

In the Matter of:

CITY OF COLUMBIA CITIZENS POLICE REVIEW BOARD TRANSCRIPT OF MEETING

TRANSCRIPT OF PROCEEDINGS

March 10, 2021



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Transcript of Proceedings

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CITY OF COLUMBIA
CITIZENS POLICE REVIEW BOARD

TRANSCRIPT OF MEETING

March 10, 2021
City Hall, Council Chambers
Columbia, Missouri

Susan D. Schroeter, CCR #1236

TIGER COURT REPORTING, LLC

Transcript of Proceedings

1 BOARD MEMBERS PRESENT:

2 Travis Pringle, Chair

3 Carley Gomez

4 Cornelia Williams

5 Wayne Boykin-Rudolph

6 Heather Heckman-McKenna

7 Catherine Grover

8 Rhonda Carlson

9 ALSO PRESENT:

10 Rose Wibbenmeyer, Assistant City Counselor

11 Sergeant Alpers, Columbia Police Department

12 ABSENT:

13 Andrew Fisher

14 Alex Hackworth

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1 I. CALL TO ORDER

2 MR. PRINGLE: All right, the time being 6
3 o'clock, I call this meeting of the Citizens Police
4 Review Board to order. Everyone in attendance, welcome
5 to this meeting. We work to bridge the gap between law
6 enforcement and the community to help increase trust and
7 accountability.

8 II. INTRODUCTIONS

9 MR. PRINGLE: For today's meeting, Andrew
10 Fisher and Alex Hackworth, they have both relayed to
11 Rose and I that they will not be attending, so they are
12 excused. At this time I would like to introduce our
13 newest member of the Board, Ms. Rhonda Carlson, and,
14 Rhonda, I would like you to introduce yourself to us.

15 MS. CARLSON: I am Rhonda Carlson. I'm a
16 native Columbian. I have lived here most of my life. I
17 did live in California and Oregon for a few years, but
18 have been in Columbia all of my adult life and most of
19 my young life and just wanted to get involved. I tried
20 to get involved in a number of boards over the years. I
21 have been involved in a number of task forces on
22 affordable housing, fair housing, throughout the years
23 and just was really interested in working with this
24 board in Columbia.

25 MR. PRINGLE: Well, thank you, Rhonda, and

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1 again, welcome to the Board. We look forward to working
2 with you and also your input as we move forward.

3 III. APPROVAL OF AGENDA

4 MR. PRINGLE: Now at this time, has everyone
5 had a chance to review tonight's agenda? (Unanimous
6 affirmative.) Is there a motion to approve the agenda?

7 MR. BOYKIN: I will move to approve the
8 agenda.

9 MS. HECKMAN-MCKENNA: Heckman-McKenna
10 seconds.

11 MR. PRINGLE: All right. All those in favor
12 of approving tonight's agenda, say aye. (Unanimous vote
13 for approval.) Nays. (No audible response given.)
14 Passed unanimously.

15 IV. APPROVAL OF MINUTES

16 MR. PRINGLE: Next item, approval of our
17 minutes and transcript from our February 12, 2021
18 meeting. Have the members had a chance to review the
19 minutes and transcript?

20 MR. BOYKIN: Yes.

21 MR. PRINGLE: Is there a motion to approve
22 the minutes and transcript from our February 12, 2021
23 meeting?

24 MS. GOMEZ: Gomez moves.

25 MR. PRINGLE: Is there a second?

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1 MS. WILLIAMS: I second, Cornelia Williams.

2 MR. PRINGLE: All those in favor of approving
3 the minutes and transcript from our February 12, 2021,
4 meeting, say aye. (Unanimous vote for approval.) Nays.
5 (No audible response given.) Any abstentions?

6 MS. CARLSON: I abstain.

7 MR. PRINGLE: Ms. Rhonda Carlson abstains.

8 V.) REPORTS

9 MR. PRINGLE: Moving on to our next item,
10 Positive Connections and Ride Alongs. Any member of the
11 Board would like to share any positive connections or
12 ride alongs? (No audible response given.) All I have
13 is, I didn't get the officers' names, but I witnessed
14 two officers help out a stranded motorist push his car
15 into his driveway on at Garth and Sexton (phonetic), so
16 that was, you know, just drove and gave them a thumbs up
17 just keep track of them, but it was very good to see
18 them help him out.

19 VI. OLD BUSINESS

20 MR. PRINGLE: Moving on to old business.
21 First up is the Community Oriented Policing Program.

22 MS. GOMEZ: So, Ms. Heckman-McKenna and I
23 have some good news on that front. Heather had managed
24 to track down the people who do the Police For Tomorrow
25 program at Georgetown, so we have a meeting set with

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1 them for March 16 on sort of how their program runs, and
2 hopefully after that, we will be able to put together a
3 budget and the full extent of the plan, and hopefully
4 have a new draft for you all in April.

5 MR. PRINGLE: That's really great to hear. I
6 guess if you give us a quick summary of the Police For
7 Tomorrow program. I would like to know a little bit
8 more about that.

9 MS. GOMEZ: So the Police For Tomorrow
10 program is what I based this program on. It has
11 meetings and mentorship. It has professors from
12 Georgetown that teach these monthly sessions, and other
13 community members involved, too, and I think it is a
14 two-year long program; is that right?

15 MS. HECKMAN-MCKENNA: Yes, that sounds right.

16 MS. GOMEZ: Was there anything you wanted to
17 add?

18 MS. HECKMAN-MCKENNA: No, just that it is
19 affiliated with Georgetown Law.

20 MS. GOMEZ: And works with Washington.

21 MS. HECKMAN-MCKENNA: Yes.

22 MR. PRINGLE: Well, thank you both for your
23 continued work on that. I can't rave about your program
24 enough, so that's really good to hear that we will have
25 another draft forthcoming. I look forward to seeing it.

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1 MS. GOMEZ: Great. Thank you.

2 MR. PRINGLE: Next up, Diversity in the
3 Police Department. We had four items on the agenda that
4 were shared with us. Any discussion on what we
5 reviewed?

6 MS. HECKMAN-MCKENNA: One of the things that
7 we were requesting of that information was kind of
8 diversity-specific recruiting measures. I didn't really
9 see anything in those materials that, you know, kind of
10 like laid out where the postings were going out but
11 didn't really specify, like, how they are trying to
12 approach the diversity aspect of it, and, yeah, I guess,
13 you know, well, of course, the number of applicants
14 obviously don't tell the whole story. Again, we are
15 showing percentage-wise that there are consistently a
16 higher percentage of African-Americans applying for the
17 department than the percentage of people in our city.
18 So, it is just I think one data point, but I'm sure it
19 is a much bigger conversation.

20 MR. PRINGLE: I know I spoke with Chief Jones
21 at the Council Meeting at the beginning of the month,
22 and he told me there was a recruitment plan that was
23 sent to him, but he sent it back for further refinement,
24 but I think that -- I believe that we will see this plan
25 at some point, but it is still a work in progress, from

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1 what he told me. He was hoping to have it to us for
2 this meeting, but it didn't happen. Was there anything
3 else on this, Sergeant Alpers?

4 SGT. ALPERS: No.

5 MR. PRINGLE: Any thing further on the
6 Diversity in the Police Department? (No audible
7 response given.) Then next up, status update on the
8 audits. We're almost done. Andrew, Alex, and I have
9 been working with Sergeant Alpers on the audit. We have
10 just the 2019 and 2020 years to go through, and now that
11 we have kind of caught up on our time, we kind of know
12 where everything is at, hoping to have that completed
13 next week, waiting on Andrew and Alex to give me their
14 availability for the final meeting with Sergeant Alpers,
15 and then in April, I plan to present a little
16 mini-report on the audit. Right now, a little preview
17 for you. The biggest thing I've seen, it would be nice
18 to have our letters to the complainant and then any
19 letters from the City Manager in the police files so we
20 would have a complete file, rather than what we have
21 right now is our investigations in the police and our
22 letter to the Chief, but then everything else is kind of
23 scattered.

24 MS. WIBBENMEYER: I'm sorry. Can you repeat
25 that?

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1 MR. PRINGLE: To ensure -- because right now,
2 with the files we are reviewing, they basically all have
3 a letter from this Board to the complainant and also the
4 City Manager, if there was input from the City Manager,
5 we don't have that in the files, from the Police
6 Department, anyway.

7 MS. WIBBENMEYER: The appeals to the City
8 Manager would be handled by the City Manager's Office,
9 so those records would be in the City Manager's office.

10 MR. PRINGLE: Yes, but it would be helpful
11 for future audits if the Police also had copies of those
12 letters, that way we would have everything when we do
13 our audits.

14 MS. WIBBENMEYER: They would receive from --
15 the Police Chief would receive the City Manager's
16 decision letter. So he could, at that point, put that
17 in the file along with you all send when you make your
18 recommendation, you send a letter to the Chief, but it
19 wouldn't necessarily be the individual letters to all
20 the people.

21 MR. PRINGLE: Yes, and part of our audit
22 process is making sure those letters all were sent out,
23 but since we had to, like, move through different
24 avenues to find that we had it all in that Police file,
25 it would streamline the process, is what we kind of have

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1 concluded.

2 MS. GROVER: So, what you're saying, Rose, is
3 that it is a whole separate process than what we are
4 doing, so it would be maintained separately always.

5 MS. WIBBENMEYER: It is currently right now
6 maintained separately. So if you wanted to do that.
7 basically it would be creating a process where there
8 would be a courtesy copy of the record, but then that
9 wouldn't -- courtesy copies are not necessarily subject
10 to record retention. So the State Records Retention
11 requirements would apply to the record keeper. So, for
12 example, at the Police Department, they have a
13 designated record keeper. For the Board, I am the
14 designated record keeper and the Law Department. For
15 the City Manager's office, they have a designated record
16 keeper. So as far as typical City processes, we try and
17 make sure that the designated record keeper keeps the
18 record, and anything else is just a courtesy copy
19 because courtesy copies aren't necessarily subject to
20 that. It would be very difficult -- it would be easy to
21 make a courtesy copy.

22 MR. PRINGLE: I'm talking about. I am not
23 talking about who is actually in charge of the record
24 officially. It is just simply making sure that if we
25 have it all in that one place, it doesn't need to be the
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1 official record, just make sure there is a copy, because
2 we were jumping between the Board website to see our
3 letters to the Chief, and we didn't know where the copy
4 was with the Police, but we still had access to it. I
5 feel like if we had it all in that one place, it is
6 easier for us to conduct our audit that way, but we
7 don't need to change who is the official record keeper.
8 It is just a courtesy copy making sure it is forwarded
9 to the Department, as well.

10 MS. WIBBENMEYER: So, in essence, what you
11 would want from me is you would want me to send, when
12 you sign the letters to all the people, the City
13 Manager, the Police Chief, the officer, and the
14 complainant, you want copies of all those letters to be
15 an attachment to the Chief's letter because then the
16 Chief could then put it and the Internal Affairs File,
17 or does he put them in Internal Affairs files, or do
18 they get filed in the Chief's office?

19 SGT. ALPERS: That is kind of what we
20 discussed is we would have to get with you to get all
21 those extra letters, if that is what they so desire, so,
22 and you know this, we don't get all that stuff, so.

23 MR. PRINGLE: Yes, we were -- they have them,
24 that was always the biggest glaring thing was not having
25 -- we couldn't just look at the complete case file just

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1 from doing the audit from the CPB file because they
2 didn't have that.

3 MS. WIBBENMEYER: Yes, I mean, technically
4 your auditing their files for compliance with the Code.
5 So, if you want to do an audit of your files for
6 compliance with the Code or the City Manager's records,
7 that would be in separate pieces.

8 MR. PRINGLE: Yes, but it's also nice just to
9 have it all in one place.

10 MS. GROVER: But she is saying technically,
11 it is not part of the audit.

12 MR. PRINGLE: No.

13 MS. GROVER: It's just a nice thing; right?

14 MR. PRINGLE: Yes. It helps us get the whole
15 picture at once versus going through multiple avenues to
16 figure out how the case ended. But that will be
17 something more after we do our final audit, I will put
18 something together for the April meeting, and we will
19 figure out how to move forward from that, but that is
20 just the biggest thing that popped out while we were
21 doing this. Any more discussion on the audits from any
22 members of the Board? (No audible response given.)

23 Next we have the Recommendation Letter Regarding Foot
24 Pursuit Training and Request for Video and Curriculum.
25 Has everyone had a chance to review the video?

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1 MS. GOMEZ: Yes.

2 MR. PRINGLE: Any discussion on what we have
3 seen so far?

4 MS. GOMEZ: I have a couple questions, and
5 I'm not sure that we will be able to have an answer here
6 tonight, Sergeant Alpers. You know, you got the video.
7 It is looking great, but will there be sort of training
8 that goes alongside that? Is it just the video? How
9 does that work?

10 SGT. ALPERS: Are you talking about practical
11 training?

12 MS. GOMEZ: Yes.

13 SGT. ALPERS: Not that I am aware of. No,
14 there won't be any practical training.

15 MS. GOMEZ: Okay, is there, like, any, sort
16 of, discussion that will happen, or is it really just a
17 presentation of the video?

18 SGT. ALPERS: It's an online training, so it
19 is in a -- they set it via Power DMS (phonetic) which is
20 our mechanism for doing that, so. I mean, it wasn't in
21 our in-service training.

22 MS. GOMEZ: Okay, so the officers would sort
23 of just get the video?

24 SGT. ALPERS: Correct, and there was an
25 accompanying PowerPoint with it that, you know, I think

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1 to put it all in there.

2 MS. HECKMAN-MCKENNA: Okay. I don't remember
3 what was on the separate PowerPoint. Do you remember?

4 MS. GOMEZ: I didn't see a separate
5 PowerPoint, but the video that I watched had, like, the
6 voiceover (cross-talk) yes. Okay. Thank you, so I just
7 had a couple of thoughts as I was watching it. The
8 notes at the end about how 20 percent of critical
9 injuries happen to officers during foot pursuit really
10 points to sort of how intense that aspect of their job
11 is, and there wasn't as much conversation about, sort
12 of, adrenaline's effect on use-of-force at the end of
13 foot pursuit training, which is one of the things --
14 those were both the things that I was concerned about
15 initially when suggesting foot pursuit training, the
16 danger to the police, and the danger to the other
17 person, so I was wondering, and I guess there isn't, but
18 it seems like some sort of practical training that takes
19 into account, you know, those factors or discusses the
20 critical injuries more, like, would be nice.

21 MS. HECKMAN-MCKENNA: That's kind of the
22 perspective that I have, too. This is a really good
23 start, right, it is laying out the theoretical
24 foundations, but it really is more of a PowerPoint with
25 a voice-over, and I was wondering about, like, actual

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1 and practical elements, and the actual tactics used, or,
2 you know, some training involving those practical
3 elements, and this particular training video just didn't
4 really do that.

5 MR. PRINGLE: I also had some thoughts about
6 if there was going to be a practical training. If there
7 was going to be a practical training, I want to be able
8 to attend and see it, but, you know, Covid, but I would
9 want to see it at some point, Sergeant Alpers, if the
10 police ever do, like, and actual practical training for
11 the foot pursuit, I would just like to see how it plays
12 out.

13 SGT. ALPERS: Okay. So just for my thought
14 process, what would you, as far as practical training
15 goes, how would you like, or what would you envision
16 that to look like? I'm just trying to think of the
17 practicality of practical foot pursuit training, and so
18 I can pass this on to our training folks. I mean, what
19 does that look like to you, what does it involve, what
20 does the end result look like, and so we've got to take
21 into consideration injury and can we get everybody
22 through this training and service in a practical amount
23 time, and so I am just wondering so I can pass this on
24 to training.

25 MS. HECKMAN-MCKENNA: I mean, I can start.

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1 You know, obviously I'm not a trainer like the police
2 department has hired trainers that that is their whole
3 job, so I can't really speak to a lot of elements of
4 that but, when I came in to see you, Sergeant Alpers,
5 and you showed me practically how a bunch of different
6 things worked, that is the type of thing that I think
7 would be more useful is seeing, like, in practical
8 applications how scenarios might play out and how people
9 might respond to those scenarios.

10 SGT. ALPERS: Okay. So I envision things
11 from a generalist instructor standpoint, and so I think
12 about we start a foot pursuit and a training scenario,
13 and we chase after them, and there could be so many
14 variations that -- so we would have to come up with a
15 broad "this is what it should be looking out for," you
16 know "these are the dangers, here is what potentially
17 could happen," but okay. I see.

18 MS. HECKMAN-MCKENNA: I think, again, all
19 this stems back to Dr. Gomez's original, kind of,
20 concerns with the foot pursuit training, and this
21 particular video, you know, didn't really address those,
22 either, and so, you know, yeah, I just think, you know,
23 again, much like you were showing me how certain things
24 worked, obviously, you know, we can't predict every
25 possible thing that could happen, but I think just a

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1 core of basic tactics, basic practical tactics, could be
2 very useful.

3 SGT. ALPERS: Okay. I can pass it on to
4 training.

5 MS. GOMEZ: Also an emphasis toward sort of
6 the specific, I think, key points here, which is the
7 injury to officer being the focus, and the, you know,
8 possibility of what effects of adrenaline on officers
9 are at the end of the foot pursuit.

10 MR. PRINGLE: I was even thinking of the
11 appeal we heard last year that kind of pushed us into
12 the foot pursuit training almost as having officers
13 watch foot pursuits and identify what was a good
14 practice, and what was a bad practice, what could be
15 improved, what was good practice, stuff like that,
16 reviewing foot pursuits you have on body cameras.

17 SGT. ALPERS: Okay. Very good.

18 MR. PRINGLE: Anything further on foot
19 pursuit training? (No audible response given.) Next,
20 the Training Calendar Request. This is also an update I
21 got from the Chief at the City Council meeting at the
22 beginning of the month. He received a copy of that
23 also. He thought it was not as complete as it could be,
24 and he sent it back hoping to have a finished one before
25 this meeting, but it did not happen, so we are waiting

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1 for the next version of it to come to us.

2 MS. GOMEZ: Which year will that be for, just
3 the coming months, then, or, like, for the next year,
4 or, when they say it is finished as they want it to be,
5 what length of time are we talking about?

6 MR. PRINGLE: March 1st was what he had as a
7 finalization date, and he got what was supposed to be
8 the final copy, but it was missing things that he
9 wanted. I'm quite sure what the actual timeframe is for
10 this training calendar, where does it begin and end?

11 SGT. ALPERS: You probably have more
12 information about that than I do.

13 MS. GOMEZ: Okay. So they don't know?

14 MR. PRINGLE: Yes. I am going to keep
15 checking with them because he understands we've been
16 requesting this for a while now, but it was sent back on
17 March 1st, and he is for another copy.

18 MS. WIBBENMEYER: The Chief is scheduled for
19 next month for his, you know, twice-a-year meeting with
20 you all.

21 MR. PRINGLE: I would really like to have it
22 before that so we can ask questions about the calendar.

23 MS. HECKMAN-MCKENNA: And that's another
24 thing that I may just think about when it comes to that
25 calendar is even if it is not completed, it might be

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1 still be useful for us to see what's on it,
2 understanding that it is not complete yet, so, I don't
3 know, I would have to say that I would be more than
4 happy to see a draft.

5 MR. PRINGLE: Next, we have Disparity Index
6 and Related data.

7 MS. GOMEZ: I think Mr. Hackworth is taking
8 the lead on that now, but it looked like a number of
9 interesting documents that I hope we get to hear more
10 about and discuss at length when he is here.

11 MR. PRINGLE: Was it clear to you, Rose, it
12 was Josh, this Josh?

13 MS. WIBBENMEYER: Yes.

14 MR. PRINGLE: Could you give a presentation
15 now?

16 MR. EAGAN: Sure. Sorry, I wasn't expecting
17 to speak right now. I was planning on waiting until the
18 end. My name is Joshua Eagan. Thank you. It is nice
19 to meet you all. I think the main thing, I guess, I
20 have to offer is I have been working on putting together
21 a data dashboard to present the traffic stops data that
22 Columbia releases. This is the same data that is posted
23 on their website as separate, I believe, it is CSB
24 files, but basically what I have in mind is taking the
25 traffic stops throughout the City and overlaying them on

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1 a map to where basically you can just click on different
2 sections of the City. So you could, like, divide it
3 into different types of sections, like you could use
4 census blocks, census tracts, or police beats, and
5 basically, you could zoom in and click on them for more
6 information about the traffic stops that happened in
7 each of those areas. So you can embed that in a website
8 or an app, and I was just thinking that would be a
9 helpful thing in the spirit of accountability and
10 citizen oversight of policing activities.

11 MR. PRINGLE: And I think you guys are
12 working with, like, the University of Data Sciences. Do
13 you guys have a timeline in place for the project, or
14 just very much rough beginning right now?

15 MR. EAGAN: It is in rough beginnings, so I
16 am currently working with a University of Missouri
17 economist named Eric Parsons. He has worked with, I'm
18 sorry, I get this committee sometimes confused with the
19 other the --

20 MR. PRINGLE: The Vehicle Stop Committee.

21 MR. EAGAN: That's the one. Yeah, he and
22 also another economist named Dr. Milo, Jeff Milo, each
23 produced analyses of the vehicle stops report, and Eric
24 Parsons has offered his time in mentoring me through
25 working with this data to screen it for different types

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1 of things that would be indicators of malpractice.

2 MR. PRINGLE: And everyone else has said it
3 looks like an exciting project, and I look forward to
4 seeing where you all go with it. Any other questions
5 for Mr. Eagan from the Board?

6 MS. HECKMAN-MCKENNA: Just a note to say
7 thank you. I played a little bit with the interactive
8 files that were sent over to us, and it was really neat,
9 you know, just playing with what is there so far, so I
10 am excited to see what this turns into. Thanks for your
11 work on it.

12 MR. EAGAN: Thank you. Really quickly, one
13 thing I was just going to ask, if there is a quick
14 second if you all have time, is there anything you all
15 would be interested in seeing, like, on a map, like,
16 what aspects of traffic stops are you curious about, or,
17 it is okay if you don't have an answer right away, but
18 that's kind of what is fueling, I guess, the next steps
19 of my project.

20 MS. GOMEZ: I mean, I was particularly
21 interested in equipment violations and other searches,
22 specifically.

23 MR. PRINGLE: And I also think we will just
24 go ahead and keep that in mind. If anything has
25 anything, please email Rose, and she'll get the

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1 information out, but, yes, I'm looking forward to seeing
2 where you guys go.

3 MR. EAGAN: Perfect. Thank you so much.

4 MS. HECKMAN-MCKENNA: Thank you.

5 MR. PRINGLE: Thank you for coming. The next
6 status update had to do with the Vehicle Stop Committee.
7 Last time it was Alex had information to share with the
8 Committee, but I'm not quite sure what's happened since
9 then. Have you heard anything further from Alex about
10 that, Rose?

11 MS. WIBBENMEYER: No.

12 MR. PRINGLE: Then we will wait until next
13 month when we can get an update from him. And now we
14 have a status update on Moonlighting Data Request. Has
15 everybody had a chance to review the information that
16 was passed on to us? (Unison nodding of heads.) I open
17 the floor to discussion about what you have seen.

18 MS. HECKMAN-MCKENNA: I guess I can start. I
19 just noticed that, like, some of the hours are pretty
20 high, like, some up to 30 hours a month, or more, and I
21 do not have enough information about how, you know, how
22 a lot of these very specific, like, HR matters work, but
23 it strikes me that, you know, the Department is kind of
24 chronically understaffed. We all know that. It is a
25 big problem, and I, you know, one question that I have

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1 that maybe we could talk to Chief Jones about next month
2 is if it would be possible to have officers doing more
3 hours with the Police Department, itself, if they want
4 to do extra work instead of working elsewhere for that
5 time. So, just food for thought.

6 MS. WIBBENMEYER: Sergeant Alpers, did that
7 report include overtime? So this would have been work
8 done in addition to possible overtime?

9 SGT. ALPERS: Correct. So this is for -- and
10 I will talk about my knowledge. I worked five jobs in a
11 year period for 27 hours, so that was at Walmart during
12 Black Friday, and I think another place that I worked,
13 so it does not include overtime for the City Police
14 Department. So not an actual (unintelligible). So does
15 that answer your question, Rose?

16 MS. WIBBENMEYER: Right. I just want to make
17 sure I understood that those hours would be in addition
18 to any, you know, the full-time status, plus any
19 overtime the officer is doing, that report would be on
20 top of all that?

21 SGT. ALPERS: Correct. I would assume that
22 report would have to come from Finance.

23 MR. PRINGLE: And when it comes to the,
24 because the way overtime works, too, like, isn't there
25 -- there is a cap at some point?

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1 SGT. ALPERS: So there's a cap on both ends
2 of it. So I can't work more than 16 hours in a day,
3 regardless, and then you can't work more than so many
4 hours off-duty at these, I don't like to use the word
5 private security, but hired as a security for some of
6 these places for more than so many hours per week.
7 There is built-in safeguards, I guess you could say.

8 MR. BOYKIN: And these are, you said, like
9 Black Friday, so these are special events around town,
10 as well, those kind of things, like back in the day when
11 Vinyl (phonetic) had a police officer?

12 SGT. ALPERS: So, like, I have been security
13 at the malls, security at Walmart, just places, private
14 businesses that want to hire off-duty officers to work
15 for X-amount of hours. Like, for example, the mall
16 hires two officers Friday and Saturday to work four
17 hours, so just for extra security.

18 MR. PRINGLE: And on the report, could you, I
19 guess, maybe I'm just missing what it means, but it had
20 the totals in red indicating that minimum hours are in
21 effect for one or more details this range? What does
22 that refer to?

23 SGT. ALPERS: I am not sure.

24 MR. PRINGLE: Okay.

25 SGT. ALPERS: Yes. This came from Sergeant

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1 Allen who is the gatekeeper responsible for off-duty
2 hours, and he generated this report himself.

3 MR. PRINGLE: Okay. If you can find out what
4 that means or just have him get in contact with me. I
5 am just curious what that meant. Any further discussion
6 on the Moonlighting Data? (No audible response given.)
7 The next we have status update Council Report Regarding
8 Televising Meetings and Changes to 21-46(c).

9 MS. WIBBENMEYER: I believe you are being
10 televised.

11 MR. PRINGLE: Yes. There I am right there.
12 So, I guess, yes, we are televised.

13 VII. NEW BUSINESS

14 MR. PRINGLE: And now moving on to new
15 business. Has everyone had the chance to review the
16 notice of Proposed Amendment to Article I, Section N3(a)
17 of the Bylaws? (Unison affirmative.)

18 MS. WIBBENMEYER: And for purposes of
19 clarification, you cannot vote on this tonight. This is
20 just the notice. You would vote next month.

21 MR. PRINGLE: And just a little clarification
22 of why that's on there. This is Vice-Chair Williams,
23 this is her last meeting, and being one of only two
24 NACOL-certified members of this Board, with her leaving,
25 that would mean Andrew Fisher is the only person who can

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1 be the vice chair because I'm not NACOL certified.
2 Since Andrew is not here right now, you know, we can't
3 really discuss it with him, but I didn't want him to
4 feel forced into having to take the vice chair if he
5 didn't want to be in leadership again, so I am saying
6 this to open the floor if anyone else would like to be
7 vice chair. That is kind of why that is on there
8 tonight. It is something to think about. As Rose said,
9 we can't vote on it until the April meeting, but it is,
10 you know, right now, we have as it currently stands,
11 Andrew would be the only one who could be vice chair.
12 Any further discussion on that? (No audible response
13 given.)

14 VIII. GENERAL COMMENTS BY PUBLIC, MEMBERS AND STAFF

15 MR. PRINGLE: All right. Moving on to
16 general comments by public. Anyone who would like to
17 make some remarks, please come forward. Good evening,
18 Councilwoman Fowler.

19 MS. FOWLER: Good evening. Boy, is it nice
20 to be on this side.

21 MR. PRINGLE: And just for our court
22 reporter, please state your name.

23 MS. FOWLER: Oh, yes. My name is Pat Fowler.
24 I live at 606 North Sixth Street in the First Ward. I'm
25 coming to the podium to let you know that have some

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1 efforts parallel with yours as to the extra hours that
2 is tracked by the Administrative Sergeant within the
3 Police Department. Early on, I sat down with the
4 General Manager of the mall who explained to me how the
5 system works, and there is a software package that is
6 run by an external organization, and they post these
7 extra duty, and that means the officers are acting as
8 police officers. They are going to use their police
9 training. They are going to wear their uniform. They
10 are going to have their service revolver with them. So
11 he explained to me how that worked, and I then went to
12 the City Manager and asked for three pieces of
13 information which is being gathered, and this is because
14 it touched upon what you have asked for, too. I wanted
15 to let you know what my efforts were. So, the Labor
16 Union has come forward for a pay increase, so I asked to
17 see everybody's W-2s, knowing that that would include
18 the overtime work that they are already doing as their
19 day jobs as a Columbia police officer. Then I wanted to
20 see the list of what the Administrative Sergeant is
21 tracking so we can see how many hours are being utilized
22 through that administrative third-party software, and my
23 concern there is the exhaustion factor of working a full
24 job and then working an additional job. There is
25 financial incentives for officers to work those

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1 additional jobs because they come at varying rates of
2 pay, and no one can answer for me yet what those varying
3 rates are, but I would suspect that it is in line with
4 what their day job pays, or perhaps even a little more.
5 Sergeant Alpers could tell us whether or not he was paid
6 a rate -- what was the hourly rate when you worked those
7 hours?

8 SGT. ALPERS: It was higher than what I make
9 per hour.

10 MS. FOWLER: So, there is a financial
11 incentive if you have time in your life to sign up for
12 these additional shifts of extra-duty hours, and because
13 of the numbers that are in the negotiated bargain for
14 contract which, yes, no more than 16 hours in a day, but
15 no more than 60 hours in a pay period for this extra
16 duty. Now, you do have to qualify for extra duty by
17 being in good standing with your supervisor. There is
18 some other, you have to be out of probationary, you have
19 to be through training, but that sounds like a lot of
20 exhaustion to me, and I suspect that is why you're
21 asking, as well.

22 MS. WILLIAMS: That is exactly why I asked.

23 MS. FOWLER: So let's do right together, and
24 when I meet with the City Manager on Monday, on Council
25 Mondays, I have time with the City Manager, I will let

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1 him know that since you are on this parallel track,
2 concerned about exhaustion, that I want to combine my
3 efforts with yours so we can look at that more
4 critically.

5 MS. WILLIAMS: Because I felt that exhaustion
6 could affect their decision-making; their ability to
7 fully and functionally be able to do their job,
8 especially in a foot-pursuit moment, especially in a
9 high-intense moment. I don't care what you say, if you
10 are exhausted, you may not be 100 percent up to par, and
11 I was greatly concerned with that.

12 MS. FOWLER: I share your concern. So I just
13 want to let you know that, and I always appreciate in
14 these kinds of endeavors there is going to be a lot of
15 data to have accompany with it because another set of
16 eyes is always a good idea. Thank you.

17 MR. PRINGLE: Yes. Thank you for that
18 update.

19 MS. GOMEZ: Thank you.

20 MR. PRINGLE: Good evening, Mr. Lovelady.

21 MR. LOVELADY: Good evening. How are you?
22 My name is Roy Lovelady. So, I have actually missed a
23 few meetings, but I have a few questions because the
24 last time I was here, we were talking about chokehold
25 and the training for chokehold. Do we know any extra

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1 information and/or about that, and also, I wanted to
2 know about the foot pursuit training. I had a slight
3 answer to the question that he asked earlier of what
4 would it look like, and I agree with looking at the
5 videos of previous encounters, both good and bad, and
6 seeing what officers thought of the foot pursuit
7 training, as well as some, like, case scenarios, so real
8 case scenarios, if you could probably, like, incorporate
9 if a dog attacks during a foot pursuit training, or if
10 they ran into someone's house because I've seen a
11 plethora of things happen during foot pursuit training.
12 I'm from a small town where foot pursuits happen a lot,
13 and in one instance, someone ran to my mom's house and
14 hid. So, I mean, it is a lot of different scenarios
15 that happen, so you have to have a clear mind and play
16 some of those ideas out when you are in those kinds of
17 instances. So, that was one thing that I wanted to say
18 about that the pursuit training and --

19 MS. WILLIAMS: I agree with you because if
20 you are in a foot-pursuit moment, and you have weapons
21 with you that could kill someone and take their life,
22 there needs to be training in just about every scenario
23 that you could think of and even try to stretch your
24 brain and think outside that box and still train in that
25 because I'm looking at, I'm not saying that the police

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1 need to be on the same level as someone in the military,
2 but you kind of got to think that way. You got to be
3 able to think of every scenario that could possibly even
4 happen and put that officer in as many different
5 situations and scenarios so that it becomes second
6 nature. He doesn't have to think. He doesn't have to
7 wonder. He doesn't have to ponder. It just comes to
8 him automatically.

9 MR. LOVELADY: Yes, so I definitely agree
10 with that, and I know that is a hard thing to do with
11 especially Covid right now because Covid is a good
12 excuse for everything when it comes to, like, contact
13 right now, but we have to get past Covid. Get your
14 shots, and let's institute some real training and get
15 back to what we say our job is, and that is to protect
16 the community. Last, but not least, I wanted to make
17 sure that I said, I will be so sad to see when Cornelia
18 leaves this board. We really, especially for me,
19 because I feel like you are the voice of the black
20 community, and so when you leave, there will be no black
21 or brown person on this board. I pray, and I don't know
22 if City Council hears this or sees this or reads the
23 minutes. I know Pat Fowler does, but please let the
24 next person be another ethnic person.

25 MS. WILLIAMS: Because you don't want

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1 (unintelligible).

2 MR. LOVELADY: Yes. Thank you.

3 MS. WILLIAMS: Thank you.

4 MR. PRINGLE: Any further comments from the
5 public? (No audible response given.) Any comments from
6 the Board?

7 MS. GOMEZ: I just had two quick comments. I
8 just wanted to give a shout out to Ms. Heckman-McKenna
9 for the amount of work that she has been doing for this
10 police program, and a lot of it has gotten done because
11 of her recently, so I appreciate that, and I also want
12 to say, Ms. Williams, I will be incredibly sad to see
13 you go.

14 MS. WILLIAMS: Thank you.

15 MS. GOMEZ: And I appreciate everything that
16 you have done here. You were here when I got here and
17 provided a lot of guidance, so I really appreciate that.

18 MS. WILLIAMS: You are welcome.

19 MR. BOYKIN: I'm going to continue to echo.
20 I am really sad to see you go. I am also going to
21 repeat what Roy Lovelady said in hopes that other City
22 Council members are going to watch this, and Pat Fowler
23 here, as well, I agree that I am hoping that our next
24 member that gets in your footsteps is going to be
25 someone of minority because I agree that we need to have
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1 those on this Board in order to keep us in check and
2 make sure that we are providing for all of our
3 community. So I am hoping the City Council follows
4 through with that, as well.

5 MR. PRINGLE: And I want to keep showering
6 some praise on you, Ms. Williams. I was fighting it. I
7 didn't want it to happen.

8 MS. WILLIAMS: He really was.

9 MR. PRINGLE: I need you, but, yes, you've
10 been there for me since I first joined this Board. When
11 I had questions, you were always there answer them. You
12 are always the guiding voice, your passion, it is
13 unrivaled, and it is going to be big shoes for the next
14 Board member to fill.

15 MS. WILLIAMS: Thank you.

16 MR. PRINGLE: And help, as well, this was a
17 Board that was brought into existence by the black
18 community of Columbia, and to have it not have any voice
19 from the community of color would be, I believe a
20 disservice to the history of the community, and I hope
21 that City Council hears us. I hope people apply, just,
22 you know, we are losing our most passionate voice, and I
23 hope that we have someone who can fit in your shoes, so
24 thank you so much for your all your service.

25 MS. WILLIAMS: Thank you.

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1 MR. PRINGLE: One other quick thing. This is
2 actually for Ms. Gomez and Ms. Heckman-McKenna, you both
3 got a shout out at the City Council meeting by Council
4 Member Skala. I apologize if I said his name wrong, but
5 talked at the meeting about the two of you. He said it
6 was highly productive and in talking to the two of you,
7 you know, renewed hope in this Board and what you two
8 are struggling to do. So you two are representing this
9 Board to an exceptional degree, so thank you.

10 MS. GOMEZ: Thank you. I am glad to hear
11 that.

12 MS. HECKMAN-MCKENNA: Thank you.

13 MS. GROVER: Mr. Boykin brought up a
14 suggestion a couple of months ago, and we talked about
15 it when we had our work meeting with the City Council
16 about being on elected office or campaigning. We
17 brought it up and talked about it, and then it was never
18 brought up and never talked about again. Do you know
19 the status of that or what is happening?

20 MR. PRINGLE: We have submitted a report to
21 Council on that, haven't we, Rose?

22 MS. WIBBENMEYER: Yes.

23 MR. PRINGLE: So we are just waiting to hear
24 back?

25 MS. WIBBENMEYER: I know you talked about

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1 with Council when you had your joint meeting.

2 MR. PRINGLE: Yes.

3 MS. GROVER: They have had two City Council
4 meetings since, and nothing has been talked about since.

5 MR. PRINGLE: Should we resend it?

6 MS. WIBBENMEYER: You could send another
7 report if you would like.

8 MR. PRINGLE: Okay. Yes I would be happy to
9 send it and see if we can get the wheels moving on that.

10 MS. GROVER: I just had a question about the
11 -- I know at one of the City Council meetings, maybe not
12 this past one, but the last one, one of the law team, I
13 guess, to look at the ability or what our reach is,
14 basically, for the Board, and they were going to review
15 all of the, I guess, bylaws, and I don't know what the
16 status is on that, as well. Ms. Fowler, do you remember
17 that request?

18 MS. FOWLER: I don't.

19 MS. GROVER: I will send it out.

20 MS. FOWLER: Please.

21 MR. PRINGLE: Any further comments from the
22 Board or staff?

23 MS. WIBBENMEYER: Do you want to appoint a
24 new member to the Outreach Subcommittee, or do you want
25 me to put that on next month's agenda for consideration?

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1 MR. PRINGLE: Well, is there anyone who would
2 be willing to join the Outreach Committee? Andrew and
3 Alex are already on it.

4 MR. BOYKIN: And myself.

5 MR. PRINGLE: And Wayne, right.

6 MS. WIBBENMEYER: So the motion passed was
7 the subcommittee of four, with a quorum of three, and
8 you are now at three. I could put it on next month's
9 agenda, and people could think about.

10 MR. PRINGLE: Well, yes, let's just move it
11 to the next month.

12 IX. NEXT MEETING DATE: APRIL 14, 2021

13 MR. PRINGLE: And if there are no further
14 comments, our next meeting will be April 14th, 2021.

15 X. ADJOURNMENT

16 MR. PRINGLE: Is there a motion to adjourn?

17 MS. WILLIAMS: I motion.

18 MR. BOYKIN: I will second.

19 MR. PRINGLE: All those in favor of
20 adjourning this meeting of the Citizen's Police Review
21 Board, say aye. (Unanimous vote for approval.) Passed
22 unanimously. Thank you, everyone.

23 (Thereupon, the meeting was adjourned at 6:47 p.m.)
24
25

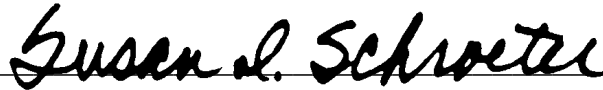
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1 STATE OF MISSOURI)
2 COUNTY OF LINCOLN)

3 I, Susan D. Schroeter, a Certified Court Reporter
4 within and for the State of Missouri, do certify that I
5 was present at Columbia City Hall, Council Chambers, 701
6 East Broadway, City of Columbia, State of Missouri, on
7 the 10th of March, A.D., 2021; that thereafter, a public
8 meeting was held commencing at 6:00 in the evening of
9 that day, that all proceedings which then transpired
10 were contemporaneously reduced to voice writing by me,
11 and later transcribed into typewriting, and that the
12 foregoing 37 pages are a true and accurate transcript of
13 the record of proceedings made by me at that time.

14 IN WITNESS WHEREOF, I have hereunto set my hand
15 this 17th of March, A.D., 2021.

16 

17 Susan D. Schroeter, CCR #1236
18 Certified Court Reporter within
19 and for the State of Missouri
20
21
22
23
24
25

1	<p>additional 28:24 29:1,12</p> <p>address 17:21</p> <p>adjourn 37:16</p> <p>adjourned 37:23</p> <p>adjourning 37:20</p> <p>ADJOURNMENT 37:15</p> <p>administrative 28:2, 20,22</p> <p>adrenaline 18:8</p> <p>adrenaline's 15:12</p> <p>affect 30:6</p> <p>affirmative 26:17</p> <p>agenda 36:25 37:9</p> <p>agree 31:4,19 32:9 33:23,25</p> <p>ahead 22:24</p> <p>Alex 23:7,9 37:3</p> <p>Allen 26:1</p> <p>alongside 14:8</p> <p>Alpers 14:6,10,13,18, 24 16:9,13 17:4,10 18:3,17 19:11 24:6,9, 21 25:1,12,23,25 29:5, 8</p> <p>Amendment 26:16</p> <p>amount 16:22 33:9</p> <p>analyses 21:23</p> <p>and/or 31:1</p> <p>Andrew 26:25 27:2, 11 37:2</p> <p>apologize 35:4</p> <p>app 21:8</p> <p>appeal 18:11</p> <p>applications 17:8</p> <p>apply 34:21</p>	<p>appoint 36:23</p> <p>approval 37:21</p> <p>April 27:9 37:12,14</p> <p>areas 21:7</p> <p>Article 26:16</p> <p>aspect 15:10</p> <p>aspects 22:16</p> <p>assume 24:21</p> <p>attacks 31:9</p> <p>attend 16:8</p> <p>audible 18:19 26:6 27:12 33:5</p> <p>automatically 32:8</p> <p>aware 14:13</p> <p>aye 37:21</p>	<p>14,17 35:7,9 36:14,22 37:21</p> <p>body 18:16</p> <p>box 31:24</p> <p>Boy 27:19</p> <p>Boykin 25:8 33:19 35:13 37:4,18</p> <p>brain 31:24</p> <p>broad 17:15</p> <p>brought 34:17 35:13, 17,18</p> <p>brown 32:21</p> <p>built-in 25:7</p> <p>bunch 17:5</p> <p>business 26:13,15</p> <p>businesses 25:14</p> <p>bylaws 26:17 36:15</p>
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