20 the other people --

21 MS. SHAW: It would be helpful to have that same  
22 link on the page because whenever I looked for the appeal  
23 information on the city's website, it took me to a page  
24 that only had a phone number to call, so...

25 MS. WIBBENMEYER: So on the appeal page?



1 MS. SHAW: Just do a search for an appeal for  
2 CPRB.

3 MS. WIBBENMEYER: But that's where you want the  
4 contact us?

5 MS. SHAW: Yep.

6 MS. HECKMAN-McKENNA: Thank you.

7 CHAIRMAN PRINGLE: Any further comments from the  
8 public?

9 Please state your name.

10 MS. JONES: Hello, my name is Tenacious Jones and  
11 I'm a graduating senior at Lincoln University and I'm  
12 graduating in the criminal justice and my minor is  
13 sociology, and I'm also the person that -- the female  
14 that appeared in that video. And I'm not here for any --  
15 for you guys to answer any questions, I just want to make  
16 some comments to you guys about how I felt during -- or  
17 how I feel -- felt during and after that stop, basically.

18 So in -- oh, let me mention this: Also, I  
19 worked for the Department of Corrections four years so I  
20 also know a little bit about police training, and I know  
21 my rights. I know everything about -- I wouldn't say I  
22 know everything. I know a lot about how a stop's  
23 supposed to go or how far you can infringe on my rights  
24 or whatever. So excuse me.

25 MS. WILLIAMS: It's all right. Take your time.

1 MS. JONES: Sorry. So in the midst of that time,  
2 Breonna Taylor. Like, that's all I need to say. Breonna  
3 Taylor. In the midst of that time, a black woman was  
4 killed in her home sleeping and nobody answered for that.  
5 Nobody answered for that. I just got pulled over and put  
6 into cuffs.

7 I'm here at this board. This is the  
8 farthest it's ever went because personal experiences,  
9 this is the first time it's happened to me. I have five  
10 brothers. It's not the first time it's happened to my  
11 brothers. To my boyfriend, this is not the first contact  
12 to him, that's why he was so calm. That's the first time  
13 something like that happened to me as to the extreme of  
14 being put in the back of a police car. So for all of  
15 this to be going on, I don't trust the police at all.

16 I don't even look for -- like, this board, I  
17 respect y'all, everybody on here because I understand why  
18 y'all here, but it's, like, I understand that there's  
19 still Pandora's box to when the police can pick and  
20 choose when they want to go about policy and when they  
21 don't.

22 Because I just heard the chief stand up here  
23 and say he don't always follow policy directly from this.  
24 Like, I don't understand why policy is not something that  
25 you cannot go outside of because what is to regulate on

1 when you cannot and can follow policy. Like, I don't  
2 understand that at all. That's one thing, like, the  
3 whole purpose is -- of what I'm saying basically is the  
4 setup of the police, the laws, the setup of their  
5 policies.

6 Like, you don't need more training. You  
7 need to change the policy. It's not the training. The  
8 training is not it. It's not training, because on that  
9 stop, like you said, it was MU police. So you were  
10 training someone. So it was a sergeant, it was a regular  
11 police, and then you were training someone, so this is  
12 how you train somebody. This is how you go out and show  
13 the next person that it's okay. So I don't agree with  
14 that at all because this -- this is your training.

15 MS. WILLIAMS: So one of the officers there was  
16 being trained.

17 MS. JONES: The MU police, that's why we can't  
18 get his body cam. That's what I was told. So I'm not  
19 going to say that's fact. I was told he was in training  
20 at this moment.

21 MS. WILLIAMS: And who was the training officer,  
22 do you know?

23 MS. JONES: The officer that was at the window.  
24 Not the sergeant. The officer that was at the window.  
25 They was in the car together. That's the whole reason

1 they pulled up because he's training him or something  
2 like that. That's why he had a whole different card and  
3 all of that, that's what I was told.

4           And that's basically all I have to say is I  
5 don't trust the system. I don't look for -- I know  
6 you-all are doing your best with the community, but it's  
7 like this has been going on since how long with the  
8 police in the community? I don't think my incident --  
9 because I'm still here and I'm breathing. I'm alive. I  
10 believe that is the full-on blessing I can say, me and my  
11 boyfriend, that we did not die in that situation. So I  
12 feel like that's sad that that is the biggest  
13 accomplishment that we can have.

14           MS. WILLIAMS: So what do you feel should have  
15 been different?

16           MS. JONES: What should have been different  
17 during the stop? The respect. The respect. After that,  
18 like, do your job. We going to give you what you need.  
19 Why you want to -- the respect. Respect. Number one.  
20 Just because you are police, authority -- being the  
21 authority, we understand. We're giving you respect.  
22 Like, why -- why can't you respect people with authority?  
23 You can still have authority and give people respect.  
24 That's the main thing. That's all I have to say.

25           MS. WILLIAMS: I'm going to tell you something.

1 There was a statement that was made that I was highly  
2 offended.

3 MS. JONES: Yes, ma'am.

4 MS. WILLIAMS: And it really bothered me that it  
5 was said.

6 MS. JONES: Uh-huh.

7 MS. WILLIAMS: That when the officer said she's  
8 acting crazy.

9 MS. JONES: She's acting a fool. That was it.

10 MS. WILLIAMS: That's exactly it.

11 MS. JONES: I'm not going to speak to her because  
12 she's acting a fool.

13 MS. WILLIAMS: Yeah, that bothered me.

14 MS. JONES: Yeah. That bothered me, too, ma'am.  
15 That bothered me a lot. Because I was acting a fool?  
16 Let me say something. I am a black woman in America. I  
17 don't have no room to be calm and nice and assertive all  
18 the time because I'm me and that's who I am. But other  
19 people see black women, if they're not calm, if they're  
20 not nice, this if they're not smiling. The only thing  
21 they see is danger. I protect myself. Nobody else  
22 protect me.

23 My coping mechanism, my -- that is my  
24 safety. My anger, my fear, my yelling, my crashing out  
25 is my safety mechanism. And just because it's not the

1 same as the next person or the next person because we're  
2 all different does not mean that I still -- I don't know  
3 what I'm doing. It doesn't mean that I broke any laws.

4 I didn't break any laws. That does not mean  
5 that the ten natural-born rights that I am given when I  
6 came out of my mother -- I'm not a felon. I did nothing  
7 wrong. We did -- were going to get food. We had laundry  
8 clothes on and we're all on the TV. We did nothing  
9 wrong.

10 CHAIRMAN PRINGLE: Now, Ms. Jones?

11 MS. JONES: Yes, sir?

12 CHAIRMAN PRINGLE: Irrelevant what we can or  
13 can't do, what would make this right in your eyes?

14 CHIEF JONES: What would make this right? I  
15 don't know. I don't know. I can't comment to that. I  
16 don't know.

17 MS. WILLIAMS: Because you can't turn back time.

18 MS. JONES: Exactly.

19 MS. WILLIAMS: Yep.

20 MS. JONES: Thank you.

21 MR. HACKWORTH: Do you think that when the  
22 officer said, "Step out of the car or I'm going to pull  
23 you out of the car," it escalated it unnecessarily?

24 MS. JONES: Yes, of course. That right there, we  
25 knew what was going on.

1 MR. HACKWORTH: Do you think that the stop would  
2 have gone differently had it been given different tenure,  
3 that directive?

4 MS. JONES: Yes, of course, even if he would have  
5 just asked us the question of "I see marijuana shake"  
6 right then and there, he would have got out the car.  
7 Even right then and there, because you're the -- you're  
8 the officer with the badge, the gun, the everything.  
9 Like, we're not going anywhere, so we would have gotten  
10 out of the car, and it would have just continued.  
11 Like --

12 MR. HACKWORTH: Which I believe was told to the  
13 driver about eight minutes or something later.

14 MS. JONES: When he got out of the car and he  
15 opened the door. And -- oh, and on the review board,  
16 they said the driver said he's not a miracle -- a  
17 marijuana card. He didn't say yes, he didn't say no. He  
18 said there's no marijuana in the car. I don't get it.

19 There's a lot of -- the video is very  
20 disrespectful. It's like they're going to play with you,  
21 then laugh in your face. Like, that's basically how I  
22 feel and they're putting the police and black people --  
23 like we're going to act like we care and we're going to  
24 laugh in your face afterward. Because that's what it is.

25 MR. BOYKIN: Are -- you're talking about the

1 debriefing video; correct?

2 MS. JONES: Yes.

3 MS. WILLIAMS: Did you -- since it was a traffic  
4 violation, did you even expect to have to get out the  
5 car?

6 MS. JONES: No, no -- I mean, no, not at all.  
7 But like I said, knowing -- like I said, I worked at  
8 Department of Corrections almost a year, I quit or  
9 whatever, but I know -- like when I was walking away from  
10 the car, if you're going to bend down and search this  
11 car, why would you want me standing right there in front  
12 of the car? It's, like, you're getting in the car. So  
13 you want me standing right by the car while you're  
14 getting down? Like, I'm going to the back of the car.  
15 Like I said, this is not my first rodeo. I know how this  
16 goes. Like -- and I'm not a criminal.

17 MR. PIERSON: Ms. Jones, I really do appreciate  
18 you kind of lending your perspective to this group here.  
19 I'm just kind of curious, I just want to kind of rephrase  
20 Mr. Pringle's question. If you were this individual --  
21 I'm sorry, the -- let's say the officer on the driver's  
22 side and passenger side, if you were that individual's  
23 supervisor, what would be your -- what would you do to  
24 kind of rectify the situation?

25 MS. JONES: If I was the supervisor -- the



1 supervisor in that situation and my officer was acting  
2 just like he did?

3 MR. PIERSON: Sure, yeah.

4 MS. JONES: I would have did -- well, hold on. I  
5 would have waited until he got him out the car and we  
6 would have addressed -- I would have addressed him, like,  
7 after -- while he was searching or whatever. At the end  
8 of that stop, we would have explained everything. We  
9 would have talked, we would have come to the  
10 conclusion -- the transparency, that's it. At the end of  
11 the stop, right then and there, we would have never been  
12 here. If he was transparent with us, like, you know  
13 what, I am completely sorry. I just did this, this, and  
14 that. You know what, accountability, literally,  
15 accountability, that's all.

16 But that stop went exactly like it did and  
17 at the end when I said, "Show it to me, where is the  
18 shake?" Because, like I said, one of them saw it on the  
19 floorboard. And if there is, I said, "Show it to me.  
20 Where is it? I need to see it. I need to see it. I  
21 want to see it. You're claiming -- you just put me in  
22 handcuffs. You just searched my purse, took my purse off  
23 of me and searched my purse. I want to see the marijuana  
24 shake that you're claiming. Show it to me."

25 MS. WILLIAMS: What -- what was your thought when

1 you drove away with no citation?

2 MS. JONES: I don't think I had real thoughts. I  
3 don't think I had real -- I can't really truly say  
4 anything about that.

5 MS. WILLIAMS: Because that was the original  
6 reason why you got pulled over.

7 MS. JONES: Yeah.

8 MS. WILLIAMS: For violating a law.

9 MS. JONES: Yes.

10 MS. WILLIAMS: But you drove off with no warning,  
11 no citation, no nothing.

12 MS. JONES: And you guys said the -- I'm not from  
13 Columbia because I told you I go to Lincoln. We were  
14 stopped on Clark; right?

15 CHAIRMAN PRINGLE: Yes.

16 MS. JONES: And you said the video starts where?

17 CHAIRMAN PRINGLE: At Heriford and Burlington.

18 MS. JONES: I'm sorry, what was that?

19 CHAIRMAN PRINGLE: Heriford and Burlington.

20 MS. JONES: Yes, so that's what I'm saying. So  
21 you're saying what was I thinking about them even  
22 stopping us basically, right?

23 MS. WILLIAMS: No, the fact that he said you  
24 broke --

25 MS. JONES: The law?

1 MS. WILLIAMS: Your boyfriend broke the law.

2 MS. JONES: Uh-huh.

3 MS. WILLIAMS: And I think he named off two or  
4 three.

5 MR. BOYKIN: Three.

6 MS. WILLIAMS: Three. But you drove off with no  
7 citation.

8 MS. JONES: When we were on Heriford Road before  
9 the stop sign, I seen the police behind us. I said,  
10 "It's the police behind us." He said, "Okay, baby." So  
11 I know he didn't do anything because as soon as they put  
12 their lights on, it was "Oh, here we go again," because  
13 we already knew what was coming. Because we were already  
14 aware of the police.

15 So it was like he didn't even focus what  
16 you're doing. It was, "you do something?" Like, I'm  
17 asking him because I'm not driving. So I'm, like, did  
18 you do -- what did we do that's wrong? Like, so that was  
19 the conversation because if you were speeding, you didn't  
20 stop at a stop sign, and you were swerving, I don't think  
21 the police would let you drive that long before they  
22 turned their lights on and to see.

23 Because, you know, that is, like you said in  
24 the video, the main causes of Missouri traffic laws or  
25 something. So wouldn't you stop me before I get on this

1 busy overpass and go over to the car lane if I run a stop  
2 sign at Heriford Road? I don't know.

3 MR. HACKWORTH: How long were they following you  
4 from the time that you recognized they were behind you?

5 MS. JONES: I don't know. I can't really say  
6 that. I just know -- like, right before we got to the  
7 stop sign, I looked up and saw them, so I don't know. We  
8 literally lived down the street, so...

9 MS. WILLIAMS: So -- so they started following  
10 you at the stop sign that they accused him of running?

11 MS. JONES: Yes. There's no more stop sign.  
12 There's a stop light. There's, like, a yield and then we  
13 crossed over an overpass. We're coming out here, right  
14 here, we get to the end of Paris Road. And after you get  
15 to Heriford, it's Clark Lane right here. We went over  
16 around to Clark Lane and they got -- like, pulled us over  
17 on Clark Lane.

18 MS. WILLIAMS: So did the chief ever talk to you?

19 CHIEF JONES: I haven't spoken to anyone.

20 MS. WILLIAMS: Do you know if the chief talked to  
21 your boyfriend?

22 CHAIRMAN PRINGLE: He's shaking his head no.

23 MS. WILLIAMS: So nobody ever talked to you?

24 MS. JONES: No. No.

25 CHAIRMAN PRINGLE: Did you ever consider filing a

1 complaint yourself?

2 MS. JONES: As of this right here and where we  
3 are at and where we are now, yes, I am considering it.  
4 Very much so.

5 CHAIRMAN PRINGLE: And Carley, I see you have  
6 your mute off.

7 MS. GOMEZ: I just -- I just want to say I really  
8 appreciate you being here and willing to walk through  
9 what happened and your experience. I know that I can  
10 only imagine how much that takes, and I'm just really  
11 grateful that you came here tonight to share your  
12 experiences.

13 MS. JONES: Thank you.

14 MS. WILLIAMS: Thank you.

15 MS. JONES: Thank you, guys, for the time and the  
16 space. Thank you.

17 CHAIRMAN PRINGLE: Thank you, Ms. Jones.

18 Any further comment?

19 MS. WILLIAMS: Is it possible -- Mr. Lovelady is  
20 talking -- that I can hear from the gentleman?

21 CHAIRMAN PRINGLE: Please state your name in the  
22 mic.

23 MR. ANNOOR: My name is Kamal AnNoor.

24 MS. WILLIAMS: Did the chief ever talk to you?

25 MR. ANNOOR: No, ma'am.

1 MS. WILLIAMS: When did you first see the police?

2 MR. ANNOOR: So she let me know that there was  
3 the police behind me, but like she said, I was, like,  
4 "Okay." Like, I'm not doing anything wrong. Everything  
5 is legal on my car, everything. I didn't -- I said,  
6 "Okay, I'm aware." But like she said, there's just one  
7 stop sign on Heriford Road. I'm not from Columbia, but  
8 there's one stop sign on Heriford Road.

9 If I was speeding, if I was swerving in the  
10 middle lane, if I ran a stop sign, why would you wait  
11 until I get all the way through Paris, the busy road, all  
12 the way down Clark Lane to pull me over. I know how it  
13 goes. You sit behind me. You wait until I do something  
14 wrong and then you pull me over.

15 But I didn't do anything wrong, so you  
16 needed probable cause to blame me to pull me over and  
17 that's why you said there was marijuana shake in the car.  
18 And that's why I said, "Oh, my God," because I knew it  
19 was something. This is not my first rodeo. It happens.  
20 They need something to search the car. You didn't smell  
21 marijuana, anything, so you have to say -- and I asked  
22 the officer, I said, "Officer, why do you want me to step  
23 out of the car?" That's all I wanted to know. If you  
24 would have told me anything, okay, I will step out the  
25 car. Just why? Why do you want me to step out of the

1 car? For my safety. I want to feel safe, too.

2 MS. WILLIAMS: So he asked you to step out of the  
3 car for his safety?

4 MR. ANNOOR: I mean, I don't know why he asked me  
5 to step out of the car. That's all I wanted to know.  
6 Why?

7 MS. WILLIAMS: Did you just expect to get a  
8 citation and move on?

9 MR. ANNOOR: Something. And that's what I'm  
10 trying to figure out. Like, why didn't I get a warning,  
11 and I didn't even hear anything else about the speeding,  
12 I didn't hear anything about the lane violation or  
13 anything after the stop. After the weed, marijuana  
14 shake, I didn't hear anything about that. Like, that was  
15 initially why he pulled me over, but nothing. Like, not  
16 a citation, warning, anything.

17 So at that point when I didn't get a  
18 citation, I already knew, okay, well, you just hooktry  
19 me. That's basically what you just did. Like, I already  
20 knew right then and there. Like, I have no criminal  
21 record. Like, and that's what I was trying to get him to  
22 understand.

23 I'm like, sir, I'm not a criminal. Why are  
24 you treating me like a criminal? I'm treating you with  
25 no disrespect. And it's like he wanted me to escalate

1 the situation. He wanted me to get angry, he wanted me  
2 to -- he was trying. That's why he was saying, "I will  
3 pull you out the car."

4 I was, like, "Okay, here we go." And like  
5 she was saying, this time of day, like, I'm a black man.  
6 You can't tell me that. Like, right now, it's trauma.  
7 Like, I'm scared for my life. You know what I'm saying?  
8 And I'm not the only one in this car. My lady is in this  
9 car. I got to care for her, too; right? You know what  
10 I'm saying? That's...

11 MS. WILLIAMS: I have another question for you.  
12 So when you were in the backseat of the car and he kind  
13 of flipped his tone and you became buddy or whatever it  
14 was he called you, how did that make you feel?

15 MR. ANNOOR: I mean, I didn't buy it. Like I  
16 said, I knew what it was, and I wanted to get out, and I  
17 wanted my lady to get out of the vehicle as well. So he  
18 wanted to play that game, I was going to play the game  
19 with him. Like, just -- I already knew you pulled me  
20 over. You profiled me. I'm not a criminal.

21 Like, that's what I really wanted him to  
22 understand. Sir, I'm not a criminal, don't treat me like  
23 a criminal. I'm ready to go. So I knew that being angry  
24 and all that wouldn't -- wasn't going to help the  
25 situation, so I wanted to move this situation as fast as



1 I could forward, so that's why I was talking to him and  
2 all that, like, sir, can you just, like -- and after that  
3 conversation, you go "Okay. I'll put you out of the  
4 handcuffs." That was that, and we was on our way. Like,  
5 but...

6 MS. WILLIAMS: What would you feel should have  
7 changed and what do you feel needs to be done to fix  
8 this?

9 MR. ANNOOR: Harassment. Like, I'm tired of  
10 being harassed. This is not the first time. Like, I  
11 don't like being -- I'm doing everything right. Don't  
12 sit behind me and wait until I do something wrong. Like,  
13 and then you pull me over and then you just make  
14 something up. Like, stop treating me like a criminal.

15 Like, okay, when you get behind me, you read  
16 my tags and all that. You see I have a valid driver's  
17 license. You can see the information about me already.  
18 Like, don't -- don't try to make me a criminal, you know  
19 what I'm saying. Like, I do everything the right way. I  
20 was raised with respect. I was raised to be respectful  
21 no matter who it is. Be respectful.

22 And in that situation, I was so respectful.  
23 And, like, even if I would have raised my voice or told  
24 him "No, I'm not getting out of the car," I don't know  
25 how the situation would have went.

1 MS. WILLIAMS: Right, because I -- there was --  
2 there was a conversation that he had with that young  
3 lady, and then there was a conversation that he had with  
4 you that made both my eyebrows go up. When he said to  
5 you, "Everybody smokes in your family but you."

6 MR. ANNOOR: Heehee, yeah.

7 MS. WILLIAMS: Exactly.

8 MR. ANNOOR: I know -- I know how they play the  
9 game. So like I said, I just played along with them.  
10 Like, I wasn't even going to say "Okay, you being smart  
11 with me," and we'd just argue. No. I'm going to let  
12 him. Okay, you got that off, I'm going to let you go  
13 here, okay. Go right ahead. It was funny to you, okay.  
14 I'm not laughing at the situation. Like, you just  
15 profiling me. And how do you -- y'all feel? It's three  
16 officers with three guns, and it's two of us. Like, I  
17 don't understand. Like -- I don't understand why I'm put  
18 in handcuffs. I don't understand why she put in  
19 handcuffs. I don't understand.

20 MS. WILLIAMS: Do you feel that you did anything  
21 that was threatening?

22 MR. ANNOOR: Nothing. Nothing. Nothing at all.  
23 If we asked him "Why do I have to step out the car?"  
24 Then something is really wrong. Like, I should be able  
25 to ask the officer why do you want me to step out the

1 car. Officer, just tell me why.

2 CHAIRMAN PRINGLE: If you were -- if the officer  
3 would have just answered your question, would you have  
4 stepped out of the car?

5 MR. ANNOOR: Immediately. Immediately. Like I  
6 said, this is not my first rodeo. I know how this goes.  
7 Like, I told him, you can check my background. I've  
8 never been arrested, so why do I want to be put in  
9 handcuffs? All my life, I tried to get away from this,  
10 and here I am, like, you know what I'm saying. I don't  
11 like this. I'm being treated like a criminal, and I've  
12 tried to live my life the right way.

13 MS. WILLIAMS: How did -- how did this affect  
14 your job with the video?

15 MR. ANNOOR: I don't -- this is all I hear at my  
16 job, and I'm a manager. For the record, I'm a manager at  
17 Walmart, and I hear this all the time. Like, this is all  
18 I hear, every day, every day, every day, every day, every  
19 day, every day, about this situation, like every day.  
20 Like, and to the point where it's trauma to me. Like, to  
21 the point where I can't -- I can say I can drive down the  
22 street, I see a police, and I can say, like, that day --  
23 I can say oh, I'm out here not worried about the police,  
24 because I'm not doing anything wrong. But I can't say  
25 that because hey, they can pull you over and tell you to

1 step out the car and put your hands up just for nothing  
2 and search your car.

3 MR. BOYKIN: I have two questions. Do you feel  
4 like any of those three violations you actually  
5 committed?

6 MR. ANNOOR: None. And that's what I want to  
7 see. Just show me the dash cam where I swerve, I ran a  
8 stop sign, and I was speeding. Show me anything like  
9 that. Like, anything. Just -- and I will -- and I  
10 will -- okay. Like, I know for a fact I didn't do  
11 anything wrong and that's why, when he pulled me over, I  
12 was, like, okay, I'm waiting on his excuse because I know  
13 I didn't do anything wrong. And when he said I see  
14 marijuana shake, I said, "Oh, my God, there it is. There  
15 it is."

16 MR. BOYKIN: My second question is in your  
17 opinion, what was it on the floorboard?

18 MR. ANNOOR: There's -- I don't smoke. There has  
19 never been, like, never been nothing in that car. It's  
20 something he just said. It's dirt. It could have been  
21 anything. He didn't take it to a lab and say "Okay, this  
22 has been tested for marijuana." He just said, "Oh,  
23 that's marijuana shake." And that's just -- how is that  
24 okay to say? You can just look in a car and say "Hey, I  
25 see marijuana, step out the car, let me search your car."

1 There went my rights. They're stripped now. Like, this  
2 is my car, but I got to step out because you just said  
3 you seen it. And the picture they showed, the screen  
4 shot, come on. I'm not even going to talk about that.

5 CHAIRMAN PRINGLE: Did you ever consider filing a  
6 complaint yourself?

7 MR. ANNOOR: Yes, sir, I will. And like I said,  
8 this -- all this, it happened three months later? See, I  
9 didn't know nothing about this. I just happened to --

10 MS. WILLIAMS: Did you know the police review  
11 board existed?

12 MR. ANNOOR: No, ma'am. No, ma'am. Like, I --  
13 like I said, I wasn't contacted by anybody or anything.  
14 So three months later, boom, it's a body cam. I was,  
15 like...

16 MR. BOYKIN: You said you were new to Columbia.  
17 So how long have you been here in Columbia?

18 MR. ANNOOR: Probably two years, if that.

19 MR. HACKWORTH: I'm confused how the officer was  
20 able to see the alleged shake.

21 MR. ANNOOR: And he didn't mention marijuana  
22 shake until I got out the vehicle and opened my car.

23 MR. HACKWORTH: Right.

24 MR. ANNOOR: Like, he couldn't say "Oh, I see  
25 marijuana shake" when I asked him because I wanted to

1 know what's your probable cause for me to step out the  
2 car? What's your probable cause? I knew you wanted to  
3 search my car when you told me to step out the car. I  
4 knew what was in there. When you put my hands on my  
5 back, why you searching? What were you searching me for?  
6 What did I do? Like, you know what I'm saying?

7 MR. HACKWORTH: Yeah. And I -- from what I've  
8 seen, multiple officers have said different things about  
9 the location of the alleged shake, too. Which I'm  
10 concerned about the fact that there's no record of these  
11 moving violations.

12 MR. ANNOOR: Nothing.

13 MR. HACKWORTH: And I don't understand the  
14 Constitutional law behind this, but I've been looking up  
15 pretext stops a little bit. If the traffic violation  
16 was, like, legal, if you actually did have a moving  
17 violation, then that pretextual stop is Constitutional.  
18 But there's no record that you actually did that. They  
19 didn't issue a warning. They didn't leave you a  
20 citation.

21 MR. ANNOOR: Show me. Just show me.

22 MR. HACKWORTH: There's no body cam. There's no  
23 dash cam.

24 MR. ANNOOR: Show me. If I was speeding, show  
25 me. But I just don't speed. Knowing a police officer

1 let me drive that fast, or run a stop sign, and drive all  
2 across Paris and all the way down here before you decide  
3 to pull me over? I don't see it.

4 MR. HACKWORTH: Do you feel like that builds  
5 trust between the police and the black community?

6 CHIEF JONES: Exactly. There's no trust there.  
7 Like, why should I call the police for my safety if  
8 they -- what, they going to harass me? They going to  
9 detain me? Like, they supposed to be there for our  
10 safety, but I don't feel safe. When I see them, I'm,  
11 like "Oh, here come the police again." Like, I don't  
12 know if I'm going to be stopped. Like, so...

13 CHAIRMAN PRINGLE: Can I also ask you what I  
14 asked Ms. Jones. Irrespective of what we can and can't  
15 do, is what would make this right for you, sir?

16 MR. ANNOOR: Honestly, I don't -- I don't know at  
17 this moment. All this stuff is still new to me.  
18 We're -- we're going forward with -- we going to try to  
19 file a complaint and everything like that. To make this  
20 right, I don't know because I don't think -- I don't even  
21 know if anything will change because, like I said, this  
22 been going on for so long. I don't know if anything will  
23 change, but it's just, like, respect. Like she said,  
24 respect. Come on, like, you don't have to -- I was so  
25 respectful. Like, anybody can see I was so respectful.

1 Like, so that's all.

2 MR. HACKWORTH: How did you feel when he directed  
3 you that he was going to pull you out of the car?

4 MR. ANNOOR: I was scared. Like, everything --  
5 you got to understand, the time we're in right now, all  
6 these videos we're watching right now. And in that  
7 moment when he said "Pull you out of the car," I was  
8 scared. Not just for me, for her. I'm scared. Okay?

9 Now, this is getting -- okay, this is  
10 getting out of hand. And I asked him just one question:  
11 Sir, tell me why am I stepping out the car. That's all.  
12 Just tell me why am I stepping out of the car? If I felt  
13 I done something wrong, okay, but I felt I done nothing  
14 wrong. And I feel so -- I'd done nothing wrong. So I  
15 shouldn't feel like -- you know what I'm saying? I  
16 shouldn't feel like I did anything wrong because I didn't  
17 do anything wrong at all.

18 MR. HACKWORTH: Yeah, that's a quick ten-second  
19 explanation versus three months of having to live through  
20 this trauma daily.

21 MR. ANNOOR: Exactly. Exactly.

22 MR. HACKWORTH: Thank you for coming up and  
23 speaking.

24 CHAIRMAN PRINGLE: Any further questions for  
25 Mr. AnNoor?



1 MS. HECKMAN-McKENNA: No. Just thank you  
2 sincerely for being here.

3 MR. ANNOOR: Thank you, all.

4 MS. GOMEZ: Thank you.

5 CHAIRMAN PRINGLE: Please state your name in the  
6 mic.

7 MR. LOVELADY: My name is Roy Lovelady and I'm  
8 the president of People's Defense.

9 CHAIRMAN PRINGLE: Hold on.

10 MS. WIBBENMEYER: I was going to say before you  
11 go much further, just remember you're on public comment  
12 and that you haven't gotten to the review yet.

13 CHAIRMAN PRINGLE: Yes.

14 MR. LOVELADY: I'm not going to spend much time  
15 on that. I'm actually -- I just have a few things that I  
16 would like to talk about. First off, to kind of address  
17 that situation but not speak directly to it. If -- I've  
18 been coming here since June, and I've been telling you  
19 guys about how Columbia says that it's ahead of the  
20 curve, but yet I tell you all the time about how black  
21 and brown people get pulled over, and yet this is how  
22 we're treated. So this time you've actually gotten a  
23 chance to see it on camera.

24 This isn't anything new to us. And by them  
25 not filing a complaint, it's maybe they didn't know about

1 the process because everybody doesn't know about the  
2 complaint process or everybody doesn't know to -- if you  
3 file a complaint with the chief or the police system, it  
4 goes through them in order to decide if it even ends up  
5 here.

6 So I don't want you guys to think that  
7 because they didn't follow the process, that it was some  
8 type of problem or it was going to be overlooked because  
9 a lot of people are speaking and making sure that their  
10 story gets heard. Because the very next couple of days  
11 after I sent it to you guys along with another video --  
12 so I sent you guys two instances that happened within one  
13 weekend.

14 So one thing that I did want to make mention  
15 of is earlier, I was at last month's conversation -- I  
16 mean meeting and I didn't speak just because I was so  
17 overwhelmed with a whole bunch of information. But last  
18 time, we were talking about choke holds and the chief  
19 used -- when he talked about use of force, it's an us or  
20 them. And then tonight he used it and he said it's not  
21 an us against them. So it's, like, we have to be careful  
22 when we're saying statements because I like to write  
23 everything down and I made sure to write that. It's an  
24 us against them.

25 Like when you walk in and it's a hot-threat

1 situation, it's an us against them. I would like to  
2 think that that mentality is taken into most situations.  
3 It's, like, no matter what I do right or what I do wrong,  
4 it's us against them.

5 I bought a brand-new car and I got pulled  
6 over so many times and constantly asked whose car is  
7 this? Whose car? Can I not afford this car? Could this  
8 not be my car? And how -- if I'm not the polite person  
9 that I am and know how to address the situation, I could  
10 be a person that's dead.

11 So that -- and then another thing that I  
12 would like to talk about is the community outreach. How  
13 are we effectively reaching out to the black and brown  
14 communities? Because we're hosting meetings -- or  
15 they're hosting meetings, but how are the minority  
16 being -- receiving the information, getting the  
17 information, making sure that they can be a part of so  
18 that their voices can be heard? Because I'm black and  
19 brown and I haven't had any information or I haven't seen  
20 anything to be a part of and I think that my voice speaks  
21 just as loud as anybody else in this community.

22 The community policing, constantly, I hear  
23 the police officers say that community policing is just  
24 good policing. Well, didn't they get more money for next  
25 year to create a program for community policing? And

1 right now the demo or the demonstration that they have so  
2 far is just putting more officers in high-crime areas?

3 I don't think surveillancing the black and  
4 brown people with more police officers is going to be the  
5 solution to the problem. And if that's the solution to  
6 the problem, try in the white areas first. Why do we  
7 have to be the crash dummies? I mean, sometimes role  
8 reversal is great just to see the data. And if we're so  
9 data-driven and change is made by data, then role  
10 reversal is okay sometimes. Let's try it the opposite  
11 way sometimes.

12 Oh, also training. So I heard you guys say  
13 about training. I mean, I haven't read the policy, but I  
14 kind of heard training for choke holds. I was at the  
15 last meeting, per year, they said that they get 28 hours  
16 of time for training. So -- but when it was constantly  
17 asked how do we implement -- how do we put implicit bias  
18 training in, it was, like, "We don't have time for that."

19 And as you-all are sitting here, I think  
20 everybody on this board was in attendance when they said,  
21 "We don't have time to implement extra training." What  
22 we have is what we have. So yet, when we're talking  
23 about the choke hold and in order to make it okay or to  
24 justify why we should keep the choke hold, now we're  
25 going to make more time for training, but we can't make

1 more time for implicit bias?

2           So that sends a message to me as a  
3 law-abiding citizen. Like, oh, we prioritize what we  
4 choose to prioritize. And so to make sure that we're  
5 able to continue to do choke holds, then we can get some  
6 type of training, even if it's two minutes, 15 minutes,  
7 it's training because we went over it. But we have to be  
8 mindful of the message that we are sending to our people,  
9 to all citizens, because to me, that was a slap in the  
10 face. Because I'm fighting against choke holds.

11           Basically, I would like to say -- I would  
12 like to end by saying we have a problem with our policing  
13 system. Not -- not every police officer is bad. And not  
14 every police officer is good. But we must take the time  
15 to weed them out. One bad apple can spoil them all, and  
16 we must weed out those bad apples. Would any of you like  
17 to eat bad apples?

18           MS. WILLIAMS: No.

19           MR. LOVELADY: Or do you throw them away? So  
20 shouldn't we create some type of process to weed out the  
21 bad apples? Thank you.

22           MS. HECKMAN-McKENNA: Mr. Lovelady, may I ask one  
23 question?

24           MR. LOVELADY: You may.

25           MS. HECKMAN-McKENNA: Would you be willing to

1 look at Ms. Gomez's community policing plan and perhaps  
2 give us some feedback on it?

3 MR. LOVELADY: I would love to look at that plan.  
4 Yes, I would.

5 MS. HECKMAN-McKENNA: Okay. We'll get that to  
6 you.

7 MR. LOVELADY: Okay. Thank you.

8 MS. WILLIAMS: Thank you, Mr. Lovelady. Thanks  
9 for coming back.

10 CHAIRMAN PRINGLE: Any further public comment?  
11 Please state your name in the mic.

12 MS. STEWART: Hello, my name is Anna Stewart.  
13 I'm also a member of the People's Defense. And I just  
14 wanted to ask about the access to these meetings. Is my  
15 understanding that these are not live streams the way  
16 city council meetings are because they are not recorded  
17 and accessible to the public after the meeting? After  
18 last month's meeting, my husband reached out to the news  
19 people who were here requesting video, the cop's video,  
20 of the entire meeting, but I guess they only have the  
21 clips that they had and don't store the rest. Is there a  
22 way that we can make sure that these meetings are  
23 accessible to the public?

24 CHAIRMAN PRINGLE: They -- right now, currently,  
25 all we have is the transcripts post meeting.

1 MS. STEWART: Okay.

2 CHAIRMAN PRINGLE: As to actually streaming, I  
3 think that would be a budget thing.

4 MS. WIBBENMEYER: That's a city council decision  
5 because years ago, when the board first started, all the  
6 meetings were broadcast on the city channel. And then at  
7 some point, I can't remember which year, but the board at  
8 that time, they were -- they had two main concerns. One  
9 was that some people felt uncomfortable coming to the  
10 meetings because they were going to be televised and they  
11 wanted to make it more available to people to feel  
12 comfortable to say things that sometimes will be very  
13 personal to them.

14 There are other concerns, some of the other  
15 members were concerned about how much expense was  
16 involved in producing and broadcasting. And so the board  
17 at that time passed a motion to send report to council to  
18 request that council stop the recording. And council  
19 received that report and at that point decided to stop  
20 the recording.

21 So basically, if that was going to change,  
22 it would take council action to -- because there is a  
23 budget impact. There would have to be additional staff.  
24 So the last time it came up, the -- there was money put  
25 aside to hire a court reporter to prepare transcripts

1 because they thought that would then provide the  
2 transparency, but yet at some level protect the people's  
3 privacy when they came here to talk.

4 MS. STEWART: That makes sense and I will bring  
5 it up with council, but in the meantime, we intend to go  
6 ahead and since people do live stream, my husband and I  
7 intend to go ahead and record these meetings from this  
8 point forward, so I just wanted to let you-all know that.  
9 And I appreciate your time. Thank you.

10 Do you have any questions?

11 CHAIRMAN PRINGLE: No, I think KOMU, they are  
12 streaming this whole meeting tonight, I believe, and I  
13 think sometimes Race Matters, Friends have also streamed  
14 live, I believe, too.

15 MS. STEWART: Yeah, I believe it's done. It's  
16 just not usually located in a consistent place. And I  
17 think, unfortunately, what we hear so often is people not  
18 making complaints for a myriad of reasons. Partly out  
19 of -- it's just a traumatic, difficult process. I just  
20 want to move on from these types of things. They're  
21 worried about retaliation. But all too often, it's just  
22 because people don't know how to engage and where to make  
23 that first step.

24 And I do think that increased transparency  
25 across the board in a time we're asking police to please



1 be much more transparent with the public, making sure  
2 that the public has as many opportunities to engage as  
3 possible is really important in this current climate.  
4 And also the People's Defense policy team would be very  
5 interested in working with you, Ms. Gomez, if you would  
6 like any assistance looking over your proposal.

7 MS. GOMEZ: I would really love that and  
8 appreciate that, for sure.

9 MS. STEWART: Absolutely. Many hands make light  
10 work, so...

11 MS. GOMEZ: Yes, definitely. So if, you know, we  
12 could send it to Roy or we get your information to Rose,  
13 we can send it to you, too.

14 MS. STEWART: That sounds great.

15 MS. WIBBENMEYER: It's also tied into this  
16 agenda, so that's also an easy way to find it. If you go  
17 to the agenda, there's a link.

18 CHAIRMAN PRINGLE: There's a link on the website.  
19 We will have it right away. The current draft.

20 MR. BOYKIN: Is that the current version you sent  
21 us, Rose?

22 MS. WIBBENMEYER: I don't know if it's the  
23 updated version because the updated version came today.

24 CHAIRMAN PRINGLE: It's not the one from today.

25 MS. GOMEZ: Yeah, and that's what I can tell as

1 well. But my e-mail is right at the top of that document  
2 if you do look at the agenda, the attachment, too.

3 MS. STEWART: Perfect. Thank you.

4 MS. GOMEZ: Thank you.

5 MS. WIBBENMEYER: And the board did receive a  
6 similar request from Kathy Jensen [phonetic] via e-mail  
7 and that was forwarded out.

8 CHAIRMAN PRINGLE: Thank you for speaking,  
9 Ms. Stewart.

10 MS. STEWART: Thank you.

11 MR. HACKWORTH: Rose, would that be something --  
12 you mentioned in an e-mail briefly that we could send a  
13 report over to the board, a request?

14 MS. WIBBENMEYER: Basically, if the board passed  
15 a motion to make a report to council, that would be how  
16 you would go about that.

17 MR. HACKWORTH: Okay.

18 MS. WIBBENMEYER: I don't know if you want to do  
19 it tonight or whether you want me to put it on an agenda  
20 for next month to have additional public input because  
21 there was -- there was a lot of debate on it originally,  
22 so it's really up to you how you want to proceed.

23 MR. HACKWORTH: Yeah.

24 MS. WIBBENMEYER: But if you decide to proceed,  
25 it's a motion to send report to council to recommend, and

1 then whatever it is you want to recommend.

2 MR. HACKWORTH: Yeah, while I would love to see  
3 something like that happen as soon as possible, it would  
4 probably be the best thing to get as much public input on  
5 that decision.

6 MS. WIBBENMEYER: Do you want me to put it on  
7 next month's agenda?

8 MR. HACKWORTH: Yes, please.

9 MS. WIBBENMEYER: Okay. I'll put it as a new  
10 business item.

11 MR. HACKWORTH: Thank you.

12 MR. BOYKIN: I know my personal opinion and I  
13 think it would be very beneficial, even if it's just for  
14 our current state pandemic from COVID until we can have  
15 more people in the audience and people feel more  
16 comfortable going out, the video might be more beneficial  
17 at that current time because of that.

18 MR. HACKWORTH: Yeah. Rose, I have another  
19 question attached to it. If we were to pass a motion to  
20 create a report to send to council, that would only get  
21 sent to council if we ended up approving it at the next  
22 meeting after we get public comment?

23 MS. WIBBENMEYER: You don't need to pass a motion  
24 to create. You would just need to do one. So basically,  
25 a motion to send a report to council to recommend and

1 whatever it is you're going to recommend. And then the  
2 chair and vice chair would kind of come up with what the  
3 letter of that -- that would be. Or the other way you  
4 could do it, if you were really particular about how you  
5 wanted that report to be worded, someone could volunteer  
6 to draft a suggested report, and then we can put that on  
7 the agenda next month, get public comment, and then there  
8 would be motion at that time.

9 MR. HACKWORTH: I think that would speed the  
10 process up a little bit, but I don't know what other --

11 CHAIRMAN PRINGLE: It doesn't take long to draft  
12 it.

13 MR. HACKWORTH: It doesn't? Okay.

14 CHAIRMAN PRINGLE: I think the first one I had to  
15 forward on, it took staff, like, two days.

16 MR. HACKWORTH: Okay. So it's not like a  
17 thorough, like, mini-page report? It's just a -- it's a  
18 request.

19 MS. WIBBENMEYER: Often they're letters, if you  
20 want to think of them that way.

21 MR. HACKWORTH: Okay. Thank you.

22 MS. WIBBENMEYER: They can be long. Like, your  
23 annual report will be quite long, but something as minor  
24 as that, it's a letter with justification.

25 MR. HACKWORTH: I appreciate that. Thank you,

1 all.

2 CHAIRMAN PRINGLE: Any further public comments?  
3 Comments from the board?

4 MS. WIBBENMEYER: Did you want to do this now or  
5 at the end of the meeting?

6 MR. BOYKIN: I would like to move the board  
7 comments probably to the end or before close.

8 MS. WIBBENMEYER: I'm sorry, I missed that  
9 motion.

10 MR. BOYKIN: Motion to move our public -- or our  
11 members and staff comments to after.

12 MS. WIBBENMEYER: I think the only thing we moved  
13 forward was the public comments.

14 MR. BOYKIN: Yeah.

15 MS. WIBBENMEYER: So I don't think we have to  
16 actually put a motion in.

17 CHAIRMAN PRINGLE: We will move on to new  
18 business. First up, the 2020-0007 appeal brought by  
19 Ms. Shaw. We have heard a lot tonight. Everyone had a  
20 chance to review --

21 MS. WIBBENMEYER: You have your first steps of  
22 making sure everyone's reviewed all materials followed by  
23 the jurisdictional.

24 CHAIRMAN PRINGLE: Has everyone reviewed the case  
25 files shared?

1 BOARD MEMBERS: Yes.

2 CHAIRMAN PRINGLE: Moving on. Jurisdictional  
3 issues.

4 MS. HECKMAN-McKENNA: No.

5 MR. BOYKIN: I don't think there's a  
6 jurisdictional issue.

7 CHAIRMAN PRINGLE: And then, Rose, do I move  
8 to --

9 MS. WIBBENMEYER: There would be motion to find  
10 there was jurisdiction.

11 CHAIRMAN PRINGLE: Do we have jurisdiction in  
12 Ms. Shaw's appeal?

13 MS. WILLIAMS: I make a motion.

14 MR. HACKWORTH: I'll second it. Thank you.

15 CHAIRMAN PRINGLE: And Rose, this would be a  
16 voice vote?

17 MS. WIBBENMEYER: Because you have masks, if you  
18 could role call it, that would be great. And I have  
19 Ms. Williams made the motion, Alex seconded; right?

20 CHAIRMAN PRINGLE: Yes. I can do a role call  
21 vote for this one. The motion is we have jurisdiction  
22 over Ms. Shaw's complaint. Mr. Boykin?

23 MR. BOYKIN: Yes.

24 CHAIRMAN PRINGLE: Mr. Fischer?

25 MR. FISHER: Yes.

1  
2  
3  
4  
5  
6  
7  
8  
9  
10  
11  
12  
13  
14  
15  
16  
17  
18  
19  
20  
21  
22  
23  
24  
25

CHAIRMAN PRINGLE: Ms. Gomez?

MS. GOMEZ: Yes.

CHAIRMAN PRINGLE: Ms. Heckman-McKenna?

MS. HECKMAN-McKENNA: Yes.

CHAIRMAN PRINGLE: Mr. Hackworth?

MR. HACKWORTH: Aye.

CHAIRMAN PRINGLE: Mr. Pierson?

MR. PIERSON: Yes.

CHAIRMAN PRINGLE: And Mr. Pringle, aye.

Ms. Williams?

MS. WILLIAMS: Yes.

CHAIRMAN PRINGLE: All right. And I believe the chief's decision was unfounded when it came to the complaint. I come to the board for our thoughts on the chief's decision.

MS. GOMEZ: I think it's incorrect. I think that in the Section 16.255.2 for policies for enforcing marijuana offenses, you're not supposed to be detained in our city for having marijuana if you're an adult, so I think right off the bat, he shouldn't have been detained. And I think that there was no reason for her to be put in handcuffs. You know, she wasn't the person with marijuana or that they were accusing to have marijuana. And yeah, so I think pretty straightforward that this should never have happened.

1 MS. WILLIAMS: You know, my biggest issue is that  
2 there's no record. I have an issue with that.

3 MR. FISHER: Can I interject just real quick?  
4 Can I make this easier? So we kind of have three things  
5 to move through on this. The first is response to the  
6 two decisions in the letter, alright, so for searches and  
7 discourteous behavior. Second, we can identify other  
8 violations after we get to those decisions. And then  
9 third, we can suggest right policy and those things. So  
10 I think to kind of keep us on track, if we move in that  
11 direction.

12 MS. WILLIAMS: So do we feel that they were  
13 discourteous? I do. Extremely.

14 MS. HECKMAN-McKENNA: I agree, very much so. The  
15 question "Why am I stepping out of the vehicle," it's  
16 absurd to me that that would be considered  
17 confrontational. I think it's a very reasonable question  
18 to ask. So to not get an answer to that and then to be  
19 threatened to be pulled out of your car is completely  
20 inappropriate. That was beyond rude.

21 MS. WILLIAMS: And then the search, I feel  
22 that -- I mean, I always bring this up because I don't  
23 know what stage it's at, if it still exists, don't exist,  
24 but at a certain point there was a consent search card,  
25 that was never brought up. And I just feel that standing



1 from where he was standing, there was -- I just can't see  
2 how it's humanly possible to see shake from where he was  
3 standing. So it kind of feels like to me, he was  
4 possibly reaching. You know, if you go to the city, they  
5 call it freecasing, and I kind of feel like that that was  
6 possibly a situation where he was trying to find  
7 something because I still got in my car today trying to  
8 see on the side of my floorboard, behind my floorboard,  
9 and I couldn't do it. So I just don't feel that the  
10 search was legit. And the fact that they never brought  
11 backup the actual violations that he supposedly did.

12 MS. HECKMAN-McKENNA: Frankly, as well, the close  
13 up images that we received of the supposed shake.

14 MS. WILLIAMS: You couldn't really tell if it was  
15 a weed.

16 MS. HECKMAN-McKENNA: It looked like crumbs to  
17 me.

18 MS. WILLIAMS: Right.

19 MR. BOYKIN: I also noticed --

20 Sorry, Carley, go ahead.

21 MS. GOMEZ: I was just going to say -- I'm sorry,  
22 my internet cut out for a second. Are we still  
23 discussing the discourteous findings first?

24 MS. WILLIAMS: If you need to go back, you can.

25 MS. GOMEZ: Oh, I just wanted to comment too

1 that, you know, I thought she was being treated  
2 discourteously as well, you know, yeah.

3 MR. BOYKIN: I wanted to bring up this one  
4 because I was confused by reading it, but policy 322.74  
5 says "The trunk of a vehicle cannot be searched solely  
6 for the purpose of an in-custody incident to a lawful  
7 arrest incident. If probable cause exists for a specific  
8 item that is believed to be located in the trunk of the  
9 vehicle, the trunk may be opened and searched without a  
10 warrant." But the trunk was opened and searched, but  
11 there wasn't a specific item to be found in the trunk, so  
12 I didn't know if that was an added --

13 CHAIRMAN PRINGLE: Well, I do think they were  
14 making -- they were searching for more marijuana. I  
15 don't have as much of a problem with the reason for the  
16 stop and the search. I'm with you, Cornell. I can see  
17 that being permitted upon a stretch. My big thing is in  
18 that video, there is none -- no justification in my eyes  
19 whatsoever, for either Mr. or Ms. Jones to have ever been  
20 put in handcuffs. That, to me, is the single biggest  
21 problem. Even if they did want to search the shake, I  
22 mean, I'm not going to doubt the officer on, you know, if  
23 he specifically saw that. He saw the shake, he's an  
24 officer, he's better trained on that than I am. But I  
25 didn't see any reason why those two needed to be put in

1 handcuffs. It just wasn't there.

2 MS. WILLIAMS: I agree. I don't understand how  
3 she was viewed as a threat, meaning that she was going to  
4 use those cell phones as weapons?

5 MR. BOYKIN: I don't understand how this is  
6 threatening.

7 MS. WILLIAMS: It's not. To me, it was not.

8 CHAIRMAN PRINGLE: Especially, I mean, Detective  
9 Wolfe came up and said, "You have two options." She  
10 said, "One option," and then she was put in handcuffs.

11 MS. WILLIAMS: Handcuffs. Immediately. He never  
12 even told her what her two options were.

13 CHAIRMAN PRINGLE: That's unacceptable.

14 MR. HACKWORTH: No chance to comply.

15 MS. WILLIAMS: Yeah. And then, you know, the  
16 other is for me is that for the chief doing investigation  
17 and he never talked to them, I have an issue with that,  
18 that he never picked up a phone to talk to either one of  
19 them, so. And I don't know if the chief -- I'm not  
20 trying to speak for him, but I don't know if the chief  
21 never picked up the phone to contact them because they  
22 weren't the ones who filed the original complaint, but it  
23 seemed like to me that if you're doing an investigation,  
24 somewhere along the line, you going to talk to the two  
25 people that were put in handcuffs.

1           CHAIRMAN PRINGLE: Well, I don't think this is  
2 chief Jones doing the investigation himself.

3           MS. WILLIAMS: But somewhere, he signed off on  
4 it.

5           CHAIRMAN PRINGLE: The investigator contacting of  
6 some sort.

7           MS. WILLIAMS: Right. I personally feel --

8           MS. GOMEZ: I also think he acted -- sorry.

9           MS. WILLIAMS: I personally feel somebody owes  
10 these two people an apology. And I know that's not going  
11 to fix it, but somebody clearly needs to apologize to  
12 them. I don't know if -- because the one thing I didn't  
13 hear the chief say earlier is that, you know, he talks  
14 about this, but it bothered me that in the training, he  
15 didn't say, "Well, I don't want this to be the reason why  
16 you do something." But the one word I didn't hear him  
17 say was "I don't want your biases to be the reason why  
18 you do something." Could it have been his biases that  
19 caused him to pull them over? I don't know. But clearly  
20 something happened and then the fact that there is no  
21 dash cam that I have been able to see of him originally  
22 breaking the laws and when did this police officer decide  
23 that "Oh, I'm not going to give you a citation" when  
24 clearly you said I broke three laws, but you don't give  
25 me a citation for the laws that I supposedly broke. So

1 you're just going to throw those out the window and not  
2 even address those anymore?

3 MR. BOYKIN: Or even written warning.

4 MS. WILLIAMS: Exactly.

5 MR. BOYKIN: If there's a verbal warning, there  
6 wasn't a written warning.

7 MS. WILLIAMS: There was nothing. So you just  
8 going to decide, "Okay, I'm going to let you break these  
9 three laws and send you on your way."

10 CHAIRMAN PRINGLE: Oh, but that was the officer  
11 exercising his discretion, chose not bring any charges.  
12 That is in an officer purview. But yeah, I just keep  
13 going back to --

14 MS. WILLIAMS: But it would have justified  
15 something at least. It would have put something on  
16 record. But for you to pull -- and I'm being honest  
17 y'all. I put myself in that situation, and if you're  
18 going to pull me over for breaking these three laws, then  
19 you're going to put -- have me get out of my car, you're  
20 going to put me in my handcuffs -- and sometimes we, as  
21 people, have to put on somebody else's shoes. And no,  
22 I'm not being aggressive, I'm being very passionate. So  
23 I don't you to miss label me. But at the end of the day,  
24 I'm going to put my shoes on that they had on that day.  
25 And that first of all, I already see that you following

1 me. Then the next thing, I'm already in fear that you  
2 following me because I don't know what's going to happen.  
3 Then I see three police officers. You telling me all I  
4 did was broke some traffic laws violations? Then the  
5 next thing you asking me to get out of my car. I still  
6 got their shoes on, y'all. You ask me to get out of my  
7 car. Then the next thing, you putting me in handcuffs  
8 for traffic violations. And the next thing you telling  
9 me that I got shake in my car. This situation seems from  
10 going bad to extremely worse and all they're doing is  
11 asking why, what happened, what I did. Nobody, out of  
12 these three officers, felt the need to explain anything  
13 to them. Nobody took time. And sometimes all it does is  
14 take time, take a pause for the cause, and nobody took  
15 any pause for the cause to respect them as human beings.

16 MR. BOYKIN: Yes. And the other thing I wanted  
17 to add, you said about his discretion, there is a special  
18 order, 2500, and it says that every traffic stop  
19 conducted by a CPD officer shall be concluded with a  
20 written warning or citation delivered to the operator.  
21 So technically with him not writing a warning, he did not  
22 follow through policy.

23 CHAIRMAN PRINGLE: I was more referring to the  
24 fact that he didn't write a ticket. That's what I was  
25 going with.

1 MS. WILLIAMS: Exactly.

2 MS. HECKMAN-McKENNA: I'd like to mention again  
3 that we're missing the dash cam footage of the supposed  
4 traffic violations.

5 CHAIRMAN PRINGLE: Well, do we have anymore  
6 comments about our thoughts on discourtesy level -- the  
7 level discourtesy or the search itself?

8 MS. HECKMAN-McKENNA: Regarding the search it  
9 itself, I'd just like to point out again that per our  
10 policies, people are not supposed to be detained for  
11 marijuana and that's exactly what happened.

12 CHAIRMAN PRINGLE: But what are you looking at,  
13 Heather, that says that?

14 MR. BOYKIN: It's in the city council ordinances.

15 MS. HECKMAN-McKENNA: Yeah.

16 CHAIRMAN PRINGLE: I'm looking at --

17 MR. BOYKIN: 16.255.2(b).

18 MS. HECKMAN-McKENNA: Yeah, it says "that person  
19 shall not be required to post bond, suffer arrest, be  
20 taken into custody for any purpose, nor detained for any  
21 reason other than the issuance of a summons, suffering  
22 incarceration, suffer loss of driver's license or any  
23 other punishment or penalty other than the issuance of a  
24 summons. And if found guilty, a fine of up to \$250."

25 MS. GOMEZ: And the officer did say that, like,

1 in the interview, that they detained someone, that they  
2 detained them for the shake, which you're clearly not  
3 allowed to do.

4 MR. BOYKIN: And he clearly said that in the  
5 actual -- or in his body cam, too, that he was being  
6 detained because he saw shake in the car, and that's why  
7 he detained them.

8 MS. GOMEZ: Yeah.

9 MR. BOYKIN: Which again, I don't understand why  
10 none of it was taken and confirmed whether it was or was  
11 not.

12 MR. HACKWORTH: My question on that, then,  
13 Mr. Pringle, I know you're an attorney. I don't know if  
14 there are any people with a JD on our board. Does that  
15 city ordinance supercede towards the amount of  
16 considerations?

17 CHAIRMAN PRINGLE: Well, no. No. It also  
18 doesn't supercede state law.

19 MR. HACKWORTH: Okay.

20 CHAIRMAN PRINGLE: But also it has to do with a  
21 misdemeanor of 35 grams or less. At the time, the  
22 officer didn't know how much marijuana they could or  
23 could not have had, so I don't think we'd necessarily say  
24 that they have no right to arrest him because the officer  
25 -- was it wrong? I think it was wrong.



1 MS. WIBBENMEYER: The ordinance was adopted by  
2 the voters. It was a voter initiative petition that was  
3 then on the ballot and adopted by the voters. I believe  
4 it was in 2004. Because the city's jurisdiction is  
5 limited to -- like, the language in that is directed at  
6 police officers and the municipal prosecutor, that  
7 ordinance is enforceable against CPD officers but not MU  
8 PD officers. So just know that, but this was an action  
9 by CPD officer while the MU PD officer was riding with  
10 him. CPD officers are bound to follow that ordinance.

11 CHAIRMAN PRINGLE: I guess how does that play  
12 well with state law?

13 MS. WIBBENMEYER: Well, originally when the  
14 ordinance was passed, there was a line in there that  
15 said, basically, something to the effect of this shall be  
16 the lowest priority of the police department. So, like,  
17 lower than a seatbelt ticket. There was some -- the  
18 police didn't like that. Some of the defense attorneys  
19 also didn't like the fact that suddenly all these cases  
20 were being deferred and not prosecuted. So the police  
21 and the defense bar got together and they negotiated some  
22 revisions and now I think it goes on being more to the  
23 effect of a lower priority. Back when this was passed, I  
24 was city prosecutor. We told CPD at that time that they  
25 had to follow this ordinance. MU PD knew that that

1 was the will of the people, but that they weren't  
2 necessarily bound by it. The public thought that it had  
3 been decriminalized. So the ordinance is what it is, and  
4 it's the will of the people. Later reviewed by council,  
5 changed a little bit, but still as written.

6 CHAIRMAN PRINGLE: So it just sounds like a pond  
7 of gray area.

8 MS. WIBBENMEYER: I mean, basically, the  
9 enforcement mechanism is if an officer doesn't follow it,  
10 there's discipline is possible. So whether or not  
11 officers are following it or not or -- I mean, that's  
12 really up to CPD to supervise their officers compliance  
13 with the code requirements. Misconduct under the  
14 ordinance in Chapter 21 is defined as any violation of  
15 law: State, federal, local law, any violation of any  
16 city wide policy or police department policy or something  
17 like that. So it covers all of those areas, covers the  
18 policies, it covers the provision in Chapter 16.

19 CHAIRMAN PRINGLE: For 35 grams or less.

20 MS. WIBBENMEYER: For 35 grams or less, and there  
21 is an exception. One of the things that was added after  
22 the voters adopted it was those exceptions. I don't have  
23 it in front of me, if you give me a minute, but there's  
24 some exceptions with -- with regard to -- I think it's  
25 felony --

1           CHAIRMAN PRINGLE: Yeah. Preceding ten years,  
2 Class A misdemeanor. Yeah, I think it's got four  
3 exceptions.

4           MS. WIBBENMEYER: Yeah. So been found guilty of  
5 a felony within preceding 10 years, found guilty in state  
6 court of a Class A misdemeanor other than misdemeanor of  
7 marijuana possession or misdemeanor in possession of  
8 marijuana, paraphernalia within the preceding five years,  
9 or who's been found guilty in state or municipal court,  
10 or misdemeanor marijuana possession on two or more prior  
11 occasions within the preceding five years, or who are  
12 arrested on suspicion of any felony or misdemeanor  
13 offense chargeable only under state law arriving from the  
14 same facts of circumstances of the alleged marijuana  
15 offense. So if the officer wanted to deviate from what  
16 is suggested in this ordinance, they would have needed to  
17 have checked to see if any of those applied. And at  
18 least what I saw in the file, I didn't see anything that  
19 indicated that they were proceeding under the exception,  
20 but I may have missed it.

21           MS. GOMEZ: I didn't see that they were  
22 proceeding under -- to check it --

23           MS. WILLIAMS: Carley, you cutoff. Carley, you  
24 cutoff.

25           MS. GOMEZ: Sorry, my internet is going in and

1 out again. (Zoom interruption.) (Inaudible.)

2 CHAIRMAN PRINGLE: You cutoff all again, too.

3 MS. GOMEZ: Sorry, don't worry about it.

4 MS. WILLIAMS: You know, what I want to remind  
5 the board is that this is a situation that could be  
6 possibly happening way more than what we think. This one  
7 just happened to be recorded and posted on social media.  
8 So it could be happening a lot more and we are not aware  
9 and people are just not reporting it, but it truly could.

10 MS. WIBBENMEYER: Sergeant Alpers or Chief Jones,  
11 does something like this get picked up in the traffic  
12 stop data reporting? Like, was there a report done on  
13 this where just to address the concerns she just  
14 expressed knowing whether or not there are these stops,  
15 whether it's a traffic stop but then there's no tickets  
16 issued? Does it get picked up or not?

17 CHIEF JONES: It would be in CAD whether or not  
18 there was a ticket issued.

19 MS. WIBBENMEYER: So when you pull your reporting  
20 for your traffic stop committee, would this be one of the  
21 matters that would be reported? Can you answer verbally  
22 so CHAIRMAN PRINGLE reporter can get it down?

23 CHIEF JONES: Yes.

24 MS. WIBBENMEYER: So there's at least that, if  
25 you understand where I'm going with regard to your

1 question.

2 MS. WILLIAMS: Yes, I do.

3 MS. WIBBENMEYER: So. Thank you.

4 MR. BOYKIN: I know we talked a lot about not  
5 having that dash cam. Is there thought of necessity to  
6 have it and to try to request for it or do you think --

7 MS. WILLIAMS: I would like to see it.

8 MR. BOYKIN: It's not even a necessity to report  
9 to make that as part of our recommendations.

10 CHAIRMAN PRINGLE: I don't necessarily think we  
11 need it to move forward.

12 MS. WIBBENMEYER: Does it even exist?

13 CHIEF JONES: What dash cam? The initial  
14 violation?

15 CHAIRMAN PRINGLE: To see them rolling the stop  
16 sign.

17 CHIEF JONES: Doesn't exist.

18 MS. WIBBENMEYER: You may want to explain why so  
19 people understand why.

20 CHIEF JONES: So if the officer doesn't manually  
21 turn it on, turn the lights on, hit speed, or get  
22 involved in a crash, the camera won't pick up anything  
23 past that 30 second buffer. So if a violation occurred  
24 at X intersection, they didn't pull the vehicle over  
25 until one mile later and 30 seconds has elapsed in there

1 and they turn their camera on -- or turn their lights on,  
2 then it's only going to pickup that 30 seconds prior.

3 CHAIRMAN PRINGLE: Kind of like how the body cams  
4 work, too?

5 CHIEF JONES: Right. So the body camera -- I'm  
6 sorry, the patrol car footage that you have in your case  
7 file is what's available.

8 MR. BOYKIN: Another question I have, though, is  
9 he documented the speed. Is that put somewhere that that  
10 speed was documented somewhere or is that also not --

11 CHIEF JONES: I believe in CAD notes it says that  
12 the speed was 30 or --

13 CHAIRMAN PRINGLE: 40 in a 30. Correct.

14 CHIEF JONES: Which also documented --

15 MS. WILLIAMS: And did he document how he knew  
16 that?

17 CHIEF JONES: No.

18 MR. BOYKIN: That wasn't documented on which  
19 option -- like, because I know there's two ways of  
20 detecting speed. It wasn't documented on which one he  
21 used? Obviously, he was moving, so he could use the  
22 still --

23 CHIEF JONES: Are you talking about if he  
24 documented it -- documented it by visualization or with a  
25 radar?

1 MS. WILLIAMS: Correct.

2 CHIEF JONES: No, that's not documented anywhere  
3 with any traffic stop --

4 MS. WILLIAMS: Does this officer have a radar in  
5 his vehicle?

6 CHIEF JONES: Unless they write a summons that  
7 says how they documented that speed, or how they gained  
8 that speed. You're asking me if that officer has radar  
9 in his vehicle. I don't know. We have 60 cars. I can  
10 make a generalized assumption that he has the radar in  
11 his vehicle, but I do not have a definitive --

12 MS. WILLIAMS: And if that officer has a radar in  
13 his vehicle, is he a trained officer to use that radar?

14 CHIEF JONES: Again, you're asking questions that  
15 I'm not prepared to answer. You're asking me about an  
16 individual officer. We have 175 sworn officers, and  
17 you're asking me if this officer is trained in radar.  
18 I'm not prepared to answer questions like without --

19 MS. WILLIAMS: Because I know at a police review  
20 meeting that we had that several officers are not trained  
21 in using their radar because of cost.

22 CHIEF JONES: Okay.

23 MS. WILLIAMS: So that's why I asked that  
24 question.

25 CHIEF JONES: Okay. If it's a request that

1 you're asking, I can provide the documentation that he's  
2 been certified in radar. But just because he's been  
3 certified in radar doesn't mean an officer can't make a  
4 visualization of speed and use that as a suspicion to  
5 stop a vehicle for speeding.

6  
7 MS. WILLIAMS: No, I was just asking.

8 CHIEF JONES: Anything else?

9 MS. HECKMAN-McKENNA: I do have a general -- a  
10 general question to bring up which probably doesn't  
11 relate to this particular conversation regarding this  
12 case, but it seems to be potentially a bigger problem the  
13 way that the dash camera is handled given how easy it  
14 would be for an officer to evade having the traffic  
15 stop -- or having the traffic violations on camera.

16 MR. HACKWORTH: Yeah, I agree with you. That's  
17 one thing that I've constantly just been wondering over  
18 the last few months, just in general. I don't know what  
19 considerations go into why body cam footage only goes on  
20 during citizen interactions or other things versus always  
21 being on. Same thing with dash cam footage. I'm sure I  
22 just don't understand that. Sergeant Alpers, when it  
23 comes to, like --

24 MR. FISHER: It's storage.

25 MR. HACKWORTH: Storage thing? Maybe cost



1 considerations. Yeah, that's what I figured.

2 MS. WILLIAMS: And battery life.

3 MR. HACKWORTH: Battery life. In my ideal world,  
4 there's no such thing as battery life, but.

5 CHAIRMAN PRINGLE: At this time, does the board  
6 feel like we need any further information? Witnesses to  
7 call before we make a decision on this?

8 MR. BOYKIN: I don't think so.

9 MR. HACKWORTH: Mr. Pringle, if we're about to  
10 move into making a decision, there's one more thing that  
11 I had a concern with. It was -- it was with the internal  
12 affairs interview of the officer and when I was listening  
13 to it, it felt more just like a deposition that would  
14 support any future litigation of the officer instead of a  
15 thorough questioning of if they did violate any policy.  
16 And I -- internal affairs is their thing that they do,  
17 but it felt like a quick little six-minute conversation,  
18 get in and get out, let's just get this on paper and get  
19 you out of here. That's a concern I have that I just  
20 wanted to get on the record.

21 CHAIRMAN PRINGLE: I guess, then, for that, we  
22 just need a more thorough, like this is the first charge.

23 MR. HACKWORTH: Yeah.

24 CHAIRMAN PRINGLE: Just more of a roadmap than a  
25 general conversation. Is that what you're thinking?

1           MR. HACKWORTH: I don't know what the solution  
2 would be in general, but something more thorough where  
3 it's really trying to get a feel for the -- the chain of  
4 events and the decisions behind those and the intent of  
5 the officer.

6           MS. WILLIAMS: Did you feel like they were  
7 policing themselves?

8           MR. HACKWORTH: Absolutely. Oh, oh, wait. Well,  
9 when you say policing yourselves, would you expand on  
10 that, please?

11           MS. WILLIAMS: Well, that they're doing their own  
12 investigation and they're just basically saying we're  
13 just going to do the motions and then correspond no  
14 findings because we're investigating ourselves, policing  
15 ourselves.

16           MR. HACKWORTH: Yes, I felt like it was going  
17 through the motions.

18           MR. BOYKIN: Just to have documentation.

19           MS. WILLIAMS: What did you say?

20           MR. BOYKIN: I felt like it was just -- they did  
21 this so they could have documentation.

22           CHAIRMAN PRINGLE: Well, then, at this time, does  
23 anyone want to make a move, a motion?

24           MS. WIBBENMEYER: Before you make a motion, I ask  
25 that you make the first motion with whatever you're going

1 to do. If you're going to continue it to next month's  
2 meeting, that's fine. That's a motion that we can  
3 handle. If you're going to make a recommendation of the  
4 police chief, then make that motion with regard to the  
5 appeal and then deal separately on any policy or training  
6 by separate motion, if that makes sense.

7 MS. WILLIAMS: So Rose, can we make a motion for  
8 a mediation meeting?

9 MS. WIBBENMEYER: Yeah. If you want to refer it  
10 for mediation, that would be a motion to -- to refer the  
11 case to mediation and then yeah, that can be handled.  
12 And then if you have policy and training recommendations,  
13 those can be handled by a separate motion. So basically,  
14 you take care of the appeal first and then go on to any  
15 policy or training, if you have any, by a separate  
16 motion.

17 CHAIRMAN PRINGLE: And for the mediation, it  
18 would involve our mediator that we have on --

19 MS. WIBBENMEYER: The city has a contract with a  
20 local mediator. That person would be notified provided  
21 information. They would then reach out to both the  
22 Complainant and the officer. Each party would be told  
23 what mediation is and they would ask -- be asked if they  
24 want to participate. If both parties agree to  
25 participate, then they would schedule the mediation. If

1 a party declined mediation, the mediator would let me  
2 know that a party has declined mediation and then the  
3 matter would be put back on your agenda and it would  
4 become an active appeal again. If the parties were able  
5 to mediate, then we resolve the issue within the  
6 mediation, then the mediator will let us know that as  
7 well and then that would close out the appeal without it  
8 coming back to you as an appeal that you would make  
9 recommendation on.

10 CHAIRMAN PRINGLE: And because of the way this  
11 appeal was filed, would this mediation just involve  
12 Ms. Shaw?

13 MS. WIBBENMEYER: Yeah. Usually, yes, it would  
14 be the Complainant and the officer. I mean, I guess the  
15 mediator can look at it and say they want it to involved  
16 these other people, but it would be -- I mean, it's  
17 designed to be between the Complainant and the officers.

18 MS. HECKMAN-McKENNA: But perhaps if Ms. Jones  
19 and -- I'm sorry, I can't remember your last name.

20 MR. ANNOOR: AnNoor.

21 MS. HECKMAN-McKENNA: If they put in a complaint,  
22 then potentially it could go to mediation with them?

23 MS. WIBBENMEYER: Right. They'll just be a  
24 little out of sync timing wise. So the police chief has  
25 the ability to refer any complaints into mediation and

1 that would go to the same mediator selected by the board.  
2 So if they filed a complaint, he could say "Well, the  
3 board referred Ms. Shaw's appeal to mediator, I'm going  
4 to refer these complaints to a mediator, too," but he  
5 wouldn't be required to do that.

6 CHAIRMAN PRINGLE: If we chose to go mediation,  
7 could we move to have Ms. Jones and Mr. AnNoor included  
8 in that mediation?

9 MS. WIBBENMEYER: Honestly, I'd have to pull up  
10 the mediation and the contract. I don't know the answer.  
11 I would think yes, but I would be guessing. I would need  
12 to look at the contract and the mediation program design  
13 that the board approved.

14 MS. GOMEZ: But in the meantime, we can make a  
15 motion about the findings; right?

16 MS. WIBBENMEYER: Well, usually if the board is  
17 going to refer it to mediation, the board with refer it  
18 to mediation without making a finding.

19 MS. GOMEZ: I see. So if we want to make a  
20 finding, then -- then we can't do mediation?

21 CHAIRMAN PRINGLE: Yeah, our finding would send  
22 it back to the chief to make -- to do -- to look at it  
23 again.

24 MR. BOYKIN: What's the outcome of mediation?  
25 What's the goal of a mediation and the outcome for that?

1 MS. WIBBENMEYER: Well, the nice thing about  
2 mediation is the mediator helps both parties come to  
3 their own resolution, talk through the issue, and they  
4 can create and craft their own resolution. So when  
5 mediation works, it's very effective and people are  
6 very -- usually very happy because they have a better  
7 understanding of each other's positions and what  
8 happened. If the parties -- let's say the parties agree  
9 to mediate, but they're unable to reach a resolution,  
10 then that would also still come back to you.

11 CHAIRMAN PRINGLE: So I'm kind of prone to the  
12 mediation approach because then -- I mean, if the parties  
13 chose to go that way and if we could pull off adding  
14 Ms. Jones and Mr. AnNoor to it as well, it would let them  
15 be able to tell what they told us to officer Wolfe and  
16 kind of make him -- maybe something good would come of  
17 it. I don't know.

18 MS. WILLIAMS: He would be able to put on their  
19 shoes.

20 (Unreportable crosstalk.)

21 MS. WIBBENMEYER: I just checked the ordinance.  
22 It is between the complainant and the police officer or  
23 community service aide and so I don't -- I don't think  
24 you can just add them. I think it would have to be --  
25 they would also have had to have filed a complaint, or

1 file a complaint and either the police or you-all would  
2 then refer that into mediation.

3 MS. WILLIAMS: Well, they got -- and they still  
4 have time to file a complaint.

5 MS. WIBBENMEYER: Yeah, the complaints have to be  
6 filed within one year.

7

8 MS. WILLIAMS: Right.

9 MR. HACKWORTH: Rose, I have a quick question.  
10 Let's say that multiple people file a complaint regarding  
11 the same exact incident. Can these complaints be  
12 stitched together like Supreme Court cases can? Since  
13 they're covering, potentially, the same thing?

14 MS. WIBBENMEYER: It really depends upon how  
15 quickly things come in.

16 MR. HACKWORTH: Okay.

17 MS. WIBBENMEYER: So in the past, I know like the  
18 first -- the first year the board heard cases, there  
19 were, I think, three complaints filed on the same  
20 incident. And the board had to kind of, based upon when  
21 they were filed, I think they took two up at the same  
22 time because they were filed just right at the same time  
23 and we took the other one up separately because it was  
24 filed at a different date. So that one year window, you  
25 could have -- like, you can have things spaced out pretty

1 far then, you know, when you want to have one person not  
2 getting a resolution of their complaint if -- you  
3 wouldn't necessarily know if someone was going to file in  
4 the future. Does that make sense?

5 MR. HACKWORTH: Yes.

6 MS. WIBBENMEYER: So its kind of one of those  
7 things where you would take them each as they come so  
8 that you then are timely responding to the public and to  
9 the officer on whatever your recommendation is on that.  
10 Now, with regard to mediation, I mean, if you did pass a  
11 motion to refer the case to mediation and then shortly  
12 thereafter if, say, someone else complained and it went  
13 to the police department and the chief said, you know,  
14 I'm going to now refer this to mediation because the  
15 board's referred this other one, in theory, that could  
16 potentially be all one mediation or it could be two  
17 separate mediations or three, depending upon how -- or  
18 four, however many complainants there are. The mediator  
19 would sort that out as to, you know, what's they could  
20 accommodate in the context of that. But the  
21 ordinances -- the ordinance is based off the mediation  
22 program design that the board created and it is very  
23 specific about the Complainant and the police officer.

24 MR. BOYKIN: I have a question. If we were to  
25 make a motion to request Officer Wolfe to come to the



1 next meeting to get more information. And if somebody  
2 was to put in a new complaint in that current time, then  
3 it would get filed in time to where it would be after  
4 that if we were to do mediation on that time. You could  
5 probably put both complaints at the same time? Is that a  
6 possibility?

7 MS. WIBBENMEYER: I think it is a possibility.  
8 It would really depend upon how quickly the police  
9 department processed the new complaint. Was the new  
10 complaint raising the same issues or not? You know, if  
11 the new complaint in on par with what they've already  
12 investigated, it might be pretty quick. If the new  
13 complaint raises other issues, then they may have to  
14 investigate other issues. So that might slow it down  
15 from coming back.

16 MR. BOYKIN: And then the other question is, so  
17 if there's two individuals that want to file a complaint,  
18 can they file a complaint together to save time?

19 MS. WIBBENMEYER: They can. And we've had that  
20 before. We've had a whole family file a complaint.

21 MR. BOYKIN: Because my thought was to promise to  
22 have Officer Wolfe come so we can actually ask him  
23 questions because I know we had questions anyways about  
24 how he actually got to see it, you know, those processes,  
25 extend it for next month. That opportunity does not

1 rely -- you know, give the other people an opportunity to  
2 file their complaints to be added to it, so if we do go  
3 to mediation, it can be -- do what we actually want in  
4 the mediation with them.

5 MR. PIERSON: That seems like a reasonable way to  
6 reduce the bureaucratic road block. I'm kind of curious  
7 on what would be our intent on speaking with Officer  
8 Wolfe? I think that needs to be outlined. I don't know  
9 if it necessarily needs to be, I'm just curious, in my  
10 opinion. I feel like it probably should just so we can  
11 understand what we're hoping to gain from that  
12 conversation with him.

13 CHAIRMAN PRINGLE: No, that's fair.

14 MR. PIERSON: I'm just curious.

15 MR. HACKWORTH: I would be curious to see what  
16 reasons Officer Wolfe had for detaining those -- both of  
17 you.

18 MS. WIBBENMEYER: If you are going to invite  
19 Officer Wolfe, you would have -- you would need to pass a  
20 motion in that regard and then I would send an  
21 invitation. As you're thinking through that, think also  
22 if there are any other witnesses you want to hear from,  
23 including either the complainant or the people involved  
24 because we would also then send them invitations as well.

25 CHAIRMAN PRINGLE: Obviously Detective Hayes and

1 Sergeant Sinclair.

2 MR. HACKWORTH: And there was a bystander nearby;  
3 right?

4 CHAIRMAN PRINGLE: Yeah, we had a guy --

5 MS. WILLIAMS: And Rose, can we -- I don't know  
6 if we can, but I'm thinking we can, get the body cam from  
7 the MU?

8 CHAIRMAN PRINGLE: We have that.

9 MR. BOYKIN: It's on file.

10 MS. WILLIAMS: Oh, that's right.

11 MR. BOYKIN: And it does say that the next  
12 meeting or a special meeting with a dates and time of the  
13 meeting specified. So is that a possibility? I don't  
14 know what we have going on in January already, but that's  
15 a thought.

16 MS. WIBBENMEYER: Usually, it is possible to do a  
17 special meeting. I can't guarantee you I can find you a  
18 room because of the social distancing. This is -- this  
19 is the in-demand room and with the turn out you had  
20 tonight, I don't think we could go to another room. So I  
21 think if you do want to invite witnesses back, you would  
22 probably want it for your next meeting in January and  
23 then as you suggested, or someone suggested, if anyone  
24 else wants to file a complaint on this, that would then  
25 give them time to do that and for some of the process to

1 work through before it comes back.

2 MS. HECKMAN-McKENNA: I've noticed again that  
3 Ms. Gomez has been trying to speak.

4 MS. GOMEZ: Thank you. Okay. I just have a  
5 quick question. So if we were to put forth a motion that  
6 we recommend the police chief reconsider their original  
7 decision and find the complaint to be sustained, would  
8 that prevent us from, in the future, if we get the  
9 complaint again, you know, from different complainants,  
10 could we not then, you know, encourage them to mediate?

11 MS. WIBBENMEYER: Yeah, I mean, you would be  
12 taking them up each independently. So yes, you could do  
13 that.

14 MS. GOMEZ: Okay. Thanks, Rose. I guess I feel  
15 I would be inclined to, you know, have a finding, if we  
16 have one tonight, and then, you know, allow for the other  
17 opportunity if there are other complaints.

18 MS. HECKMAN-McKENNA: I have with agree with  
19 that. I've been trying to figure out how to articulate  
20 it and you did that.

21 CHAIRMAN PRINGLE: So unless someone truly has  
22 questions that they think Officer Wolfe's answer will  
23 change your decision right now, I know myself, there  
24 isn't anything. But...

25 MR. PIERSON: I agree with you. I'm in the same

1 boat.

2 CHAIRMAN PRINGLE: I think we have a pretty  
3 complete case file, in my opinion.

4 MR. PIERSON: Yeah.

5 MS. GOMEZ: Well, I'll make a motion, then. So  
6 I'll make a motion that for the board to recommend to the  
7 police chief that he reconsider his original decision and  
8 find that the complaint is sustained.

9 MS. HECKMAN-McKENNA: I second.

10 MS. WIBBENMEYER: Can you do a roll call vote on,  
11 this please?

12 CHAIRMAN PRINGLE: Yes.

13 MR. FISHER: And this is for both findings?

14 MR. PIERSON: So this is for both findings. This  
15 is not for -- we're not parsing this out between the  
16 search?

17 CHAIRMAN PRINGLE: No.

18 MR. PIERSON: Okay. Gotcha.

19 CHAIRMAN PRINGLE: Mr. Boykin.

20 MR. BOYKIN: Yes.

21 CHAIRMAN PRINGLE: Mr. Fischer.

22 MR. FISHER: Yes.

23 CHAIRMAN PRINGLE: Mr. Hackworth.

24 MR. HACKWORTH: Aye.

25 CHAIRMAN PRINGLE: Ms. Gomez.

1 MS. GOMEZ: Yes.

2 CHAIRMAN PRINGLE: Ms. Heckman-McKenna.

3 MS. HECKMAN-McKENNA: Yes.

4 CHAIRMAN PRINGLE: Mr. Pierson.

5 MR. PIERSON: Yes.

6 CHAIRMAN PRINGLE: Mr. Pringle, yes.

7 Ms. Williams.

8 MS. WILLIAMS: Yes.

9 CHAIRMAN PRINGLE: All right. Passed  
10 unanimately. We'll send a letter to the chief to  
11 reconsider.

12 Next up an our new business moonlighting and  
13 fatigue.

14 MS. WILLIAMS: I had some questions for the  
15 chief. I had some questions for the chief. Sorry for  
16 keeping you here so long, Chief. I know it's been a long  
17 day. But I was fortunate enough last year to go to a  
18 MACo conference and I sat in on officer -- about officers  
19 fatigue due to moonlighting. And last month I had asked  
20 for some numbers on how many officers moonlight for  
21 Columbia Police Department and -- because I am concerned  
22 about fatigue. And do you have those numbers?

23 CHIEF JONES: I don't.

24 MS. WILLIAMS: Because I did ask for them last  
25 month. Because I would still like to know how many of

1 your officers --

2 CHIEF JONES: Just to clarify, so are you  
3 asking -- that's not a clear-cut question and I'll  
4 explain why. Officers get authorized to work off duty  
5 and then --

6 MS. WILLIAMS: And how many hours are they  
7 authorized to be able to work?

8 CHIEF JONES: So that's -- I'm trying to  
9 remember. I think it's 20 hours is what they're limited  
10 to. But if -- there's a couple things that I'm going  
11 to -- I need to clarify before I get numbers. Are you  
12 asking how many people are authorized to work or are you  
13 asking how many -- I can probably pull a report and tell  
14 you how many officers work what, but there are officers  
15 that may work one off duty assignment a year. There are  
16 some that work --

17 MS. WILLIAMS: What my concern is that you've got  
18 officers working all these hours for Columbia Police  
19 Department. Then they're moonlighting and when are they  
20 resting in order to be able to come back and fully  
21 function for Columbia Police Department?

22 CHIEF JONES: Correct. And I understand --

23 MS. WILLIAMS: That they're not extremely tired,  
24 that they're not exhausted, because I know that based  
25 upon the training that I had in MACo that can play a

1 major role in the decisions that they make, in the  
2 responses that they do, and it's -- the conference  
3 really -- I mean, it's a year later and I'm still focused  
4 on it. So I need to know what -- how many police  
5 officers currently, right now, are moonlighting for  
6 Columbia Police Department.

7 CHIEF JONES: Okay.

8 MS. WILLIAMS: Because you, yourself, said that  
9 the word tired tonight, that, your officers are tired.

10 CHIEF JONES: Okay. So I still need  
11 clarification. So an officer may work four hours in a  
12 year, an officer may be an officer that has some ongoing  
13 assignment that they work four hours a week or ten hours  
14 a week. What exactly --

15 MS. WILLIAMS: How many of your officers are  
16 working that 20 hours, currently, right now? Maxing out  
17 on that?

18 CHIEF JONES: I don't know the answer to that. I  
19 guess what I'm asking is what -- what information do you  
20 want pulled, and I can try to run a report. Because it's  
21 not as simple as saying who works off duty, because  
22 someone may -- I don't think that gets to your question.  
23 Someone may have worked three hours or four hours of off  
24 duty in March and hasn't worked any since then. So what  
25 information can I try to pull for you that would be



1 relevant to what your concern is? I understand the  
2 concern.

3 MS. WILLIAMS: Right. So pull what you need to  
4 pull to address my concern.

5 CHAIRMAN PRINGLE: For -- I take it, like, how  
6 many officers weekly.

7 MS. WILLIAMS: Yep.

8 CHAIRMAN PRINGLE: Like, how many officers  
9 weekly? You want to know about that?

10 MS. WIBBENMEYER: Is it possible -- to make your  
11 life easier, what sort of reporting do you have out like  
12 that?

13 CHIEF JONES: I don't know the answer to that.

14 MS. WIBBENMEYER: Okay.

15 CHIEF JONES: But I would assume that we can pull  
16 some reports, that's why I'm asking specifically. If I'm  
17 going to go ask someone, what would get to the heart of  
18 your question?

19 MS. WILLIAMS: And concern.

20 CHIEF JONES: And I don't want to guess what you  
21 think is relevant. I need to know from you what is  
22 relevant so I can ask for that. I'm not trying to be  
23 snide. I just -- I need to know what that is if I'm  
24 going to ask for it because I don't want to assume. So  
25 if there's a way that you can maybe send me that,

1 something specific that you're looking for after giving  
2 it some thought, that would be helpful to me. Fair?

3 MS. WILLIAMS: That's fair.

4 CHIEF JONES: Okay.

5 MS. WILLIAMS: I'm concerned.

6 CHIEF JONES: I understand. You're also, again,  
7 this is one of those issues that is part of collective  
8 bargaining that I can't talk a whole lot to. So I  
9 understand the concern. I share the concern.

10 MR. FISHER: Well, since you're up here real  
11 quick, I just thought of a question. It kind of came to  
12 mind with the idea of moonlighting. How often, if you  
13 know in hours per month or something, that someone like  
14 internal affairs has to work, like a road or a case or  
15 something like that? Does that -- I mean, with your, you  
16 know, your staffing issues, do you pull -- we used to  
17 call them back office folks -- to the road, you know,  
18 when a shift is low or something.

19 CHIEF JONES: So you're asking how often I have  
20 to pull someone from their regular assignment to work the  
21 road?

22 MR. FISHER: Does that happen often? Internal  
23 affairs, I guess specifically.

24 CHIEF JONES: It does not happen often. Sergeant  
25 Alpers in particular chooses to go work the road from

1 time to time. A few hours a month, I would say, just so  
2 that he can observe what people are doing and have some  
3 relevant experience and stay relevant as he's working  
4 this assignment off of the road. But it's not -- now,  
5 there are other assignments with COVID recently that  
6 we've had to have little shifts, but it's pretty sparse.  
7 I mean a handful of times, I've had to have that happen.

8 (Unreportable crosstalk.)

9 CHIEF JONES: It hasn't been yet, but that is  
10 actually part of our tiered plan to pull people out of  
11 specialty assignments to work the road if we get to a  
12 staffing shortage that requires it.

13 MR. FISHER: Okay.

14 MS. WILLIAMS: And how much money do you maybe  
15 spend in a year on overtime?

16 CHIEF JONES: I would have to look. This year's  
17 been different.

18 MS. WILLIAMS: Due to COVID?

19 CHIEF JONES: Yeah.

20 MS. WILLIAMS: Do you think you're spending less?

21 CHIEF JONES: Well, and demonstrations. No,  
22 we've spent a lot more. Some of the demonstrations we  
23 have officers working their 16-hour limit days on end, so  
24 we've spent a lot of money on overtime this year. I  
25 don't know the figure, but it's been high.

1 MS. WILLIAMS: So if you've got officers doing  
2 all this overtime and then they're moonlighting, hmm.

3 CHIEF JONES: They weren't during that period,  
4 but --

5 MS. WILLIAMS: So if an officer is working  
6 overtime, they cannot moonlight?

7 CHIEF JONES: I'd have to look at the policy.  
8 There is a requirement that they can only work a certain  
9 amount of hours per day, regardless of whether that's  
10 with us or off duty. During COVID, especially the first  
11 part of COVID, before we knew all of the information we  
12 know now about masks and gloves and eye protection, I  
13 stopped all off duty until we knew more. I just  
14 recently, within the last month or two, allowed them to  
15 start working off duty again. And I just put a  
16 restriction on that that if they work off duty, not that  
17 it's relevant to this conversation, but that they work  
18 off duty, they have to supply their own N95 mask and wear  
19 it as part of the general order. So I would say there's  
20 probably a lot less off duty occurring now. I don't know  
21 that pulling the report right now is going to give you  
22 the information you want. It might, just in suggestion  
23 looking at off duty preCOVID, might be more beneficial  
24 when you give me that language because I think that would  
25 probably give you a better idea of how much people were

1 working preCOVID. We could probably do one for both and  
2 show you since March until now what people have worked.  
3 But there's a period in there where people aren't working  
4 any because I prohibited it.

5 CHAIRMAN PRINGLE: Anything further on the  
6 moonlighting?

7 MS. WILLIAMS: Rose?

8 MS. WIBBENMEYER: I was just going to say  
9 CHAIRMAN PRINGLE reporter might need a break.

10 CHAIRMAN PRINGLE: So yeah, I think we'll take  
11 another ten-minute break for our court reporter and we'll  
12 come back at 10:17.

13 CHAIRMAN PRINGLE: It's 10:17. We'll go back on  
14 the record. Still at new business, but Heather, do you  
15 have something you want to say?

16 MS. HECKMAN-McKENNA: Carley, do you have  
17 something you want to say?

18 MS. GOMEZ: I would like to move to -- the rest  
19 of the agenda, including closed session on to next  
20 month's agenda because I have some stuff that I want to  
21 talk about in regards to all of it.

22 MS. HECKMAN-McKENNA: I second.

23 MR. BOYKIN: So we're moving closed session and  
24 the last two options to the next meeting?

25 MS. HECKMAN-McKENNA: Yes.

1           CHAIRMAN PRINGLE: And Heather, you seconded it?

2           MS. HECKMAN-McKENNA: Yes.

3           MS. WILLIAMS: I do know we have someone who  
4 wants to say something.

5           MR. BOYKIN: I would say my own -- my only  
6 concerned about that -- my only concern about that is  
7 this closed session one was something that was possibly  
8 last month but was, like, right before -- like, right  
9 before we had our meeting, so now we're going to be  
10 pushing it for two months to go through that. That would  
11 be my only concern by that and that we went ahead and did  
12 this appeal, which came after this appeal. That would be  
13 my only concern.

14           CHAIRMAN PRINGLE: Well, so we have pushed back a  
15 complaint that I got pushed back three months, so --

16           MR. BOYKIN: It's just that we went ahead and  
17 finalized one appeal that came in after this one so I  
18 feel that it's not fair to this.

19           CHAIRMAN PRINGLE: Yeah. The one that had the  
20 media coverage?

21           MR. BOYKIN: Yeah.

22           MS. HECKMAN-McKENNA: I will say that for us to I  
23 think have a good discussion, we probably need to be a  
24 little more rested, so that would be my counter.

25           CHAIRMAN PRINGLE: Well, I'm fine with doing a

1 voice vote -- a roll vote on this to see if we do want to  
2 move both. Is there any more -- is there any further  
3 discussion?

4 MR. FISHER: Well I just got a question about the  
5 case that we did. Are we going to talk about other  
6 violations and policy ideas for that? Because I heard a  
7 couple different people mention that, you know, they saw  
8 other things wrong with it. Personally, me, I'd talk  
9 about the policy on traffic stop seem to be violated, so  
10 I didn't know if we were going to address that now or  
11 push that off, I guess, as well.

12 CHAIRMAN PRINGLE: I think we want -- we will  
13 probably do that tonight since we sent something to the  
14 chief. So we want to finish off with that and then push  
15 everything else off?

16 MS. WILLIAMS: We do have someone here who has  
17 some comments.

18 SPEAKER: They are very short. I promise.

19 MR. HACKWORTH: Do we have to do anything  
20 considering that we motioned and then seconded that?

21 CHAIRMAN PRINGLE: Well, yeah, we do need a  
22 voting on that since it's been seconded.

23 MS. WIBBENMEYER: Right.

24 MR. FISHER: We can move that stuff, but talk  
25 about other stuff.

1           CHAIRMAN PRINGLE: Is there any more discussion  
2 about the motion before the board right now to move the  
3 remainder of new business and the closed session to next  
4 month needed? Any further discussion?

5           MR. HACKWORTH: I would -- I don't know if I  
6 would have to amend this, but it's a suggestion to send a  
7 beneficial communication from the board to the -- the  
8 Complainant maybe explaining -- giving a reason why we  
9 did this and just letting them know that we did this.

10          MS. WIBBENMEYER: We -- we do notify them of all  
11 the settings and resettings.

12          MR. HACKWORTH: Okay.

13          MS. WIBBENMEYER: The complainants and the  
14 officers are communicated to. They all get notice.

15          MR. HACKWORTH: Okay. Thank you. I didn't know.  
16 Sorry.

17          CHAIRMAN PRINGLE: All right. Mr. Boykin.

18          MR. BOYKIN: No.

19          CHAIRMAN PRINGLE: Mr. Fischer.

20          MR. FISHER: Yes.

21          CHAIRMAN PRINGLE: Ms. Gomez.

22          MS. GOMEZ: Yes.

23          CHAIRMAN PRINGLE: Mr. Hackworth.

24          MR. HACKWORTH: Aye.

25          CHAIRMAN PRINGLE: Ms. Heckman-McKenna.



1 MS. HECKMAN-MCKENNA: Yes.

2 CHAIRMAN PRINGLE: Mr. Pierson.

3 MR. PIERSON: Yes.

4 CHAIRMAN PRINGLE: Mr. Pringle, yes.

5 Ms. Williams.

6 MS. WILLIAMS: No.

7 CHAIRMAN PRINGLE: So what's that, 6-2.

8 MS. WIBBENMEYER: And two noes.

9 CHAIRMAN PRINGLE: 6-2 in favor of moving  
10 remainder of new business and our closed session to next  
11 month's meeting.

12 And then to hear this last bit of public  
13 comment, Rose, do we have to make a motion to reopen  
14 public comments?

15 MS. WIBBENMEYER: I think you can just go into  
16 general comments by public members and staff.

17 CHAIRMAN PRINGLE: Okay. Backup, general  
18 comments from staff or public.

19 MR. LOVELADY: Hi, my name is Roy Lovelady. And  
20 I only have a few brief comments. And I'd just like to  
21 say that I come here a lot and I listen to what the  
22 officers and the people are talking about here. And one  
23 thing tonight, I was just making note of how many times  
24 that Chief Jones said communication and he said it 15  
25 times, just tonight alone. But yet he's -- not to say he

1 is hindering you guys, but he's stretching out the  
2 process of different boards to be able to communicate  
3 effectively with each board in order to move the system  
4 further down the line instead of just kicking the can.  
5 So if he comes before you guys and say communication at  
6 least 15 times, I think that you-guys should try to hold  
7 him accountable to no communication barriers.

8 Another thing is traffic stops and body  
9 cameras. They don't seem to be working effectively  
10 unless they're for the police officers because I was -- I  
11 can testify to my own situation where when I needed the  
12 police body cams and they had them not. But just because  
13 I had my phone recording, I was able to -- to beat my  
14 case. But whenever it does not work for them, the body  
15 cams and the dashboard cams always seem to be missing  
16 because it was, like, six cops within my incident and  
17 none of the body cameras or none of the dashboard cameras  
18 were available. So I think you should try to make some  
19 type of motion or definitely try to be able to observe  
20 body cams in some way, shape, form, or fashion. Police,  
21 police, police. So what I'm saying is the police --

22 CHAIRMAN PRINGLE: One question about the body  
23 cams.

24 MR. LOVELADY: Yes, sir.

25 CHAIRMAN PRINGLE: Was your request within the

1 90 days of your incident?

2 MR. LOVELADY: Yes. Yes, it was.

3 CHAIRMAN PRINGLE: Okay.

4 MR. LOVELADY: So the last thing is police  
5 policing police which is, like, how do you -- which goes  
6 into my next topic as well which errs on trust. How can  
7 we trust the system who's -- that's built on, like, them  
8 recommending themselves? So by the time that it even  
9 makes it back here, I hear you guys saying a lot that you  
10 have to refer it back to Chief Jones. So it's like the  
11 police is policing themselves, how do we trust that  
12 system?

13 To me, it seems the judicial system is  
14 broken and it works only when it needs to work. So how  
15 can I trust that system? And so that's something that I  
16 really would like to -- I'm not saying that I have an  
17 answer on how to fix it, but as a board who, like, who  
18 has some sort of a power, what can we do to change a  
19 system that polices itself? Because I don't really think  
20 that you can change a system when you -- when you have a  
21 system in line that says, hey, this thin blue line, don't  
22 cross over to this side. And these are the same people  
23 that are policing themselves. So those are my last few  
24 comments. And if you guys have any questions, I'm here.

25 MR. HACKWORTH: I really agree with you on that

1 last point, and do you think that's something that the  
2 People's Defense policy team and you would be interested  
3 in working on? I would --

4 MR. LOVELADY: I would love to. I would love to.

5 MR. HACKWORTH: Because, I mean, when we talked,  
6 we both agreed, like, at some points, we sit here in this  
7 judicial nature, but we have no power to really judge.  
8 We recommend. And I would like to see us move in a  
9 direction where we can actually add a little bit more  
10 accountability to the police because you don't combine a  
11 jury -- I'm missing the point. I lost my point. But  
12 essentially, you don't judge your own self.

13 MR. LOVELADY: It is late. But these points are  
14 very important.

15 MR. HACKWORTH: I agree.

16 MR. LOVELADY: They are very, very important.  
17 Like, you don't see kids recommending themselves. So you  
18 don't have a student that tells another student no, stop.  
19 If that happens, then the person above them recommends  
20 them both. So Chief Jones has the power to stop  
21 recommends at him, if that makes sense. If I'm viewing  
22 the system correctly, any complaint has to go through the  
23 officers, then up the chain of command, then to the chief  
24 who makes the decision.

25 And then if the -- if it's continued on,

1 then it can come here. And then even after that, it goes  
2 back to him. Same with ordinances and policies. So it  
3 continues to go through one particular man who has so  
4 much power. And if you guys really listen to him, he  
5 answers every question that you ask in a roundabout way.  
6 So how effective are we listening to what he's saying.

7 CHAIRMAN PRINGLE: Well, he does still have to  
8 answer to the city manager. Even the --

9 MR. LOVELADY: Yeah, but the city manager's in  
10 his back pocket.

11 CHAIRMAN PRINGLE: So we're saying that they're  
12 colluding?

13 MR. LOVELADY: In my opinion, allegedly. There  
14 we go. Is that covered?

15 CHAIRMAN PRINGLE: Well, you got the city manager  
16 and city council and it will take the city council to  
17 change.

18 MR. LOVELADY: Yes, but he has the ability -- I  
19 came here and told you guys something, everybody was in  
20 agreeance with it. He came back and had a discussion  
21 about it, half of you guys changed your mind. Half of  
22 you guys changed your mind.

23 CHAIRMAN PRINGLE: What was that?

24 CHIEF JONES: Choke holds. You voted and I can  
25 guarantee you right now --

1           CHAIRMAN PRINGLE: No, I did. When he discussed  
2 it with me, he's right. It's the same thing as us saying  
3 that an officer hits him with a brick the way --

4           MR. LOVELADY: Yeah, but have you listened to the  
5 stories that he's told and why he would hit you with a  
6 brick because -- just like he stood here and said that it  
7 is not an us versus them. In that particular instance,  
8 he said it is an us versus them and I have to make it  
9 home. He, himself.

10          MS. WILLIAMS: I remember that conversation.

11          MR. LOVELADY: He said he, himself needs to make  
12 it home. What about the process of deescalating? And I  
13 understand that it's a use-of-force situation, but if we  
14 jump straight to that, then we're not doing any justice.

15          CHAIRMAN PRINGLE: I will say an example of  
16 someone trying to slit someone's throats.

17          MR. LOVELADY: True.

18          CHAIRMAN PRINGLE: I mean, that --

19          MR. LOVELADY: He also went to a choke hold to  
20 somebody slitting somebody's throat when the person with  
21 the knife is still within inches of him. So you go to  
22 put a choke hold on somebody with a knife, but you never  
23 took the knife out the person's hand? Make sense?

24          CHAIRMAN PRINGLE: I think at that point, he was  
25 trying to save someone's life, not disarming a person.

1 MR. LOVELADY: Okay. Well, then --

2 CHAIRMAN PRINGLE: That's what an officer does.

3 MR. LOVELADY: He could have tased. He could  
4 have maced.

5 MR. BOYKIN: There's other holds that can be  
6 done. Like removing the hand away from it.

7 MR. LOVELADY: But I guess the point that I mean,  
8 so even in the situation, I mean, that he continues to  
9 say it, it still does not justify, in my opinion.

10 CHAIRMAN PRINGLE: Yeah, I think everyone's  
11 entitled to their opinion.

12 MR. LOVELADY: Yeah. So if we take away choke  
13 holds, the first thing we do is go to guns. That's the  
14 other thing. So if you take away our choke holds, we go  
15 to guns, and we don't have enough time to implement  
16 implicit bias into training. Oh, but so you don't take  
17 away our choke holds, we're going to make some time to  
18 implement training for a choke hold, but if you do your  
19 research on choke hold, you must be trained on a choke  
20 hold for at least five days to apply the correct choke  
21 hold. And that is without the person struggling.

22 And I've done my own research. So you can  
23 squint your eyes, I'm telling you, I'm not bringing stuff  
24 to the board that I'm not doing research on because even  
25 -- I'm a person who reads, basically, you just did this,

1 which means, like, yeah; right. In my opinion, once  
2 again, my opinion, so.

3 MR. BOYKIN: The chief did say the training  
4 wasn't on how to do them, but to recognize what they are,  
5 which still doesn't make sense to me either, but.

6 MR. LOVELADY: So as long as it says that we're  
7 doing training on them now, then we're covered our butts.

8 MS. WILLIAMS: Because he told me they didn't  
9 have time to do bias training.

10 MR. LOVELADY: Yeah, that was the last meeting.  
11 Repetitively, he said it. I'm just saying. So police  
12 get to break the laws whenever they want to and it's  
13 okay. They get to change an ordinance whenever they want  
14 to and it's okay. So we send a message that it is us  
15 against them. The exact message that he said that it's  
16 not. So we have to be mindful as a board of what we're  
17 really putting out. Any questions?

18 CHAIRMAN PRINGLE: Well, Mr. Lovelady, you were  
19 talking earlier about -- I guess, you do think the  
20 complaint system is broken?

21 MR. LOVELADY: I do.

22 CHAIRMAN PRINGLE: The complaint system for the  
23 community?

24 MR. LOVELADY: I do. You can't even track your  
25 complaint.



1           CHAIRMAN PRINGLE:  Yeah, no, there's a lot that  
2 can be fixed about the whole system, but I guess I also  
3 just -- even before this summer's demonstrations, what  
4 was your nod how many people knew, you know, where you  
5 could file a complaint against the police officer?

6           MR. LOVELADY:  Oh, I knew I could file a  
7 complaint.  I filed complaints before.

8           CHAIRMAN PRINGLE:  Not just you, but the  
9 community.

10          MR. LOVELADY:  I don't think the community is  
11 well aware of how to file a complaint.  When I reached  
12 out to those people -- not to just call them people, but  
13 when I reached out to them this summer and I told them  
14 who I was, it wasn't until just tonight that they just  
15 met me.  And they was like "Oh, my God, that was you  
16 going to battle for us."  And I was trying to give them  
17 the process of how to do this themselves.

18                        But it's just -- they just became interested  
19 because they -- as you heard, both of them stand here and  
20 say they do not trust the system.  And the police is  
21 their last option.  Where if you get into something, I  
22 can guarantee you, police may be your first option and I  
23 stand here reiterating exactly what they said, even  
24 though I'm very vocal, the police will always be my last  
25 option.

1           CHAIRMAN PRINGLE: So how would you propose that,  
2 I guess, a complaint process that's truly equitable?  
3 What do you see that being?

4           MR. LOVELADY: For one, I would go back to the  
5 point where I just said, the police policing themselves.  
6 There has to be a board that looks at these complaints  
7 that maybe involves Chief Jones. But he can't have the  
8 know all, be all, say all. Like, he's the judge, the  
9 jury, and the executioner in my opinion.

10          MS. WILLIAMS: Because there are boards that  
11 complaints go to the board instead of the police chief.

12          MR. FISHER: There are boards that hire.

13          MR. LOVELADY: There are plenty of different  
14 processes and I'm not saying that I have a specific  
15 answer, but I just want to raise awareness that hey,  
16 guys, we've got to be looking at some of these things.

17          MS. WIBBENMEYER: If you-all want to look at  
18 restructuring how the board is organized, I'd recommend  
19 you take a look at that committee report, which goes  
20 through why they structured it the way they did. This --  
21 not to -- and the process is difficult to explain to  
22 people, it's somewhat confusing, so I think there are  
23 opportunities for improvement.

24                   But this is one of the most heavily vetted  
25 ordinances that I have ever seen in the long time I've

1 worked for the city. They went through a lot of public  
2 process when they initially put it in place, so before  
3 you go too far down the path, just refresh your memory of  
4 the early days of what they set up and why because  
5 then -- because usually the question then from council is  
6 why do we need to make this change.

7 So it would be helpful if you are familiar  
8 with the history and then explore, like, the MACo website  
9 what other -- and how other boards have commissioned --  
10 how other civilian oversight processes are structured.

11 Anything that you would want to do with any  
12 sort of major restructuring would require the ordinance  
13 be changed. More than likely, if you're talking about  
14 shifting who's receiving complaints, who's investigating  
15 complaints, that will be a budgetary impact, and so...

16 MR. LOVELADY: They got a lot of money.

17 MS. WIBBENMEYER: It's probably timing-wise,  
18 you're probably at a good time to start exploring it.  
19 The city budget process for next fiscal year will start  
20 picking up usually around January, February, so if -- if  
21 you did want to look at that, you could, but I would  
22 start with familiarizing yourself with the history of  
23 the -- the committee to decide if there would be a review  
24 board. You can still get that on the city's website. I  
25 can send that to you.

1 MR. LOVELADY: Please.

2 MS. WIBBENMEYER: And that will give you kind of  
3 the history and I think that's a good starting place as  
4 you kind of explore the other models and what they looked  
5 at before and why they decided what they did.

6 MR. LOVELADY: Last but not least, and then I  
7 promise I'll leave you guys. Action items. There's a  
8 lot of talk, but there's a lot less action. So I can sit  
9 here as a person and tell you I've done this, I've done  
10 that. And then if I requitted myself, you can see that  
11 I've done the action. So I have a plan.

12 So many times, the police officers stand  
13 here and they don't have a real plan and the things that  
14 they do present to you guys, it's just to appease or  
15 please the people that's bothering them at that moment.  
16 I don't think that it's true action.

17 Once again, like the video for foot  
18 pursuits, I'm not saying that I know what it looks like,  
19 but it's a just a video that they're calling training.  
20 It's just enough to appease. But on that note, I'm just  
21 going to go home. Thank you guys for your time. I said  
22 I was going to keep it brief.

23 CHAIRMAN PRINGLE: Thank you, Mr. Lovelady.

24 MS. WILLIAMS: Thank you, have a good night and  
25 get home safe.

1 MR. LOVELADY: Likewise.

2 CHAIRMAN PRINGLE: I think the last thing Andrew  
3 said, what do we -- any further policy or stuff we want  
4 to talk about that has to do with Ms. Shaw's complaint?

5 MR. FISHER: So I would want the chief to  
6 investigate violation of traffic stop policy, at least.  
7 I mean, you-all saw use of force or something along those  
8 lines.

9 CHAIRMAN PRINGLE: We had a lot of policies  
10 written down. Do we want to send a recommendation to the  
11 chief that he also expands his investigation into  
12 internal policies? Do you recall them?

13 MR. FISHER: Someone mentioned the trunk, that  
14 being one.

15 MR. BOYKIN: That's 322.7(b)(4). I believe  
16 that's it.

17 MR. HACKWORTH: I believe there's also another  
18 one that says -- an outside source raised to me. They  
19 had large concerns. They're a criminal defense attorney.  
20 They have large concerns about the police officer, the  
21 medication that was in the purse. They had concerns  
22 about the officer reading that, putting it out, letting  
23 it be visible on the camera, and so, I mean, maybe we can  
24 recommend that the police chief look into that as well.  
25 I don't know what specific policy --

1 MS. WILLIAMS: Her HIPAA. Violating her HIPAA.

2 MR. HACKWORTH: Yeah. I would recommend the  
3 police look into that, but --

4 MS. WILLIAMS: That's a federal violation.

5 CHAIRMAN PRINGLE: But HIPAA doesn't apply to  
6 police officers.

7 MR. HACKWORTH: But they released it to the  
8 public.

9 MS. WILLIAMS: He didn't have to be able to show  
10 her medical like that.

11 CHAIRMAN PRINGLE: I know on the -- the video  
12 they blurred out her medication, so I mean, it's just  
13 kind of caught in their body cam. There's no way for  
14 them not to catch that, I guess.

15 MR. BOYKIN: I guess. I didn't look at what they  
16 got released and what we saw.

17 CHAIRMAN PRINGLE: I know -- didn't Ms. Shaw also  
18 cite the discrimination policy, 3.1.

19 MS. WILLIAMS: Uh-huh, she did.

20 CHAIRMAN PRINGLE: I would say we should add  
21 that.

22 MS. WILLIAMS: Rose has those papers.

23 MR. BOYKIN: Not to mention that the special  
24 order 20-500-1, where it says they were supposed to --  
25 they have to leave a written warning.

1           CHAIRMAN PRINGLE: There was no expiration date  
2 or anything on there.

3           MR. BOYKIN: Nope. And it was signed before  
4 this.

5           CHAIRMAN PRINGLE: That's the COVID-related  
6 policy.

7           MR. BOYKIN: That's the COVID policy and it's  
8 still an act right now. And then we have the city  
9 ordinances, too, which was 15.255.2(b).

10          CHAIRMAN PRINGLE: Was there anything else from  
11 Ms. Shaw that anyone can recall that we're missing?

12          MS. WILLIAMS: I'd have to look at the papers,  
13 but Rose has them.

14          MS. WIBBENMEYER: They're coming back.

15          MS. WILLIAMS: Oh, no, you can look at them.

16          MS. WIBBENMEYER: Her big questions --

17          CHAIRMAN PRINGLE: Oh, no, I was talking about  
18 from her testimony today. Nothing from that. Sorry.  
19 She was reading quite a few.

20          MS. WILLIAMS: She read basically that.

21          CHAIRMAN PRINGLE: I don't recall her listing.  
22 Oh, wait, yeah, this is the one she sent around. I was  
23 just going to let you -- I'm thinking of the Google  
24 drive.

25                        Yeah, 306.2 and 306.5, handcuffing and

1 restraints.

2 MS. WILLIAMS: Discourteous. It's on the first  
3 page.

4 CHAIRMAN PRINGLE: Then she also threw in 306.6.  
5 Using force and responding to resistance.

6 MS. WILLIAMS: Rose, you're going to send that  
7 out to all of us; right?

8 MS. WIBBENMEYER: Send you that?

9 MS. WILLIAMS: Uh-huh.

10 MS. WIBBENMEYER: Yes.

11 MS. WILLIAMS: Okay.

12 MS. WIBBENMEYER: 300.6.

13 CHAIRMAN PRINGLE: 306.6. That was force --

14 MS. WIBBENMEYER: 306.6.

15 CHAIRMAN PRINGLE: Sorry, 300.6. And then 306.2  
16 and 306.5.

17 MR. FISHER: And then Rose, if you're ready, I'll  
18 give you my numbers.

19 MS. WIBBENMEYER: Yes.

20 MR. FISHER: 506.4.2.5.

21 MS. WIBBENMEYER: Okay. 506.4.2.5.

22 MR. FISHER: Yeah. I think it's a point. And  
23 then 506.6.

24 MR. BOYKIN: Which ones are those?

25 MR. FISHER: Those are the traffic stops



1 policies. They're talking about introducing yourself and  
2 answering questions from the person being pulled over.

3 CHAIRMAN PRINGLE: Anything further to add to our  
4 letter to the chief concerning Ms. Shaw's complaint?

5 MR. BOYKIN: I guess I make a motion to adjourn.

6 MS. WIBBENMEYER: Did you want to make a motion  
7 with regard to adding all that?

8 CHAIRMAN PRINGLE: Yes, we need to do that.  
9 Alex?

10 MR. HACKWORTH: So when it comes to us pushing  
11 back or when it comes to Policy 322 as it was brought  
12 forward in the complaint, does that only relate to the --  
13 like, what instance of that stop does that specifically  
14 relate to? Is that a more general thing? Because I do  
15 think that there might have been a privacy violation  
16 under the Fourth Amendment when it comes to the search of  
17 the purse and pulling out private information like  
18 medication.

19 CHAIRMAN PRINGLE: So that -- wouldn't that be  
20 more of a courtroom thing we're talking about if the  
21 search turns into a lawful arrest, they can search that  
22 purse for shake?

23 MS. WIBBENMEYER: I mean, it really comes down to  
24 whether or not there's a violation of law, policy, rule,  
25 or regulation either in the police department, the city,

1 state, or federal government. So it could even be  
2 Constitutional violations. It can also constitute  
3 misconduct.

4 So you're kind of serving in the role of the  
5 fact finder, and it's how you interpret the facts that  
6 you have in the context of the law as to whether or not  
7 you think they are violations, if that makes sense.

8 CHAIRMAN PRINGLE: Yeah, yeah. I mean, me  
9 personally, my biggest gripe with the whole thing was  
10 they never should have been put in handcuffs. I will  
11 give the officer discretion for thinking they could do a  
12 search if they thought they saw marijuana. But I guess,  
13 Alex --

14 MS. WILLIAMS: But that's just your opinion;  
15 right?

16 CHAIRMAN PRINGLE: That's just my opinion. If  
17 the board wants to throw in a Fourth Amendment, I guess  
18 the chief -- yeah, Chief Jones doing his own  
19 investigation about a Fourth Amendment violation.

20 MS. WIBBENMEYER: I mean, it's part of his  
21 supervisory duties to make sure his officers are acting  
22 within the law. Now, whether -- I mean, he may find that  
23 they are, you may -- an individual person can disagree.  
24 It's really -- misconduct includes all of that.

25 CHAIRMAN PRINGLE: I will say the policy itself

1 can't be less lenient. It can only be stricter than the  
2 Fourth Amendment, so that's kind of why, I guess, I don't  
3 think we need to go that route because the policy  
4 can't -- if the policy -- if we think the policy itself  
5 is in violation of the Fourth Amendment, that's one  
6 thing. But if he violated the Fourth Amendment, he  
7 definitely violated that policy.

8 MR. HACKWORTH: Makes sense.

9 CHAIRMAN PRINGLE: Okay.

10 MR. BOYKIN: So I make a motion to add all of  
11 those policies to our revisions to Chief Jones on our  
12 appeal.

13 MR. FISHER: I second.

14 MS. WIBBENMEYER: Andrew, was that you?

15 MR. FISHER: Yes.

16 MS. WIBBENMEYER: Thank you.

17 CHAIRMAN PRINGLE: I will just do a voice for  
18 this one. All those in favor, say aye.

19 THE BOARD: Aye.

20 MR. HACKWORTH: I was going to ask if we could  
21 amend that and add 322.4 search protocol. Is that  
22 already in there?

23 MR. BOYKIN: I think that's already in there.

24 MR. HACKWORTH: Okay. I'm sorry. My apologies,  
25 Mr. Boykin.

1 MR. BOYKIN: That's 322.7(b)(4), which is more  
2 specific into the search of the car.

3 MR. HACKWORTH: I think there's a -- I personally  
4 think that there's a privacy concern with this stop, but  
5 I don't know a specific provision I should say.

6 CHAIRMAN PRINGLE: I guess just once an officer  
7 does a stop and search, your privacy's already being  
8 invaded because they stopped you, they've detained you,  
9 and they're searching you. So I guess I'm just trying to  
10 figure out what is -- is it just simply that they took  
11 that pill bottle out of her purse?

12 MR. HACKWORTH: I think that there could have  
13 been a privacy interest of the individual within that --  
14 within that property that could be violated.

15 CHAIRMAN PRINGLE: So part of that, when an  
16 officer detains a person, like, that stuff, yeah, you  
17 don't have private rights on anything on your person to  
18 answer to. That's just the way it is.

19 MR. HACKWORTH: Okay.

20 CHAIRMAN PRINGLE: It's more about if that search  
21 and seizure itself was illegal.

22 MR. HACKWORTH: Okay. I'll concede that, then.

23 CHAIRMAN PRINGLE: Are we being too vague on  
24 that, Rose? You can correct me.

25 MS. WIBBENMEYER: It's whatever you want to do on

1 this one.

2 MR. HACKWORTH: Sorry for being difficult, y'all.

3 CHAIRMAN PRINGLE: You're good. But if you want  
4 to throw that on there now, if it really is getting to  
5 you, let's do it.

6 MR. HACKWORTH: Yeah, yeah, fine. Though can I  
7 just do 322.3, just searches in general?

8 MR. FISHER: That's what we decided on.

9 MR. HACKWORTH: I'm so sorry. Okay. I'm good.  
10 Sorry, guys.

11 MS. WIBBENMEYER: So what are we doing?

12 CHAIRMAN PRINGLE: We're voting on Wayne's  
13 motion.

14 MS. WIBBENMEYER: Okay. I got that.

15 MS. WILLIAMS: So now all we've got to do is vote  
16 that on?

17 CHAIRMAN PRINGLE: Yes.

18 MR. BOYKIN: Correct.

19 CHAIRMAN PRINGLE: And so I think we'll do the  
20 voice votes again. All those in favor, say aye.

21 THE BOARD: Aye.

22 CHAIRMAN PRINGLE: Any opposed? No opposed.

23 (Unanimous voice vote for approval.)

24 MS. WILLIAMS: Do you need to do a roll call  
25 because of masks?

1  
2  
3  
4  
5  
6  
7  
8  
9  
10  
11  
12  
13  
14  
15  
16  
17  
18  
19  
20  
21  
22  
23  
24  
25

MS. WIBBENMEYER: No. I think we have it. Do we have it? No one voted against it; right? No one abstained? Okay. So I think we have it down.

MR. FISHER: I move to adjourn.

MR. BOYKIN: I'll second.

CHAIRMAN PRINGLE: All those in favor of adjourning? Do I have to do a roll vote or can I do a voice vote?

MS. WIBBENMEYER: You can just call for a voice vote.

CHAIRMAN PRINGLE: All those in favor of adjourning say aye.

THE BOARD: Aye.

(Unanimous voice vote for approval.)

(Proceedings concluded at 10:52 p.m.)

1  
2  
3  
4  
5  
6  
7  
8  
9  
10  
11  
12  
13  
14  
15  
16  
17  
18  
19  
20  
21  
22  
23  
24  
25

CERTIFICATE OF REPORTER

STATE OF MISSOURI            )  
  ) ss:  
COUNTY OF WARREN            )

I, JENNIFER L. BOSH, Registered Professional Reporter, Certified Realtime Reporter, and Court Reporter, CCR Number 1108, the officer before whom the foregoing matter was taken, do hereby certify that the witness/es whose testimony appears in the foregoing matter was duly sworn by me; that the testimony of said witness/es was taken by me to the best of my ability and thereafter reduced to typewriting under my direction; that I am neither counsel for, related to, nor employed by any of the parties to the action in which this matter was taken, and further that I am not a relative or employee of any attorney or counsel employed by the parties thereto, nor financially or otherwise interested in the outcome of the action.

  
\_\_\_\_\_  
Court Reporter

<hr/> <b>\$</b> <hr/>	100:18	<b>322.7(b)(4)</b> 196:15 203:1	163:25 188:18
<b>\$250</b> 150:24	<b>2004</b> 152:4	<b>322.74</b> 145:4	<b>Absolutely</b> 3:16 48:25 136:9 161:8
<hr/> <b>1</b> <hr/>	<b>2019</b> 25:7 77:13	<b>323</b> 92:5	<b>abstain</b> 75:20
<b>10</b> 33:12 44:13 48:2 154:5	<b>2020</b> 36:1 75:9	<b>330</b> 92:3	<b>abstained</b> 75:21 205:3
<b>100</b> 12:5	<b>2020-0007</b> 88:17 140:18	<b>340</b> 92:6	<b>absurd</b> 143:16
<b>10671</b> 94:7	<b>2021</b> 7:25 72:24	<b>341</b> 92:8	<b>acceptable</b> 70:25
<b>10:17</b> 180:12,13	<b>21</b> 58:18 82:11,15 153:14	<b>35</b> 151:21 153:19,20	<b>access</b> 23:18,22 65:11,18 68:7 133:14
<b>10:52</b> 205:15	<b>24</b> 18:22	<hr/> <b>4</b> <hr/>	<b>accessible</b> 133:17,23
<b>10th</b> 91:5,15	<b>25</b> 38:19	<b>40</b> 157:13	<b>accommodate</b> 167:20
<b>11th</b> 75:9	<b>2500</b> 149:18	<b>4th</b> 91:7,14	<b>accomplish</b> 95:7
<b>12</b> 39:13 48:2 85:11	<b>28</b> 131:15	<hr/> <b>5</b> <hr/>	<b>accomplishment</b> 107:13
<b>12/21</b> 82:12	<b>2:17</b> 100:7	<b>50</b> 35:25	<b>account</b> 7:1,21 59:19
<b>15</b> 30:19 33:10,11 44:13 93:21 101:2 132:6 184:24 185:6	<b>2:30</b> 100:8	<b>506.4.2.5</b> 199:20,21	<b>accountability</b> 3:8 4:3 7:3,4 55:16 112:14,15 187:10
<b>15.255.2(b)</b> 198:9	<b>2:33</b> 100:9	<b>506.6</b> 199:23	<b>accountable</b> 185:7
<b>16</b> 38:25 39:1,3 153:18	<b>2nd</b> 89:14	<hr/> <b>6</b> <hr/>	<b>accreditation</b> 55:6
<b>16-hour</b> 178:23	<hr/> <b>3</b> <hr/>	<b>6-2</b> 184:7,9	<b>accredited</b> 55:7
<b>16.255.2</b> 142:17	<b>3.1</b> 197:18	<b>60</b> 158:9	<b>accused</b> 115:10
<b>16.255.2(b)</b> 150:17	<b>30</b> 33:11 38:19 44:11 69:2 100:10 156:23,25 157:2,12,13	<hr/> <b>7</b> <hr/>	<b>accusing</b> 142:23
<b>173</b> 38:19	<b>300</b> 21:21 30:1 59:3, 13 69:14 86:23 94:25 95:18	<b>70</b> 12:5 61:14	<b>act</b> 85:24 110:23 198:8
<b>175</b> 158:16	<b>300.11.4</b> 21:15 86:24	<hr/> <b>8</b> <hr/>	<b>acted</b> 147:8
<b>18</b> 12:5	<b>300.6</b> 94:24 95:4 199:12,15	<b>842</b> 54:4	<b>acting</b> 108:8,9,12,15 112:1 201:21
<b>19</b> 58:17	<b>306.2</b> 95:24 198:25 199:15	<b>8:05</b> 87:17,19	<b>action</b> 53:16 134:22 152:8 195:7,8,11,16
<b>1:59</b> 100:6	<b>306.5</b> 95:24 198:25 199:16	<hr/> <b>9</b> <hr/>	<b>actions</b> 96:4 98:4
<hr/> <b>2</b> <hr/>	<b>306.6</b> 199:4,13,14	<b>90</b> 186:1	<b>active</b> 18:6 61:8 163:4
<b>2</b> 68:12	<b>322</b> 92:5 97:21 200:11	<hr/> <b>A</b> <hr/>	<b>activity</b> 25:10
<b>20</b> 44:9,11 48:4 174:9 175:16	<b>322.3</b> 204:7	<b>ability</b> 20:2 70:6	<b>actual</b> 93:15,24 144:11 151:5
<b>20-500-1</b> 197:24	<b>322.4</b> 202:21		<b>add</b> 78:19 81:1 149:17 165:24 187:9 197:20
<b>20-something</b>			



200:3 202:10,21	<b>aggressive</b> 148:22	202:21	<b>apparent</b> 90:17,18
<b>added</b> 6:14 77:24 145:12 153:21 169:2	<b>agree</b> 9:12 46:22,23 69:9 73:14 79:14 80:14 84:2 91:20 98:24 99:11 106:13 143:14 146:2 159:16 162:24 165:8 171:18, 25 186:25 187:15	<b>amended</b> 5:8,10	<b>appeal</b> 18:9 88:14,15, 16 89:6 91:22 103:22, 25 104:1 140:18 141:12 162:5,14 163:4,7,8,11 164:3 181:12,17 202:12
<b>adding</b> 6:6 85:19 165:13 200:7	<b>agreement</b> 188:20	<b>Amendment</b> 200:16 201:17,19 202:2,5,6	<b>appealing</b> 102:12
<b>addition</b> 77:7	<b>agreed</b> 187:6	<b>America</b> 108:16	<b>appearances</b> 12:6
<b>additional</b> 26:24 134:23 137:20	<b>agreements</b> 33:9 68:17	<b>amount</b> 68:22 95:5 151:15 179:9	<b>appeared</b> 104:14
<b>Additionally</b> 12:10	<b>ahead</b> 22:14 121:13 128:19 135:6,7 144:20 181:11,16	<b>analysis</b> 25:7	<b>appears</b> 95:5
<b>address</b> 28:20 29:11 65:10 88:5 91:24 103:10 128:16 130:9 148:2 155:13 176:4 182:10	<b>aide</b> 165:23	<b>analysis/paralysis</b> 73:10	<b>appease</b> 195:14,20
<b>addressed</b> 82:4 91:25 92:9,20 112:6	<b>air</b> 64:13	<b>analyzed</b> 17:22	<b>apple</b> 132:15
<b>adjourn</b> 200:5 205:4	<b>aircraft</b> 34:11	<b>Andrew</b> 75:21 81:12 196:2 202:14	<b>apples</b> 132:16,17,21
<b>adjourning</b> 205:7,12	<b>airing</b> 64:14,15	<b>anger</b> 53:6 100:15 108:24	<b>applicant</b> 43:12
<b>adopted</b> 152:1,3 153:22	<b>airplane</b> 33:1	<b>angry</b> 119:1,23	<b>applicants</b> 40:2,11, 16 41:12,25 42:2,3
<b>adult</b> 86:21 142:19	<b>airport</b> 8:3 31:10,11, 14 32:2,6,10,18,24 33:1,8,21 34:15,20 35:3 36:8,13,20	<b>animals</b> 33:17	<b>application</b> 72:12
<b>advertise</b> 39:18	<b>Alex</b> 3:11 76:17 84:4 85:21 86:19,20 141:19 200:9 201:13	<b>Anna</b> 133:12	<b>applications</b> 40:18 42:11
<b>advertising</b> 40:21,23	<b>alive</b> 107:9	<b>Annoor</b> 116:23,25 117:2 118:4,9 119:15 120:9 121:6,8,22 122:5,15 123:6,18 124:7,12,18,21,24 125:12,21,24 126:16 127:4,21,25 128:3 163:20 164:7 165:14	<b>applied</b> 95:19 154:17
<b>advice</b> 30:12 62:17	<b>alleged</b> 124:20 125:9 154:14	<b>annual</b> 77:13 139:23	<b>apply</b> 32:10 46:24 80:25 190:20 197:5
<b>affairs</b> 24:2 25:6 71:4, 6,15 89:19 92:11 160:12,16 177:14,23	<b>allegedly</b> 188:13	<b>answering</b> 200:2	<b>applying</b> 39:17
<b>affect</b> 122:13	<b>alleviate</b> 102:8	<b>answers</b> 19:11 27:8 188:5	<b>approach</b> 165:12
<b>affected</b> 43:22	<b>allowed</b> 151:3 179:14	<b>anticipate</b> 42:6 81:16	<b>approval</b> 4:11 5:2,16 51:22 75:9,18 204:23 205:14
<b>afford</b> 130:7	<b>Alpers</b> 24:14,16,18, 20 26:14 27:6 29:16, 19 71:5 81:12 82:3,4 155:10 159:22 177:25	<b>anymore</b> 28:10,12 40:8 45:5 77:23 148:2 150:5	<b>approve</b> 4:12 5:5,7, 10 75:12,14
<b>afterward</b> 110:24	<b>alright</b> 143:6	<b>anyone's</b> 78:9	<b>approved</b> 5:18 75:22 164:13
<b>agencies</b> 55:7 67:1 68:2,13,19 70:19	<b>ambulance</b> 32:18 54:10	<b>anytime</b> 23:8 82:1	<b>approving</b> 75:16 138:21
<b>agency</b> 55:13 71:8	<b>amend</b> 59:16 183:6	<b>apologies</b> 202:24	<b>Arcgis</b> 76:10
<b>agenda</b> 4:10,11,12 5:6,10,18 75:4,8 82:13 89:2 136:16,17 137:2, 19 138:7 139:7 163:3 180:19,20		<b>apologize</b> 79:22 147:11	<b>area</b> 32:7 153:7
<b>agendas</b> 103:18		<b>apology</b> 147:10	<b>areas</b> 7:11 8:6 25:17 131:2,6 153:17
			<b>argue</b> 121:11

<b>arm</b> 97:15	<b>attempt</b> 92:22	27:11 37:24 38:4,7	<b>basically</b> 17:21 55:16
<b>armed</b> 26:1	<b>attend</b> 3:5 86:5,12	39:5 44:4 58:8,14	104:17 106:3 107:4
<b>arms</b> 72:8	<b>attendance</b> 86:2	60:14 72:11 75:6	110:21 113:22 118:19
<b>Army</b> 4:1	131:20	77:19 80:18 87:20	132:11 134:21 137:14
<b>arrange</b> 11:22	<b>attending</b> 85:2	89:22,25 93:23 101:3,	138:24 152:15 153:8
<b>arranged</b> 12:8	<b>attention</b> 56:4	15 105:14 109:17	161:12 162:13 190:25
<b>arrest</b> 94:9 145:7	<b>attitude</b> 16:7 91:6,17	111:14 125:5 133:9	198:20
150:19 151:24 200:21	<b>attorney</b> 151:13	144:24 148:13 152:23	<b>basis</b> 69:8
<b>arrested</b> 63:6 122:8	196:19	163:3,8 164:22 165:10	<b>bat</b> 142:20
154:12	<b>attorneys</b> 152:18	168:15 170:21 171:1	<b>battery</b> 56:25 57:1,4,
<b>arriving</b> 154:13	<b>attracting</b> 41:14	174:20 177:17 180:12,	5,7,10 65:8 160:2,3,4
<b>articles</b> 78:4	<b>audience</b> 87:21	13 181:14,15 186:9,10	<b>battle</b> 192:16
<b>articulate</b> 171:19	138:15	188:2,10,20 193:4	<b>beat</b> 20:6 26:19
<b>Asian</b> 25:11	<b>audio</b> 84:22	198:14 200:11	185:13
<b>asks</b> 100:7	<b>audit</b> 81:20	<b>background</b> 122:7	<b>beats</b> 11:23 25:9
<b>assertive</b> 108:17	<b>audits</b> 81:11	<b>backgrounds</b> 40:17	38:25
<b>assigned</b> 38:24	<b>authorities</b> 69:17	<b>backseat</b> 98:22	<b>beauty</b> 17:8
<b>assignment</b> 25:24	<b>authority</b> 95:1 96:1,7	119:12	<b>bed</b> 68:22
174:15 175:13 177:20	107:20,21,22,23	<b>backup</b> 26:24 144:11	<b>behalf</b> 8:21
178:4	<b>authorized</b> 174:4,7,	184:17	<b>behavior</b> 143:7
<b>assignments</b> 178:5,	12	<b>bad</b> 62:20 132:13,15,	<b>behaviors</b> 63:16
11	<b>aware</b> 19:6 89:20	16,17,21 149:10	<b>beings</b> 149:15
<b>assist</b> 73:2	114:14 117:6 155:8	<b>badge</b> 62:6 110:8	<b>believed</b> 145:8
<b>assistance</b> 32:18	192:11	<b>bag</b> 32:22	<b>Benchmark</b> 27:18
136:6	<b>awareness</b> 193:15	<b>baggage</b> 32:25	<b>benchmarks</b> 13:11
<b>assistant</b> 9:17 43:4	<b>awesome</b> 50:22 51:7,	<b>bags</b> 32:21	55:17
72:2	24 59:2 77:11	<b>balance</b> 19:12,19	<b>bend</b> 111:10
<b>Association</b> 61:4,22	<b>awhile</b> 21:16 25:20	95:3	<b>beneficial</b> 138:13,16
62:9	31:19 40:12	<b>ballot</b> 152:3	179:23 183:7
<b>assume</b> 54:11	<b>aye</b> 5:1,15 75:17	<b>ban</b> 70:6	<b>bias</b> 7:19 8:8 76:13
176:15,24	142:6,9 172:24 183:24	<b>bank</b> 53:11 65:14,17	92:3 131:17 132:1
<b>assuming</b> 54:6	202:18,19 204:20,21	66:12	190:16 191:9
<b>assumption</b> 158:10	205:12,13	<b>bar</b> 152:21	<b>bias-free</b> 7:19
<b>assumptions</b> 45:6	<b>eyes</b> 5:4	<b>bargaining</b> 177:8	<b>biases</b> 147:17,18
<b>ate</b> 66:19	<hr/>	<b>barriers</b> 185:7	<b>big</b> 66:18 145:17
<b>attached</b> 138:19	<b>B</b>	<b>bars</b> 62:5	198:16
<b>attachment</b> 137:2	<hr/>	<b>base</b> 55:11	<b>bigger</b> 159:12
	<b>baby</b> 114:10	<b>based</b> 4:7 13:10 22:3	<b>biggest</b> 107:12 143:1
	<b>back</b> 6:24 16:12 20:16	23:4 46:24 58:11 63:6	145:20 201:9
	21:5 23:2,20 24:13	77:25 166:20 167:21	
		174:24	
		<b>baseline</b> 86:3	

<b>billboards</b> 39:21	<b>Bob's</b> 55:13	180:23 181:5,16,21 183:17,18 190:5 191:3 196:15 197:15,23 198:3,7 199:24 200:5 202:10,23,25 203:1 204:18 205:5	18:18 47:16 73:17 92:17 140:18 143:25 144:10 200:11
<b>bit</b> 6:8 32:3 54:8 76:2, 4,21 104:20 125:15 139:10 153:5 184:12 187:9	<b>body</b> 18:21 19:8 73:2 92:22 94:21 97:8,25 102:2 106:18 124:14 125:22 151:5 157:3,5 159:19 170:6 185:8, 12,14,17,20,22 197:13	<b>boys</b> 56:13,23	<b>brown</b> 101:12 128:21 130:13,19 131:4
<b>black</b> 25:11 63:5 90:14,22 92:19 99:23 100:4,18 101:12 105:3 108:16,19 110:22 119:5 126:5 128:20 130:13,18 131:3	<b>bogged</b> 73:8	<b>brand-new</b> 130:5	<b>buddy</b> 119:13
<b>blame</b> 117:16	<b>bond</b> 150:19	<b>break</b> 14:21 87:3,7, 15,18 101:14 109:4 148:8 180:9,11 191:12	<b>budget</b> 35:25 134:3, 23 194:19
<b>blast</b> 18:7	<b>boom</b> 124:14	<b>breaker</b> 15:10	<b>budgetary</b> 194:15
<b>blessing</b> 107:10	<b>Boone</b> 71:8	<b>breaking</b> 15:10	<b>budgeted</b> 67:25
<b>blind</b> 100:16	<b>borrow</b> 57:7	<b>break</b> 14:21 87:3,7, 15,18 101:14 109:4 148:8 180:9,11 191:12	<b>buffer</b> 156:23
<b>block</b> 14:5 169:6	<b>boss</b> 39:10 57:12 59:12	<b>breath</b> 147:22 148:18	<b>build</b> 13:12,13 76:10 79:3 90:14 101:3,13, 17
<b>blue</b> 186:21	<b>boss's</b> 59:7	<b>breathing</b> 107:9	<b>building</b> 37:17 49:7 76:22 79:11 102:4
<b>blurred</b> 197:12	<b>bother</b> 28:3	<b>Breonna</b> 105:2	<b>buildings</b> 37:8
<b>board</b> 3:3,6,10 4:6 5:24 8:17,18,21,22 9:9 10:1,9,15 18:9,18 20:17 21:14 23:17,25 51:2,6 52:18 73:24 74:12 75:24 76:18 77:25 78:15 83:21 86:5 87:21 93:3,4 101:9 102:12 103:2, 11,16 105:7,16 110:15 124:11 131:20 134:5, 7,16 135:25 137:5,13, 14 140:3,6 141:1 142:14 151:14 155:5 160:5 164:1,3,13,16, 17 166:18,20 167:22 172:6 183:2,7 185:3 186:17 190:24 191:16 193:6,11,18 194:24 201:17 202:19 204:21 205:13	<b>bothered</b> 108:4,13, 14,15 147:14	<b>brick</b> 189:3,6	<b>builds</b> 126:4
<b>board's</b> 167:15	<b>bothering</b> 195:15	<b>brick-and-mortar</b> 37:7	<b>built</b> 76:7 100:11 186:7
<b>boards</b> 73:7 185:2 193:10,12 194:9	<b>bottle</b> 203:11	<b>bridge</b> 3:6	<b>bunch</b> 129:17
<b>boat</b> 172:1	<b>bottom</b> 103:18	<b>briefing</b> 91:24 92:21 100:14 101:18	<b>bureaucratic</b> 169:6
<b>Bob</b> 27:16 56:3 58:1, 8,9	<b>bought</b> 130:5	<b>briefly</b> 9:14 44:20 137:12	<b>Burlington</b> 93:11 113:17,19
	<b>bound</b> 152:10 153:2	<b>bring</b> 3:2 4:5 22:15 47:4,5,6 56:3 80:18 135:4 143:22 145:3 148:11 159:10	<b>burn</b> 14:22
	<b>box</b> 52:22 65:7 105:19	<b>bringing</b> 78:1 190:23	<b>bus</b> 20:15
	<b>boxes</b> 53:11 65:15 98:23	<b>brings</b> 34:14	<b>business</b> 4:15,25 55:25 77:13 86:23 87:3,4,5 88:6,7 99:4 138:10 140:18 173:12 180:14 183:3 184:10
	<b>boyfriend</b> 105:11 107:11 114:1 115:21	<b>broad</b> 6:18	<b>businesses</b> 11:23
	<b>Boykin</b> 29:25 40:19 42:9 60:11 64:21,25 70:23 72:7,13 75:14 76:11 82:6 84:16 85:10 87:4 110:25 114:5 123:3,16 124:16 136:20 138:12 140:6, 10,14 141:5,22,23 144:19 145:3 146:5 148:3,5 149:16 150:14,17 151:4,9 156:4,8 157:8,18 160:8 161:18,20 164:24 167:24 168:16, 21 170:9,11 172:19,20	<b>broadcast</b> 134:6	<b>busy</b> 54:25 115:1 117:11
		<b>broadcasting</b> 134:16	<b>butts</b> 191:7
		<b>Broadway</b> 54:3	<b>buy</b> 15:21 57:1 67:16 119:15
		<b>broke</b> 92:16 109:3 113:24 114:1 147:24, 25 149:4	<b>bystander</b> 170:2
		<b>broken</b> 186:14 191:20	
		<b>brothers</b> 105:10,11	
		<b>brought</b> 3:15,25	

<b>C</b>			
<b>cables</b> 56:18,20	106:25 109:22,23	<b>chain-of-command</b>	20 198:1,5,10,17,21
<b>CAD</b> 155:17 157:11	110:6,10,14,18 111:5,	71:21	199:4,13,15 200:3,8,
<b>cage</b> 62:4	10,11,12,13,14 112:5	<b>chair</b> 10:10,15 139:2	19 201:8,16,25 202:9,
<b>CALEA</b> 27:15,18	115:1 117:5,17,20,23,	<b>CHAIRMAN</b> 3:2 4:10,	17 203:6,15,20,23
55:6,10,14,24	25 118:1,3,5 119:3,8,	18,20,24 5:3,9,15,17	204:3,12,17,19,22
<b>calendar</b> 7:25 82:8	9,12 120:24 121:23	9:24 10:24 20:4,9	205:6,11
<b>call</b> 13:8 32:23 49:23,	122:1,4 123:1,2,19,24,	21:13 22:1,5,22 23:7,	<b>challenge</b> 101:16
24 53:7 100:14 103:24	25 124:2,22 125:2,3	15 27:10,23 28:9,12,	<b>challenged</b> 102:20
126:7 141:18,20 144:5	127:3,7,11,12 130:5,6,	21 29:13,21 30:24	<b>challenges</b> 49:6
160:7 172:10 177:17	7,8 143:19 144:7	31:9,12 32:9,13 33:4	<b>chance</b> 4:11 75:11
192:12 204:24 205:9	148:19 149:5,7,9	34:2,6 39:18 44:20,25	78:13 101:7 128:23
<b>called</b> 100:13 119:14	151:6 157:6 203:2	45:12,25 74:21,25	140:20 146:14
<b>calling</b> 71:7 195:19	<b>card</b> 99:5 107:2	75:8,16,19,21 76:17	<b>change</b> 5:6 17:5 25:4
<b>calls</b> 26:20 31:17	110:17 143:24	77:12,17,19 79:1,19	40:23 43:14 55:21
36:15 99:14	<b>care</b> 17:20 57:16	80:11 81:5,9,11,16,19	57:19,24 102:22 106:7
<b>calm</b> 95:15 97:17	80:13 110:23 119:9	82:5,7,10,14,17 83:11,	126:21,23 131:9
105:12 108:17,19	162:14	21 84:3,18 85:16	134:21 171:23 186:18,
<b>cam</b> 19:8 92:22,23,25	<b>careful</b> 95:3 129:21	86:18,22 87:6,12,16,	20 188:17 191:13
93:8,10,19,25 94:21	<b>carefully</b> 96:14	19 88:11 89:8 92:5	194:6
97:9,25 102:2 106:18	<b>Carley</b> 76:3 77:22	96:24 99:1,9,13,18	<b>changed</b> 14:15 29:9
123:7 124:14 125:22,	79:2,6 81:3 82:24	102:7 103:5 104:7	31:15 32:4 40:6,12
23 147:21 150:3 151:5	84:11,18 116:5 144:20	109:10,12 113:15,17,	41:1 55:21,23 57:21
156:5,13 159:19,21	154:23 180:16	19 115:22,25 116:5,	69:21 89:2 120:7
170:6 197:13	<b>Carley's</b> 82:23	17,21 122:2 124:5	153:5 188:21,22
<b>camera</b> 83:2 128:23	<b>carry</b> 67:14,16	126:13 127:24 128:5,	194:13
156:22 157:1,5	<b>cars</b> 36:16 67:15	9,13 133:10,24 134:2	<b>channel</b> 134:6
159:13,15 196:23	69:24 158:9	135:11 136:18,24	<b>channels</b> 90:12
<b>cameras</b> 185:9,17	<b>case</b> 140:24 157:6	137:8 139:11,14	<b>chapter</b> 58:17,18
<b>cams</b> 18:21 157:3	159:12 162:11 167:11	140:2,17,24 141:2,7,	61:6 82:11 153:14,18
185:12,15,20,23	172:3 177:14 182:5	11,15,20,24 142:1,3,5,	<b>charge</b> 55:4 71:13
<b>candidates</b> 50:7	185:14	7,9,12 145:13 146:8,	160:22
<b>cans</b> 67:14	<b>cases</b> 152:19 166:12,	13 147:1,5 148:10	<b>chargeable</b> 154:13
<b>capacity</b> 31:21 34:19	18	149:23 150:5,12,16	<b>charges</b> 148:11
<b>car</b> 54:3,14 56:9,10,	<b>catch</b> 24:8 197:14	151:17,20 152:11	<b>check</b> 21:4 22:13
11,15,18,19,21,24,25	<b>categories</b> 6:17	153:6,19 154:1 155:2,	24:11 33:16 54:16
57:1,5,8,9 67:16 69:25	<b>Catherine</b> 3:3	22 156:10,15 157:3,13	122:7 154:22
70:2,3,4 91:1 93:9,11	<b>caught</b> 197:13	160:5,21,24 161:22	<b>checked</b> 154:17
96:20,21 97:18,22,24	<b>caused</b> 147:19	162:17 163:10 164:6,	165:21
98:21,23 99:11,12,14,	<b>cell</b> 96:10 146:4	21 165:11 169:13,25	<b>checking</b> 32:21
17,21,22,25 105:14	<b>center</b> 54:13	170:4,8 171:21 172:2,	<b>checks</b> 32:23 34:11
	<b>certified</b> 159:2,3	12,17,19,21,23,25	<b>chief</b> 5:19,21,22 6:4
	<b>chain</b> 77:4 161:3	173:2,4,6,9 176:5,8	7:13,23 8:16 9:4,12,
	187:23	180:5,9,10,13 181:1,	17,24 10:10 11:2,3,5,
		14,19,25 182:12,21	8,13,15 13:18 14:3
		183:1,17,19,21,23,25	
		184:2,4,7,9,17 185:22,	
		25 186:3 188:7,11,15,	
		23 189:1,15,18,24	
		190:2,10 191:18,22	
		192:1,8 193:1 195:23	
		196:2,9 197:5,11,17,	

16:3,9 17:10,18,23 18:4 19:6,12 20:7,8,15 21:4,8,17,22 22:2,6,25 23:10,14,22 24:3,10, 13,14,15,17,19,22,24 25:15 26:5,10 27:8,11, 14 28:3,11,15,22 29:15,17,22 30:7 31:2, 11,14 32:11,16 33:7 34:4,10,14 35:10,14, 18 36:5,10 37:25 38:6, 9,14,16,22 39:14,17, 20 40:7,24 41:7,19 42:12,15,18,20 43:4 44:7,10,12,16,21,24 45:2,13 46:1,9,12 47:4,20,23 48:3,11,15, 25 49:2,14,18,21 50:9, 11,14,20 51:4,13,20 52:2,10,17 54:16 55:3 58:25 59:3,17,21 60:8, 12,21,24 61:3,13,15, 20,23 62:7,15,19 63:9, 12,23 64:9,14,16,24 65:11 66:2,9,11,16 67:7,10,20 69:9,13,23 70:12,16 71:2 72:2,9, 15,20 73:5 74:20,22, 24,25 75:2,3,6 79:4 80:4,8,12 81:5,24 82:4 86:24 89:17 90:1 91:4 92:10 94:7,14 98:7 101:1,9,10 105:22 109:14 115:18,19,20 116:24 126:6 129:3,18 146:16,19,20 147:2,13 155:10,17,23 156:13, 17,20 157:5,11,14,17, 23 158:2,6,14,22,25 159:8 162:4 163:24 164:22 167:13 171:6 172:7 173:10,15,16,23 174:2,8,22 175:7,10, 18 176:13,15,20 177:4,6,19,24 178:9, 16,19,21 179:3,7 182:14 184:24 186:10 187:20,23 188:24 191:3 193:7,11 196:5, 11,24 200:4 201:18 202:11	<b>chief's</b> 91:23 142:13, 15 <b>choice</b> 64:22 95:13 <b>choke</b> 22:3,6 30:4,18 129:18 131:14,23,24 132:5,10 188:24 189:19,22 190:12,14, 17,18,19,20 <b>choose</b> 88:24 105:20 132:4 <b>chooses</b> 177:25 <b>chose</b> 148:11 164:6 165:13 <b>Cincinnati</b> 30:25 31:1 <b>circumstances</b> 54:18 70:20 95:6 154:14 <b>circumvent</b> 20:1 <b>CIT-RELATED</b> 8:7 <b>citation</b> 94:10,11 100:1 113:1,11 114:7 118:8,16,18 125:20 147:23,25 149:20 <b>citations</b> 94:20 <b>cite</b> 197:18 <b>cities</b> 27:18 77:6 <b>citizen</b> 16:6 67:5,9 73:15 92:15 103:3 132:3 159:20 <b>citizen's</b> 3:6 103:16 <b>citizen/employee</b> 91:6 <b>citizens</b> 3:3 11:12 16:10 18:23 19:10 62:12,14 63:4 66:25 101:4 132:9 <b>city</b> 3:19 11:16,17 17:10 22:13 36:15,19, 23 39:19 42:14 47:4 50:18 51:22 52:1 58:15,19,20 59:4,15, 18,23,25 62:19 67:23, 24 68:3,6,8,16 76:12,	16 80:8,24 86:25 92:19 133:16 134:4,6 142:19 144:4 150:14 151:15 152:24 153:16 162:19 188:8,9,15,16 194:1,19 198:8 200:25 <b>city's</b> 76:24 103:15,23 152:4 194:24 <b>city-based</b> 47:3 <b>city-wide</b> 6:15 <b>citywide</b> 12:1 <b>civilian</b> 194:10 <b>CJIS</b> 24:16,18,19,20, 24 25:2 <b>claim</b> 33:1 <b>claiming</b> 112:21,24 <b>claims</b> 101:5 <b>clarification</b> 77:1 175:11 <b>clarify</b> 174:2,11 <b>Clark</b> 93:21 113:14 115:15,16,17 117:12 <b>Class</b> 154:2,6 <b>cleaner</b> 31:4 <b>clear</b> 70:1 <b>clear-cut</b> 174:3 <b>climate</b> 136:3 <b>climb</b> 32:25 <b>clip</b> 102:15 <b>clips</b> 133:21 <b>clock</b> 16:2,3,6 <b>close</b> 140:7 144:12 163:7 <b>closed</b> 26:12 98:3,6 180:19,23 181:7 183:3 184:10 <b>closes</b> 101:18 <b>clothes</b> 109:8	<b>code</b> 58:19 153:13 <b>collaborative</b> 40:1 <b>collective</b> 177:7 <b>colluding</b> 188:12 <b>Columbia</b> 3:18 17:9 32:18 35:6,7 61:3,21 62:9,11 65:5 69:10 100:4 101:12 113:13 117:7 124:16,17 128:19 173:21 174:18, 21 175:6 <b>Columbia's</b> 76:12 <b>combine</b> 187:10 <b>comfortable</b> 63:25 134:12 138:16 <b>command</b> 6:11 13:18 43:1 49:4 50:5 187:23 <b>commander</b> 27:21 28:19 33:25 58:3 <b>commend</b> 54:14 <b>comment</b> 4:25 58:24 59:24,25 87:5 88:19 109:15 116:18 128:11 133:10 138:22 139:7 144:25 184:13 <b>comments</b> 4:14 23:23 85:18 87:8,25 88:6,9,10,14 89:6 104:7,16 140:2,3,7,11, 13 150:6 182:17 184:14,16,18,20 186:24 <b>commissioned</b> 194:9 <b>committed</b> 123:5 <b>committee</b> 10:9,11, 13,17,20 26:9,11 83:6, 13 84:14 85:20 155:20 193:19 194:23 <b>committees</b> 73:7 <b>common</b> 12:18 13:23 <b>commonsense</b> 55:12
---	--	--	---

<b>communicate</b> 18:13 79:3 185:2	<b>complaint</b> 89:10,12, 21 92:17 116:1 124:6 126:19 128:25 129:2,3 141:22 142:14 146:22 163:21 164:2 165:25 166:1,4,10 167:2 168:2,9,10,11,13,17, 18,20 170:24 171:7,9 172:8 181:15 187:22 191:20,22,25 192:5,7, 11 193:2 196:4 200:4, 12	<b>conclusion</b> 112:10	<b>constitutes</b> 95:14
<b>communicated</b> 183:14	<b>complaints</b> 23:18,23 24:1 29:1 135:18 163:25 164:4 166:5, 11,19 168:5 169:2 171:17 192:7 193:6,11 194:14,15	<b>concrete</b> 48:16	<b>Constitutional</b> 125:14,17 201:2
<b>communicating</b> 7:18	<b>complete</b> 172:3	<b>condition</b> 37:22	<b>construction</b> 57:6
<b>communication</b> 6:18 7:17 11:8,11,12 12:25 20:23 52:13 101:17,19 183:7 184:24 185:5,7	<b>completely</b> 49:9 71:16 89:4 112:13 143:19	<b>conducted</b> 94:8 149:19	<b>contact</b> 76:3 79:20 103:18 104:4 105:11 146:21
<b>communications</b> 11:9 20:18 64:5	<b>completion</b> 51:19	<b>conducting</b> 83:17	<b>contacted</b> 124:13
<b>communities</b> 92:19 101:12 130:14	<b>compliance</b> 100:17 153:12	<b>conference</b> 77:5 173:18 175:2	<b>contacting</b> 80:15 147:5
<b>community</b> 3:7,14, 20,24 4:14 6:7,22,23, 24 7:2 8:8 9:1,2,7,9,10 11:19,24,25 13:4,24, 25 14:6 15:7,14 17:15 19:4 20:6 23:7 25:12 32:6 37:10,16 39:21, 25 44:23 50:2 52:11, 12,14 53:18 54:20 57:17 60:5 63:2,4 65:3 68:9 69:16,20 76:2 79:12 90:13,15,22 91:24 92:18,21 100:4, 14,19 101:18 107:6,8 126:5 130:12,21,22, 23,25 133:1 165:23 191:23 192:9,10	<b>compliant</b> 24:21,24 25:2 33:12,18 58:17	<b>confident</b> 56:20 57:4	<b>contempt</b> 53:7
<b>community's</b> 41:22 74:2	<b>compliments</b> 23:19 24:1	<b>confirmed</b> 151:10	<b>contentious</b> 59:14
<b>community-oriented</b> 77:21	<b>comply</b> 102:22 146:14	<b>confrontational</b> 143:17	<b>context</b> 70:3 92:1 167:20 201:6
<b>company</b> 3:19	<b>components</b> 7:17	<b>confused</b> 124:19 145:4	<b>continue</b> 27:5 32:8 79:3 85:6 132:5 162:1
<b>compared</b> 25:12	<b>concede</b> 203:22	<b>confuses</b> 59:11	<b>continued</b> 110:10 187:25
<b>complainant</b> 89:6 162:22 163:14,17 165:22 167:23 169:23 183:8	<b>concern</b> 65:10 160:11,19 174:17 176:1,2,4,19 177:9 181:6,11,13 203:4	<b>confusing</b> 193:22	<b>continues</b> 188:3 190:8
<b>complainants</b> 167:18 171:9 183:13	<b>concerned</b> 30:2 125:10 134:15 173:21 177:5 181:6	<b>congratulations</b> 86:18	<b>continuing</b> 84:23
<b>complained</b> 167:12	<b>concerns</b> 10:18 102:8,10 134:8,14 155:13 196:19,20,21	<b>connector</b> 56:10	<b>contract</b> 27:15 35:8, 10 162:19 164:10,12
	<b>concluded</b> 94:10 149:19 205:15	<b>connection</b> 82:25	<b>contracts</b> 33:9
		<b>connections</b> 11:22 75:23	<b>control</b> 47:11,13 63:13,14,16
		<b>consent</b> 143:24	<b>conversation</b> 8:14 10:16 13:7 15:11 16:16 22:16,17 25:21 35:21 41:1,3 43:22 45:7 46:16 52:11 60:13 62:23 63:19 64:4,15 73:12 114:19 120:3 121:2,3 129:15 159:11 160:17,25 169:12 179:17 189:10
		<b>consideration</b> 47:7 49:10	<b>control</b> 47:11,13 63:13,14,16
		<b>considerations</b> 46:6 47:8,9 151:16 159:19 160:1	<b>conversations</b> 12:6 18:11 23:2 27:4 42:5 43:7,18,21 51:15 83:7
		<b>considered</b> 30:18 49:2 69:21 143:16	<b>Cool</b> 50:13
		<b>consistent</b> 135:16	<b>cop</b> 13:9,10 38:11 45:4 53:7
		<b>consistently</b> 6:12 53:18 56:6	
		<b>consists</b> 41:7	
		<b>constant</b> 15:15 74:17	
		<b>constantly</b> 130:6,22 131:16 159:17	
		<b>constitute</b> 201:2	

<b>cop's</b> 133:19	<b>coverage</b> 14:20 181:20	<b>cross</b> 186:22	<b>data-driven</b> 131:9
<b>coping</b> 108:23	<b>covered</b> 81:24 85:17 188:14 191:7	<b>crossed</b> 115:13	<b>date</b> 23:1,11 166:24 198:1
<b>cops</b> 31:5 37:17,20 47:24 52:24 185:16	<b>covering</b> 166:13	<b>crosstalk</b> 165:20 178:8	<b>dates</b> 170:12
<b>copy</b> 90:3,7	<b>covers</b> 153:17,18	<b>crumbs</b> 144:16	<b>day</b> 16:14 37:15 48:8 54:24 69:7 90:2 119:5 122:18,19,22 148:23, 24 173:17 179:9
<b>Cornell</b> 145:16	<b>COVID</b> 8:4,11 12:3 35:18 36:2 37:2 38:2, 18 46:12,13 47:16 94:14 138:14 178:5,18 179:10,11 198:7	<b>cuffs</b> 96:2 97:16 100:24 105:6	<b>days</b> 76:1 82:15 91:9 129:10 139:15 178:23 186:1 190:20 194:4
<b>corner</b> 74:5	<b>COVID-RELATED</b> 198:5	<b>curious</b> 51:25 92:20 111:19 169:6,9,14,15	<b>dead</b> 130:10
<b>correct</b> 16:15 68:15 88:18 91:16 96:8 111:1 157:13 158:1 174:22 190:20 203:24 204:18	<b>CPD</b> 19:2 31:13 34:8 42:23 90:15 94:8 97:4 98:1 101:4 149:19 152:7,9,10,24 153:12	<b>current</b> 16:12 24:8 55:8 136:3,19,20 138:14,17 168:2	<b>deadly</b> 71:2,3,24 72:8,9,10,11
<b>Corrections</b> 104:19 111:8	<b>CPOA</b> 60:20,23,25 61:8,11 63:18,23 64:1, 5,16	<b>curriculum</b> 9:15,19 10:6 16:13 81:23,24	<b>deal</b> 31:17,20 52:23 66:19 78:11 162:5
<b>correctly</b> 187:22	<b>CPOA's</b> 64:1,12	<b>curve</b> 128:20	<b>dealing</b> 92:18 98:18
<b>correlation</b> 25:9	<b>CPRB</b> 104:2	<b>custody</b> 94:9 150:20	<b>debate</b> 30:7 35:19 64:2 73:9 137:21
<b>correspond</b> 161:13	<b>CPS</b> 36:4	<b>custom</b> 16:21	<b>debriefing</b> 111:1
<b>cost</b> 66:20 158:21 159:25	<b>craft</b> 165:4	<b>customer</b> 7:15 8:25 32:5	<b>debris</b> 98:1
<b>costs</b> 82:15	<b>crash</b> 131:7 156:22	<b>cut</b> 36:8 144:22	<b>decade</b> 48:12
<b>council</b> 17:11 22:7, 15,17,20,24 23:6 30:8 47:5 59:6,15,23,25 60:13,15 80:13 82:10, 13 86:25 89:16,17 90:2 101:24 133:16 134:4,17,18,22 135:5 137:15,25 138:20,21, 25 150:14 153:4 188:16 194:5	<b>crashing</b> 108:24	<b>cutoff</b> 154:23,24 155:2	<b>decades</b> 16:22
<b>counsel</b> 22:9 30:11 80:9	<b>crazy</b> 108:8	<hr/> <b>D</b> <hr/>	<b>December</b> 6:25 77:14
<b>counter</b> 181:24	<b>create</b> 130:25 132:20 138:20,24 165:4	<b>daily</b> 62:22 69:8 127:20	<b>decide</b> 59:5 126:2 129:4 137:24 147:22 148:8 194:23
<b>County</b> 71:8	<b>created</b> 12:21 13:17 167:22	<b>Dan</b> 76:22 77:9	<b>decided</b> 40:8 41:16 134:19 195:5 204:8
<b>couple</b> 19:14 23:16 26:3 57:7 76:1 77:24 129:10 174:10 182:7	<b>creating</b> 55:1	<b>danger</b> 108:21	<b>decides</b> 92:10
<b>court</b> 134:25 154:6,9 166:12 180:11	<b>crimes</b> 25:24,25 99:25	<b>dangerous</b> 69:18 101:7	<b>decision</b> 10:20 36:1 37:20 59:13 70:25 87:1 134:4 138:5 142:13,15 160:7,10 171:7,23 172:7 187:24
<b>courtroom</b> 200:20	<b>criminal</b> 24:25 71:11, 14,17 72:4,7,12,18 104:12 111:16 118:20, 23,24 119:20,22,23 120:14,18 122:11 196:19	<b>dashboard</b> 76:8,10, 22 185:15,17	<b>decisions</b> 49:22 52:21 53:6,8 143:6,8 161:4 175:1
<b>cover</b> 33:22	<b>criteria</b> 6:6,21,25	<b>dashboards</b> 77:7,8	<b>declared</b> 98:5
		<b>data</b> 76:4 82:18 83:4, 19 131:8,9 155:12	<b>declined</b> 163:1,2

<b>decrease</b> 52:1	104:19 111:8 152:16	<b>developed</b> 51:5	199:2
<b>decriminalized</b> 153:3	153:16 167:13 168:9 173:21 174:19,21 175:6 200:25	<b>developing</b> 13:11 59:21	<b>discourteously</b> 145:2
<b>deep</b> 27:24	<b>department's</b> 23:18	<b>development</b> 20:19 28:23 40:25 41:2 50:12 55:5 73:3 81:25	<b>discourtesy</b> 150:6,7
<b>deeper</b> 83:19	<b>departments</b> 17:16 68:3	<b>deviate</b> 154:15	<b>discretion</b> 148:11 149:17 201:11
<b>deeply</b> 84:1	<b>depend</b> 168:8	<b>devices</b> 95:25	<b>discrimination</b> 92:8 197:18
<b>deescalating</b> 189:12	<b>depending</b> 167:17	<b>dictate</b> 55:10	<b>discuss</b> 86:24 89:9
<b>deescalation</b> 7:19 95:18,20 97:18	<b>depends</b> 38:9 47:23 48:12,21 166:14	<b>die</b> 100:19 107:11	<b>discussed</b> 50:11 189:1
<b>defend</b> 63:23	<b>depleted</b> 40:10	<b>difference</b> 4:3 16:17 43:15 63:12	<b>discussing</b> 28:24 144:23
<b>defense</b> 61:4,5,9 63:24 128:8 133:13 136:4 152:18,21 187:2 196:19	<b>deposition</b> 160:13	<b>differentiate</b> 16:24	<b>discussion</b> 22:23 42:13 77:25 97:16 101:20,21 181:23 182:3 183:1,4 188:20
<b>deferred</b> 152:20	<b>derived</b> 16:9	<b>differentiation</b> 64:3	<b>discussions</b> 45:3
<b>defined</b> 153:14	<b>describe</b> 21:25	<b>differently</b> 17:6 90:19 110:2	<b>disparities</b> 52:1
<b>definition</b> 71:12	<b>descriptions</b> 36:25	<b>difficult</b> 8:11 18:2 39:8 40:2,9 78:6 87:23 97:2 98:2 135:19 193:21 204:2	<b>disparity</b> 25:16 82:17 83:3
<b>definitions</b> 95:11	<b>deserves</b> 76:21	<b>digging</b> 83:18	<b>dispatching</b> 33:16
<b>definitive</b> 158:11	<b>design</b> 164:12 167:22	<b>Dillon</b> 3:12,13,17	<b>display</b> 96:1
<b>degree</b> 3:22 13:2 14:4	<b>designated</b> 67:25	<b>direct</b> 59:18 92:15 103:10	<b>displaying</b> 96:7
<b>delivered</b> 94:10 149:20	<b>designed</b> 163:17	<b>directed</b> 127:2 152:5	<b>disposition</b> 102:23
<b>delivery</b> 52:19	<b>detain</b> 126:9	<b>direction</b> 51:16 79:18 143:11 187:9	<b>disregarded</b> 101:13
<b>demo</b> 131:1	<b>detained</b> 95:16 97:23 100:23 142:18,20 150:10,20 151:1,2,6,7 203:8	<b>directive</b> 110:3	<b>disrespect</b> 118:25
<b>demonstrate</b> 98:4	<b>detaining</b> 169:16	<b>directly</b> 9:18 105:23 128:17	<b>disrespectful</b> 36:6 91:5 92:6 102:24 110:20
<b>demonstrating</b> 14:15	<b>detainment</b> 98:21	<b>dirt</b> 99:14 123:20	<b>disrespectfully</b> 91:22
<b>demonstration</b> 131:1	<b>detains</b> 203:16	<b>disagree</b> 44:18 50:20 67:10,20 73:14 201:23	<b>distancing</b> 170:18
<b>demonstrations</b> 14:12 46:23,24 178:21,22 192:3	<b>detecting</b> 157:20	<b>disarming</b> 189:25	<b>dive</b> 27:24 89:11
<b>demonstrators</b> 14:19	<b>Detective</b> 99:2 146:8 169:25	<b>discharging</b> 69:15	<b>diverse</b> 50:6
<b>department</b> 7:4 11:12 12:12,13 13:21, 22 15:2 17:21 20:10, 11 25:19 27:12 34:13 35:6 42:13 62:12 65:5 68:12 73:1 76:25	<b>detention</b> 95:16	<b>discipline</b> 153:10	<b>Dochler</b> 27:16 55:3
	<b>determinations</b> 23:4	<b>discourteous</b> 91:5 92:6 143:7,13 144:23	<b>doctor</b> 21:18,20
	<b>determine</b> 95:22		<b>document</b> 41:9 45:9 137:1 157:15
	<b>determined</b> 58:1		
	<b>detrimental</b> 100:3		
	<b>develop</b> 13:20 101:16		



<b>documentation</b> 159:1 161:18,21	103:10 137:1,6,12	<b>ended</b> 138:21	<b>eventually</b> 7:6 78:2,3
<b>documented</b> 157:9, 10,14,18,20,24 158:2, 7	<b>e-mails</b> 90:8	<b>ends</b> 129:4	<b>everyday</b> 16:6
<b>documents</b> 28:2	<b>Eagle</b> 18:19	<b>endurance</b> 72:23	<b>everyone's</b> 140:22 190:10
<b>dollars</b> 65:12 66:5	<b>earlier</b> 9:16 45:2 50:22 59:2 88:9 129:15 147:13 191:19	<b>enforceable</b> 152:7	<b>evidence</b> 98:11,14
<b>door</b> 46:21 98:2,3,6 100:10,11 101:18 110:15	<b>early</b> 35:18 59:1 73:22 194:4	<b>enforcement</b> 3:7 31:20 45:16 52:18 53:16 54:7,13 95:12 153:9	<b>evolution</b> 11:18
<b>doubt</b> 145:22	<b>ease</b> 12:3	<b>enforcing</b> 142:17	<b>evolve</b> 27:5 41:11,14 56:1
<b>dozen</b> 38:17,21 58:9	<b>easier</b> 31:4 85:12 143:4 176:11	<b>engage</b> 135:22 136:2	<b>evolves</b> 55:25
<b>draft</b> 23:1,3 27:19 28:5 44:22 45:7 51:14 58:23 136:19 139:6,11	<b>easy</b> 69:3 97:17 136:16 159:13	<b>enjoy</b> 3:20 63:24	<b>exact</b> 90:21 166:11 191:15
<b>drafts</b> 51:18	<b>eat</b> 132:17	<b>ensure</b> 96:3	<b>examples</b> 19:25
<b>drawn-out</b> 18:10	<b>echo</b> 79:1	<b>entire</b> 33:20 100:21 101:19 133:20	<b>exception</b> 64:18 153:21 154:19
<b>drive</b> 114:21 122:21 126:1 198:24	<b>educating</b> 52:19	<b>entitled</b> 190:11	<b>exceptions</b> 153:22, 24 154:3
<b>driver</b> 54:14 95:14 96:5 97:22 100:8 110:13,16	<b>effect</b> 99:6 152:15,23	<b>environment</b> 16:13	<b>excited</b> 7:5
<b>driver's</b> 90:20 98:2 100:21 111:21 120:16 150:22	<b>effective</b> 165:5 188:6	<b>equalizers</b> 11:17	<b>excuse</b> 57:12 61:7 98:24 104:24 123:12
<b>driving</b> 54:3 114:17	<b>effectively</b> 130:13 185:3,9	<b>equitable</b> 193:2	<b>excuses</b> 19:21
<b>drop</b> 84:22 103:17	<b>effort</b> 72:25	<b>equity</b> 29:4 77:6	<b>executioner</b> 193:9
<b>drove</b> 57:10 113:1,10 114:6	<b>efforts</b> 16:11	<b>errs</b> 186:6	<b>exercising</b> 148:11
<b>due</b> 173:19 178:18	<b>elapsed</b> 156:25	<b>escalate</b> 118:25	<b>exhausted</b> 174:24
<b>dues</b> 60:24 61:8	<b>election</b> 46:25 47:3	<b>escalated</b> 109:23	<b>exist</b> 66:15 98:11,13 143:23 156:12,17
<b>dummies</b> 131:7	<b>elections</b> 46:22	<b>escalation</b> 7:20 100:12	<b>existed</b> 124:11
<b>duties</b> 201:21	<b>else's</b> 148:21	<b>ESRA</b> 77:4	<b>exists</b> 143:23 145:7
<b>duty</b> 174:4,15 175:21, 24 179:10,13,15,16, 18,20,23	<b>emergency</b> 65:15 67:1,6	<b>essentially</b> 187:12	<b>expand</b> 161:9
	<b>employees</b> 34:16	<b>establish</b> 98:4	<b>expands</b> 196:11
<b>E</b>	<b>empowering</b> 49:21 52:21	<b>estimate</b> 61:12	<b>expansion</b> 9:15
<b>e-mail</b> 54:23 84:7 89:16,19 91:25 92:2	<b>encounter</b> 86:24 95:15 102:21	<b>ethic</b> 45:10	<b>expect</b> 46:17,20 52:25 57:24,25 92:15 100:17 111:4 118:7
	<b>encourage</b> 171:10	<b>evade</b> 159:14	<b>expectation</b> 86:3
	<b>encouraged</b> 86:17	<b>evaluated</b> 13:9	<b>expectations</b> 63:17 68:20
	<b>end</b> 5:25 69:7 85:10 88:10 112:7,10,17 115:14 132:12 140:5,7 148:23 178:23	<b>evaluation</b> 6:15 7:9 95:2	<b>expected</b> 63:6
		<b>evaluations</b> 6:7	<b>expense</b> 134:15
		<b>event</b> 95:7	
		<b>events</b> 20:7 161:4	

<b>experience</b> 116:9 178:3	<b>fact</b> 102:25 103:12 106:19 113:23 123:10 125:10 144:10 147:20 149:24 152:19 201:5	73:1,13 78:22 96:6 104:17 107:12,14 110:22 118:1 119:14 120:6,7 121:15,20 123:3 126:4,10 127:2, 14,15,16 134:11 138:15 143:12,21,25 144:5,9 147:7,9 160:6 161:3,6 169:10 171:14 181:18	<b>fill</b> 39:2 65:9 103:19
<b>experiences</b> 4:7 105:8 116:12	<b>factors</b> 95:22	<b>feeling</b> 22:23	<b>fill-in</b> 31:23
<b>experts</b> 71:23	<b>facts</b> 71:21 95:6 154:14 201:5	<b>feelings</b> 29:7	<b>filled</b> 39:3
<b>expiration</b> 198:1	<b>fair</b> 35:3 61:16,25 83:11 169:13 177:2,3 181:18	<b>feels</b> 60:2 73:10 144:3	<b>final</b> 58:15 70:24 86:22 101:9
<b>explain</b> 18:16 19:16, 19,20,22 61:1 149:12 156:18 174:4 193:21	<b>fairs</b> 39:20	<b>fees</b> 67:24	<b>finalized</b> 7:25 181:17
<b>explained</b> 18:23 90:21 112:8	<b>familiar</b> 194:7	<b>felon</b> 109:6	<b>finalizing</b> 6:6 8:13
<b>explaining</b> 183:8	<b>familiarization</b> 30:22	<b>felony</b> 153:25 154:5, 12	<b>finally</b> 93:1
<b>explanation</b> 18:23 127:19	<b>familiarize</b> 30:12 61:18	<b>felt</b> 11:6 102:17,20,23 104:16,17 127:12,13 134:9 149:12 160:13, 17 161:16,20	<b>financial</b> 37:18
<b>explore</b> 194:8 195:4	<b>familiarizing</b> 194:22	<b>female</b> 104:13	<b>find</b> 65:13 71:20 79:9 99:10 136:16 141:9 144:6 170:17 171:7 172:8 201:22
<b>explorers</b> 39:23	<b>family</b> 56:12,23 121:5 168:20	<b>fence</b> 33:16	<b>finder</b> 201:5
<b>exploring</b> 77:9 194:18	<b>farthest</b> 105:8	<b>field</b> 31:21 36:14 65:4	<b>finding</b> 72:3 164:18, 20,21 171:15
<b>exposed</b> 14:3	<b>fashion</b> 185:20	<b>fight</b> 27:2	<b>findings</b> 71:25 72:4 83:17 98:14 144:23 161:14 164:15 172:13, 14
<b>express</b> 73:5	<b>fast</b> 78:8 119:25 126:1	<b>fighting</b> 132:10	<b>fire</b> 31:16 32:16,17,18 36:20 46:19 54:10 70:2
<b>expressed</b> 155:14	<b>faster</b> 73:8	<b>figure</b> 81:15 118:10 171:19 178:25 203:10	<b>firearms</b> 69:15
<b>extend</b> 168:25	<b>fate</b> 62:5	<b>figured</b> 160:1	<b>firm</b> 55:6
<b>external</b> 11:13 47:19	<b>fatigue</b> 173:13,19,22	<b>file</b> 89:10 92:15 93:6 126:19 129:3 154:18 157:7 166:1,4,10 167:3 168:17,18,20 169:2 170:9,24 172:3 192:5,6,11	<b>fiscal</b> 194:19
<b>extra</b> 94:14 131:21	<b>fault</b> 78:9	<b>filed</b> 91:22 103:1 146:22 163:11 164:2 165:25 166:6,19,21, 22,24 168:3 192:7	<b>finish</b> 182:14
<b>extreme</b> 17:16 105:13	<b>favor</b> 5:1,15 75:16 184:9 202:18 204:20 205:6,11	<b>files</b> 140:25	<b>Fischer</b> 141:24 172:21 183:19
<b>extremely</b> 18:1 44:15 143:13 149:10 174:23	<b>favors</b> 41:19	<b>filing</b> 115:25 124:5 128:25	<b>Fisher</b> 4:9,23 5:11,14 23:16,24 24:5,12 25:5 26:3,8 27:7,9 75:20 77:16,18 81:14,18 93:6 141:25 143:3 159:24 172:13,22 177:10,22 178:13 182:4,24 183:20 193:12 196:5,13 199:17,20,22,25 202:13,15 204:8 205:4
<b>eye</b> 179:12	<b>FBI</b> 71:9		
<b>eyebrows</b> 121:4	<b>fear</b> 108:24 149:1		
<b>eyes</b> 109:13 145:18 190:23	<b>fearful</b> 101:5		
	<b>February</b> 194:20		
<b>F</b>	<b>federal</b> 63:13 68:4,8 153:15 197:4 201:1		
<b>FAA</b> 33:19	<b>fee</b> 67:25		
<b>face</b> 3:12 110:21,24 132:10	<b>feedback</b> 133:2		
<b>face-to-face</b> 46:16	<b>feel</b> 17:9 19:18 36:6 45:19 53:6 56:20 57:4		
<b>Facebook</b> 102:9			

<b>Fishes</b> 54:5	<b>forever</b> 101:14	<b>full</b> 33:5 59:9 71:21 102:7,12,13,15	<b>GIS</b> 76:24 77:5
<b>fit</b> 42:4 55:24	<b>forget</b> 29:23	<b>full-on</b> 107:10	<b>give</b> 6:4 18:15 19:24 20:17,24 26:15 45:8 56:7 58:11 65:14 69:24 71:25 74:15 79:19 88:6 90:3 96:18 100:1 107:18,23 133:2 147:23,24 153:23 169:1 170:25 179:21, 24,25 192:16 195:2 199:18 201:11
<b>five-year</b> 47:24	<b>forgot</b> 81:7	<b>fully</b> 18:14 174:20	<b>giving</b> 62:20 78:13 107:21 177:1 183:8
<b>fix</b> 29:11 120:7 147:11 186:17	<b>form</b> 27:13 45:8 51:14 185:20	<b>function</b> 12:11 32:2, 10,14,20 33:23 34:21 36:13 52:19 174:21	<b>glad</b> 4:7 50:24 86:20
<b>fixed</b> 192:2	<b>formal</b> 89:12	<b>functions</b> 36:24	<b>gloves</b> 179:12
<b>flashy</b> 45:18	<b>formally</b> 14:2	<b>fund</b> 36:4 38:10 39:7 66:13 68:3 80:25	<b>goal</b> 12:18 52:12 58:2 164:25
<b>flight</b> 33:11	<b>formation</b> 11:18	<b>funded</b> 39:6	<b>goals</b> 6:14,22 20:22 50:23 51:2,9,10,11,18, 20,25
<b>flipped</b> 119:13	<b>Forming</b> 53:13	<b>funding</b> 34:24 35:21 38:9 39:12 65:9 67:2 68:18	<b>God</b> 117:18 123:14 192:15
<b>floor</b> 87:25 98:17	<b>forms</b> 6:15,16,17	<b>funds</b> 67:24,25 68:4, 9,16	<b>Gomez</b> 44:22 75:15 77:22,24 79:15,24 80:10,14,23 81:1,4,10 82:25 83:5,14 84:7,11, 12,20 85:1,5,13 116:7 128:4 136:5,7,11,25 137:4 142:1,2,16 144:21,25 147:8 150:25 151:8 154:21, 25 155:3 164:14,19 171:3,4,14 172:5,25 173:1 180:18 183:21, 22
<b>floorboard</b> 97:24 99:5 112:19 123:17 144:8	<b>fortunate</b> 173:17	<b>funny</b> 121:13	<b>Gomez's</b> 133:1
<b>fly</b> 20:21 21:5	<b>forum</b> 22:20	<b>future</b> 8:24 160:14 167:4 171:8	<b>good</b> 13:24 14:1 20:24 32:7 34:1,15 37:5 45:18,19,22 54:12,19 59:2 63:3 66:24 80:6 81:1,19 83:9 88:2 130:24 132:14 165:16 181:23 194:18 195:3,24 204:3,9
<b>focus</b> 47:12 114:15	<b>forward</b> 35:8 42:7 52:5 72:24 74:12 79:24 81:13 102:4 120:1 126:18 135:8 139:15 140:13 156:11 200:12	<b>gain</b> 47:22 76:8 169:11	<b>good-practice</b> 86:4
<b>focused</b> 11:5 175:3	<b>forwarded</b> 54:24 89:18 137:7	<b>gained</b> 158:7	
<b>focusing</b> 7:11	<b>foster</b> 62:2	<b>game</b> 119:18 121:9	
<b>folks</b> 177:17	<b>found</b> 145:11 150:24 154:4,5,9	<b>gap</b> 3:7	
<b>follow</b> 53:3 59:7 93:23 105:23 106:1 129:7 149:22 152:10, 25 153:9	<b>four-</b> 47:24	<b>gas</b> 67:14,16,17	
<b>follow-up</b> 37:13	<b>Fourth</b> 200:16 201:17,19 202:2,5,6	<b>gave</b> 57:12	
<b>food</b> 53:11,12 65:7, 14,15,16 68:10 109:7	<b>frankly</b> 60:16 144:12	<b>general</b> 86:2,3 87:25 103:12 159:9,10,18 160:25 161:2 179:19 184:16,17 200:14 204:7	
<b>fool</b> 108:9,12,15	<b>freecasing</b> 144:5	<b>generalized</b> 158:10	
<b>foot</b> 7:22,23 9:6,7,12 10:4 73:17,18 81:22 195:17	<b>freely</b> 101:25	<b>gentleman</b> 76:5,7 94:16 116:20	
<b>footage</b> 93:19,24 97:6,25 102:2 150:3 157:6 159:19,21	<b>frequency</b> 26:6	<b>gentleman's</b> 76:20	
<b>FOP</b> 61:6 63:24	<b>Friends</b> 135:13	<b>Geoff</b> 5:19	
<b>force</b> 7:20 25:7,9,10 26:2,7 29:2 39:18 70:5 71:1,2,3,24 72:8,9,10, 12 94:24 95:1,5,8,14, 19,22 96:2 97:3 100:1 129:19 196:7 199:5,13	<b>front</b> 10:14 16:21 22:11 23:6 111:11 153:23	<b>get all</b> 117:11	
<b>foreign</b> 49:9	<b>frustrated</b> 74:10		
	<b>frustrates</b> 73:20		
	<b>frustration</b> 73:6		
	<b>frying</b> 56:19		
		<b>G</b>	

<b>Google</b> 23:24 198:23	190:7 191:19 192:2	161:1,8,16 166:9,16	<b>harassed</b> 120:10
<b>Gotcha</b> 172:18	193:2 197:14,15 200:5	167:5 169:15 170:2	<b>Harassment</b> 120:9
<b>government</b> 201:1	201:12,17 202:2	172:23,24 182:19	<b>hard</b> 50:17
<b>grabs</b> 97:15	203:6,9	183:5,12,15,23,24	<b>harm</b> 84:1
<b>graduating</b> 104:11, 12	<b>guessing</b> 44:12	186:25 187:5,15	<b>Hayes</b> 96:15 98:18
<b>grams</b> 151:21 153:19, 20	61:15 164:11	196:17 197:2,7 200:10	99:8,9 169:25
<b>grant</b> 69:4 80:22,25	<b>guilty</b> 67:13 150:24	202:8,20,24 203:3,12, 19,22 204:2,6,9	<b>Hayes'</b> 97:1 99:2
<b>grants</b> 33:9 66:7 68:1 81:8,9	154:4,5,9	<b>half</b> 37:3 58:9 72:22 188:21	<b>he'll</b> 27:16,19 58:9
<b>grass</b> 33:15 34:9,18 36:8	<b>guitar</b> 74:6	<b>half-hour</b> 29:22	<b>head</b> 70:17 87:10 115:22
<b>grateful</b> 116:11	<b>gun</b> 15:25 32:22 62:6 110:8	<b>hand</b> 68:17 71:1	<b>health</b> 76:8,22,25
<b>gray</b> 153:7	<b>guns</b> 121:16 190:13, 15	127:10 189:23 190:6	<b>health's</b> 76:6
<b>great</b> 42:23 57:13	<b>guy</b> 26:14 170:4	<b>handcuffing</b> 95:24 198:25	<b>hear</b> 16:19 64:2 65:21
69:7 78:20 79:2 80:17	<b>guy's</b> 57:5	<b>handcuffs</b> 95:21 96:2	88:22 89:3,8 116:20
85:1,7 86:1 131:8	<b>guys</b> 10:18,21 30:3	112:22 120:4 121:18, 19 122:9 142:22	118:11,12,14 122:15, 17,18 130:22 135:17
136:14 141:18	40:22 104:15,16	145:20 146:1,10,11,25	147:13,16 169:22
<b>greatly</b> 101:6	113:12 116:15 128:19	148:20 149:7 201:10	184:12 186:9
<b>gripe</b> 201:9	129:6,11,12 131:12	<b>handful</b> 178:7	<b>heard</b> 26:18 78:22
<b>groceries</b> 15:22	185:1,5 186:9,24	<b>handing</b> 99:4	105:22 129:10 130:18
65:23	188:4,19,21,22 193:16	<b>handle</b> 162:3	131:12,14 140:19
<b>grocery</b> 15:21	195:7,14,21 204:10	<b>handled</b> 159:13	166:18 182:6 192:19
<b>group</b> 11:17 73:15	<hr/> <b>H</b> <hr/>	162:11,13	<b>hearing</b> 50:24
111:18	<b>habit</b> 45:15	<b>hands</b> 96:3,11,12	<b>heart</b> 53:2 103:1 176:17
<b>groups</b> 39:22 69:17	<b>Hackworth</b> 3:11 5:12	100:21 123:1 125:4	<b>Heather</b> 79:1 150:13
<b>Grover</b> 3:4	46:2,11 47:3,15,21	136:9	180:14 181:1
<b>grow</b> 53:4	48:10,14,22 49:1,12, 15,20 50:8,10,13,22	<b>haphazardly</b> 60:4	<b>heavily</b> 193:24
<b>guarantee</b> 68:24	51:7,17,24 52:5,16	<b>happen</b> 22:17 38:21	<b>Heckman-mckenna</b>
170:17 188:25 192:22	54:2,17 58:22 59:1,10, 20,22 60:9,17,22	49:13 66:20 70:24	4:13,22 69:13 70:9,14, 22 78:19 79:8 84:2
<b>guardians</b> 57:16	61:10,14,16,21,24	138:3 149:2 177:22,24 178:7	89:1 104:6 128:1
<b>guardianship</b> 14:6	62:8,18,24 63:10,22	<b>happened</b> 18:19 41:3	132:22,25 133:5 141:4
<b>guess</b> 4:20 5:20	64:7,10,20 75:25	56:8 66:14,19 105:9, 10,13 116:9 124:8,9	142:3,4 143:14
21:14 24:7,12 25:5,13	76:19 77:1,11 83:24	129:12 142:25 147:20	144:12,16 150:2,8,15, 18 159:9 163:18,21
27:12,23 31:9 32:11	84:5,10,13,21,25 85:2, 9,15,22 86:6,10,16	149:11 150:11 155:7 165:8	171:2,18 172:9 173:2, 3 180:16,22,25 181:2, 22 183:25 184:1
42:10 44:13 82:18	109:21 110:1,12 115:3	<b>happening</b> 18:11	<b>Heehee</b> 121:6
133:20 152:11 160:21	124:19,23 125:7,13,22	78:8 94:15 155:6,8	<b>HELD</b> 87:18
163:14 171:14 175:19	126:4 127:2,18,22	<b>happy</b> 7:7 8:25 79:16	<b>helped</b> 11:18 54:10
176:20 177:23 182:11	137:11,17,23 138:2,8, 11,18 139:9,13,16,21, 25 141:14 142:5,6	84:6 165:6	
	146:14 151:12,19	<b>harass</b> 126:8	
	159:16,25 160:3,9,23		

<b>helpful</b> 51:8 84:9 85:13 103:21 177:2 194:7	10 188:24 190:5,13, 14,17	135:6	<b>improves</b> 12:20
<b>helping</b> 78:24 79:21	<b>holidays</b> 81:17	<hr/> <b>I</b> <hr/>	<b>improving</b> 74:14
<b>helps</b> 165:2	<b>home</b> 15:8 37:6,12 105:4 189:9,12 195:21,25	<b>IA</b> 28:22 29:18 77:14 89:22 90:8	<b>in-custody</b> 145:6
<b>Heriford</b> 93:20 113:17,19 114:8 115:2,15 117:7,8	<b>homeless</b> 68:20	<b>IACP</b> 27:18	<b>in-demand</b> 170:19
<b>hesitant</b> 30:10	<b>homicide</b> 71:12	<b>ice</b> 15:10	<b>INA</b> 18:7,8
<b>Hestir</b> 8:1 9:17 89:18, 21 90:1	<b>honest</b> 148:16	<b>idea</b> 12:24 13:1 20:24 37:5,20 52:18 177:12 179:25	<b>inappropriate</b> 143:20
<b>hey</b> 55:19 56:23 57:6 122:25 123:24 186:21 193:15	<b>honestly</b> 17:16 86:2 126:16 164:9	<b>ideal</b> 160:3	<b>Inaudible</b> 155:1
<b>high</b> 29:1 39:8 178:25	<b>hooktry</b> 118:18	<b>ideas</b> 13:20 182:6	<b>incarceration</b> 150:22
<b>high-crime</b> 131:2	<b>hoop</b> 67:3,4	<b>identify</b> 143:7	<b>inches</b> 189:21
<b>high-risk</b> 25:25 26:1	<b>hope</b> 37:25 60:18 64:18 75:3 79:2	<b>illegal</b> 203:21	<b>incident</b> 95:10 107:8 145:6,7 166:11,20 185:16 186:1
<b>higher</b> 26:2 29:2	<b>hopes</b> 86:6	<b>images</b> 144:13	<b>inclined</b> 171:15
<b>highly</b> 108:1	<b>hoping</b> 12:20 34:23 37:24 169:11	<b>imagine</b> 116:10	<b>include</b> 22:9 51:25
<b>Highway</b> 71:8	<b>horrible</b> 17:3	<b>immediately</b> 18:25 102:3 122:5 146:11	<b>included</b> 51:2 82:15 164:7
<b>hindering</b> 185:1	<b>hosting</b> 130:14,15	<b>impact</b> 43:17 134:23 194:15	<b>includes</b> 68:21 201:24
<b>HIPAA</b> 197:1,5	<b>hot-threat</b> 129:25	<b>Impala</b> 56:15	<b>including</b> 68:20 169:23 180:19
<b>hire</b> 46:14,19 47:19 52:25 53:5 134:25 193:12	<b>hotel</b> 65:21,24	<b>impatience</b> 100:15	<b>incorporate</b> 8:5
<b>hired</b> 11:9 78:3	<b>hour</b> 72:22	<b>implement</b> 7:8 17:5 131:17,21 190:15,18	<b>incorporated</b> 52:3
<b>Hispanic</b> 25:11	<b>hours</b> 18:22 131:15 174:6,9,18 175:11,13, 16,23 177:13 178:1 179:9	<b>implementation</b> 41:10	<b>incorporating</b> 8:8
<b>history</b> 194:8,22 195:3	<b>house</b> 53:13	<b>implication</b> 73:3	<b>incorrect</b> 45:6 142:16
<b>hit</b> 36:2 37:2 48:2 103:19 156:21 189:5	<b>housing</b> 68:10	<b>implicit</b> 7:19 8:7 131:17 132:1 190:16	<b>increase</b> 3:8 49:16
<b>hits</b> 189:3	<b>how's</b> 20:9	<b>important</b> 9:9 12:21 15:9 16:10 21:11 43:1 48:1 53:17,18 136:3 187:14,16	<b>increased</b> 135:24
<b>hmm</b> 179:2	<b>HR</b> 44:3 58:16	<b>improperly</b> 56:19	<b>incredibly</b> 69:18
<b>hold</b> 3:23 15:25 16:7 30:18 56:22 112:4 128:9 131:23,24 185:6 189:19,22 190:18,19, 20,21	<b>HR's</b> 40:13 51:22	<b>improve</b> 14:17 29:3 43:23	<b>independent</b> 71:15
<b>holds</b> 22:3,6 30:4 129:18 131:14 132:5,	<b>hugged</b> 14:22	<b>improved</b> 74:12,13	<b>independently</b> 171:12
	<b>human</b> 15:22 18:5 149:15	<b>improvement</b> 17:1 193:23	<b>index</b> 82:17 83:4
	<b>humanly</b> 144:2		<b>individual</b> 43:11 54:4,8 111:20 158:16 201:23 203:13
	<b>hurt</b> 17:3		<b>individual's</b> 111:22
	<b>husband</b> 133:18		<b>individuals</b> 91:21 168:17

<b>information</b> 12:11, 17,18 19:15,16 25:18 79:20 83:9,15 84:8 91:19 103:23 120:17 129:17 130:16,17,19 136:12 160:6 162:21 168:1 175:19,25 179:11,22 200:17	<b>interaction</b> 97:8,15 101:7	<b>investigating</b> 161:14 194:14	<b>items</b> 25:8 88:7 195:7
<b>informed</b> 3:4	<b>interactions</b> 26:16, 17 159:20	<b>investigation</b> 71:16, 17 72:5,7 89:20,23 91:19 98:3 146:16,23 147:2 161:12 196:11 201:19	<hr/> <b>J</b> <hr/>
<b>infringe</b> 104:23	<b>intercycling</b> 3:19	<b>investigations</b> 26:21 71:17 92:11	<b>January</b> 23:13 59:1 80:19 170:14,22 194:20
<b>inhibit</b> 20:2	<b>interest</b> 22:7 60:5 203:13	<b>investigator</b> 71:20 147:5	<b>JD</b> 151:14
<b>initial</b> 88:20 102:9 156:13	<b>interested</b> 21:23 22:10,12,18 27:22 78:15 80:1 83:20 84:21,23,25 85:1,2,4,8 136:5 187:2 192:18	<b>investigators</b> 71:4	<b>Jefferson</b> 3:19
<b>initially</b> 90:8 118:15 194:2	<b>interesting</b> 76:14	<b>invitation</b> 169:21	<b>Jensen</b> 137:6
<b>initiative</b> 152:2	<b>interests</b> 95:3	<b>invitations</b> 169:24	<b>job</b> 11:20,22 34:1 36:24,25 39:20 42:23 55:13 56:12 57:13 73:21,22,25 107:18 122:14,16
<b>injury</b> 72:11	<b>interject</b> 143:3	<b>invite</b> 10:22,25 85:19, 21,23 88:24 169:18 170:21	<b>jobs</b> 36:19
<b>input</b> 10:20 22:21 58:11,12 59:6 137:20 138:4	<b>internal</b> 11:13 24:2 25:6 26:21 47:19,20 71:4,6,15,19 72:3,14, 15 89:19 92:11 160:11,16 177:14,22 196:12	<b>invited</b> 88:23	<b>jog</b> 29:23
<b>inquire</b> 28:18	<b>internally</b> 6:10 13:10 27:20	<b>involve</b> 162:18 163:11	<b>Jones</b> 5:20 6:4 7:13, 23 9:4,12 10:10 11:2, 8,13,15 13:18 16:3,9 17:18,23 18:4 19:6,12 20:8,15 21:4,8,17,22 22:2,6,25 23:10,14,22 24:3,10,13,15,17,19, 22,24 25:15 26:5,10 27:8,14 28:3,11,15,22 29:15,17,22 30:7 31:2, 11,14 32:11,16 33:7 34:4,10,14 35:10,14, 18 36:10 37:25 38:6,9, 14,16,22 39:14,17,20 40:7,24 41:7,19 42:12, 18,20 44:7,10,12,16, 21,24 45:2,13 46:9,12 47:4,20,23 48:11,15, 25 49:2,14,18,21 50:9, 11,14,20 51:4,13,20 52:2,10,17 54:16 55:3 58:25 59:3,17,21 60:8, 12,21,24 61:3,13,15, 20,23 62:7,15,19 63:9, 12,23 64:9,14,24 65:11 66:2,9,11,16 67:10,20 69:9,13,23 70:12,16 71:2 72:9,15 73:5 74:20,22,24 75:3, 6 89:17 90:1 95:21 104:10 105:1 106:17,
<b>inquiry</b> 90:9	<b>internet</b> 82:25 144:22 154:25	<b>involved</b> 25:25 80:2 97:3 134:16 156:22 163:15 169:23	
<b>insights</b> 4:6	<b>interpret</b> 201:5	<b>involvement</b> 60:14	
<b>instance</b> 54:19 55:11 189:7 200:13	<b>interpreted</b> 6:19	<b>involves</b> 193:7	
<b>instances</b> 129:12	<b>interrupted</b> 6:19	<b>ironed</b> 8:14	
<b>instantaneous</b> 68:23	<b>interruption</b> 155:1	<b>Irrelevant</b> 109:12	
<b>instructed</b> 87:20	<b>intersection</b> 156:24	<b>Irrespective</b> 126:14	
<b>instructions</b> 96:18	<b>interview</b> 46:14 151:1 160:12	<b>issuance</b> 150:21,23	
<b>instructors</b> 8:5	<b>interviewing</b> 40:14	<b>issue</b> 19:1 65:10 94:6 103:12 125:19 141:6 143:1,2 146:17 163:5 165:3	
<b>intend</b> 135:5,7	<b>introduce</b> 3:10,13 13:12	<b>issued</b> 92:17 94:7,12, 13 155:16,18	
<b>intending</b> 38:7	<b>introducing</b> 200:1	<b>issues</b> 18:25 32:24 52:24 69:8 78:11 102:3 141:3 168:10, 13,14 177:7,16	
<b>intends</b> 20:25	<b>invaded</b> 203:8	<b>item</b> 75:8 82:17 138:10 145:8,11	
<b>intent</b> 100:8 161:4 169:7	<b>investigate</b> 71:10 168:14 196:6		
<b>intention</b> 89:1	<b>investigated</b> 71:3 168:12		
<b>intentionally</b> 7:21			
<b>interact</b> 37:11			

<p>23 107:16 108:3,6,9, 11,14 109:10,11,14, 18,20,24 110:4,14 111:2,6,17,25 112:4 113:2,7,9,12,16,18,20, 25 114:2,8 115:5,11, 19,24 116:2,13,15,17 126:6,14 145:19 147:2 155:10,17,23 156:13, 17,20 157:5,11,14,17, 23 158:2,6,14,22,25 159:8 163:18 164:7 165:14 173:23 174:2, 8,22 175:7,10,18 176:13,15,20 177:4,6, 19,24 178:9,16,19,21 179:3,7 184:24 186:10 187:20 188:24 193:7 201:18 202:11</p> <p><b>Jones'</b> 99:14</p> <p><b>jot</b> 29:23</p> <p><b>judge</b> 187:7,12 193:8</p> <p><b>judged</b> 95:8</p> <p><b>judgment</b> 19:20</p> <p><b>judicial</b> 186:13 187:7</p> <p><b>jump</b> 189:14</p> <p><b>jump-start</b> 56:21</p> <p><b>jumper</b> 56:18,20</p> <p><b>June</b> 128:18</p> <p><b>jurisdiction</b> 45:11 141:10,11,21 152:4</p> <p><b>jurisdictional</b> 140:23 141:2,6</p> <p><b>jurisdictions</b> 35:22, 24</p> <p><b>jury</b> 187:11 193:9</p> <p><b>justice</b> 24:25 104:12 189:14</p> <p><b>justification</b> 139:24 145:18</p> <p><b>justified</b> 148:14</p> <p><b>justify</b> 19:18 131:24 190:9</p>	<hr/> <p style="text-align: center;"><b>K</b></p> <hr/> <p><b>Kamal</b> 116:23</p> <p><b>Kansas</b> 3:22</p> <p><b>Kathy</b> 137:6</p> <p><b>keeping</b> 36:7 173:16</p> <p><b>kicking</b> 73:11 185:4</p> <p><b>kids</b> 15:18,20 37:3,5, 13 39:22 56:11 65:24 187:17</p> <p><b>killed</b> 105:4</p> <p><b>kind</b> 3:14,17 9:25 10:2 13:17,23 15:10 17:8 20:13,21 22:22 27:25 29:13 36:2,6 45:2 51:8 53:2,25 60:3 62:10 63:6 73:9 77:6 84:16 85:25 89:8 90:12,21 99:15 100:3 111:18, 19,24 119:12 128:16 131:14 139:2 143:4,10 144:3,5 157:3 165:11, 16 166:20 167:6 169:6 177:11 195:2,4 197:13 201:4 202:2</p> <p><b>Kitchen</b> 54:5</p> <p><b>knew</b> 37:2 109:25 114:13 117:18 118:18, 20 119:16,19,23 125:2,4 152:25 157:15 179:11,13 192:4,6</p> <p><b>knife</b> 189:21,22,23</p> <p><b>knowing</b> 111:7 125:25 155:14</p> <p><b>KOMU</b> 135:11</p> <hr/> <p style="text-align: center;"><b>L</b></p> <hr/> <p><b>lab</b> 123:21</p> <p><b>label</b> 148:23</p> <p><b>lady</b> 97:9 119:8,17 121:3</p>	<p><b>land</b> 10:13 59:8</p> <p><b>lane</b> 93:21 115:1,15, 16,17 117:10,12 118:12</p> <p><b>language</b> 31:4 58:2 152:5 179:24</p> <p><b>large</b> 48:6 50:1 196:19,20</p> <p><b>larger</b> 43:21</p> <p><b>late</b> 57:12 79:22 187:13</p> <p><b>Lateral</b> 30:13</p> <p><b>laugh</b> 110:21,24</p> <p><b>laughing</b> 121:14</p> <p><b>Laughter</b> 87:11</p> <p><b>laundry</b> 109:7</p> <p><b>law</b> 3:7 18:5 45:16 63:14 80:15 95:12 113:8,25 114:1 125:14 151:18 152:12 153:15 154:13 200:24 201:6, 22</p> <p><b>law-abiding</b> 132:3</p> <p><b>lawful</b> 95:7 145:6 200:21</p> <p><b>laws</b> 106:4 109:3,4 114:24 147:22,24,25 148:9,18 149:4 191:12</p> <p><b>laying</b> 70:15</p> <p><b>lead</b> 26:25 59:7</p> <p><b>leaders</b> 49:22</p> <p><b>leadership</b> 42:16 46:4 47:17,18,22,25 48:24 49:16,17</p> <p><b>leads</b> 35:5 85:16</p> <p><b>learn</b> 45:19 53:4 76:2, 9 78:14</p> <p><b>learning</b> 37:6</p> <p><b>leave</b> 34:25 38:18 125:19 195:7 197:25</p>	<p><b>leaving</b> 75:2</p> <p><b>leeway</b> 95:10</p> <p><b>left</b> 53:16 54:7,13</p> <p><b>legal</b> 23:2,4 27:20 30:11 58:4,5 61:4,5,9 62:17 63:24 66:4 117:5 125:16</p> <p><b>legally</b> 63:21 66:23</p> <p><b>legit</b> 144:10</p> <p><b>legwork</b> 81:3</p> <p><b>lending</b> 111:18</p> <p><b>length</b> 12:14 27:6 33:15</p> <p><b>lengths</b> 79:9</p> <p><b>lenient</b> 202:1</p> <p><b>letter</b> 85:18 139:3,24 143:6 173:10 200:4</p> <p><b>letters</b> 61:1 139:19</p> <p><b>letting</b> 183:9 196:22</p> <p><b>level</b> 13:14 135:2 150:6,7</p> <p><b>levity</b> 4:6</p> <p><b>Lexipol</b> 27:12,13,14</p> <p><b>license</b> 90:24 120:17 150:22</p> <p><b>lieutenant</b> 43:3 48:3 72:2</p> <p><b>life</b> 65:5 66:22 119:7 122:9,12 160:2,3,4 176:11 189:25</p> <p><b>life-threatening</b> 70:8</p> <p><b>light</b> 90:24 115:12 136:9</p> <p><b>lights</b> 33:14 94:1 114:12,22 156:21 157:1</p> <p><b>Likewise</b> 36:17 196:1</p> <p><b>limit</b> 70:6 178:23</p> <p><b>limitations</b> 12:16</p>
---	--	--	--

18:14 19:23	39:25 54:19 92:10	<b>lurch</b> 34:25	70:24 102:1 135:4
<b>limited</b> 152:5 174:9	103:22 115:7 144:16	<b>lying</b> 43:25	162:6 186:9 187:21,24
<b>Lincoln</b> 104:11	195:4		201:7 202:8
113:13	<b>lookout</b> 10:25	<b>M</b>	<b>making</b> 19:21 33:15,
<b>lines</b> 12:25 52:12	<b>loss</b> 150:22		16 49:12 64:17 79:12
196:8	<b>lost</b> 23:17,18 82:25	<b>maced</b> 190:4	102:21 129:9 130:17
<b>link</b> 103:22 136:17,18	187:11	<b>MACO</b> 173:18 174:25	135:18 136:1 140:22
<b>list</b> 5:24 9:25 11:21	<b>lot</b> 5:23 7:16,17 9:11	194:8	145:14 160:10 164:18
21:10,11,18 22:11	14:12,14 17:14 28:16	<b>made</b> 5:13 6:9 11:7	184:23
23:25 26:22 40:5,10	30:9 31:5,15 32:4	22:2 31:5 36:2 37:16	<b>man</b> 90:11,20 99:24
80:18	33:13 34:16 37:1	45:6 63:13 64:3 66:18	100:18 102:16 119:5
<b>listen</b> 184:21 188:4	40:12 42:20 43:4,8,9	78:7 84:18 96:19	188:3
<b>listened</b> 189:4	45:20 46:8,12 47:8,11	108:1 121:4 129:23	<b>manage</b> 10:19 24:25
<b>listening</b> 9:1 78:5	48:17 49:6 50:23	131:9 141:19	<b>management</b> 42:17,
160:12 188:6	52:10 53:22 58:13	<b>main</b> 52:12 107:24	18
<b>listing</b> 198:21	59:25 60:12,13 65:2	114:24 134:8	<b>manager</b> 17:11 22:13
<b>literally</b> 21:8 112:14	68:3 73:6,7 81:24	<b>maintenance</b> 34:13,	50:19 51:22 58:20
115:8	86:15 95:10 104:22	17	59:5,18 76:25 80:8
<b>litigation</b> 160:14	108:15 110:19 129:9	<b>major</b> 56:3 175:1	122:16 188:8,15
<b>live</b> 15:16 52:25 53:3,	137:21 140:19 155:8	194:12	<b>manager's</b> 58:16
8 122:12 127:19	156:4 177:8 178:22,24	<b>majority</b> 65:5	188:9
133:15 135:6,14	179:20 184:21 186:9	<b>make</b> 4:3 8:23 10:20	<b>managing</b> 34:1
<b>lived</b> 115:8	192:1 194:1,16 195:8	15:14 16:11,25 17:11	<b>mandate</b> 55:12
<b>living</b> 3:20 65:23	196:9	23:3 33:2,14 34:7,10	<b>manner</b> 96:6
<b>Loaves</b> 54:5	<b>lots</b> 6:19	37:8,18 39:11 43:14,	<b>manpower</b> 33:5
<b>local</b> 61:6 66:11	<b>loud</b> 130:21	15 45:21 49:21 52:21,	<b>manually</b> 156:20
153:15 162:20	<b>love</b> 3:23 35:17 90:5	25 53:5,8 55:13,16	<b>map</b> 79:22
<b>located</b> 135:16 145:8	133:3 136:7 138:2	58:6,7 59:13 71:25	<b>March</b> 82:2 175:24
<b>location</b> 125:9	187:4	72:3 74:1,3 85:12	180:2
<b>long</b> 11:16 18:10	<b>Lovelady</b> 75:25	87:1,2,12 100:13	<b>marijuana</b> 97:23
47:21 50:17 89:24	116:19 128:7,14	102:10 104:15 109:13,	98:18,25 99:24 110:5,
91:18 107:7 114:21	132:19,22,24 133:3,7,	14 119:14 120:13,18	17,18 112:23 117:17,
115:3 124:17 126:22	8 184:19 185:24	126:15,19 129:14	21 118:13 123:14,22,
139:11,22,23 173:16	186:2,4 187:4,13,16	131:23,25 132:4	23,25 124:21,25
191:6 193:25	188:9,13,18 189:4,11,	133:22 134:11 135:22	142:18,19,23 145:14
<b>long-term</b> 20:23	17,19 190:1,3,7,12	136:9 137:15 141:13	150:11 151:22 154:7,
43:20	191:6,10,18,21,24	143:4 156:9 158:10	8,10,14 201:12
<b>longer</b> 51:18	192:6,10 193:4,13	159:3 160:7 161:23,	<b>marketed</b> 14:8
<b>longer-term</b> 48:23	194:16 195:1,6,23	24,25 162:3,4,7 163:8	<b>marketing</b> 40:22,23
<b>looked</b> 26:6 30:1	196:1	164:14,19,22 165:16	<b>mask</b> 179:18
	<b>low</b> 37:8 44:15 83:18	167:4,25 172:5,6	<b>masks</b> 87:23 141:17
	177:18	175:1 176:10 184:13	179:12 204:25
	<b>lower</b> 41:16,24 44:16	185:18 189:8,11,23	
	62:3 152:17,23	190:17 191:5 194:6	
	<b>lowering</b> 41:23	200:5,6 201:21 202:10	
	<b>lowest</b> 152:16	<b>makes</b> 19:9 30:16	
		45:19 58:11,17 61:25	



<b>match</b> 36:11	<b>meet</b> 4:7 25:1 41:21 46:15 48:17 56:12 57:24 58:2 80:5	<b>Messina</b> 11:16	<b>missions</b> 62:2
<b>material</b> 99:2	<b>meeting</b> 3:2,5 5:21,22 7:14 8:2 10:16,23 13:6 18:18 19:25 21:6 22:10,12,19,24 23:8, 12 28:7,23 29:11,14 30:20 44:21 46:18 55:17,23 58:7,10,14 59:4 75:10,11 81:12 83:8 85:20 86:12 88:9, 23 129:16 131:15 133:17,18,20,25 135:12 138:22 140:5 158:20 162:2,8 168:1 170:12,13,17,22 180:24 181:9 184:11 191:10	<b>met</b> 24:1 75:25 76:5 192:15	<b>Missouri</b> 114:24
<b>materials</b> 140:22	<b>meetings</b> 6:12 22:1,3 29:12,14,18 64:1 73:23 130:14,15 133:14,16,22 134:6,10 135:7	<b>mic</b> 87:22 116:22 128:6 133:11	<b>mistakes</b> 52:25 53:1
<b>matter</b> 16:5 71:11 90:25 101:1 120:21 130:3 163:3	<b>meets</b> 41:22 58:18	<b>microscope</b> 17:17	<b>model</b> 37:17 45:4
<b>matters</b> 135:13 155:21	<b>member</b> 10:9 60:20 64:1,16,22 85:19,24 86:5 133:13	<b>mics</b> 56:16	<b>models</b> 195:4
<b>Maxing</b> 175:16	<b>members</b> 3:10 11:24 15:7 25:11,12 60:5,23 62:3,10,11 87:21 89:3, 17 90:2,22 100:19 101:24 134:15 140:11 141:1 184:16	<b>middle</b> 48:18 117:10	<b>modifying</b> 52:23
<b>mayhem</b> 103:2	<b>memory</b> 29:23 194:3	<b>midst</b> 105:1,3	<b>mom</b> 65:23
<b>mayor</b> 89:17	<b>mentality</b> 130:2	<b>mile</b> 156:25	<b>moment</b> 15:25 97:19 102:15 106:20 126:17 127:7 195:15
<b>meaning</b> 146:3	<b>mention</b> 104:18 124:21 129:14 150:2 182:7 197:23	<b>military</b> 38:18	<b>money</b> 38:1 65:6,9 67:4,8,18 68:8,11,14 69:5 130:24 134:24 178:14,24 194:16
<b>means</b> 17:24 79:11 191:1	<b>mentioned</b> 7:14 26:3 45:2 46:2,5,8 50:23 52:7 55:4 137:12 196:13	<b>mimicking</b> 13:15	<b>monitoring</b> 95:2
<b>meantime</b> 135:5 164:14	<b>message</b> 20:14 62:13 103:14 132:2,8 191:14,15	<b>mind</b> 38:10 40:24 76:6 177:12 188:21,22	<b>month</b> 3:11,13 40:14 77:16,17,20 80:18 81:13 84:17 91:11 137:20 139:7 168:25 173:19,25 177:13 178:1 179:14 181:8 183:4
<b>measure</b> 7:3,4		<b>mindful</b> 132:8 191:16	<b>month's</b> 129:15 133:18 138:7 162:1 180:20 184:11
<b>measures</b> 34:8		<b>mine</b> 64:9	<b>months</b> 12:5 40:3 101:22 124:8,14 127:19 159:18 181:10, 15
<b>mechanics</b> 30:21		<b>mini-page</b> 139:17	<b>moonlight</b> 173:20 179:6
<b>mechanism</b> 108:23, 25 153:9		<b>minor</b> 104:12 139:23	<b>moonlighting</b> 173:12,19 174:19 175:5 177:12 179:2 180:6
<b>media</b> 14:20 20:12 102:14 155:7 181:20		<b>minorities</b> 42:11,16, 22 49:19	<b>morning</b> 21:9 68:13 88:2
<b>mediate</b> 163:5 165:9 171:10		<b>minority</b> 42:25 43:6 44:5 46:4 49:17 50:3,4 130:15	<b>mother</b> 109:6
<b>mediation</b> 162:8,10, 11,17,23,25 163:1,2,6, 11,22,25 164:6,8,10, 12,17,18,20,24,25 165:2,5,12 166:2 167:10,11,14,16,21 168:4 169:3,4		<b>minute</b> 56:24 153:23	<b>motion</b> 4:12,20,24 5:10,13 75:12,14 80:7 87:12 134:17 137:15, 25 138:19,23,25 139:8 140:9,10,16 141:9,13, 19,21 161:23,24,25
<b>mediations</b> 167:17		<b>minutes</b> 30:19 33:10, 11 75:9,10,12,17,22 87:16 103:18 110:13 132:6	
<b>mediator</b> 162:18,20 163:1,6,15 164:1,3,4 165:2 167:18		<b>miracle</b> 110:16	
<b>medical</b> 31:18 32:17 36:21 38:18 197:10		<b>misconduct</b> 153:13 201:3,24	
<b>medication</b> 196:21 197:12 200:18		<b>misdemeanor</b> 151:21 154:2,6,7,10, 12	
		<b>missed</b> 56:1 83:1 140:8 154:20	
		<b>missing</b> 150:3 185:15 187:11 198:11	
		<b>mission</b> 4:4 6:22 13:21	

162:2,4,6,7,10,13,16 164:15 167:11,25 169:20 171:5 172:5,6 183:2 184:13 185:19 200:5,6 202:10 204:13	<b>names</b> 79:25 81:6	<b>nothing's</b> 29:20	<b>offenses</b> 142:18
<b>motioned</b> 182:20	<b>narrow</b> 7:1 70:20	<b>notice</b> 183:14	<b>offer</b> 31:21 78:24
<b>motions</b> 161:13,17	<b>narrowed</b> 50:23 51:2	<b>noticeable</b> 33:4	<b>offered</b> 31:22
<b>motivation</b> 43:8	<b>natural-born</b> 109:5	<b>noticed</b> 144:19 171:2	<b>office</b> 58:16 65:16 177:17
<b>move</b> 3:9 4:22,25 5:5, 7 42:7 43:3,8 73:8 86:4 87:4 88:8 89:5 102:4 118:8 119:25 135:20 140:6,10,17 141:7 143:5,10 156:11 160:10 161:23 164:7 180:18 182:2,24 183:2 185:3 187:8 205:4	<b>nature</b> 31:16 187:7	<b>notified</b> 162:20	<b>officer</b> 4:2 7:1 12:11 14:20 25:17 26:23 27:1 29:4 36:17,24 42:22 43:3,10 47:22 49:9 50:6 53:5,15,24 54:7 90:19 94:9,23 95:9 96:5,14,15,19,21 97:1,4,14,21 98:5,9, 18,24 99:7,11,12,20 100:7,8 101:8 102:17, 20 106:21,23,24 108:7 109:22 110:8 111:21 112:1 117:22 121:25 122:1,2 124:19 125:25 132:13,14 145:22,24 147:22 148:10,12 149:19 150:25 151:22, 24 152:9 153:9 154:15 156:20 158:4,8,12,13, 16,17 159:3,14 160:12,14 161:5 162:22 163:14 165:15, 22 167:9,23,25 168:22 169:7,16,19 171:22 173:18 175:11,12 179:5 189:3 190:2 192:5 196:20,22 201:11 203:6,16
<b>moved</b> 3:18 5:11 14:25 103:1 140:12	<b>nearby</b> 170:2	<b>notify</b> 183:10	<b>officer's</b> 61:3,21 62:9 96:3 102:19,23
<b>movement</b> 43:5	<b>nearing</b> 46:6	<b>November</b> 75:9 91:15	<b>officer-involved</b> 71:6 72:16
<b>moving</b> 4:14 8:1 45:4 69:16 70:11 77:12 83:10 94:16,23 96:9 125:11,16 141:2 157:21 180:23 184:9	<b>necessarily</b> 78:9 151:23 153:2 156:10 167:3 169:9	<b>number</b> 12:4 38:8 42:1 44:4,7 56:21 57:2,8,11 103:24 107:19	<b>officers</b> 6:10 7:5 11:23 12:9,23 13:3,9, 20 14:12,18 15:4 16:4, 13 20:6 25:23 26:4 31:15 32:1,14 33:21, 22 34:2,16 35:7,20,22, 23 36:9,12,18 37:7,9, 10 38:5,12,24 39:7 40:9 42:25 43:6 44:5 46:4 48:4,6 49:21,23, 25 50:2 52:20 53:10, 17,20 56:6 60:23 61:4,
<b>mowing</b> 34:17	<b>necessity</b> 156:5,8	<b>numbers</b> 25:16,17 37:5 83:16 173:20,22 174:11 199:18	
<b>MU</b> 97:4 106:9,17 152:7,9,25 170:7	<b>neck</b> 30:14,18		
<b>multiple</b> 65:20 125:8 166:10	<b>needed</b> 11:6 25:8 91:19 117:16 145:25 154:16 183:4 185:11	<b>O</b>	
<b>municipal</b> 152:6 154:9	<b>negative</b> 101:7	<b>objective</b> 73:1 95:7	
<b>mute</b> 116:6	<b>negotiated</b> 152:21	<b>objectives</b> 52:14 86:15	
<b>mutually</b> 86:14	<b>negotiations</b> 62:22	<b>obscure</b> 56:2	
<b>myriad</b> 135:18	<b>neighborhoods</b> 37:12,14 38:23	<b>observation</b> 93:14	
<b>N</b>	<b>network</b> 32:3	<b>observe</b> 178:2 185:19	
<b>N95</b> 179:18	<b>newly</b> 78:2	<b>obstacles</b> 38:2 67:11	
<b>NAACP</b> 39:22	<b>news</b> 18:24 133:18	<b>obtaining</b> 42:10	
<b>name's</b> 3:17	<b>nice</b> 108:17,20 165:1	<b>occasions</b> 154:11	
<b>named</b> 114:3	<b>night</b> 68:22 195:24	<b>occupancy</b> 37:8	
	<b>no-brainer</b> 36:3	<b>occupied</b> 96:13	
	<b>nod</b> 192:4	<b>occurred</b> 156:23	
	<b>nodding</b> 87:10	<b>occurring</b> 57:22 179:20	
	<b>noes</b> 184:8	<b>October</b> 11:22	
	<b>nominate</b> 84:15 86:4	<b>odor</b> 83:16,18	
	<b>normal</b> 88:10 91:2	<b>offended</b> 108:2	
	<b>note</b> 14:10 184:23 195:20	<b>offenders</b> 26:1	
	<b>notebook</b> 21:9	<b>offense</b> 73:24 154:13, 15	
	<b>noted</b> 25:7		
	<b>notes</b> 29:14,15,17 157:11		

7,10 62:13 65:13,20 66:12,13,16 67:11,14 68:7 69:6 78:1 93:2 94:15,25 95:4,12 98:7, 14,15,16 100:4,17 101:4 106:15 121:16 125:8 130:23 131:2,4 149:3,12 152:6,7,8,10 153:11,12 158:16,20 163:17 173:18,20 174:1,4,14,18 175:5,9, 15 176:6,8 178:23 179:1 183:14 184:22 185:10 187:23 195:12 197:6 201:21	<b>opposite</b> 131:10 <b>option</b> 146:10 157:19 192:21,22,25 <b>optional</b> 31:22 <b>options</b> 97:14 146:9, 12 180:24 <b>order</b> 3:3 68:18 94:7 129:4 131:23 149:18 174:20 179:19 185:3 197:24 <b>ordinance</b> 151:15 152:1,7,10,14,25 153:3,14 154:16 165:21 167:21 191:13 194:12 <b>ordinances</b> 150:14 167:21 188:2 193:25 198:9 <b>organization</b> 44:23 47:25 48:1 49:3 62:11 <b>organizationally</b> 49:5 <b>organizations</b> 66:6 68:10 <b>organized</b> 193:18 <b>oriented</b> 15:14 <b>original</b> 93:8 113:5 146:22 171:6 172:7 <b>originally</b> 137:21 147:21 152:13 <b>Orleans</b> 45:12 <b>other's</b> 165:7 <b>outcome</b> 17:3 164:24,25 <b>outcomes</b> 4:5 26:25 29:1 45:14,20,22 51:9 78:3,21 <b>outlined</b> 169:8 <b>outreach</b> 6:22 11:10, 24 12:1 20:6,11 23:8 24:11 37:10 52:12,14 130:12	<b>outreaching</b> 11:19 <b>outright</b> 70:6 <b>overlooked</b> 129:8 <b>overpass</b> 115:1,13 <b>overpolicing</b> 92:19 <b>overseen</b> 24:25 <b>oversight</b> 194:10 <b>overtime</b> 31:24 73:10 178:15,24 179:2,6 <b>overwhelmed</b> 129:17 <b>owes</b> 147:9	178:10 179:11,19 201:20 203:15 <b>participate</b> 15:17 162:24,25 <b>participated</b> 76:11 <b>participating</b> 8:9 <b>parties</b> 21:24 22:10, 12,19 27:22 162:24 163:4 165:2,8,12 <b>Partly</b> 135:18 <b>partnering</b> 14:7 <b>partnership</b> 65:16 <b>partnerships</b> 12:24 13:12 <b>parts</b> 8:1 <b>party</b> 162:22 163:1,2 <b>pass</b> 80:7 138:19,23 167:10 169:19 <b>passed</b> 134:17 137:14 152:14,23 173:9 <b>passenger</b> 95:16,22 96:5,7,15 98:19 111:22 <b>passionate</b> 148:22 <b>past</b> 6:14 15:6 41:16 53:23 156:23 166:17 <b>path</b> 194:3 <b>patient</b> 102:16 <b>patrol</b> 48:4 71:9 157:6 <b>pause</b> 149:14,15 <b>pay</b> 7:6 35:24 61:8 65:19,20 67:13 68:22 <b>paying</b> 60:24 <b>PD</b> 97:4 152:8,9,25 <b>penalty</b> 150:23 <b>people</b> 8:8,12 12:6 14:1,2,7 15:1,19 17:19 18:24 19:1,3,14,15,16, 18 26:1 27:1 30:12
<b>P</b>			
<b>p.m.</b> 205:15	<b>pages</b> 11:21 21:9	<b>paid</b> 35:23,24 66:16	<b>passed</b> 134:17 137:14 152:14,23 173:9
<b>pandemic</b> 138:14	<b>Pandora's</b> 105:19	<b>panel</b> 86:5	<b>passenger</b> 95:16,22 96:5,7,15 98:19 111:22
<b>panels</b> 57:6	<b>paper</b> 65:9 67:7 160:18	<b>paper-</b> 88:21	<b>passionate</b> 148:22
<b>papers</b> 197:22 198:12	<b>par</b> 168:11	<b>paragraph</b> 25:7	<b>past</b> 6:14 15:6 41:16 53:23 156:23 166:17
<b>paraphernalia</b> 154:8	<b>Paris</b> 115:14 117:11 126:2	<b>paramedic</b> 32:19	<b>path</b> 194:3
<b>parsing</b> 172:15	<b>part</b> 15:7 34:11 39:23 42:12 49:5 50:14 51:5, 21 55:16 59:4 61:8,11 63:19 78:23 88:21 91:25 93:6 94:6 130:17,20 156:9 177:7	<b>paraphernalia</b> 154:8	<b>patient</b> 102:16
		<b>Paris</b> 115:14 117:11 126:2	<b>patrol</b> 48:4 71:9 157:6
		<b>parsing</b> 172:15	<b>pause</b> 149:14,15
		<b>part</b> 15:7 34:11 39:23 42:12 49:5 50:14 51:5, 21 55:16 59:4 61:8,11 63:19 78:23 88:21 91:25 93:6 94:6 130:17,20 156:9 177:7	<b>pay</b> 7:6 35:24 61:8 65:19,20 67:13 68:22
			<b>paying</b> 60:24
			<b>PD</b> 97:4 152:8,9,25
			<b>penalty</b> 150:23
			<b>people</b> 8:8,12 12:6 14:1,2,7 15:1,19 17:19 18:24 19:1,3,14,15,16, 18 26:1 27:1 30:12

31:6 34:24 35:22 39:17 40:5,7,8 41:14, 16 43:3,9 46:13,19,21, 22,24,25 47:4,5,6,9, 10,17,23 48:8,15,19, 20 52:17 53:7,10,12, 13 57:16,17 58:10 59:25 63:2,17 67:17 68:5,6 74:10 78:6,13 79:20 87:24 88:23 101:5 102:5 103:20 107:22,23 108:19 110:22 128:21 129:9 131:4 132:8 133:19 134:9,11 135:6,17,22 138:15 146:25 147:10 148:21 150:10 151:14 153:1,4 155:9 156:19 163:16 165:5 166:10 169:1,23 174:12 178:2,10 179:25 180:2,3 182:7 184:22 186:22 192:4,12 193:22 195:15	167:1 187:19 189:20, 25 190:21,25 195:9 200:2 201:23 203:16, 17 <b>person's</b> 60:9 96:3 189:23 <b>personal</b> 46:5 47:7,8 62:20 95:13 105:8 134:13 138:12 <b>personally</b> 19:4 38:11 65:23 69:25 147:7,9 182:8 201:9 203:3 <b>perspective</b> 76:1,9 95:9,13 111:18 <b>perturbed</b> 97:19 <b>petition</b> 152:2 <b>philosophical</b> 52:8,9 <b>philosophy</b> 6:10 13:21 53:18 <b>phone</b> 10:11 96:10 103:24 146:18,21 185:13 <b>phones</b> 96:13 146:4 <b>phonetic</b> 77:4 137:6 <b>photo</b> 97:25 <b>photos</b> 98:10 <b>pick</b> 42:25 56:12 105:19 156:22 <b>picked</b> 146:18,21 155:11,16 <b>picking</b> 42:25 194:20 <b>pickup</b> 157:2 <b>picture</b> 13:2 18:24 19:5 124:3 <b>piece</b> 65:9 67:6 <b>Pierson</b> 3:12,16,17 72:20 74:18 86:1,11, 14,20 99:4 111:17 112:3 142:7,8 169:5, 14 171:25 172:4,14,18 173:4,5 184:2,3	<b>pill</b> 203:11 <b>PIO</b> 12:10 <b>place</b> 13:16 14:16 26:16 27:4 33:9 68:18 71:18 83:9 88:10 135:16 194:2 195:3 <b>placeholder</b> 82:20 <b>places</b> 8:3 14:14 45:16 <b>placing</b> 62:4 <b>plan</b> 6:24 20:18,23 25:14 41:4,6,9 48:23, 24 49:12,16 50:8,10 61:5,9 63:24 133:1,3 178:10 195:11,13 <b>planning</b> 30:5 <b>plastic</b> 96:2 <b>plate</b> 90:24 <b>play</b> 15:18 25:14 37:1 72:5 110:20 119:18 121:8 152:11 174:25 <b>played</b> 10:11 72:5 121:9 <b>playing</b> 74:5 <b>plenty</b> 193:13 <b>pocket</b> 65:19 66:16 67:13 188:10 <b>podium</b> 5:20 <b>point</b> 7:8 12:15 28:18 34:15 40:10 41:13 84:19 88:20 97:15,20 100:5 102:18,24 118:17 122:20,21 134:7,19 135:8 143:24 150:9 187:1,11 189:24 190:7 193:5 199:22 <b>points</b> 9:15 10:6 187:6,13 <b>police</b> 3:3,6 7:1 11:23 12:12,13 13:21,22 15:2 17:10,16,21 32:1 33:22 35:6,20,22 36:12,16,18,23 37:7,9	39:7 40:9 42:13,22 43:10 49:9,21,24 53:15,24 55:1,7,13 56:15 60:22 61:3,4,21 62:9,12,13 64:16 65:5, 13 68:5,12 77:7 78:1 80:8 89:12 90:13,25 91:4 92:12 93:22 100:4,13 102:5 103:16 104:20 105:14,15,19 106:4,9,11,17 107:8, 20 110:22 114:9,10, 14,21 117:1,3 122:22, 23 124:10 125:25 126:5,7,11 129:3 130:23 131:4 132:13, 14 135:25 147:22 149:3 152:6,16,18,20 153:16 158:19 162:4 163:24 165:22 166:1 167:13,23 168:8 171:6 172:7 173:21 174:18, 21 175:4,6 185:10,12, 20,21 186:4,5,11 187:10 191:11 192:5, 20,22,24 193:5,11 195:12 196:20,24 197:3,6 200:25 <b>polices</b> 186:19 <b>policies</b> 14:14 21:18, 23 27:11,17,19,24 28:4 55:8 57:14 58:22, 23 59:14,16,21 92:10, 15,16 103:8 106:5 142:17 150:10 153:18 188:2 196:9,12 200:1 202:11 <b>policing</b> 6:7,23,24 7:2,20 13:4,12,24,25 14:1,6,13 32:6,15,16 36:12 37:17 42:4 52:11 53:19 63:2,3 65:3 76:1 79:13 90:13 92:13,18 100:16 130:22,23,24,25 132:12 133:1 161:7,9, 14 186:5,11,23 193:5 <b>policy</b> 16:17,23 17:5 21:21 22:8 23:8,12 27:16 28:1,23,25 29:8,
--	--	---	---

9,18 30:1 31:3,5 41:10 52:23 53:3 54:23 55:2, 4,14,17,21,22 56:1,2, 7,21 57:2,18,19,20,23, 24 58:21 59:3,13 60:3 67:15 69:14,18,20 70:19 73:1,24 74:1,3, 8,11 86:23 92:3 94:7, 13,24,25 95:4,18,24, 25 97:21 102:1 105:20,23,24 106:1,7 131:13 136:4 143:9 145:4 149:22 153:16 160:15 162:5,12,15 179:7 182:6,9 187:2 196:3,6,25 197:18 198:6,7 200:11,24 201:25 202:3,4,7	<b>posting</b> 92:7 <b>pot</b> 68:7,11,14 <b>potential</b> 41:24 50:1 56:19 <b>potentially</b> 159:12 163:22 166:13 167:16 <b>power</b> 15:25 16:8,9 59:15,18 186:18 187:7,20 188:4 <b>PR</b> 20:7 <b>practice</b> 16:22 71:7 <b>practices</b> 27:17 <b>praised</b> 13:10 <b>preceding</b> 85:18 154:1,5,8,11 <b>precovid</b> 179:23 180:1 <b>prepare</b> 26:20 134:25 <b>prepared</b> 26:15 48:12 158:15,18 <b>presence</b> 33:8 <b>present</b> 20:19 21:3 195:14 <b>presented</b> 6:24 51:15 <b>president</b> 128:8 <b>presidential</b> 47:6 <b>pretext</b> 99:23 125:15 <b>pretextual</b> 125:17 <b>pretty</b> 6:17 7:5 40:4 41:2 56:20 57:4 76:13 84:18 97:19 142:24 166:25 168:12 172:2 178:6 <b>prevent</b> 171:8 <b>previous</b> 4:7 <b>Pringle</b> 3:2 4:10,18, 20,24 5:3,9,15,17 9:24 10:24 20:4,9 21:13 22:1,5,22 23:7,15 27:10,23 28:9,12,21	29:13,21 30:24 31:9, 12 32:9,13 33:4 34:2,6 39:18 44:20,25 45:12, 25 74:21,25 75:8,16, 19,21 76:17 77:12,17, 19 79:1,19 80:11,16 81:5,9,11,16,19 82:5, 7,10,14,17 83:11,21 84:3,18 85:16 86:18, 22 87:6,12,16,19 88:11 89:8 92:5 96:24 99:1,9,13,18 102:7 103:5 104:7 109:10,12 113:15,17,19 115:22, 25 116:5,17,21 122:2 124:5 126:13 127:24 128:5,9,13 133:10,24 134:2 135:11 136:18, 24 137:8 139:11,14 140:2,17,24 141:2,7, 11,15,20,24 142:1,3,5, 7,9,12 145:13 146:8, 13 147:1,5 148:10 149:23 150:5,12,16 151:13,17,20 152:11 153:6,19 154:1 155:2, 22 156:10,15 157:3,13 160:5,9,21,24 161:22 162:17 163:10 164:6, 21 165:11 169:13,25 170:4,8 171:21 172:2, 12,17,19,21,23,25 173:2,4,6,9 176:5,8 180:5,9,10,13 181:1, 14,19,25 182:12,21 183:1,17,19,21,23,25 184:2,4,7,9,17 185:22, 25 186:3 188:7,11,15, 23 189:1,15,18,24 190:2,10 191:18,22 192:1,8 193:1 195:23 196:2,9 197:5,11,17, 20 198:1,5,10,17,21 199:4,13,15 200:3,8, 19 201:8,16,25 202:9, 17 203:6,15,20,23 204:3,12,17,19,22 205:6,11 <b>Pringle's</b> 111:20 <b>printed</b> 77:15	<b>prior</b> 14:3 35:20 51:18,19 59:24 95:19, 20 154:10 157:2 <b>priorities</b> 12:22 <b>prioritize</b> 132:3,4 <b>priority</b> 29:6 152:16, 23 <b>privacy</b> 135:3 200:15 203:4,13 <b>privacy's</b> 203:7 <b>private</b> 200:17 203:17 <b>proactive</b> 18:1 <b>probable</b> 98:5,10 99:20 117:16 125:1,2 145:7 <b>problem</b> 11:9 28:10, 14 44:19 48:18 51:6, 23 79:24 88:11 92:12 129:8 131:5,6 132:12 145:15,21 159:12 <b>problems</b> 10:4 49:25 <b>proceed</b> 137:22,24 <b>proceeding</b> 154:19, 22 <b>proceedings</b> 3:1 205:15 <b>process</b> 6:6 7:9 12:3 13:8 18:12 20:1 21:23 27:20 28:1 30:5 35:16 39:10,24 40:13 42:9 47:19,20 49:23 54:23 55:1,6 58:21 59:7,24 72:12,14,16,18 78:6 79:13 129:1,2,7 132:20 135:19 139:10 170:25 185:2 189:12 192:17 193:2,21 194:2,19 <b>processed</b> 168:9 <b>processes</b> 18:6 49:7 168:24 193:14 194:10 <b>produced</b> 9:13,18 <b>producing</b> 134:16
---	--	---	--

<b>professional</b> 30:25 53:14	<b>protecting</b> 54:20	123:11 128:21 130:5 143:19 175:20 200:2	<hr/> <b>Q</b> <hr/>
<b>professors</b> 80:16	<b>protection</b> 179:12	<b>pulling</b> 179:21 200:17	<b>Qs</b> 17:25
<b>profiled</b> 119:20	<b>protest</b> 14:19	<b>punish</b> 96:1	<b>qualifications</b> 64:17
<b>profiling</b> 121:15	<b>protocol</b> 202:21	<b>punishment</b> 150:23	<b>quality</b> 41:24 42:2
<b>program</b> 13:9 36:14 39:23 44:23 45:11 77:4,22 78:10,20,23 85:7 130:25 164:12 167:22	<b>protocols</b> 14:25	<b>purpose</b> 67:24 106:3 145:6 150:20	<b>question</b> 25:6 28:17 30:2 32:12 35:5 40:19 42:15 44:3 46:3 47:17 50:25 54:21 60:19 61:17 64:21 65:2 66:4 69:14 72:20 74:9 88:5 89:14 91:3 92:2 99:19 100:22 103:9 110:5 111:20 119:11 122:3 123:16 127:10 132:23 138:19 143:15,17 151:12 156:1 157:8 158:24 159:10 166:9 167:24 168:16 171:5 174:3 175:22 176:18 177:11 182:4 185:22 188:5 194:5
<b>programming</b> 68:1 84:24	<b>proud</b> 53:21	<b>purse</b> 112:22,23 196:21 200:17,22 203:11	<b>questioning</b> 160:15
<b>programs</b> 68:5 79:10,11	<b>provide</b> 4:6 68:9 135:1 159:1	<b>pursuing</b> 80:1	<b>questions</b> 12:7 23:4, 16 29:25 46:1 74:22 75:5 78:12 91:23 92:1 98:9 102:6 103:5 104:15 123:3 127:24 135:10 158:14,18 168:23 171:22 173:14, 15 186:24 191:17 198:16 200:2
<b>progress</b> 11:9	<b>provided</b> 94:22 162:20	<b>pursuit</b> 7:22,23 9:6,7, 12 10:4 36:16 81:22	<b>queue</b> 25:18
<b>prohibit</b> 30:23	<b>provision</b> 55:5 153:18 203:5	<b>pursuits</b> 73:17,18 195:18	<b>quick</b> 19:2,10 50:25 84:13 127:18 143:3 160:17 166:9 168:12 171:5 177:11
<b>prohibited</b> 180:4	<b>provisions</b> 22:8	<b>purview</b> 148:12	<b>quickly</b> 20:3,5 39:2 54:22 166:15 168:8
<b>prohibits</b> 70:20	<b>Ps</b> 17:25	<b>push</b> 6:10 19:15 32:8 36:8 182:11,14	<b>quit</b> 111:8
<b>project</b> 15:5,7	<b>public</b> 4:25 12:5,11 18:11 22:15,16,21 31:15 32:1,9,14,16 33:20 34:15,21 35:7 36:11,17 58:10,24 59:6,24,25 60:2,14 62:2 76:6,8,22 87:5,25 88:9,19 89:3 90:11 91:20 94:15 95:2 98:8 101:10,21,24 102:2 103:13 104:8 128:11 133:10,17,23 136:1,2 137:20 138:4,22 139:7 140:2,10,13 153:2 167:8 184:12,14,16,18 194:1 197:8	<b>pushed</b> 90:25 181:14, 15	<b>quote</b> 62:3
<b>projecting</b> 37:4	<b>publicizing</b> 20:10	<b>pushing</b> 32:5 34:18 181:10 200:10	<hr/> <b>R</b> <hr/>
<b>projects</b> 76:5	<b>publicly</b> 34:5	<b>put</b> 18:21 23:5 24:10 28:8 35:20 36:16,18 38:21 39:1,5 44:22 57:4,7 62:19 79:7 80:17 102:14 105:5,14 112:21 114:11 120:3 121:17,18 122:8 123:1 125:4 131:17 134:24 137:19 138:6,9 139:6 140:16 142:21 145:20, 25 146:10,25 148:15, 17,19,20,21,24 157:9 163:3,21 165:18 168:2,5 171:5 179:15 189:22 194:2 201:10	<b>Race</b> 135:13
<b>promise</b> 168:21 182:18 195:7	<b>pull</b> 16:11 36:3 71:22 100:9,12 109:22 117:12,14,16 119:3 120:13 122:25 126:3 127:3,7 147:19 148:16,18 155:19 156:24 164:9 165:13 174:13 175:25 176:3, 4,15 177:16,20 178:10	<b>puts</b> 63:19	
<b>promising</b> 45:9	<b>pulled</b> 56:9 93:20 94:16 99:23 101:6 105:5 107:1 113:6 115:16 118:15 119:19	<b>putting</b> 10:8 24:8 77:6 101:18 110:22 131:2 149:7 191:17 196:22	
<b>promote</b> 13:3			
<b>promoted</b> 43:18			
<b>prone</b> 165:11			
<b>proof</b> 94:22 98:8			
<b>property</b> 203:14			
<b>proportion</b> 63:6			
<b>proposal</b> 13:5 136:6			
<b>propose</b> 193:1			
<b>proposed</b> 21:15 82:11			
<b>prosecuted</b> 152:20			
<b>prosecutor</b> 152:6,24			
<b>protect</b> 94:15 95:1 108:21,22 135:2			

<b>races</b> 47:5,6	<b>reasonableness</b> 95:8	<b>record</b> 76:20 87:20 94:17,21 100:8,15 101:3 118:21 122:16 125:10,18 135:7 143:2 148:16 160:20 180:14	<b>reiterating</b> 192:23
<b>racial</b> 76:13 92:3	<b>reasoning</b> 99:21	<b>recorded</b> 133:16 155:7	<b>relate</b> 51:11 159:11 200:12,14
<b>radar</b> 157:25 158:4,8, 10,12,13,17,21 159:2, 3	<b>reasons</b> 46:21 135:18 169:16	<b>recording</b> 134:18,20 185:13	<b>related</b> 31:18 82:18 83:4
<b>radio</b> 56:16	<b>Rebecca</b> 88:4	<b>records</b> 24:25	<b>relates</b> 83:6
<b>raise</b> 193:15	<b>recall</b> 56:17 196:12 198:11,21	<b>recruiting</b> 42:21 49:18 50:9,10	<b>relationship</b> 53:14, 15
<b>raised</b> 11:4 120:20,23 196:18	<b>receipts</b> 66:17	<b>recruitment</b> 41:4,6 43:2 46:5	<b>relationships</b> 13:13 53:13
<b>raises</b> 168:13	<b>receive</b> 137:5	<b>rectify</b> 111:24	<b>release</b> 12:17 91:24 92:21 101:24
<b>raising</b> 168:10	<b>received</b> 134:19 144:13	<b>reduce</b> 26:6 169:6	<b>released</b> 101:23 102:2 197:7,16
<b>ran</b> 117:10 123:7	<b>receiving</b> 130:16 194:14	<b>reduces</b> 101:7	<b>relevant</b> 176:1,21,22 178:3 179:17
<b>rank</b> 48:3	<b>recent</b> 40:25 41:2	<b>reenforce</b> 53:19	<b>rely</b> 169:1
<b>ranks</b> 47:18	<b>recently</b> 26:18 40:4 42:6 77:5 178:5 179:14	<b>reenforced</b> 53:10	<b>remainder</b> 183:3 184:10
<b>ratio</b> 25:10	<b>recognize</b> 16:20,25 102:13 191:4	<b>refer</b> 68:5,6 99:15 162:9,10 163:25 164:4,17 166:2 167:11,14 186:10	<b>remained</b> 100:22
<b>reach</b> 10:22 162:21 165:9	<b>recognized</b> 66:18 115:4	<b>referenced</b> 45:10	<b>remarkable</b> 79:9
<b>reached</b> 10:10 43:9 133:18 192:11,13	<b>recommend</b> 20:17 80:3,11 137:25 138:1, 25 139:1 171:6 172:6 187:8 193:18 196:24 197:2	<b>referrals</b> 52:21	<b>remember</b> 23:1 31:1 33:12 55:15 83:16 128:11 134:7 163:19 174:9 189:10
<b>reaching</b> 130:13 144:4	<b>recommendation</b> 10:17 74:15 80:8 85:18 87:2 162:3 163:9 167:9 196:10	<b>referred</b> 164:3 167:15	<b>remind</b> 25:4 155:4
<b>read</b> 63:4 120:15 131:13 198:20	<b>recommendations</b> 74:1,3 156:9 162:12	<b>referring</b> 22:4 149:23	<b>removing</b> 190:6
<b>reading</b> 30:3 69:15 145:4 196:22 198:19	<b>recommended</b> 31:2	<b>refresh</b> 40:23 194:3	<b>renewed</b> 35:8,11
<b>reads</b> 62:10 63:1 190:25	<b>recommending</b> 30:25 186:8 187:17	<b>regard</b> 73:2 153:24 155:25 162:4 167:10 169:20 200:7	<b>reopen</b> 184:13
<b>ready</b> 14:21 23:5 48:19,20 70:1 77:16, 17 119:23 199:17	<b>recommends</b> 187:19,21	<b>regular</b> 32:15 88:19 106:10 177:20	<b>repair</b> 101:14
<b>real</b> 86:21 113:2,3 143:3 177:10 195:13	<b>reconsider</b> 171:6 172:7 173:11	<b>regularly</b> 28:23 29:11 40:15 54:4 62:22 65:13	<b>Repetitively</b> 191:11
<b>reality</b> 15:15		<b>regulate</b> 29:10 105:25	<b>rephrase</b> 111:19
<b>reason</b> 24:4 41:12,13, 15 43:2 53:1 54:12 98:13 106:25 113:6 142:21 145:15,25 147:15,17 150:21 183:8		<b>regulation</b> 200:25	<b>replied</b> 90:1
<b>reasonable</b> 95:1,9 143:17 169:5		<b>reimburse</b> 66:12,13	<b>report</b> 6:3 7:7 8:18 26:15 51:1,3,5,19,21 77:14,15 80:9 82:10 98:12 103:1 134:17,19 137:13,15,25 138:20, 25 139:5,6,17,23 155:12 156:8 174:13 175:20 179:21 193:19

<b>reported</b> 155:21	19,21,22,23 120:20 126:23,24 149:15	<b>retirement</b> 37:1 43:9 46:7	<b>room</b> 5:25 17:1 20:16 86:21 108:17 170:18, 19,20
<b>reporter</b> 87:7 134:25 155:22 180:9,11	<b>respectful</b> 102:16 120:20,21,22 126:25	<b>reversal</b> 131:8,10	<b>rooms</b> 65:21
<b>reporting</b> 155:9,12, 19 176:11	<b>respond</b> 36:15	<b>review</b> 3:3,6 28:6 58:4,5,15 60:2 71:5, 22,24 73:9,23 74:17 75:10,11 88:20,21 103:16 110:15 124:10 128:12 140:20 158:19 194:23	<b>Rose</b> 5:5 9:25 10:25 27:10 28:17 66:3,23 76:23 77:2,9 80:1,10 82:19 87:13 103:11 136:12,21 137:11 138:18 141:7,15 162:7 166:9 170:5 171:14 180:7 184:13 197:22 198:13 199:6,17 203:24
<b>reports</b> 23:5 49:24 75:23 176:16	<b>responded</b> 89:21	<b>reviewed</b> 25:8 59:15 140:22,24 153:4	<b>roundabout</b> 188:5
<b>representative</b> 48:24 85:25	<b>responding</b> 26:20 94:24 167:8 199:5	<b>reviewing</b> 25:17 88:14	<b>route</b> 202:3
<b>request</b> 81:23 82:8 89:20 93:17 134:18 137:6,13 139:18 156:6 158:25 167:25 185:25	<b>response</b> 19:2,10 32:17 74:1 89:25 90:7 91:4,9,10,14 92:14 143:5	<b>reviews</b> 55:18 72:3	<b>route</b> 202:3
<b>requesting</b> 27:25 28:1,13 133:19	<b>responses</b> 175:2	<b>revised</b> 10:6	<b>Roy</b> 75:25 128:7 136:12 184:19
<b>require</b> 194:12	<b>responsible</b> 64:11	<b>revision</b> 30:2 31:6 73:3	<b>rude</b> 36:6 143:20
<b>required</b> 150:19 164:5	<b>responsibilities</b> 34:17	<b>revisions</b> 58:11 152:22 202:11	<b>rule</b> 200:24
<b>requirement</b> 55:24 179:8	<b>responsibility</b> 74:2,6	<b>rich</b> 69:10	<b>run</b> 19:14 65:6,7 67:5 68:2 115:1 126:1 175:20
<b>requirements</b> 25:1 41:17,21 42:4 58:18 68:19 153:13	<b>responsible</b> 41:4 64:9	<b>ride</b> 75:24	<b>running</b> 115:10
<b>requires</b> 95:2 178:12	<b>rest</b> 76:14 133:21 180:18	<b>riding</b> 83:13 152:9	<b>runway</b> 33:14,17
<b>requitted</b> 195:10	<b>rested</b> 181:24	<b>rights</b> 104:21,23 109:5 124:1 203:17	<b>runways</b> 34:19
<b>research</b> 190:19,22, 24	<b>resting</b> 174:20	<b>rise</b> 47:18	<b>rushed</b> 60:4
<b>resettings</b> 183:11	<b>restrain</b> 96:3	<b>risk</b> 19:15 37:12	<b>rut</b> 73:21
<b>resident</b> 3:17	<b>restraint</b> 30:14,19 95:25	<b>road</b> 73:11 114:8 115:2,14 117:7,8,11 169:6 177:14,17,21,25 178:4,11	<hr/> <b>S</b> <hr/>
<b>residents</b> 63:5	<b>restraints</b> 95:25 96:6 199:1	<b>roadmap</b> 160:24	<b>sad</b> 107:12
<b>resistance</b> 94:25 199:5	<b>restriction</b> 179:16	<b>rodeo</b> 111:15 117:19 122:6	<b>safe</b> 118:1 126:10 195:25
<b>resolution</b> 165:3,4,9 167:2	<b>restrictions</b> 18:5	<b>role</b> 46:6 78:25 131:7, 9 141:18,20 175:1 201:4	<b>safety</b> 14:24 31:15,18 32:2,3,10,14,16 33:13, 21 34:11,15,21 36:11, 17 96:4,5 108:24,25 118:1,3 126:7,10
<b>resolve</b> 163:5	<b>restrictive</b> 31:3	<b>roles</b> 42:16,22	<b>salt</b> 26:13
<b>resource</b> 35:7,23 38:5 65:14	<b>restructuring</b> 193:18 194:12	<b>roll</b> 9:20 20:25 172:10 182:1 204:24 205:7	<b>sample</b> 27:17 31:3
<b>resources</b> 12:2 18:5 68:23,25 69:11	<b>result</b> 94:9	<b>rolling</b> 156:15	<b>sat</b> 8:17 21:8 173:18
<b>respect</b> 90:19 96:5 102:18 105:17 107:17,	<b>resulted</b> 42:24		
	<b>retaining</b> 31:16		
	<b>retaliation</b> 135:21		
	<b>retired</b> 40:7		



<b>saturated</b> 16:14	<b>seek</b> 98:4	<b>serve</b> 4:1 42:14	164:3 196:4 200:4
<b>save</b> 168:18 189:25	<b>sees</b> 55:20 98:21,25	<b>service</b> 7:16 8:25 12:24 14:5 32:5 52:19 68:1,5 69:2 165:23	<b>sheltering</b> 68:21
<b>scared</b> 119:7 127:4,8	<b>seized</b> 54:9	<b>services</b> 52:20	<b>sheriff's</b> 25:19
<b>scenario</b> 70:10,15,17 71:3	<b>seizure</b> 97:21 203:21	<b>servicing</b> 48:8 201:4	<b>shift</b> 6:10,12 30:19 31:24 177:18
<b>scene</b> 95:9 98:16	<b>selected</b> 164:1	<b>session</b> 22:9 180:19, 23 181:7 183:3 184:10	<b>shifting</b> 194:14
<b>schedule</b> 10:7 88:22 162:25	<b>self-initiated</b> 25:10	<b>sessions</b> 60:15	<b>shifts</b> 178:6
<b>school</b> 15:20 35:20 36:9,17 37:4 38:11	<b>semi-annual</b> 5:21	<b>set</b> 8:19 50:15 58:10 63:17 65:6 67:4 68:15 194:4	<b>shoes</b> 148:21,24 149:6 165:19
<b>schools</b> 15:19 35:7, 16,23 37:21 39:5,8,23	<b>senate</b> 47:5	<b>sets</b> 101:14	<b>shoot</b> 69:23,25 70:1 71:11
<b>scope</b> 6:18	<b>send</b> 27:19 33:7 52:15 58:15,16 80:7,12 84:7 85:21 93:3,4 97:11 134:17 136:12,13 137:12,25 138:20,25 148:9 164:21 169:20, 24 173:10 176:25 183:6 191:14 194:25 196:10 199:6,8	<b>setting</b> 22:16	<b>shooting</b> 70:4
<b>Scott</b> 29:15	<b>sending</b> 132:8	<b>settings</b> 183:11	<b>shootings</b> 71:7 72:16
<b>screen</b> 124:3	<b>sends</b> 58:5 62:13 132:2	<b>setup</b> 106:4	<b>short</b> 31:24 38:12 182:18
<b>search</b> 83:18 91:1 97:21 98:13 99:25 104:1 111:10 117:20 123:2,25 125:3 143:21,24 144:10 145:16,21 150:7,8 172:16 200:16,21 201:12 202:21 203:2, 7,20	<b>senior</b> 104:11	<b>severity</b> 26:7	<b>short-term</b> 20:21
<b>searched</b> 54:9 100:25 112:22,23 145:5,9,10	<b>sense</b> 13:23 19:9 31:5 37:9,16,18 39:11 135:4 162:6 167:4 187:21 189:23 191:5 201:7 202:8	<b>shake</b> 60:16 98:11 99:3,15,17,22 110:5 112:18,24 117:17 118:14 123:14,23 124:20,22,25 125:9 144:2,13 145:21,23 149:9 151:2,6 200:22	<b>shortage</b> 178:12
<b>searches</b> 83:17 92:5 143:6 204:7	<b>separate</b> 36:21 71:16 162:6,13,15 167:17	<b>shakes</b> 97:23 98:17, 21	<b>shortages</b> 35:25
<b>searching</b> 98:20,22 99:14 112:7 125:5 145:14 203:9	<b>separately</b> 162:5 166:23	<b>shaking</b> 115:22	<b>shortfalls</b> 36:1
<b>seat</b> 90:20 97:17 98:2	<b>September</b> 89:14 91:14	<b>shape</b> 185:20	<b>shortly</b> 167:11
<b>seatbelt</b> 152:17	<b>sergeant</b> 24:14,16, 18,20 25:22 26:14 27:5 29:16,19 43:3 48:2 55:3 72:1 81:12 82:3,4 89:18,21 90:1 106:10,24 155:10 159:22 170:1 177:24	<b>share</b> 9:21 12:18 51:1 75:24 116:11 177:9	<b>shot</b> 54:23 70:1 124:4
<b>seconded</b> 4:21 141:19 181:1 182:20, 22	<b>sergeant's</b> 26:22	<b>shared</b> 9:25 140:25	<b>shoulder</b> 65:20
<b>seconds</b> 93:21 100:10 101:2,13 156:25 157:2	<b>sergeants</b> 47:24 48:7	<b>sharing</b> 51:6,17,23	<b>show</b> 6:12 9:10 15:4 27:2 53:22 86:8 90:19 96:1 106:12 112:17, 19,24 123:7,8 125:21, 24 180:2 197:9
<b>section</b> 62:1,8 142:17	<b>Sergent</b> 71:4	<b>Shaw</b> 88:2,4,16,25 89:4,11 90:7 91:8,10, 16,18 92:7,24 93:1,4, 10,13,16,18,25 94:4,6, 22 96:12,23 97:1,7,10, 12 99:1,7,10,16,19 102:8,11,25 103:4,6,7, 9,21 104:1,5 140:19 163:12 197:17 198:11	<b>showcase</b> 15:4
<b>security</b> 32:19 34:11		<b>Shaw's</b> 141:12,22	<b>showed</b> 19:5,9 102:17 124:3

10,11 117:7,8,10 123:8 126:1 156:16	<b>slit</b> 189:16	<b>sounded</b> 84:4	<b>spending</b> 178:20
<b>signal</b> 90:24	<b>slitting</b> 189:20	<b>sounds</b> 25:2 26:8 45:18 70:9 81:1 84:5 136:14 153:6	<b>spent</b> 178:22,24
<b>signed</b> 76:14 147:3 198:3	<b>slow</b> 168:14	<b>Soup</b> 54:5	<b>spoil</b> 132:15
<b>signs</b> 58:20	<b>slowed</b> 46:15	<b>source</b> 196:18	<b>spoken</b> 101:1 115:19
<b>silence</b> 23:17	<b>slowly</b> 34:23	<b>space</b> 116:16	<b>spot</b> 100:16
<b>similar</b> 25:15 29:22 70:19 137:6	<b>small</b> 93:19	<b>spaced</b> 166:25	<b>spots</b> 39:15
<b>simple</b> 175:21	<b>smaller</b> 40:16 42:24	<b>spaces</b> 8:2	<b>squad</b> 33:20
<b>simply</b> 26:25 203:10	<b>smart</b> 87:8 121:10	<b>sparse</b> 178:6	<b>squint</b> 190:23
<b>sincerely</b> 128:2	<b>smell</b> 98:18 117:20	<b>speak</b> 9:11 77:23 87:22 88:1 108:11 128:17 129:16 146:20 171:3	<b>staff</b> 6:11 13:18 34:19 35:1 50:5 68:6 134:23 139:15 140:11 184:16, 18
<b>Sinclair</b> 170:1	<b>smiling</b> 108:20	<b>SPEAKER</b> 182:18	<b>staffing</b> 32:3 35:15, 25 36:22 37:19 39:3 177:16 178:12
<b>single</b> 145:20	<b>smoke</b> 123:18	<b>speaking</b> 8:21 75:1 127:23 129:9 137:8 169:7	<b>stage</b> 143:23
<b>sir</b> 109:11 118:23 119:22 120:2 124:7 126:15 127:11 185:24	<b>smokes</b> 121:5	<b>speaks</b> 130:20	<b>stakeholders</b> 78:5
<b>sit</b> 69:4 97:18 117:13 120:12 187:6 195:8	<b>snide</b> 176:23	<b>special</b> 6:2 94:7,13 149:17 170:12,17 197:23	<b>stalled</b> 56:9
<b>site</b> 23:24	<b>snippet</b> 93:19	<b>specialty</b> 8:4	<b>stand</b> 96:17 105:22 192:19,23 195:12
<b>sitting</b> 20:16 131:19	<b>snow</b> 34:18 36:8	<b>specific</b> 6:7,21 25:23 50:15 70:11 78:21 83:15 92:1 145:7,11 167:23 177:1 193:14 196:25 203:2,5	<b>standard</b> 57:23,25
<b>situation</b> 16:5 18:17, 19 19:4 65:6,8 67:6 71:1 90:21 107:11 111:24 112:1 119:1,25 120:22,25 121:14 122:19 128:17 130:1,9 144:6 148:17 149:9 155:5 185:11 189:13 190:8	<b>so-and-so's</b> 73:21, 22	<b>specifically</b> 67:25 71:2 84:8 145:23 176:16 177:23 200:13	<b>standards</b> 27:15 41:22,23 55:8 58:8
<b>site</b> 23:24	<b>social</b> 20:12 65:4 66:21 68:1,4 69:2 102:14 155:7 170:18	<b>speaking</b> 8:21 75:1 127:23 129:9 137:8 169:7	<b>standing</b> 74:5 97:13 111:11,13 143:25 144:1,3
<b>sitting</b> 20:16 131:19	<b>sociology</b> 104:13	<b>speaks</b> 130:20	<b>standpoint</b> 99:22
<b>situation</b> 16:5 18:17, 19 19:4 65:6,8 67:6 71:1 90:21 107:11 111:24 112:1 119:1,25 120:22,25 121:14 122:19 128:17 130:1,9 144:6 148:17 149:9 155:5 185:11 189:13 190:8	<b>soft</b> 53:24	<b>speaking</b> 8:21 75:1 127:23 129:9 137:8 169:7	<b>start</b> 41:23 56:10 57:9 79:2 83:9,18,22 93:11 101:21 179:15 194:18, 19,22
<b>situations</b> 70:6 130:2	<b>solely</b> 145:5	<b>speaking</b> 8:21 75:1 127:23 129:9 137:8 169:7	<b>started</b> 11:21 12:22 15:6 25:16 29:6 38:22 56:24 92:21 115:9 134:5
<b>six-minute</b> 160:17	<b>solid</b> 72:25	<b>speaking</b> 8:21 75:1 127:23 129:9 137:8 169:7	<b>starting</b> 26:21 39:1 83:25 93:20 195:3
<b>skill</b> 50:15	<b>solution</b> 66:24 69:3,7 77:21 98:10 131:5 161:1	<b>speaking</b> 8:21 75:1 127:23 129:9 137:8 169:7	<b>starts</b> 42:21 49:18 50:9 101:17 113:16
<b>skills</b> 101:16	<b>solve</b> 48:18 49:25	<b>speaking</b> 8:21 75:1 127:23 129:9 137:8 169:7	<b>state</b> 25:1 63:14 68:4, 8 88:3 89:7 104:9
<b>skipped</b> 48:3	<b>somebody's</b> 189:20	<b>speaking</b> 8:21 75:1 127:23 129:9 137:8 169:7	
<b>slap</b> 132:9	<b>someone's</b> 189:16, 25	<b>speaking</b> 8:21 75:1 127:23 129:9 137:8 169:7	
<b>sleeping</b> 105:4	<b>something's</b> 19:24	<b>speaking</b> 8:21 75:1 127:23 129:9 137:8 169:7	
<b>slighted</b> 53:6	<b>sort</b> 78:5 98:25 147:6 167:19 176:11 186:18 194:12	<b>speaking</b> 8:21 75:1 127:23 129:9 137:8 169:7	
<b>slipping</b> 76:6	<b>sorts</b> 31:25	<b>speaking</b> 8:21 75:1 127:23 129:9 137:8 169:7	
	<b>sound</b> 19:21	<b>speaking</b> 8:21 75:1 127:23 129:9 137:8 169:7	

116:21 128:5 133:11 138:14 151:18 152:12 153:15 154:5,9,13 201:1	10,11,12 117:7,8,10 118:13 120:14 123:8 125:17 126:1 134:18, 19 145:16 149:18 155:12,15,20 156:15 158:3 159:5,15 182:9 187:18,20 196:6 200:13 203:4,7	<b>stretching</b> 185:1	<b>suggestions</b> 8:24 29:19 71:25
<b>stated</b> 94:23		<b>stricter</b> 202:1	<b>summer</b> 192:13
<b>statement</b> 96:20,25 101:10 108:1		<b>stripped</b> 124:1	<b>summer's</b> 192:3
<b>statements</b> 129:22	<b>stop's</b> 104:22	<b>strong</b> 41:23 50:6	<b>summons</b> 150:21,24 158:6
<b>states</b> 94:8,25 95:4, 18,25 97:22 98:19 100:8,9	<b>stopped</b> 24:3,19 90:23 113:14 126:12 179:13 203:8	<b>strongly</b> 78:22	<b>supercede</b> 151:15,18
<b>static</b> 41:10	<b>stopping</b> 113:22	<b>structurally</b> 49:5	<b>supervise</b> 48:5,8,18 153:12
<b>status</b> 10:2 81:22 82:21 85:17 86:22	<b>stops</b> 25:16 51:12 90:14 94:15 125:15 155:14 185:8 199:25	<b>structured</b> 193:20 194:10	<b>supervises</b> 12:10
<b>stay</b> 96:20 178:3	<b>storage</b> 159:24,25	<b>struggles</b> 46:5	<b>supervisor</b> 11:10 25:22 26:13,18 48:13 57:13 111:23,25 112:1
<b>staying</b> 43:14	<b>store</b> 15:21 133:21	<b>struggling</b> 190:21	<b>supervisors</b> 50:1
<b>steel</b> 62:4	<b>stories</b> 189:5	<b>stuck</b> 56:14	<b>supervisory</b> 43:19 50:5 201:21
<b>step</b> 80:6 81:20 96:16, 24 100:7,9,17,20 109:22 117:22,24,25 118:2,5 121:23,25 123:1,25 124:2 125:1, 3 135:23	<b>story</b> 102:13 129:10	<b>student</b> 187:18	<b>supplement</b> 77:13
<b>stepped</b> 122:4	<b>straight</b> 189:14	<b>students</b> 37:11	<b>supplied</b> 98:1
<b>stepping</b> 127:11,12 143:15	<b>straightforward</b> 142:24	<b>stuff</b> 8:7,8,12 15:13 20:4 21:10 25:25 28:13 31:17 34:22 36:21 38:1 47:10 126:17 180:20 182:24, 25 190:23 196:3 203:16	<b>supply</b> 33:21 179:18
<b>steps</b> 6:9 78:15,16 79:17 80:2 140:21	<b>strain</b> 33:5,23,25	<b>style</b> 40:21	<b>support</b> 37:14 62:2 68:1,9 160:14
<b>Stewart</b> 133:12 134:1 135:4,15 136:9,14 137:3,9,10	<b>strange</b> 99:10	<b>subdivided</b> 38:25	<b>supported</b> 17:10 95:17
<b>stitched</b> 166:12	<b>stranglehold</b> 30:13	<b>subdivisions</b> 39:1	<b>supporting</b> 98:14
<b>stone</b> 8:20	<b>stray</b> 16:11	<b>substance</b> 98:11,12	<b>supportive</b> 13:1 86:14
<b>stood</b> 189:6	<b>stream</b> 135:6	<b>succeed</b> 35:4	<b>supposed</b> 13:6 55:20 56:11,12 69:23 104:23 126:9 142:18 144:13 150:3,10 197:24
<b>stop</b> 10:9 18:19 52:1 62:4 70:7 83:6,13 84:14 85:20 89:14 90:18 91:2 92:3 94:8, 12 98:10,13 99:23 100:3,6 101:6,11 104:17 106:9 107:17 110:1 112:8,11,16 114:9,20,25 115:1,7,	<b>streamed</b> 135:13	<b>success</b> 11:25 40:12 43:20	<b>supposedly</b> 144:11 147:25
	<b>streaming</b> 134:2 135:12	<b>successful</b> 4:4 40:20 79:10	<b>Supreme</b> 166:12
	<b>streams</b> 133:15	<b>suddenly</b> 152:19	<b>surprised</b> 15:19,20
	<b>street</b> 25:24 36:18 38:14 74:5 115:8 122:22	<b>suffer</b> 150:19,22	<b>surveillancing</b> 131:3
	<b>street-level</b> 25:22	<b>suffering</b> 150:21	<b>suspect</b> 52:3
	<b>strength</b> 13:4 14:8 53:22	<b>suggest</b> 4:13 10:15 143:9	<b>suspicion</b> 154:12 159:4
	<b>strengths</b> 78:20	<b>suggested</b> 139:6 154:16 170:23	<b>sustained</b> 171:7 172:8
	<b>stretch</b> 145:17	<b>suggestion</b> 80:21 179:22 183:6	

<b>swerve</b> 123:7	62:15 64:2 70:10 78:5	<b>testimony</b> 198:18	<b>thoughts</b> 10:8 44:25
<b>swerving</b> 114:20	80:16 83:3 93:7	<b>theory</b> 167:15	69:22 78:17 79:17
117:9	110:25 116:20 120:1	<b>thin</b> 186:21	101:9 113:2 142:14
<b>switch</b> 24:5	129:18 131:22 157:23	<b>thing</b> 12:9 16:1 21:11	150:6
<b>sworn</b> 158:16	184:22 191:19 194:13	29:5 39:24 57:15	<b>threat</b> 95:23 96:10
<b>sync</b> 163:24	198:17 200:1,20	59:11,22 106:2 107:24	146:3
<b>system</b> 13:15 64:23	<b>talks</b> 147:13	108:20 129:14 130:11	<b>threatened</b> 143:19
107:5 129:3 132:13	<b>tased</b> 190:3	134:3 138:4 140:12	<b>threatening</b> 121:21
185:3 186:7,12,13,15,	<b>task</b> 97:3 99:25	145:17 147:12 149:1,	146:6
19,20,21 187:22	<b>tax</b> 66:2	5,7,8,16 159:17,21,25	<b>threw</b> 199:4
191:20,22 192:2,20	<b>taxpayer</b> 65:12 66:5	160:4,10,16 165:1	<b>throat</b> 189:20
<b>systems</b> 37:1	<b>Taylor</b> 105:2,3	166:13 184:23 185:8	<b>throats</b> 189:16
	<b>teach</b> 14:5	186:4 189:2 190:13,14	<b>throw</b> 20:15 132:19
	<b>teacher</b> 15:21	196:2 200:14,20 201:9	148:1 201:17 204:4
	<b>teach</b> 14:5	202:6	<b>ticket</b> 149:24 152:17
	<b>teacher</b> 15:21	<b>things</b> 6:2,5,13,18	155:18
	<b>teaching</b> 49:6	7:7,18 10:1 13:13	<b>tickets</b> 155:15
<b>table</b> 35:13,14 37:22	<b>team</b> 136:4 187:2	14:15,16,17 15:9,17	<b>tie</b> 7:6 83:12
<b>tag</b> 10:11	<b>teams</b> 15:18	16:14,15,19 17:2,4,15	<b>tied</b> 136:15
<b>tags</b> 120:16	<b>teamwork</b> 6:19	19:1,21,22 20:2,3,21,	<b>tiered</b> 178:10
<b>takes</b> 7:16,20 43:11	<b>technically</b> 149:21	23 21:10 26:24 28:24	<b>time</b> 11:16 12:2 14:11
48:10 101:13 103:17	<b>techniques</b> 95:19,20	29:6,12 30:17 31:25	16:20 20:17 33:2 34:3
116:10	<b>televised</b> 134:10	33:3,13,14,18 34:18	37:3,6 56:17 57:2 60:1
<b>taking</b> 27:4 31:12,13	<b>telling</b> 36:7 128:18	35:2 36:10,22 41:7	69:24 72:17,19 76:3
33:5,6,23 34:25 35:16	149:3,8 190:23	42:20 45:9,10 46:7,10	77:25 87:24 90:23
46:6 49:24 53:10,12	<b>tells</b> 39:6 96:15	47:11,12 48:15,16,17	95:6,10 100:6,22
103:3 171:12	187:18	52:13 53:9,25 55:11,	103:3 104:25 105:1,3,
<b>talk</b> 6:8 7:10,15 14:6	<b>ten</b> 48:19 87:16 109:5	12 57:19,20 58:1	9,10,12 108:18 109:17
16:14 25:4 30:1,9	154:1 175:13	59:18 63:14,20 73:8,	115:4 116:15 119:5
43:11 45:4 63:20,21	<b>ten-minute</b> 87:3	14 77:25 78:7 79:8	120:10 122:17 127:5
65:2 80:5,12 115:18	180:11	80:17 83:15 91:1	128:14,20,22 129:18
116:24 124:4 128:16	<b>ten-second</b> 127:18	125:8 128:15 134:12	131:16,18,21,25
130:12 135:3 146:18,	<b>Tenacious</b> 104:10	135:20 143:4,9 153:21	132:1,14 134:8,17,24
24 165:3 177:8 180:21	<b>tenure</b> 110:2	159:20 166:15,25	135:9,25 138:17 139:8
182:5,8,24 195:8	<b>term</b> 13:25 50:4	167:7 174:10 182:8	149:13,14 151:21
196:4	<b>terminal</b> 33:2	193:16 195:13	152:24 160:5 161:22
<b>talked</b> 4:16 5:23 6:5,	<b>terminology</b> 55:15	<b>thinking</b> 20:13 78:1,	166:4,22 168:2,3,4,5,
23 8:1 9:14,17 10:4,7	<b>tested</b> 98:12 123:22	3,15,16 83:23 113:21	18 170:12,25 178:1
12:14 13:19 19:13	<b>testify</b> 185:11	160:25 169:21 170:6	186:8 190:15,17 191:9
26:23 27:6 28:7,24		198:23 201:11	193:25 194:18 195:21
38:24 52:2 54:7 57:11	<b>tenure</b> 110:2	<b>thinks</b> 60:3	<b>timeline</b> 21:1 40:4
76:4 81:5 82:1,9 112:9	<b>term</b> 13:25 50:4	<b>thought</b> 4:5 11:4	89:5 90:3
115:20,23 129:19	<b>term</b> 13:25 50:4	30:12 35:16 37:19	<b>timeliness</b> 12:19
146:17 156:4 187:5	<b>terminal</b> 33:2	62:9 64:12,13 70:14	<b>timely</b> 167:8
<b>talking</b> 10:6 14:7	<b>terminology</b> 55:15	76:13 84:16 90:11	
16:17 19:7 20:5 25:5	<b>testified</b> 98:12 123:22	112:25 135:1 145:1	
30:11,19 42:8 52:9	<b>testify</b> 185:11	153:2 156:5 168:21	
		170:15 177:2,11	
		201:12	

<b>times</b> 18:2 56:5 58:13 63:5 130:6 178:7 184:23,25 185:6 195:12	<b>track</b> 143:10 191:24	<b>treat</b> 119:22	<b>unable</b> 165:9
<b>timing</b> 163:24	<b>tracking</b> 25:16	<b>treated</b> 91:21 122:11 128:22 145:1	<b>unacceptable</b> 146:13
<b>timing-wise</b> 194:17	<b>traffic</b> 51:12 83:6 89:14 90:23 91:2 94:8, 12,14 98:12 100:1 101:6,11 111:3 114:24 125:15 149:4,8,18 150:4 155:11,15,20 158:3 159:14,15 182:9 185:8 196:6 199:25	<b>treating</b> 118:24 120:14	<b>unanimous</b> 5:2,16 75:18 204:23 205:14
<b>tired</b> 120:9 174:23 175:9	<b>train</b> 30:10,23 106:12	<b>treatment</b> 53:10 91:6 92:6	<b>unanimously</b> 173:10
<b>titles</b> 36:25	<b>trained</b> 7:14 16:22 71:23 106:16 145:24 158:13,17,20 190:19	<b>trickling</b> 40:11	<b>uncertain</b> 96:4
<b>to-do</b> 11:21	<b>trainers</b> 8:9	<b>trim</b> 34:10	<b>uncomfortable</b> 134:9
<b>today</b> 8:15 9:18 10:12 16:16 19:14 23:2 42:5 54:24 58:23 78:18 100:16 136:23,24 144:7 198:18	<b>training</b> 6:9,13 7:10, 12 8:9,18 9:7,12 10:5, 7 14:5 16:12 17:5 28:22 29:18 30:4,6,15 31:22 32:1 36:14 41:11 51:1,3,5,19,21 57:25 58:3 71:23 81:23 82:7 104:20 106:6,7,8,10,11,14,19, 21 107:1 131:12,13, 14,16,18,21,25 132:6, 7 147:14 162:5,12,15 174:25 190:16,18 191:3,7,9 195:19	<b>troops</b> 6:12	<b>undergraduate</b> 3:21, 22
<b>today's</b> 3:5	<b>trainings</b> 8:20,22 9:2 55:25 76:12,15	<b>truck</b> 54:11 57:6	<b>underlying</b> 28:2,10, 13
<b>told</b> 14:23 22:25 43:24 44:12 46:18,25 57:13 94:4 100:24 106:18,19 107:3 110:12 113:13 117:24 120:23 122:7 125:3 146:12 152:24 162:22 165:15 188:19 189:5 191:8 192:13	<b>transcript</b> 3:1 75:12, 13,17,22	<b>trucks</b> 34:17	<b>understaffed</b> 33:24
<b>tomorrow</b> 25:4 39:7	<b>transcripts</b> 103:17 133:25 134:25	<b>true</b> 189:17 195:16	<b>understand</b> 13:2 15:23 16:6 31:5 32:11 34:6 47:15 53:17 62:25 64:7,14,18 69:6 87:24 92:16 105:17, 18,24 106:2 107:21 118:22 119:22 121:17, 18,19 125:13 127:5 146:2,5 151:9 155:25 156:19 159:22 169:11 174:22 176:1 177:6,9 189:13
<b>tone</b> 14:9 119:13	<b>transition</b> 34:23	<b>trunk</b> 145:5,8,9,10,11 196:13	<b>understanding</b> 54:19 133:15 165:7
<b>Toni</b> 11:16 12:4,7,13, 15,20 20:15 23:10,13, 15 59:2	<b>transparency</b> 12:15, 17 59:9 77:8 98:8 112:10 135:2,24	<b>turn</b> 53:25 109:17 156:21 157:1 170:19	<b>understood</b> 34:8
<b>tonight</b> 3:4 11:15 116:11 129:20 135:12 137:19 140:19 170:20 171:16 175:9 182:13 184:23,25 192:14	<b>transparent</b> 9:8 18:1, 14,17 112:12 136:1	<b>turned</b> 66:17 83:1 89:21 114:22	<b>unfounded</b> 142:13
<b>tools</b> 57:7	<b>trauma</b> 101:11 119:6 122:20 127:20	<b>turns</b> 200:21	<b>unidentified</b> 98:1
<b>top</b> 70:17 137:1	<b>traumatic</b> 135:19	<b>TV</b> 109:8	<b>uniform</b> 14:19 15:5, 19
<b>topic</b> 70:23 84:14 186:6		<b>type</b> 12:9 15:1 67:18 70:5 129:8 132:6,20 185:19	<b>union</b> 62:16 63:13,15
<b>topics</b> 64:2		<b>types</b> 6:13 7:18 33:3, 17 34:18 53:9 57:18 135:20	<b>union's</b> 62:21
<b>total</b> 13:9,10 45:4 51:19		<b>typically</b> 34:3	<b>unit</b> 6:22 11:19 12:1 37:10 41:3 52:14 58:4 71:4,23
<b>touched</b> 44:20		<b>U</b>	<b>University</b> 3:22 79:21 104:11
		<b>Uh-huh</b> 62:18 64:20 91:8 108:6 114:2 197:19 199:9	<b>unmarked</b> 56:15
		<b>ultimately</b> 80:7 98:8	<b>unnecessarily</b>

<p>109:23</p> <p><b>unoccupied</b> 37:18</p> <p><b>unreasonably</b> 95:17</p> <p><b>unreportable</b> 165:20 178:8</p> <p><b>unstable</b> 83:1</p> <p><b>unsuccessful</b> 4:4</p> <p><b>upcoming</b> 50:24</p> <p><b>update</b> 6:4 7:24 10:2, 8 21:13 23:21 81:22 82:21 85:17 86:22</p> <p><b>updated</b> 81:20 136:23</p> <p><b>updates</b> 31:9,11</p> <p><b>uploaded</b> 24:7</p> <p><b>upper</b> 42:17,18</p> <p><b>use-of-force</b> 26:25 71:22 189:13</p> <p><b>use-of-force-related</b> 8:7</p> <p><b>user</b> 77:5</p> <p><b>usual</b> 87:23</p> <hr/> <p style="text-align: center;"><b>V</b></p> <hr/> <p><b>vacancies</b> 38:16,17 40:4,25 41:1,2</p> <p><b>vacant</b> 39:16,19</p> <p><b>vague</b> 203:23</p> <p><b>valid</b> 120:16</p> <p><b>validation</b> 14:12 45:22</p> <p><b>validity</b> 98:4</p> <p><b>valuable</b> 80:15</p> <p><b>variable</b> 46:13</p> <p><b>variables</b> 48:9</p> <p><b>Vascular</b> 30:13</p> <p><b>vast</b> 20:12</p>	<p><b>vehicle</b> 10:9 51:12 52:1 69:16 70:10,11 73:23 83:12,13 84:14 85:20 91:21 93:8,22 95:15,17 96:16,17 98:19,20,22 100:2,18, 20,24 119:17 124:22 143:15 145:5,9 156:24 158:5,9,11,13 159:5</p> <p><b>vein</b> 74:7</p> <p><b>vendor</b> 7:15 27:14</p> <p><b>verbal</b> 148:5</p> <p><b>verbally</b> 155:21</p> <p><b>version</b> 136:20,23</p> <p><b>versus</b> 16:7 127:19 159:20 189:7,8</p> <p><b>Vesting</b> 94:25</p> <p><b>veteran</b> 4:1</p> <p><b>vetted</b> 193:24</p> <p><b>vice</b> 139:2</p> <p><b>video</b> 9:13,18 15:10 18:21 19:5 77:9 81:23, 25 82:1 89:13,14 90:9, 16 91:24 92:21 93:10 94:24 96:8,13 97:1,6 98:15,21 99:2 100:6, 14 101:18,23,25 102:7,9,12,15,21 104:14 110:19 111:1 113:16 114:24 122:14 129:11 133:19 138:16 145:18 195:17,19 197:11</p> <p><b>video-based</b> 88:21</p> <p><b>videos</b> 92:22 100:19 127:6</p> <p><b>view</b> 8:19 15:11 53:25 56:6 58:10</p> <p><b>viewed</b> 146:3</p> <p><b>viewing</b> 187:21</p> <p><b>violate</b> 57:23 160:15</p> <p><b>violated</b> 57:14,18 182:9 202:6,7 203:14</p>	<p><b>violates</b> 14:24 56:7</p> <p><b>violating</b> 113:8 197:1</p> <p><b>violation</b> 16:17,23 28:25 29:8 56:21 57:2, 8,11 67:15 74:11 90:24 93:9 111:4 118:12 125:15,17 153:14,15 156:14,23 196:6 197:4 200:15,24 201:19 202:5</p> <p><b>violations</b> 93:15 94:16,23 123:4 125:11 143:8 144:11 149:4,8 150:4 159:15 182:6 201:2,7</p> <p><b>violent</b> 99:25</p> <p><b>virtually</b> 37:6</p> <p><b>visible</b> 100:21 196:23</p> <p><b>visualization</b> 157:24 159:4</p> <p><b>vocal</b> 192:24</p> <p><b>vocalized</b> 73:25</p> <p><b>voice</b> 3:13 5:2,16 47:10 75:18 120:23 130:20 141:16 182:1 202:17 204:20,23 205:8,9,14</p> <p><b>voices</b> 130:18</p> <p><b>volunteer</b> 8:12 139:5</p> <p><b>volunteered</b> 84:4</p> <p><b>vote</b> 5:2,16 75:18 141:16,21 172:10 182:1 204:15,23 205:7,8,10,14</p> <p><b>voted</b> 188:24 205:2</p> <p><b>voter</b> 152:2</p> <p><b>voters</b> 152:2,3 153:22</p> <p><b>votes</b> 204:20</p> <p><b>voting</b> 63:25 64:22 182:22 204:12</p> <p><b>vulnerable</b> 57:17</p>	<hr/> <p style="text-align: center;"><b>W</b></p> <hr/> <p><b>wait</b> 5:25 17:3,6 83:22 87:1 94:19 102:22 117:10,13 120:12 161:8 198:22</p> <p><b>waited</b> 102:11 112:5</p> <p><b>waiting</b> 10:5 21:14,16 26:24 27:1 40:5 77:14, 15 123:12</p> <p><b>waiver</b> 82:15</p> <p><b>Walgreens</b> 14:22</p> <p><b>walk</b> 54:22 55:1 57:1 116:8 129:25</p> <p><b>walking</b> 57:5 62:15 63:8 96:14 111:9</p> <p><b>Walmart</b> 56:25 57:1, 2,3 122:17</p> <p><b>wanted</b> 13:19 14:18 25:13 28:20 40:5 48:5 78:24 82:21 102:13 117:23 118:5,25 119:1,16,17,18,21,25 124:25 125:2 133:14 134:11 135:8 139:5 144:25 145:3 149:16 154:15 160:20</p> <p><b>wanting</b> 19:11</p> <p><b>warning</b> 94:10,11 113:10 118:10,16 125:19 148:3,5,6 149:20,21 197:25</p> <p><b>warrant</b> 145:10</p> <p><b>waste</b> 3:18</p> <p><b>watched</b> 77:8 100:19</p> <p><b>watching</b> 17:21 127:6</p> <p><b>Wayne</b> 75:14 76:18</p> <p><b>Wayne's</b> 204:12</p> <p><b>ways</b> 6:20 79:10 86:15 157:19</p> <p><b>weakness</b> 53:23</p>
--	--	---	---

<b>weapon</b> 100:2	<b>wide</b> 153:16	<b>window</b> 106:23,24 148:1 166:24	<b>worries</b> 85:5
<b>weapons</b> 146:4	<b>Williams</b> 4:16,19 6:2 7:10,22 8:16 9:6,23 11:3,11,14 13:15 15:23 16:4 17:14,19, 24 18:15 19:8 21:1,7 24:23 34:7,13 35:5,13, 17 36:5 37:24 38:4,7, 12,15,20 39:12,15 40:6 41:5,18 42:15,19 44:1,9,11,15,17 50:18 61:1 65:1,25 66:7,14, 21 67:18,22 68:11 69:1,9,10 73:17 74:23 75:2,4,7 79:6,14 80:20 82:9,22 83:3 86:8,13 87:2 88:3 89:10,24 90:5 91:3,9,12,17 92:23,25 93:3,5,7,12, 14,17,23 94:2,5,19 96:8,19 97:5,8,11 102:25 104:25 106:15, 21 107:14,25 108:4,7, 10,13 109:17,19 111:3 112:25 113:5,8,10,23 114:1,3,6 115:9,18,20, 23 116:14,19,24 117:1 118:2,7 119:11 120:6 121:1,7,20 122:13 124:10 132:18 133:8 141:13,19 142:10,11 143:1,12,21 144:14, 18,24 146:2,7,11,15 147:3,7,9 148:4,7,14 150:1 154:23 155:4 156:2,7 157:15 158:1, 4,12,19,23 159:7 160:2 161:6,11,19 162:7 165:18 166:3,8 170:5,10 173:7,8,14, 24 174:6,17,23 175:8, 15 176:3,7,19 177:3,5 178:14,18,20 179:1,5 180:7 181:3 182:16 184:5,6 189:10 191:8 193:10 195:24 197:1, 4,9,19,22 198:12,15, 20 199:2,6,9,11 201:14 204:15,24	<b>winter</b> 68:21	<b>worry</b> 59:23 60:6,10 155:3
<b>wear</b> 179:18		<b>wise</b> 163:24	<b>worse</b> 102:10 149:10
<b>web</b> 103:15		<b>withdraw</b> 46:24 47:2	<b>worth</b> 26:13
<b>website</b> 39:19 61:19, 22 62:21 63:4 64:12 103:23 136:18 194:8, 24		<b>witnesses</b> 88:22 160:6 169:22 170:21	<b>write</b> 67:6 69:4 129:22,23 149:24 158:6
<b>websites</b> 24:6		<b>Wolfe</b> 94:23 97:14,22 98:5,24 99:7,20 146:9 165:15 167:25 168:22 169:8,16,19	<b>writing</b> 149:21
<b>weed</b> 118:13 132:15, 16,20 144:15		<b>Wolfe's</b> 98:9 171:22	<b>written</b> 94:10,11,20 98:12 148:3,6 149:20 153:5 196:10 197:25
<b>week</b> 6:5 9:16 15:6 26:18 84:17 175:13,14		<b>woman</b> 56:10 105:3 108:16	<b>wrong</b> 27:11 83:24 90:10 96:9 101:11 109:7,9 114:18 117:4, 14,15 120:12 121:24 122:24 123:11,13 127:13,14,16,17 130:3 151:25 182:8
<b>weekend</b> 129:13		<b>women</b> 108:19	<b>wrote</b> 89:16
<b>weekly</b> 43:23 176:6,9		<b>wondering</b> 54:22 69:19 159:17	
<b>weigh</b> 67:23		<b>word</b> 147:16 175:9	
<b>welfare</b> 95:2		<b>worded</b> 139:5	
<b>whatsoever</b> 145:19		<b>work</b> 3:6,18 18:12 23:20 32:7 40:5,8 56:11,13,22 57:10,12 63:17 65:4 66:22 79:3, 7,13 84:23 85:6 136:10 157:4 171:1 174:4,7,12,14,15,16 175:11,13 177:14,20, 25 178:11 179:8,16,17 185:14 186:14	
<b>white</b> 25:12 131:6		<b>worked</b> 38:1,2 39:21 65:4 104:19 111:7 175:23,24 180:2 194:1	
<b>WIBBENMEYER</b> 5:7,13 21:20 66:10 67:23 68:15 76:24 77:3 80:4,21,24 81:3,8 82:12,16,20,23 87:14, 17 88:8,13,18 103:15, 25 104:3 128:10 134:4 136:15,22 137:5,14, 18,24 138:6,9,23 139:19,22 140:4,8,12, 15,21 141:9,17 152:1, 13 153:8,20 154:4 155:10,19,24 156:3, 12,18 161:24 162:9,19 163:13,23 164:9,16 165:1,21 166:5,14,17 167:6 168:7,19 169:18 170:16 171:11 172:10 176:10,14 180:8 182:23 183:10,13 184:8,15 193:17 194:17 195:2 198:14, 16 199:8,10,12,14,19, 21 200:6,23 201:20 202:14,16 203:25 204:11,14 205:1,9		<b>working</b> 8:10,12 15:2, 6 33:15 41:9 42:9 67:1 78:2,23 85:7 90:11 136:5 174:18 175:16 178:3,23 179:5,15 180:1,3 185:9 187:3	
	<b>Williams'</b> 46:3	<b>works</b> 60:18 64:23,24 165:5 175:21 186:14	
		<b>world</b> 14:15 17:7 160:3	
		<b>worried</b> 122:23 135:21	
			<b>Y</b>
			<b>y'all</b> 65:1 91:15 105:17,18 121:15 148:17 149:6 204:2
			<b>year</b> 6:25 7:1 10:1,7 15:4 23:9,17,19 24:12 27:5 29:24 32:25 35:11,12 37:7 40:9,15 50:24 76:15 111:8 130:25 131:15 134:7 166:6,18,24 173:17 174:15 175:3,12 178:15,24 194:19
			<b>year's</b> 7:9 178:16
			<b>yearly</b> 8:17
			<b>years</b> 4:2 8:16 12:14 42:23 45:21 48:2,4,10, 11,20 56:8 69:2 90:12 101:13 104:19 124:18 134:5 154:1,5,8,11
			<b>yelling</b> 108:24
			<b>yesterday</b> 54:2,4,15

**yield** 115:12

**you-all** 4:8 6:16 40:21  
42:9,10 50:25 80:18  
82:21 83:20 85:24  
89:13 107:6 131:19  
135:8 166:1 193:17  
196:7

**you-guys** 185:6

**young** 90:20 97:9  
99:23 100:18 102:16  
121:2

---

**Z**

---

**zoom** 46:14 84:22  
155:1