

In the Matter of:

CITY OF COLUMBIA CITIZENS POLICE REVIEW BOARD

TRANSCRIPT OF PROCEEDINGS

April 14, 2021



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CITY OF COLUMBIA
CITIZENS POLICE REVIEW BOARD

Transcript of Meeting

April 14, 2021, 6:00 p.m.

City Hall, Council Chambers

Reported by Lisa Banks, CCR 1083

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BOARD MEMBERS PRESENT:

- Travis Pringle, Chairman
- Andrew Fisher
- Alex Hackworth
- Carley Gomez
- Rhonda Carlson
- Wayne Boykin
- Catherine Glover
- Heather Heckman-McKenna

ALSO PRESENT:

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

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1 MR. PRINGLE: All right. I will call this
2 meeting of the Citizens Review Board to order. Currently,
3 Andrew Fisher currently not in attendance.

4 Rose, did you hear anything from Andrew?

5 MS. WIBBENMEYER: I did not.

6 MR. PRINGLE: All right. Well, hopefully, he
7 will join us later on. I see everyone else is in attendance.
8 This is the Citizens Police Review Board. We work to bridge the
9 gap between law enforcement and the community to help increase
10 trust.

11 At this time is there any -- has everyone been
12 able to review tonight's agenda? Is there a motion to approve?

13 MS. CARLSON: So moved.

14 MR. PRINGLE: Ms. Carlson moves to approve the
15 agenda. Is there a second?

16 MR. BOYKIN: I'll second.

17 MR. PRINGLE: Mr. Boykin seconds. All those in
18 favor, say aye.

19 (Unanimous voice vote for approval.)

20 MR. PRINGLE: Opposed?

21 The motion passes unanimously.

22 Now, the next item on our agenda is our first of
23 our semiannual meetings with Police Chief Jones.

24 Chief Jones.

25 Good evening, Chief. And so you have prepared

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1 comments to begin the meeting?

2 CHIEF JONES: I have a little bit of an outline.
3 So I'll go through it and then we can clarify and talk about
4 whatever we need to, if that works for you, sir.

5 MR. PRINGLE: Yep. It's no problem with me.
6 Deliver your comments, then I'll open the floor up to questions
7 from the Board.

8 CHIEF JONES: Okay. So just a few points. Our
9 Columbia policing plan is on track. Four people have been
10 promoted from the Community Outreach Unit over time. Lieutenant
11 Hester, Sergeant Alpers, Sergeant Edwards, and Sergeant Dutton.
12 They're in key positions in Internal Affairs and supervision so
13 they are modeling and teaching others.

14 When we decided that we were going to expand
15 Columbia policing, there was a lot of conversation about how to
16 get out of this rut where we were seen as the sticker brigade,
17 the barbecue squad, all of these, you name it. We had some
18 derogatory terms that were associated by different members of
19 command staff and police officers to the Community Outreach Unit
20 they did not, in my opinion, take that work very seriously, some
21 of them. And I have made it a point to try to recruit the best
22 into the Community Outreach Unit and promote the best out of the
23 Community Outreach Unit.

24 Right now we're in five of our 16 sub-beats. If
25 you remember, we talked about dividing the city into 16

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1 sub-beats. We have five of those beats covered with officers,
2 with plans to get into seven sub-beats by the end of the year.
3 And, hopefully, ten by the end of Fiscal '22, if additional
4 positions are approved.

5 Vehicles Stops Committee is getting ready to
6 submit recommendations for collecting more data to fill out the
7 context of each stop. I've not received the report yet, but I
8 know they are covering lots of variables. They had a pretty
9 significant checklist at the meeting I attended last.

10 President Troy dedicated a team of university
11 researchers to provide secondary data analysis. And I see -- I
12 suspect that I will see their report in the coming weeks.
13 They've been slowed down by different factors. They didn't
14 specify, but they did tell us that they got slowed down and
15 they're still working on it.

16 I've said many times that I want the Department
17 to focus on fair policing and not police to a number. We've
18 recently trained officers, supervisors, and command staff on
19 implicit bias and how it can effect decision-making. We
20 continue to review our data to ensure that supervisors are
21 addressing issues with officers. I personally attended the last
22 implicit bias training last Wednesday, and Mr. Pringle and I
23 have talked by email. I'm hoping that each of you can attend.
24 I think that you will see a lot of value in that training and it
25 might surprise you as to how that is laid out, and how

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1 thought-provoking it is. So I hope that you are able to attend
2 and that we can get that worked out.

3 We're training and providing more explicit
4 guidance when stops involve detection of drug odors and evidence
5 of shake or small amounts of marijuana in a vehicle. I had a
6 meeting two weeks ago to discuss this and some of the other
7 issues that I had concerns with when we were doing our internal
8 review of our own traffic stop data. We are going to be
9 directing officers to be more specific in how they complete
10 traffic stop forms, so that we can get a clearer picture of what
11 happens during and after a traffic stop.

12 When the City declared a health emergency last
13 year, I issued a special order limiting traffic stops to
14 hazardous moving violations, and investigative stops where there
15 are articulable facts that crime was occurring and that this
16 vehicle was involved. That order is still in effect. I'm proud
17 of community -- excuse me. I am proud of committee members and
18 the research team for making a long-term commitment to this
19 work. Everyone is sincere and wants to make a positive
20 contribution.

21 I had a conversation with a representative of a
22 group today, and we had a very constructive conversation about
23 how this isn't something that we flip a switch and things are
24 fixed. It's an ongoing discussion, an ongoing effort, and you
25 have to roll up your sleeves and be committed to a long-term

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1 process.

2 We recently published three Internal Affairs
3 reports available to the public. They're on our website. In
4 2020, the Department documented 246 use of force reports
5 compared to 300 in 2019. We had fewer uses of balance
6 displacement, K-9 display, chemical gas, impact weapon, and
7 Taser deployment in 2020. Other areas rose.

8 The Maneater recently published the disparity
9 index associated with our use of force and response to
10 resistance. It showed that black persons were more likely to
11 experience a use of force relative to their population than
12 white persons. This data on its face needs some work, and I'll
13 get into that here in a minute, but there is a disparity and we
14 need to look at what factors into that disparity and try to make
15 some adjustments to address it.

16 In 2020, the Department documented 74 vehicle
17 pursuits compared to 64 in 2019. CPD officers or supervisors
18 terminated 29 pursuits and the suspects pursuits concluded with
19 the suspects stopping in 25 of those pursuits. The average age
20 of the driver involved in a pursuit was a little over 31 years
21 of age. Seventy-eight percent were male and 60.81 percent were
22 black. Because high speeds tend to be associated with potential
23 damage and injury, vehicle pursuits are not taken lightly.
24 Fifty-one of the total 74 pursuits were deemed proper, 18 were
25 found improper, and five were being reviewed when the report was

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1 submitted.

2 In 2020, the Department documented four citizen
3 complaints and one internal complaint alleging bias placed --
4 biased policing or racial profiling. These complaints involved
5 nine officers. One officer was involved in two of the cases.

6 In 2019, the department documented two citizen
7 complaints involving three officers. None of the five
8 complaints filed in 2020 were sustained. That said, we do
9 monitor our data and expect accountability for addressing issues
10 when we see them. And just to reiterate, one of those
11 complaints was filed internally.

12 When we look at training, we have a new training
13 sergeant who will be preparing the Department's training
14 calendar. As I communicated with Mr. Pringle, we do have a
15 training plan that I intend to communicate in the very near
16 future, but we wanted that training sergeant to lay eyes on it
17 and make any adjustments they wanted to make.

18 We're training new sergeants to be effective
19 supervisors with Sergeant Training. I will tell you for years
20 we walk in and promote somebody to sergeant and just assumed
21 that they had the skills to supervise people. And we're trying
22 to look at that differently now.

23 Foot pursuit and vehicle pursuit training has
24 been completed. Discussing -- we're currently discussing an
25 early intervention system that allows us to watch behaviors and

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1 see if they are affected by work or personal issues, protect
2 officers and citizens in the community. We've had a early alert
3 system in place. Former administration set some arbitrary
4 triggers in that. And I am hoping with the data that we've had
5 over the last few years, that we have a good data set that will
6 set more meaningful benchmarks for us to use that program in a
7 more meaningful way.

8 We appointed -- actually, we selected an
9 officer. It was a process that people applied for to be an
10 equity officer. It's a new assignment for an officer familiar
11 with these issues. This officer that was selected is a former
12 Community Outreach Unit officer. That officer is reviewing our
13 policies, our practice, and how we implement them to see through
14 an equity lens if there needs to be adjustments.

15 He's eager to meet with Ms. Gomez regarding the
16 community policing recommendations that you have. I've been
17 told that you guys haven't been able to link up just yet, but
18 are working on it.

19 Active with our new part-time violence
20 prevention advocate. We have a person who has suffered a loss
21 in the community that has agreed to work part-time for us. And
22 once is Tony back, she will be working with him to help us kind
23 of go through these different programs that exists and see what
24 we need to work for us in Columbia. So I'm excited for that.

25 The social work in co-respond model, I've been

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1 getting a lot of questions about that. We've been working with
2 the Health Department and the courts and several others to try
3 to find a way to implement a program. We first tried to
4 advertise a position for a supervisory social worker that would
5 help build out that program, we've changed that approach. And
6 we have secured grant funding to help us get a consultant and
7 look at different programs and virtual visits in an effort to
8 build out that program. And we were able to get the salary
9 adjusted for that social worker to supervisor so we can attract
10 more candidates. We were having some difficulty with that
11 because of the pay range. I suspect it was the pay range. I
12 think we are going to have more interest now.

13 One of the really exciting things that will --
14 is on the horizon that has not been really publicized yet.
15 There's been a lot of conversation and action behind the strong
16 support of a 24-hour, seven days-a-week behavioral crisis
17 center. I know that I, along as well as other members of City
18 staff and Community Outreach Unit officers, have worked for
19 numerous years now toward that goal. And I think that we will
20 -- we will see that very likely in the near future. So I'm
21 excited for that and what that means for, not only us as a
22 police department, but as our community, as we look at
23 co-response, crisis response models and see how those two will
24 interact.

25 With that, what questions do you have for me?

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1 MR. PRINGLE: Before we do dive into questions,
2 just for the court reporter, I wanted to indicate that Andrew
3 Fisher has joined us.

4 MR. FISHER: Thanks. Sorry about that.

5 MR. PRINGLE: Floor's open to board members for
6 questions.

7 MS. GOMEZ: I'll start. I was wondering about
8 the -- probably not surprisingly, the Vehicle Stop Committee.
9 Will we be able to see the report? Will you be making that
10 report public once they make the recommendations?

11 CHIEF JONES: Yeah. It's all open.

12 MS. GOMEZ: Okay.

13 CHIEF JONES: So I'm happy to share it.

14 MS. GOMEZ: And then do you know if they'll be
15 making any like actionable items beyond sort of what data
16 checkpoints to add or are they just focused on the data
17 checkpoints?

18 CHIEF JONES: It is not just data. I don't -- I
19 don't know all of what they're recommending. I know some. I
20 sat in for part of it. I don't know that I want to comment yet
21 until I know exactly what that is. I don't want to mislead you.

22 MS. GOMEZ: Okay.

23 CHIEF JONES: I just know that they have, even
24 through COVID, been really trying to work through that and see
25 where the gaps are in data, because there were some pretty

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1 significant -- we all know that, that there are some significant
2 gaps in data. And we just -- we don't want to keep kicking the
3 can down the road. We have some challenges with our
4 record-keeping system that we are trying to work through. We
5 have a lot of people helping us. I'm hoping that their
6 recommendations will help prompt some of the movement toward
7 fixing some of those and getting data that is more meaningful to
8 our discussions.

9 MS. GOMEZ: Great. Thank you.

10 MS. HECKMAN-MCKENNA: Chief Jones, I have a
11 semi-related question. It sounds like a lot of exciting things
12 are happening right now in the police department. So I'm really
13 excited to hear that. And I was also really glad to hear that
14 there's going to be more information that officers are
15 documenting for those traffic stops. And I wondered if -- if
16 you had an idea of what some of those specific things are.

17 CHIEF JONES: So right now, I have required them
18 to issue something in writing. I don't know that we have got
19 people fully on board with that because it is a newer thing. So
20 they get out of the habit of writing a warning when they go up
21 to tell somebody. But we are asking supervisors to go through
22 some accountability measures, look at the videos and make sure
23 that we're following those processes, one. But, also, on our
24 warning tickets and where we enter them into the RMS system,
25 we're asking them to write things down.

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1 I'll speak from personal experience. And we
2 have to make a thoughtful change. And I don't know after it
3 goes through legal where we'll end with this, but I'm going to
4 give you an example. Under our current policy, if I stop a car
5 and I see marijuana or just as often meth shake in a car. So
6 having any amount of methamphetamine is a felony, but we don't
7 always arrest for it. Right?

8 If we stop a car and we see that in a car, a lot
9 of officers don't document that they actually saw it because
10 they don't want to get in trouble for not collecting it. We
11 need to make a policy adjustment so that, you know, if they're
12 telling somebody, hey, you need to go vacuum out your car.
13 We're not going to arrest you for that. If that is the
14 officer's discretion, that that is documented somewhere.

15 Because what we run into is if we stop somebody
16 and we claim that we saw it, but we don't collect it, that
17 there's, you know, there's no evidence of that. It is not
18 documented anywhere, then it leads to mistrust, in my opinion.
19 So we're going to try to document that better. And we're
20 looking at our K-9 searches to see when we are doing that, how
21 we're doing that, and how we can improve that so that we're
22 using it as a tool and making sure that we don't overuse it,
23 that we're using it appropriately. And documenting that as
24 well.

25 MS. HECKMAN-MCKENNA: Thank you.

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1 MR. PRINGLE: Actually, going to the kind of
2 partial training calendar that we were sent, the emails that I
3 was sent in with you Chief Jones -- because I do encourage every
4 board member to attend, you know, trainings if they can. I
5 think that it would be constructive for us to observe the
6 training to get a better understanding of how the Columbia
7 Police Department kind of handles that.

8 And so, Chief Jones, for you, I was just kind of
9 wondering what do you see as the best method for us to kind of
10 alert the police to like, hey, we want to observe this training?
11 Should I email Assistant Chief Gordon? Have them email
12 Assistant Chief Gordon or what is the best process for you?

13 CHIEF JONES: Scott right now is the liaison.
14 What I would prefer if that you have any -- and that's something
15 I do want to talk about. If you have any requests of the police
16 department, you can just write him something and say I would
17 really like this, as a Board. Not as an individual member, but
18 as a Board, I would like this. That would be very helpful to me
19 because he's going to relay that to me and then I have something
20 concrete that the Board wants that I can try to rally around and
21 find the resources to do it. And if I can't do it, I will tell
22 you, but that gives me something specific to focus on. So that
23 would be helpful, not just for training but really for anything.
24 If there's data that you want or something like that, that would
25 be most helpful.

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1 MR. PRINGLE: Okay. So we'll just -- I guess,
2 if a board member, if you see one of the trainings you want to
3 attend, we'll have -- we'll email Sergeant Alpers and then go
4 from there.

5 CHIEF JONES: And he'll set it up with Assistant
6 Chief Gordon. You can copy Gordon on it to give him a head
7 start. I just want to make sure that he is in the loop because
8 he is the one who communicates with me regularly, and I want to
9 make sure that I'm getting the information and not missing
10 anything, because that has occurred. I want to improve that.

11 MR. PRINGLE: And then also do we want to -- I
12 think in the past, we -- for the shift meeting, Sergeant Alpers,
13 we also had you coordinating that force as well. Continue doing
14 that.

15 And, also, out of those trainings that you have
16 sent us, Chief Jones, like which ones, especially when it comes
17 to the implicit bias component that we've talked about before,
18 which ones, maybe, would you highlight for board members to
19 observe?

20 CHIEF JONES: Honestly, I don't know that I
21 would highlight one. And the reason I say this, and I think it
22 was Mr. Hackworth and I, discussed this a little bit. Not every
23 training topic is contained to one subject matter. And things
24 like use of force and decision-making in use of force, traffic
25 stops, they are going to have some semblance, some component of

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1 bias and impartial decision-making included in those. So I
2 don't want to tell you to go just to the implicit bias training,
3 which I think is phenomenal. I really do. I think that you
4 will see that these topics are woven into other subject matters
5 so that they fit together. And I really think that that is the
6 best way to reinforce different subjects by, you know, including
7 them in other training topics so that they all work together.

8 MR. PRINGLE: Then, also, going to the -- you
9 brought up the special order regarding traffic stops during
10 COVID. This may be premature, but is there any discussion,
11 maybe, of actually making that permanent?

12 CHIEF JONES: There's not. And, you know, this
13 is a broader discussion, and I had this discussion today with
14 the same representatives. We have a legislature that -- we have
15 more than one legislature. We have state and City Council that
16 set the ordinances and laws that we are sworn to enforce. You
17 know, there's are two sides to policing. There's the
18 enforcement side and the community caretaking. We have really
19 been exercising our discretion in trying to do community
20 caretaking and not stop some of those other violations because
21 we don't think that that is what our community wants or needs
22 right now.

23 But there is a large contingent of the community
24 that is frustrated with the lack of safety on some of the cars
25 that we're not enforcing. They're concerned about people not

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1 being insured and then being in an accident with a person that
2 is not insured. So at some point we need to have that
3 conversation and -- or me, and we've had this discussion about
4 marijuana. If it's not illegal we're not going to enforce it.
5 You know, there's no personal decision. People used to ask me
6 what do you think about legalizing marijuana? And my response
7 was, my personal opinion is irrelevant. If it's not illegal,
8 we're not going to enforce it. Quite frankly, a lot of officers
9 are going to exercise discretion not to enforce it anyway.

10 But that -- that doesn't give us the blanket
11 ability to ignore the law. And we're -- I fear that we are
12 putting ourselves in a position to blanketly (ph) ignore the
13 law, and I think that that is something that needs to be taken
14 up with legislative bodies so that we are not in that position.
15 That's one part of this.

16 The other part is some there's some discussions
17 with organizations that might help lessen the burden when we
18 stop people for defective equipment. I can't get into that
19 right now because I don't want to -- it's someone else's
20 program. But that makes me more willing to stop cars under
21 those circumstances if we're offering a service. That's as far
22 as I want to go with that, but there'll be more to come.

23 I think that is a broader discussion than just
24 the police. I really feel like we're doing a lot. Not that we
25 can't improve, but we are doing a lot to exercise discretion and

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1 not stop cars right now. But there's -- there's also a segment
2 of our community that wants us stopping cars because of the
3 things that I just described. And I can't ignore that either.
4 We're policing Columbia, not just one group or not. I
5 understand underlying issues, or at least some of them, but we
6 need to be mindful of that too. So I think that is a broader
7 discussion than just the police.

8 MR. PRINGLE: But for now, the special order
9 will be just in case indefinitely or is it tied to the emergency
10 declaration or anything or?

11 CHIEF JONES: Right now, I've done it in
12 conjunction with the emergency declaration. I don't know how
13 long that will last. I have no way to predict that. I'm not
14 involved in those discussions. But, again, at some point we're
15 going to have to do something. I was on my way home the other
16 night and there was a car that had no taillights and one
17 headlight. And that -- that is a recipe for problems. So we've
18 got to find some way to maneuver that and find common ground
19 there. It's not all the police and our discretion. There are
20 other things at play there that we have to consider.

21 MR. PRINGLE: Thank you, Chief.

22 MS. GOMEZ: I have another training question.
23 Is it -- I assume that it's kept track of which officers take
24 which trainings, how many times, and everything. Do you know
25 what the average number of times people take the implicit bias

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1 class and how often? Or is it once year or?

2 CHIEF JONES: It is every year, but just
3 implicit bias, but --

4 MS. GOMEZ: But it's integrated into other
5 categories as well.

6 CHIEF JONES: Right. Right. I don't want to
7 get too off on this, but we have supervisors that are talking
8 about it in shift meeting, where having different officers
9 mentor people. Not all training is done in a classroom.

10 MS. GOMEZ: Right.

11 CHIEF JONES: It's a hard question to answer
12 because we'll have questions in command staff -- we'll have
13 conversations in command staff meetings and those will be
14 disseminated out informally to police officers.

15 MS. GOMEZ: Right.

16 CHIEF JONES: And I think that that has -- there
17 is a training component there and I think it's valuable.

18 MS. GOMEZ: Yeah, for sure. But in terms of --

19 CHIEF JONES: -- implicit bias --

20 MS. GOMEZ: I don't disagree in terms of --

21 CHIEF JONES: -- that training is once a year.

22 MS. GOMEZ: -- once per year.

23 Do you know how long is it?

24 CHIEF JONES: A couple hours. Three hours.

25 MS. GOMEZ: Three hours, okay. Thank you.

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1 CHIEF JONES: You really should attend it if you
2 can.

3 MS. GOMEZ: And then do you know which sort of
4 training session, the foot pursuit training, will end up in?

5 CHIEF JONES: That was done through Power DMS
6 and shift meeting discussion.

7 MS. GOMEZ: Okay. Great.

8 CHIEF JONES: But officers view that. It's
9 logged in our discussion point. So I think that was shared with
10 you guys, wasn't it?

11 MS. GOMEZ: Yes. Yeah. I was just not sure if
12 it was part of one of the bigger sessions or not.

13 CHIEF JONES: Right.

14 MR. BOYKIN: I have a little more questions
15 about the sergeant training. We've never had a set-up for
16 sergeant training before. What are you looking forward to that
17 training system and what are you looking to get out of it?

18 CHIEF JONES: I want the sergeants to be better
19 prepared for the processes involved in being a sergeant. They
20 demonstrate a leadership, at least, the ones that I have
21 promoted. I've promoted because they, you know, they're
22 informal leaders in police department already. But there is
23 process and formality behind some of the supervisory
24 responsibilities. Payroll, internal affairs --

25 Do you know all of the topics?

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1 SERGEANT ALPERS: I can't -- actually, I do.

2 CHIEF JONES: If you want to bring them up. I
3 don't have that email in front of me.

4 MR. BOYKIN: Is there a reason why we haven't
5 had that training beforehand?

6 CHIEF JONES: I -- I think it was neglected. We
7 have -- we had a lot of conversations when I first became chief
8 after the interim period about how that needed to occur. And
9 then we had issues with COVID, so everything slowed down. But I
10 just -- I think that there is -- there are things that get
11 missed. There are things that we take for granted and I think
12 this was one of those. I think we looked at good police
13 officers who are informal leaders, and said, well, they're ready
14 to supervise and really did not -- gave them a set of keys and a
15 different car, and said go get it. And I've always felt that
16 that was lacking and we finally got a process in place to train
17 them and mentor them.

18 Find it, Scott?

19 SERGEANT ALPERS: I have.

20 CHIEF JONES: Okay. Anything else? We'll come
21 back to that.

22 MR. HACKWORTH: Hi, Chief. Good afternoon -- or
23 good evening. Good to see you. I appreciate you formalizing a
24 little bit more like the process in which one becomes a
25 sergeant. I'm curious about the training, in general. Thank

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1 you for sending along the in-service schedule. Do you have any
2 more specific details of what goes on in these trainings? Kind
3 of more of an itemized list of key points that we're working on.
4 Just in case members of the board might not be able to make a
5 training session, we, at least, can get input and see -- see
6 what's going on, and then we can compare it to different police
7 forces and different resources from there.

8 CHIEF JONES: I will see what we have. I don't
9 know the answer to that. I will tell you that the training
10 plans spells out -- it's not spelled out in this way, the goals
11 and objects of the training, but I would have to look. I gave
12 what I had because -- well, I gave you what I had so that you
13 had what I had. But when that training plan comes, I think it
14 will answer some of those questions for you.

15 MR. HACKWORTH: Okay. Do you have an idea of
16 when that training plan may come?

17 CHIEF JONES: We just got a training supervisor
18 in this week. And we just changed -- we're transitioning to the
19 North Precinct, which I briefly want to mention. But in that
20 transition, we moved the lieutenant, who was over training into
21 Patrol, so that we have two commanders north and two commanders
22 south. And that required us to move a sergeant into training to
23 supervise that. She just came in this week. She has some input
24 with the Assistant Chief, who's Gordon. We're not going to put
25 that out just yet because I don't want to put out something and

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1 it be changed. I'm hoping very soon. My direction to them is
2 that I need it as soon as possible. I asked about it again this
3 week. So I'm hopeful.

4 MR. HACKWORTH: If you get it before the next
5 meeting, would you sent that out to us?

6 CHIEF JONES: I promised Mr. Pringle that I will
7 -- he will have it when I have it.

8 MR. HACKWORTH: Sounds great. Thank you.

9 CHIEF JONES: I'm just going to go through the
10 list, if that's okay.

11 MR. PRINGLE: This is the staff sergeant
12 criteria training?

13 CHIEF JONES: This is the sergeant training
14 program. So there's new sergeant expectations and community
15 policings with different assistant chiefs, sergeant
16 responsibilities in relation to vehicle and foot pursuits, why
17 we are cops and the responsibilities of being a leader, sergeant
18 command post and tools. If you don't know, we operate vehicles
19 that we have special equipment in, so that they can become an
20 operational command post at serious incidents.

21 Performance improvement plans, employee
22 performance logs, use of force investigations, report review,
23 crash investigations, employee injury, incident command,
24 critical incident management, our payroll system, FMLA, and
25 those considerations certify them to be less legal shotgun

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1 operators, and Internal Affairs does a training session, and
2 then they do a shadow -- well, they do in-service and they do a
3 shadow shift with a sergeant, which is a little misleading
4 because the sergeants generally works together. So the newer
5 sergeant is being coached, which I think was the informal part.
6 I thought, well, we'll just put him on the shift with another
7 sergeant, they'll learn. But they have a formal shadow day
8 where they go over the things that they've learned and then
9 they'll be on a shift with another sergeant.

10 MR. PRINGLE: And was any of this CALEA-related
11 or purely just an internal decision you made -- the Department
12 made?

13 CHIEF JONES: I'm going to be frank, I was less
14 concerned with CALEA portion of this. I'm sure that this
15 somehow meets a CALEA requirement because that person was
16 involved in this, and I do want us to move toward accreditation.
17 So all of this should be in compliance with CALEA. I really
18 needed them to have a working knowledge of how to be a sergeant
19 and that's why we focused on those topics that they're going to
20 use.

21 MR. BOYKIN: Is there a person that's doing
22 these trainings or is it the other sergeants doing trainings or?

23 CHIEF JONES: Well, it's different sergeants,
24 assistant chiefs, trainers.

25 MS. GOMEZ: I have an unrelated question. A

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1 question related to extra hours and office hours. I may have
2 been confused on this and this may have been covered before.
3 The numbers that we got from the personnel hours, the point is
4 that since people are getting -- they have a minimum of three
5 hours getting paid, does that mean they write three hours even
6 if they only work one hour or how does that breakdown?

7 CHIEF JONES: Yeah. If they get called in -- if
8 someone gets called in for court, for example, and they show up
9 and they are here for an hour, they testify for ten minutes, and
10 then leave they're going to get paid for three hours for coming
11 in.

12 MS. GOMEZ: And so on the document, does it look
13 like three hours or does it look like the one hour?

14 CHIEF JONES: It does. It looks like three
15 hours.

16 MS. GOMEZ: Okay.

17 CHIEF JONES: Now, when you look at the
18 off-duty, extra duty stuff in Power Details, that report, if we
19 pull it from that system we can pull the number of incidents.
20 So I worked five times and worked 25 hours. That kind of helps
21 break that down a little bit to where you might be able to get
22 to a median or mean in there. The way that we are documenting
23 time, we're evaluating that, trying to figure out if there's
24 something more that we can do. We expect to have a report to
25 counsel within the next couple of weeks. We had to pull from

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1 two different systems. Then have our analyst pull it into some
2 other system and he's trying to manipulate it so that he can get
3 correct data. So you probably will have better numbers once we
4 get that report done.

5 MS. GOMEZ: Okay. So that --

6 CHIEF JONES: I'm happy to supply that to you
7 too.

8 MS. GOMEZ: Yeah, that would be --

9 CHIEF JONES: I just don't have --

10 MS. GOMEZ: That would be great. Thank you.
11 Yeah. And that would have -- so that will hopefully have the
12 specific number of hours.

13 CHIEF JONES: I'm not sure what you're ask --

14 MS. GOMEZ: Right. Like, not the pay hours --

15 CHIEF JONES: You mean instead of how much they
16 work?

17 MS. GOMEZ: -- but the actual --

18 THE COURT: I don't know that we're going to
19 know how much they worked --

20 MS. GOMEZ: Okay.

21 THE COURT: -- because an officer does not come
22 in and say I was only here for 15 minutes. They turn in time
23 for -- I got called in. This is my three-hour window for that
24 period. That's how that system works. So I don't know that
25 we'll ever have that.

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1 What I did learn with me doing some quick
2 calculations, that not even taking into account that they
3 weren't working those hours, you have highs and lows, so I don't
4 know what the median is. And we're trying to figure that out,
5 but on average per week, either overtime or off-duty, somewhere
6 between six and seven hours worked. So our policy is 16 hours
7 worked in a 24-hour period, not to exceed 60 hours in a pay
8 period, which is 80 hours.

9 So when you're looking at those numbers, what I
10 would ask that you consider is that officers will have a
11 three-day period off and a four-day period off. So they -- then
12 they may work an extended period at an off-duty job for a day.
13 And then not work for a couple days and have they're rest. And
14 I'm not sure how we're going to track that, but we're looking at
15 that too, to see if there's a way going forward to do that.

16 MS. GOMEZ: Right. Because it could look like
17 one hour -- or it could look like three hours but it could've
18 been one. Right?

19 CHIEF JONES: Could've been ten minutes. Yeah.

20 MS. GOMEZ: Okay.

21 CHIEF JONES: So that's an issue with our data
22 collection. I think that there's -- we talked a lot about data
23 collection individually. I think there's always room to improve
24 that. This is one of those areas. But we've been doing it this
25 way for a long time. It has never been questioned so it's just

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1 been kind of taken for granted, I think.

2 MS. GOMEZ: Okay. So is it being like
3 considered that people would write down the specific times just
4 so that there's record and information of that?

5 THE COURT: I don't know that we have a solution
6 yet.

7 MS. GOMEZ: Okay.

8 CHIEF JONES: They're just trying to figure out
9 a way to pull this information in a meaningful way that is
10 accurate right now. That's hard enough. And I'm told that in
11 that process, they're going to try to develop reports that will
12 show me a more clear picture of what people are working, how
13 often and when and use that.

14 MS. GOMEZ: Okay. Yeah. Because it seems like
15 if you were to start, you know, keeping track or having people
16 write it down that it would be much easier to pull the
17 information later too.

18 CHIEF JONES: Right. I think a lot of this is
19 that if you work more than 16 hours, it has to be approved by me
20 or an assistant chief. That usually happens when we have a
21 homicide. Detectives are a lot of times going to work more than
22 16 hours in a row. Outside of that, and I don't have the data
23 yet, but I would suspect, based on the trouble we have filling
24 different assignments, that we don't get close to that number
25 very often. I would say it's a pretty isolated incident. So it

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1 hasn't been something that people are being concerned about. I
2 need to see where that data is going to take us and how we're
3 going to hold ourselves accountable to that.

4 MS. GOMEZ: Okay. Thank you.

5 CHIEF JONES: Uh-huh.

6 MR. PRINGLE: And then, I think we were also --
7 diversity recruiting plan, that was a thing that was also
8 incoming to get an update on how that is coming along, Chief?

9 CHIEF JONES: So I have plan that falls under
10 the same sergeant. They were going to look at that and ask me
11 to wait until I had someone look at that. So I think that will
12 come in close succession to the other plan. So I'm just waiting
13 on that transition for that person to have some input before I
14 share it.

15 Does the Board have any suggestions on
16 recruiting? It's been kind of the bane of many police
17 departments for many years.

18 MR. PRINGLE: I know I --

19 CHIEF JONES: Any formalized suggestions?

20 MR. PRINGLE: I know I looked at the website,
21 the Police Department website, and I saw the story, biggest
22 recruiting class ever, and I was excited. But when I clicked on
23 it, it was the 2017 story still hanging out on the main page.

24 CHIEF JONES: Right.

25 MR. PRINGLE: The biggest recommendation is

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1 right now is just updating that webpage to be more, you know, of
2 what's going on right now. Yeah, I was very surprised at first.
3 I was like, Oh, we had a big recruiting class. I was like, Oh,
4 no, it's a 2017 story.

5 Currently, are there any new recruits incoming
6 anytime soon?

7 CHIEF JONES: Yeah. I hired two within the last
8 two weeks. I have one I'm hiring this week and one I'm hiring
9 next, if everything goes well. So if they're watching, they
10 have a good chance with their interview with me.

11 I -- my personal opinion is that we draw quality
12 recruits by individual officers recruiting people. I like the
13 idea of somehow increasing our capacity to do that. I'll give
14 an example for supervision, because it's not just new recruits
15 that we have to recruit. Right? It's not just new officers we
16 have to recruit. We have to recruit supervisors.

17 We just, last month, promoted the second black
18 female police officer to the rank of sergeant in the history of
19 the Columbia Police Department. And that's sad in a lot of
20 ways, but it's exciting in a way because she has officers under
21 her that had not -- and she's had discussions with them and then
22 with me, and I've had discussions with all of them as a group,
23 that they did not see themselves as supervisors in an
24 organization where no supervisors looked like them. And I think
25 when we have an opportunity like that to promote a qualified

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1 sergeant, who is going to then in turn recruit future sergeants,
2 and then lieutenants and assistant chiefs, and so on. I think
3 that we have to look at that and see how we can grow our
4 capacity there. I don't know that we've done a good job with
5 that.

6 MR. PRINGLE: Another thing I would like to see
7 us having a chance to meet with the new recruits again. Because
8 that would be a great way for us to try to develop what's
9 working, suggestions that we may have to increase recruiting and
10 increase diversity in recruiting. I guess that's another thing
11 I can email Sergeant Alpers, try to get us a chance to meet with
12 the newest recruits. Just also kind of introduce them to who we
13 are, what the Board is and what we do. Since I know from my
14 ride-along in 2019, the officer I rode along, he just was honest
15 with me. He was like, I really don't know what you all do.

16 CHIEF JONES: Right. I understand that. I like
17 the idea. And when I was at the training centers, it's been
18 several years, there was a member of the board that came out
19 kind of with an outline of what we they were going to talk about
20 and they sat down with a new recruit class, and they went over
21 different topics. And I would sit in there and see, you know,
22 as a training supervisor, I wanted to know what they were being
23 told and I think it helped reinforce the relationship between
24 the police department and the CPRB. So when they had questions
25 of me, saying, well who's this guy or who's this gal, I could

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1 say, well, they told you this is -- they do this, and this is
2 what we do on our end, and this is how they connect. I see a
3 lot of value in that.

4 I think more value comes in you going on
5 ride-alongs because you -- you're able to interact and have --
6 you know, I keep using the word proximity that I stole from
7 someone else -- I think that is important in all of this. And
8 being able to have those conversations is important. And even
9 when some members on this board, I think having the proximity to
10 just sit down and have a conversation, where we're not under the
11 pressure of a podium and all the people watching us, we can have
12 a real connective moment and try to work through issues so that
13 we're on the same page and we recognize we are on the same team.
14 I think a ride-along is really valuable for that. Probably, not
15 that you'd take away either, but I think it's even more valuable
16 than that conversation, that formal conversation that you had at
17 the training center or at the police department with a group of
18 recruits.

19 I think it has to be ongoing, like we talked
20 about, and it can't just be with new recruits. It needs to be
21 with police officers in the department. It needs to be periodic
22 to reinforce that relationship. I think that that is very
23 important. I'm excited that we're moving toward landing this
24 COVID plane, as someone described it today. I think we have to
25 take those opportunities when they come.

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1 MR. PRINGLE: I did actually have -- when I
2 submitted my ride-along form recently, even though it'd been a
3 while, 2019 was my last ride-along. And I had a talk with
4 Sergeant Alpers trying to figure out when and -- when and why
5 there was this social media aspect of the form. Because I
6 looked back at my 2019 form, that wasn't a question asked. And
7 we could not find an answer. I was hoping do you know why that
8 came about?

9 CHIEF JONES: Legal Department review of our
10 documents, when they do periodically, and that was a
11 recommendation that Legal came up with.

12 MR. PRINGLE: If someone were to not fill that
13 out, would that be a denial of a ride-along form?

14 CHIEF JONES: I would have to check with Legal.
15 It would be likely a denial.

16 MS. WIBBENMEYER: As far as the board members,
17 board members in the past complained about this. And when I
18 looked into it at that time, one of the board members said he
19 did not fill it out and he got ride-along. I don't know that
20 you need to fill that out. I don't see any legal reason why you
21 would have to when the ordinance requires you to ride-alongs,
22 and the police department has already done background checks
23 before your appointed.

24 MR. PRINGLE: Was that for, like, a typical
25 member of the community? Do you think that would be --

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1 CHIEF JONES: Yeah. I mean that's our blanket
2 form. I just need to check with Legal. I don't know the
3 answer.

4 MR. PRINGLE: If you could, yeah, I would just
5 like an answer why that's on there. Because it was surprising
6 seeing that. When I talked with Rose, I did recall when a board
7 member brought that up earlier, but that was after my ride-along
8 when I did my form and I would just like to know why that's on
9 there.

10 CHIEF JONES: Got you. Thank you. I'll try and
11 get you an answer.

12 MS. GOMEZ: In terms of recruiting, do you do
13 like campus visits. Not at the high schools, at the community
14 colleges and --

15 CHIEF JONES: We do, yeah.

16 MS. GOMEZ: I'm guessing those have stopped
17 because of COVID?

18 CHIEF JONES: Yeah. We went to one recently,
19 but I don't know which one --

20 MS. GOMEZ: Oh, you did?

21 CHIEF JONES: -- but, yeah we do. And we
22 actually had officers that were identified who wanted to be
23 recruiters, kind of along the same lines of the conversation we
24 just had, that we would let go do the recruiting for us. And we
25 would train them and equip them with the right information, but

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1 that will pick up again. But we also need to look at how we're
2 doing that to make sure we're going to the right places. I
3 don't want to just take the shotgun approach and I think we've
4 been guilty of that in the past. Probably not in the recent
5 past. I think it's been a little more thoughtful than that.
6 But as we open it back up, I want to be mindful that we're
7 trying to look at the right audience.

8 MS. GOMEZ: How did the last event go?

9 CHIEF JONES: I don't know the answer to that.

10 MS. GOMEZ: Okay.

11 MR. BOYKIN: With, obviously, the lack of job
12 fairs and like those things because of COVID, how have you all
13 been doing your advertising for recruitment currently?

14 CHIEF JONES: Website, social media. A lot of
15 it has been word-of-mouth. Human Resources is actually
16 responsible for advertising positions and vacancies. We have
17 gotten permission to do some of those things in the past.

18 MR. BOYKIN: Have y'all looked into radio? I
19 know like I hear all the time about the highway patrol needing
20 recruits on the radio all the time. But I never hear anything
21 about local-wise.

22 CHIEF JONES: We've made some radio appearances,
23 one of which I went to on my own. I don't know if it's the
24 right audience. We have done billboards. We have put
25 billboards on city buses. We have done radio shows. We have

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1 done advertising on radio. We have advertised in movie
2 theaters. You know the little ticker that comes up before the
3 movie starts? All of that costs money. Last year, we cut a lot
4 of operating expenses. So a lot of those budgets took a hit.
5 And I -- I don't know that last year is really reflective of how
6 we recruit, but next year might be. All of that is going to
7 have to be reevaluated. And the person who's coming into that
8 position, who's new to that position, is hopefully going to be
9 creative and come up with some new ideas. If you have
10 suggestions, submit them because I'm open to whatever. That's
11 been a thorn in my side for years at this point, so.

12 MR. PRINGLE: I know also in the past you've
13 come and you've talked about the Explorer Program. Is that
14 still something the Columbia PD's pursuing. And how's that
15 planned recruiting?

16 CHIEF JONES: It's going well. I don't know how
17 many people we have involved. I know that we had a handful of
18 our recruits out at the training center last Wednesday. We had
19 them doing Crime Scene processing. So while we were doing our
20 in-service training, the officers that coordinate the Explorer
21 Program were out in the bay at the training center and working a
22 crime scene. That is back up and running. Before COVID, I
23 think we had somewhere around 15 explorers. I know that that
24 number has dwindled post-COVID, but I'm hopeful that will build
25 back up as we open things back up.

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1 MR. PRINGLE: I guess really the last thing I
2 kind of have for you, Chief, was we -- Sergeant Alpers and I we
3 recently finished our audit of the appeals. Kind of just the
4 one outstanding thing I had left was when it came -- going back
5 to the Shaw complaint, there was roughly a little bit over a
6 month between when we received a letter versus when Ms. Shaw and
7 the officer received a letter. Can you shed some light on why
8 that was?

9 CHIEF JONES: It was a procedural error. She
10 got that letter -- well, that's on me. It was a procedural
11 error.

12 MS. GOMEZ: I have a question related to
13 complaints too.

14 CHIEF JONES: Uh-huh.

15 MS. GOMEZ: You know I've been thinking a lot
16 about the last couple of complaints and sort of the differing of
17 opinions that arise. And I was wondering if -- how people would
18 feel and how you would feel about the possibility of coming to
19 speak with us on those days that we do make that decision so
20 that we can -- we can discuss it fully.

21 CHIEF JONES: You're asking if I would come with
22 you like in a --

23 MS. GOMEZ: Like -- once we make the assessment.
24 If we make a decision that asks you to reconsider something, if
25 it be worth having a discussion at that point rather than just

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1 sending a letter.

2 CHIEF JONES: Oh, Mr. Pringle and I have talked
3 about this. I don't -- I need to think about that more. But
4 the solution that I had -- and I don't know if you've discussed
5 that with the rest of the Board, but one of the things that I
6 would like -- because I really can't go through an hour- or two
7 hour-long meeting and read a whole -- sorry -- read a whole
8 transcript or --

9 MS. GOMEZ: Right.

10 CHIEF JONES: -- listen to an entire recording.
11 But what would be helpful, similar to a letter that I wrote
12 back, trying to explain my thought processes on things, is that
13 there are certain things in a complaint that you discuss as a
14 Board and you decide he really needs to look at this and this
15 and here's why.

16 MS. GOMEZ: Right.

17 CHIEF JONES: If you would put some of that
18 detail into that letter, that would help me. And the discussion
19 that we had in full transparency is I make this decision
20 thinking that I'm being objective and considering all the facts,
21 you guys may have come up with something that I've missed, but
22 you're sending me a letter back saying reconsider your decision
23 with no additional facts. And that's difficult for me, but I
24 think that a letter like that would be very helpful for me. So
25 if you guys discuss that, that may be an option.

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1 MS. GOMEZ: Okay. Thank you.

2 MS. WIBBENMEYER: To clarify, especially in
3 closed session, where the court reporter isn't there and there
4 isn't a video recording. With regard to open session, those
5 appeals, once it goes to the chief or appeals to the city
6 manager, the chief and the city manager do you need to look at
7 everything, including the video and the transcript to conduct a
8 full due process review.

9 MS. GOMEZ: Okay.

10 MS. WIBBENMEYER: So I don't think it would be
11 necessary in any appeals that are in open session because while
12 it might be time consuming, if you disagree with the chief and
13 the case was heard in open session, and say, for example, you
14 heard from witnesses, he would not have that information of what
15 you heard from witnesses unless he watches the video and reads
16 the transcript. And while one or the other would give him the
17 information, together collectively, they will give him a full
18 picture. So, similarly, when it gets appealed, if the person
19 appeals to the city manager, the city manager is given all of
20 that.

21 MS. GOMEZ: Okay.

22 MS. WIBBENMEYER: The video, court -- the
23 transcript, all the records reviewed by the police chief, any
24 correspondence. He gets all that to then go through.

25 MS. GOMEZ: Thank you, Rose.

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1 MR. PRINGLE: Rose and I had a few discussions
2 about it. It's something that I'm still open to kind of trying.
3 It just since we've had that discussion, there have been no
4 appeals.

5 CHIEF JONES: Right.

6 MR. PRINGLE: So when the moment comes, I'm
7 still thinking I want to give it a try, but we'll just have to
8 wait for an appeal.

9 CHIEF JONES: Right. What I don't want to
10 happen is us get -- and we talked about this -- full
11 transparency. I don't want to get into this back-and-forth,
12 where it seems like we're not listening to each other. If
13 there's a way to have that dialogue or have more information
14 presented, it would be helpful to me. Because if there's
15 something I need to consider, I want to consider it. Right?

16 MS. GOMEZ: Yeah. That's why I was wondering if
17 the in-person aspect would be helpful.

18 MR. PRINGLE: That may require, I think -- would
19 that require a change of ordinance to go ahead and push that
20 back or --

21 MS. WIBBENMEYER: I mean the Chief is always
22 welcome to come attend any of the reviews in person. So if that
23 was something, say, for example, in closed session, you were
24 taking up a matter and potentially there were witnesses coming
25 in, for closed session, that might be one where the chief

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1 decides he wants to attend so he can see everything that happens
2 in closed session. Right now, and the whole time the Board's
3 been in existence, the police department has their liaison, who
4 is present for all the meetings, who then can convey that
5 information back to the Chief. But when you're talking about
6 hearing from witnesses then, the demeanor of a witness, the --
7 how they react, things that you would think of in the context of
8 witnesses in a court trial, all get factored into the
9 credibility of the witness, and then how that evidence is
10 weighed by both the Board, and then later, under review from the
11 Chief.

12 And right now, when you've coupled the
13 broadcasting with the court reporter transcript, I think that,
14 together, will probably give you a pretty good view, assuming
15 that the -- when they're filming, that the angle is on the
16 witness who might be providing information to the Board that the
17 Chief doesn't have or that the city manager doesn't have.

18 But in closed session, that's where I think the
19 real gap is. Because you all can hear from witnesses in closed
20 session when you choose to invite them in. And the Chief and
21 the city manager won't have that information when they, then --
22 you know, if you disagree with the Chief and he reviews it after
23 reconsideration he won't have that. Similarly, if it gets
24 appealed to the city manager, he won't have that information in
25 closed session.

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1 MR. PRINGLE: Similar to like what Carley kind
2 of proposed this idea of a discussion, after we've made our
3 decision, because of that ten-day window to get a letter out
4 that would require -- would require an ordinance team to
5 actually do something like what Carley proposed?

6 MS. WIBBENMEYER: Well, you could do it at the
7 time of the review. I mean that would be your ideal scenario
8 because then you'd have -- like he could just -- you could
9 invite the Chief to come to the reviews when you are hearing
10 witnesses.

11 So, like, basically when you did that
12 preliminary review when you do the determination of jurisdiction
13 and you decide whether you have enough information to make a
14 decision based upon the paper alone or the videos alone.
15 Assuming you make the decision based on that, then the evidence
16 he has when it goes back to him is the same as what you decided
17 on. So really the only gap area occurs in closed session when
18 you hear from witnesses.

19 And I am thinking there has been one in the ten
20 years I've been staffing this, where in closed session you heard
21 from witnesses, maybe two. So on those, we would know in
22 advance that you are going to hear from witnesses because it
23 would have been continued to invite those witnesses to appear.
24 At that point we could invite the Chief and let him know that
25 you've invited these witnesses. And then he could come and see

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1 the witnesses and have a full picture if he wanted. Or he could
2 rely upon a summary. But, ultimately, you would probably want
3 him to have the same information you have when making your
4 recommendation if you disagree with the Chief.

5 Does it make sense?

6 MR. PRINGLE: Yeah, yeah, but I guess --

7 MS. WIBBENMEYER: If you went to -- I mean I'm
8 thinking what you are saying is not do it at the meeting, then
9 scheduling a separate meeting to then meet with the Chief to
10 discuss it. I mean it could be that the officers and the
11 complainant then don't know the resolution of the complaint for
12 quite a while.

13 MS. GOMEZ: I see. Okay.

14 MS. WIBBENMEYER: I mean you meet once a month.
15 You could schedule a separate meeting, if a room was available
16 and he had a quorum, but it would quickly become somewhat
17 complicated. But if you wanted to wait, you could do that.

18 MS. GOMEZ: Otherwise, it would essentially have
19 to be on the agenda. But we're meeting in closed session, and
20 we would want, you know, Chief Jones to be there.

21 MS. WIBBENMEYER: And I think really the big
22 issue is if you are calling witnesses in closed session.

23 MS. GOMEZ: Right.

24 MS. WIBBENMEYER: If you are doing a review
25 based upon the records provided by the complainant and the

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1 police department, when it goes back, the Chief has all that
2 information so he would have the same information. What he
3 would miss would be the details of why you disagreed, based upon
4 the paper review. And I think that at that point what Travis
5 and I had talked about is he could, after you make your decision
6 on that matter, or your recommendation on that matter, he could
7 then say something to the Board: Do you have any points you
8 want me to include in the letter to the chief? And you could
9 engage in this discussion and collectively come to a consensus
10 on the major points that could go in that letter, which would be
11 really helpful.

12 In years past, your early letters, the prior
13 chair, she liked to write details. One of the problems that
14 occurred in that some other members felt that her details were
15 her personal opinion and not their opinions.

16 MS. GOMEZ: Right.

17 MS. WIBBENMEYER: So I think if you go through
18 this summary letter, the best practice would be after you go
19 through your vote and you make a recommendation, then you all
20 have a discussion as to what are the main points you wish to
21 include in the letter back to the Chief.

22 MS. GOMEZ: Okay. Because part of my concern
23 was that there were miscommunications on both sides. Right?
24 When people receives your letter there were a number of people
25 that were, you know, upset as well. And then when we sent our

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1 letter, there was confusion too. So part of me is just
2 wondering if writing a letter when a letter has already been
3 misconstrued, maybe, is not working either. That's all my --
4 that's just my concern.

5 CHIEF JONES: Well, what I will ask is when you
6 get a letter from me, I will try to be very analytical and I get
7 that that may read a certain way, but what I would ask is some
8 grace when you read that and assume that I'm trying to be as
9 objective as I can, and take into account the things that I
10 think they're wanting me to read. I'd like you to read it
11 through that filter and I'm going to try to do the same,
12 especially when I get stuff back. I don't take that as a
13 personal attack. I'm human. I make mistakes. I just -- I want
14 to know where the focus is. So if I'm missing something -- and
15 if I hear the same testimony or see the same documentation, I
16 may miss the same thing. So if I have some guidance there, that
17 would be helpful for me. So that's what I'm asking.

18 MR. PRINGLE: We had a process we've been
19 talking about just -- yeah, we'll have to see when an appeal
20 comes before us again, and what that decision is, and see if we
21 can put that in action.

22 CHIEF JONES: Right.

23 MR. BOYKIN: I have a question off-topic other
24 than what's on your list. Obviously, we've got another
25 situation in our country with the accidental use of a Taser --

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1 or a gun instead of a Taser. Have you looked at that situation
2 and worked on that at a current local stance of that?

3 CHIEF JONES: I will tell you that we have
4 worked on that since the inception of our Taser program. Scott
5 actually is an instructor. He can talk more to this, but by our
6 policy and our training, our Taser has to be carried in a way
7 that you can only draw it with a support hand. And what that
8 means is my primary gun hand, I'm right-handed, is my right
9 hand. Our Taser's cannot be -- I'm not saying they could never
10 be -- but the way that they are positioned with the butt of the
11 Taser has to be holstered in a way that either you're basically
12 cross-drawing it on your vest with your support hand or your
13 pointing it on your support hand.

14 Our the policy also says that you should not
15 hold a gun and a Taser at the same time. And we're probably
16 going to strengthen that language. We had that conversation
17 today. I don't want to say that it couldn't ever happen. I
18 think that the way we train and the way we position our Tasers,
19 it is -- I don't think it would happen. That doesn't mean we
20 don't need to reevaluate it and we are. It's definitely a cause
21 for concern.

22 MR. PRINGLE: I do remember Sergeant Alpers gave
23 us a presentation during the beginning of my tenure on the
24 Board, where he showed that entire training outline for us and
25 it really gave a great explanation of the support hand and all

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1 the locations that the Taser is at so you know you can't get it
2 confused with a firearm. I mean, I know the Department is
3 getting a little more social media active. Is there any thought
4 about maybe making a video of that training just as a way to,
5 you know, kind of keep --

6 CHIEF JONES: There was some discussion --

7 MR. PRINGLE: -- it in mind?

8 CHIEF JONES: I had some discussion with our
9 community outreach and information person. We had some media
10 inquiries about that and I was open to the idea of explaining
11 what we do and how we train, hopefully, as a public education
12 tool. We can look at something more intentional than that. We
13 haven't gotten that far. We have several issues, you know, but
14 that is definitely one that has come to the forefront in the
15 last week. So we can look at that.

16 MR. PRINGLE: Sergeant Alpers did it. It was
17 really -- it was an excellent presentation you gave us. I think
18 anything like that is a really great thing for the community to
19 see.

20 MR. BOYKIN: I know at our last meeting we
21 talked about the ride-alongs were coming. What is the process
22 of our ride-alongs? Is that finally where we can start applying
23 to get them now.

24 . PRINGLE: I was just -- I just got my
25 scheduled today. I just sent my form -- the form is on the

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1 website, the Columbia Police Department website. There's a
2 ride-along. Just search for it. And I sent my form to Sergeant
3 Alpers and I heard back the next day.

4 Are there any further questions for Chief Jones
5 while we have him?

6 Well, Chief, thank you very much for joining us
7 tonight.

8 CHIEF JONES: Thank you.

9 MS. GOMEZ: Yeah, thank you for answering all of
10 our questions.

11 CHIEF JONES: Thank you. Have a good night.
12 Enjoy the weather.

13 MR. PRINGLE: Yes, same to you.

14 And our next agenda item is the approval of the
15 March 10, 2021 meeting minutes. Have all members of the Board
16 have a chance to review the minutes?

17 MS. GOMEZ: Yes.

18 MR. BOYKIN: Yes.

19 MR. PRINGLE: Is there a motion to -- also has
20 everyone been able to review the transcript?

21 MS. GOMEZ: Yes.

22 MR. BOYKIN: Yes.

23 MR. PRINGLE: Is there a motion to approve both
24 the March 10, 2021 transcript and minutes?

25 MR. BOYKIN: I motion to approve.

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1 MR. PRINGLE: Mr. Boykin has motioned to
2 approve. Is there a second?

3 MS. GOMEZ: Second. Gomez Seconds.

4 MR. PRINGLE: All those in favor say aye.
5 (Unanimous voice vote for approval.)

6 MR. PRINGLE: Opposed? The motion passes
7 unanimately.

8 MR. HACKWORTH: Mr. Chair? Hackworth abstains.

9 MR. PRINGLE: Oh, I'm sorry.

10 MR. FISHER: I will as well, yeah.

11 MR. PRINGLE: Fisher as well.

12 Mr. Hackworth and Mr. Fisher abstain.

13 Moving on to our next item, our reports. First,
14 we have positive connections and ride-alongs. Are any positive
15 connections or ride-alongs to report today?

16 Moving on to the next item, the outreach
17 subcommittee. Anything to report?

18 MR. FISHER: I hope we meet next month.

19 MR. PRINGLE: All right.

20 MS. WIBBENMEYER: Andrew and others who are on
21 it, do you want to try for the 5:30 slot before this meeting or
22 are you thinking of a different date and time?

23 MR. FISHER: If that will work, yeah. I figured
24 we've got some new business on it too. So I didn't know if that
25 was a good time to schedule it. But if it works for the three

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1 of us, proceed.

2 MR. PRINGLE: Then we have the audit results.
3 The audit -- the audit had been completed. We are working on
4 the results. Actually, Andrew and Alex, I was hoping after this
5 meeting I just wanted to talk with you guys briefly about the
6 next steps forward. I do hope to have a report ready for the
7 May meeting for everyone to be able to review.

8 Kind of note, Chief Jones touch -- I touched on
9 it briefly with Chief Jones. We had the Shaw letter being late.
10 That was a procedural error. There were two -- the last two
11 complaints both the Shaw and Ivey, they did not have the 30 days
12 in the letter sent out by the police. Sergeant Alpers and I, we
13 fixed that template during our final audit. So that should not
14 be a problem going forward.

15 Andrew did put forward a great idea. We're also
16 going to attach that template to the report.

17 So, Sergeant Alpers, when you can just send me
18 that updated template so I can attach it to the report next
19 month.

20 MS. GOMEZ: Thanks for your work on that.

21 MR. FISHER: Yes, thanks.

22 MR. PRINGLE: Not a problem. Thank you all.

23 Now going on to old business. First, we have
24 the proposed change to Article 1 Section 3 of the bylaws.
25 Before we get to that, I guess I wanted to just bring it up to

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1 you, Andrew. Because if you want the vice chair, we don't need
2 to change anything.

3 MR. FISHER: So I don't mind being vice chair,
4 but I also don't like the bylaw. I wasn't here when that was
5 put in. I missed the meeting or whatever, but I would've voted
6 against it. I think it restrains, obviously, the chair. So we
7 can move on that and then appoint the vice chair if the Board
8 wants.

9 MS. WIBBENMEYER: Is that a motion?

10 MR. FISHER: Okay, yeah. I would move to amend
11 the bylaws as put on the agenda.

12 MS. HECKMAN-MCKENNA: Heckman-McKenna seconds.

13 MR. PRINGLE: And for you, Rose, would that be
14 easiest to just do a voice vote or for a roll-call vote on that?

15 MS. WIBBENMEYER: You can do it by a voice vote,
16 but if anyone disagrees when you vote no, like --

17 MR. PRINGLE: Yeah, we'll do a roll-call.

18 MS. WIBBENMEYER: -- make sure -- make sure we
19 know who is voting how.

20 MR. PRINGLE: Okay. So the motion is to amend
21 the Article 1 Section 3 of our bylaws. I'm sure this would
22 pretty much remove the requirement that of the chair or the vice
23 chair being NACOLE certified -- well, be NACOLE certified.
24 We'll do a roll vote.

25 Mr. Boykin?

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1 MR. BOYKIN: Aye.

2 MR. PRINGLE: Ms. Carlson?

3 MS. CARLSON: Yes.

4 MR. PRINGLE: Ms. Gomez?

5 MS. GOMEZ: Yes.

6 MR. PRINGLE: Mr. Hackworth?

7 MR. HACKWORTH: Aye.

8 MR. PRINGLE: Mr. Fisher?

9 MR. FISHER: Yes.

10 MR. PRINGLE: Ms. Heckman-McKenna?

11 MS. HECKMAN-MCKENNA: Yes.

12 MR. PRINGLE: Ms. Grover?

13 MS. GROVER: Yes.

14 MR. PRINGLE: And Mr. Pringle? Yes.

15 I believe it passed unanimously. So we have
16 removed the requirement that the chair or the vice chair be a
17 NACOLE certified member.

18 Next up we have an update on the
19 community-oriented policing program. Ms. Gomez,
20 Ms. Heckman-McKenna?

21 MS. GOMEZ: All right. So we had the
22 opportunity to meet with the director of Police for Tomorrow
23 over Zoom and talked about the program. Hopefully, you all got
24 our documents and were able to look over the last couple of
25 pages. But, essentially, the main take-aways were that

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1 basically the program is meant to be an opportunity for officers
2 and for people who are in the police department, broadly. And
3 it is not meant to be a requirement. Right. It is meant to be
4 a competitive program that they would want to take part of to
5 learn more about the community. But then would, you know, help
6 them as they tried for promotions, and things like that.

7 So what we are really recommending is that it is
8 a program that adds to the Department and the community and it
9 doesn't replace anything that already exists within the police
10 department, and therefore should be run by somebody separate
11 from the police department. Although, we are hoping that the
12 police chief or some liaison would be involved in this program.

13 That is sort of a brief summary, but please ask
14 whatever questions that you have.

15 MR. PRINGLE: What kind of community member are
16 you -- do you foresee leading the program?

17 MS. GOMEZ: Yeah. I mean I think it would be a
18 city employee that would be sort of in the background of
19 diversity, equity, and inclusion that would be running this.
20 Somebody similar to the director of Policing For Tomorrow. This
21 is pretty much the pie-in-the-sky budget is what we included, as
22 was mentioned by, I think, in the joint meeting that we had to
23 sort of do the pie-in-the-sky budget and then go from there.

24 The community -- I mean the director of the
25 Police For Tomorrow told us that the first iteration of the

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1 program was done with almost no funds at all. It was all
2 volunteer.

3 MR. PRINGLE: I mean that's always good to go
4 for the max first, because it's always going to come down. So
5 that's --

6 MS. GOMEZ: Yeah.

7 MR. PRINGLE: I support that. I have no further
8 questions about it, but please, the Board.

9 Well, again, thank you both for your work on it.
10 I'm still all -- I love it. It's fantastic what the two -- the
11 work that you two have been doing on it and I can't wait to see
12 where it goes next.

13 MS. GOMEZ: So I think that would be sort of the
14 next point of conversation is what do we want to do next.

15 MR. PRINGLE: Or would the next thing be a
16 report to counsel or --

17 MS. WIBBENMEYER: If you are ready, that would
18 be -- there would need to be a motion to send a report to
19 counsel to make the recommendation. If you're not ready and
20 need more information, we can put it on next month's agenda.

21 MR. PRINGLE: I trust the two of you. If you
22 think it is ready, let's do it.

23 MS. GOMEZ: I think it's ready.

24 MS. WIBBENMEYER: Is there a motion?

25 MR. BOYKIN: It's your move.

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1 MS. GOMEZ: I move to send the Columbia Oriented
2 Policing Program proposal to City Council.

3 MS. HECKMAN-MCKENNA: I'll second.

4 MR. PRINGLE: All right. For this -- for this
5 one I think I have an idea who's going to have one of the voice
6 votes. So I may go with a voice vote on this one. Or should I
7 do a roll vote?

8 MS. WIBBENMEYER: It's really up to you.

9 MR. PRINGLE: I'll do the roll vote again.

10 So on a motion to send the Community Oriented
11 Policing Program to counsel, Mr. Boykin?

12 MR. BOYKIN: Aye.

13 MR. PRINGLE: Ms. Carlson?

14 MS. CARLSON: Yes.

15 MR. PRINGLE: Ms. Gomez?

16 MS. GOMEZ: Aye.

17 MR. PRINGLE: Ms. Grover?

18 MS. GROVER: Yes.

19 MR. PRINGLE: Mr. Fisher?

20 MR. FISHER: Yes.

21 MR. PRINGLE: Ms. Heckman-McKenna?

22 MS. HECKMAN-MCKENNA: Yes.

23 MR. PRINGLE: Mr. Hackworth?

24 MR. HACKWORTH: Aye.

25 MR. PRINGLE: Mr. Pringle? Aye.

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1 Next up is a status update on the changes to
2 Section 2146C. I apologize, I did not get a letter put
3 together, but Rose, have we heard anything further on it?

4 MS. WIBBENMEYER: No.

5 MR. PRINGLE: I will -- I will do the letter
6 this time. I will sit down this weekend, I'll get it together,
7 and I'll make sure to get it out and hopefully something will
8 happen on that at the City Council. Because that's all we are
9 waiting for. We're waiting on a third read or -- did they even
10 read it once yet?

11 MS. WIBBENMEYER: Well, they took the report.
12 They just didn't take an action on the report with regard to
13 that.

14 MR. BOYKIN: They discussed it during a group
15 lab at the very end, but didn't really do anything from there.

16 MS. WIBBENMEYER: Basically, the approaches
17 would be you can either send another report to council and ask
18 them to consider it, but ultimately, you are going to need a
19 councilperson to, you know, make a motion to direct staff to
20 draft the legislation, and then a second, and then enough people
21 to vote in favor of it.

22 MR. BOYKIN: That's fine.

23 MR. PRINGLE: All right. I think --

24 MR. BOYKIN: Will they need another letter for
25 the City Council to do that or --

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1 MS. WIBBENMEYER: They do not need another
2 letter from the Board. The Board can choose to send another
3 letter, but, you know, individual board members could reach out
4 to individual council people to, you know, try and get someone
5 to do it.

6 MR. BOYKIN: I have already been talking to City
7 Council members about the situation, so I can just continue that
8 hunt if we want to go that route.

9 MR. PRINGLE: I'm fine with that, Mr. Boykin.
10 And I think -- I am still going to try to put together a letter
11 because I said I was going to do it. I will do it. Just the
12 last month got a little crazier than I expected, but I hope to
13 have that sooner rather than later. Also, if you can continue
14 to reach to them and see if we can get this thing moving.

15 MR. BOYKIN: Do you want to reiterate what that
16 this is so the people that are watching knows?

17 MR. PRINGLE: Oh, yeah. This is for currently
18 board members are not permitted to run for office while sitting
19 on the Board. We are asking for the City Council to remove that
20 obstacle.

21 And next we have a status update on the vehicle
22 stop committee. We kind of heard a good amount of it from the
23 chief.

24 And Mr. Hackworth, have you been able to reach
25 out to him?

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1 MR. HACKWORTH: I fell ill last month and wasn't
2 able to attend, and had a work meeting that superseded their
3 meeting last night. And have not been able to get in contact
4 with their chair yet.

5 Travis, would you be able to give me the chair's
6 email again --

7 MR. PRINGLE: Yes.

8 MR. HACKWORTH: -- and then I can get in
9 contact.

10 MR. PRINGLE: I have that somewhere. I'll go
11 and -- I'll look for it after the meeting. I think I have it in
12 my bag.

13 Are they still meeting?

14 MR. HACKWORTH: According to the city calendar,
15 they have been meeting. Last month and this month as well.

16 MR. PRINGLE: The next update is a training
17 calendar request. Again, that's from when we discussed with the
18 chief. We do -- we did receive a partial one.

19 Anyone from the Board have any further comments
20 on the training calendar? Hearing none.

21 We also have update on disparity index and
22 related data. For this one, I'm going to be kind of honest, I
23 can't quite remember where this one came from.

24 MS. GOMEZ: I thought this was related to the
25 Vehicle Stop Committee.

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1 MR. PRINGLE: Okay. That's -- I think that is
2 it. Okay. That now jogged my memory, Ms. Gomez. Thank you.

3 Any further comments on the disparity?

4 MS. GOMEZ: I mean I look forward to seeing what
5 the recommendations are. And I do think, you know, once we get
6 the report we might want to take a deeper look as well and
7 consider what recommendations we'd like to support or even also
8 suggest.

9 MR. PRINGLE: I think also that was also an
10 issue that Council Member Fowler kind of brought up with us,
11 too, and I would not mind conversing with her about it too, once
12 the report comes out. I don't know if it's just an informal
13 thing for us to do, but --

14 MS. WIBBENMEYER: You want me to keep this on
15 the agenda as a status update? Or do you just want me to take
16 it off the agenda until the report comes out?

17 MR. PRINGLE: I would say, yeah, take it off the
18 agenda until the report comes out.

19 Next moving on to new business. Now that we
20 have amended our bylaws, we can move on to the election of a
21 vice chair. Since we removed the requirement of NACOLE
22 certification, it is open to anyone.

23 MS. GROVER: I'd like to nominate
24 Ms. Heckman-McKenna.

25 MR. PRINGLE: Is there a second?

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1 MS. GOMEZ: I'll second.

2 MR. PRINGLE: I guess we move to a roll vote for
3 Ms. Heckman-McKenna to be the vice chair of the Citizens Police
4 Review Board.

5 I'll ask Ms. Heckman-McKenna, would you like to
6 say anything before?

7 MS. HECKMAN-MCKENNA: I kind of feel like I want
8 to give it some thought, but it seems like we don't have time to
9 give it some thought.

10 MR. PRINGLE: We can wait a minute if anyone had
11 any other nominations, but I think we have a second. So it's on
12 to the vote.

13 MS. WIBBENMEYER: You can decline, though, if
14 you don't -- if you'd rather not do it, then you don't have to
15 have them vote if you don't want to do it.

16 MS. GROVER: Rose, is this -- it only goes until
17 the next --

18 MS. WIBBENMEYER: It goes -- yeah, we'd be
19 completing the term vacated.

20 MR. PRINGLE: Uh-huh, the remainder of the term.

21 MS. GROVER: It goes until when, do we know?

22 MR. PRINGLE: November would be the new ones.

23 MS. GROVER: Yeah, that's what I was thinking.

24 MR. PRINGLE: October will be the new election.

25 November we have the new chair, vice chair.

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1 MR. BOYKIN: I will say that I don't mind taking
2 it if needed. So I don't have an issue with that, if you aren't
3 wanting it, but obviously, you do a lot of work for this, and
4 have a lot more invested currently in it as well. But I don't
5 have an issue taking a vice chair position.

6 MS. HECKMAN-MCKENNA: I'll accept the
7 nomination. Thank you.

8 MR. PRINGLE: All right. To the roll vote.

9 In favor of electing Ms. Heckman-McKenna to the
10 position of vice chair, Mr. Boykin?

11 MR. BOYKIN: Aye.

12 MR. PRINGLE: Ms. Carlson?

13 MS. CARLSON: Yes.

14 MR. PRINGLE: Mr. Fisher?

15 MR. FISHER: Yes.

16 MR. PRINGLE: Ms. Gomez?

17 MS. GOMEZ: Yes.

18 MR. PRINGLE: Ms. Grover?

19 MS. GROVER: Yes.

20 MR. PRINGLE: Mr. Hackworth?

21 MR. HACKWORTH: Aye.

22 MR. PRINGLE: Ms. Heckman-McKenna?

23 MS. HECKMAN-MCKENNA: Yes.

24 MR. PRINGLE: Mr. Pringle? Aye.

25 Congratulations.

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1 And next we need -- so we currently have three
2 members of the Outreach Subcommittee. We're looking to nominate
3 one more.

4 Would anyone be interested in serving on the
5 Outreach Subcommittee? Ms. Grover?

6 So that will make -- the Outreach Subcommittee
7 will now be Mr. Fisher, Mr. Hackworth, Ms. Grover, and
8 Mr. Boykin.

9 MR. BOYKIN: Yes.

10 MS. WIBBENMEYER: So we just need a motion.

11 MR. PRINGLE: Is there a motion?

12 MR. FISHER: So moved.

13 MR. HACKWORTH: Hackworth seconds.

14 MR. PRINGLE: To appoint Ms. Grover to the
15 Outreach Subcommittee, Mr. Boykin?

16 MR. BOYKIN: Aye.

17 MR. PRINGLE: Ms. Carlson?

18 MS. CARLSON: Yes.

19 MR. PRINGLE: Mr. Fisher?

20 MR. FISHER: Yes.

21 MR. PRINGLE: Ms. Gomez?

22 MS. GOMEZ: Yes.

23 MR. PRINGLE: Ms. Grover?

24 MS. GROVER: Yes.

25 MR. PRINGLE: Mr. Hackworth?

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1 MR. HACKWORTH: Aye.

2 MR. PRINGLE: Ms. Heckman-McKenna?

3 MS. HECKMAN-MCKENNA: Yes.

4 MR. PRINGLE: Mr. Pringle? Aye.

5 Moving on to our next item, general comments by
6 the public members and staff. First, I'll open the floor to any
7 members of the public who would like to speak.

8 Welcome back, Ms. Williams. How are you?

9 MS. WILLIAMS: I'm good.

10 MS. WIBBENMEYER: Good to see you.

11 MR. PRINGLE: For the court reporter, we have
12 to --

13 MS. WILLIAMS: I am -- you know I know.

14 My name is Cornellia Williams,
15 C-O-R-N-E-L-L-I-A, Williams, W-I-L-L-I-A-M-S. 1632 Kathy Drive,
16 that's Kathy with a K, Columbia, Missouri 65202.

17 The first thing that I want to say is: I'm
18 disappointed that Andrew was not voted as the vice president.
19 Y'all need him as the vice president because Andrew was
20 phenomenal as a vice president. I sat back there and was just
21 blown away that he was not put as the vice president. When it
22 comes to paperwork, there's nobody on this board that can
23 outstand (ph) him when it comes to documenting the paperwork,
24 and the kind of paperwork that y'all always need. He's
25 phenomenal.

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1 Andrew, I'm sorry.

2 MR. FISHER: I'm not going anywhere. Don't
3 worry.

4 MS. WILLIAMS: You're amazing.

5 The second concern I have is: I sat back there
6 and I heard some many times about conversations that was had
7 privately with the Chief. That concerns me. There is a lot of
8 conversations that should not be going on. If you're having
9 conversations with the Chief, you need to tag other members in
10 the conversation, especially if it's emails. Because y'all
11 don't know all the conversations that are going on.

12 And my other thing is that I still say that this
13 Board needs to be private. It should not be ran by the City
14 Council. It put extreme limitations up on y'all, extremely.
15 And, unfortunately, most of y'all, other than Andrew, have not
16 been to NACOLE, so y'all don't know the difference of having a
17 board that is not operated by the City Council. It is a huge
18 difference. You have so much more power when you are operated
19 privately than when you are ran by the City. And it's apparent
20 how much limitations that this board has. Everything that you
21 do has to technically go by the Chief. It should not be that a
22 way.

23 The Chief should not have enough power to
24 continue to run this board, and he does. If he doesn't like
25 what you saying and what you doing, he comes up here and he

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1 feeds y'all stuff and y'all don't hold him accountable. There
2 were things he said tonight that none of y'all followed through
3 and asking him on. How did y'all not follow through and ask him
4 when he's saying sergeants are having training with one-on-one
5 with somebody? How is that even possible? How can the Chief
6 come up here and send you hours of training hours, but you don't
7 know -- you're only getting half of it if he's having
8 conversations one-on-one with somebody. How is that training?
9 Everybody at the police department should be getting that same
10 training. Everybody needs to be on one accord. You can't give
11 one person a message, and then another person has a different
12 message. Not everybody's not (sic) on the same accord. And
13 everybody's not operating the same because you don't know what
14 that sergeant is telling this officer, and you don't know what
15 that other sergeant is telling that other officer. Everybody
16 needs to be on the same page, with the same rules.

17 How dare you not follow-up and ask questions
18 tonight that needed to be answered. I sat back there and I was
19 disturbed by how y'all didn't put him on the carpet. You
20 sitting here and you're representing the City, but you're not
21 putting him on the carpet. You're not making him come back to
22 you with the answers that you have asked repeatedly, month after
23 month, and he's telling you, I'm still working on it. How is
24 that possible that y'all not making him bring you answers? You
25 have the authority. That's why you're sitting here to make him

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1 bring you answers.

2 Y'all continue to let him slide too much. Shame
3 on, y'all. Y'all need to be making him bring you those answers.
4 Give him a timeline. Give him a date to tell you we need these
5 figures by this date. And I heard him say about them getting
6 hours. They show up for 15 minutes and they get paid for three
7 hours, but then he has the audacity to ask for a raise. You got
8 officers out here moonlighting big time, making big money, but
9 they ask for a raise. How can you ask for a raise when you
10 don't even know how many hours your officers are putting in?
11 You don't know how much money they are making, but they are
12 asking for a raise?

13 Y'all dropping the ball as a City. And y'all
14 need to be on target with what he is saying, to the answers that
15 he's giving you. He's coming up here talking to y'all in
16 circles, but y'all not hearing it. He giving y'all what y'all
17 want to hear, but you got to hold this man to the carpet. He
18 runs how many employees? And y'all are responsible for every
19 one of those employees. Thank you.

20 MS. GOMEZ: Thank you.

21 MR. PRINGLE: Thank you, Ms. Williams.

22 Any other comments from the public?

23 Any comments from members or staff?

24 MS. GOMEZ: I have a comment, actually. I was
25 wondering, we didn't have anything about the moonlighting on the

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1 agenda this month. Are like -- have we intentionally taken it
2 off because I wanted to continue those conversations?

3 MR. PRINGLE: That was -- at our last meeting,
4 no one said anything about it, and I wasn't sure if we were
5 still going down on it. So I took it off the agenda because
6 there was no discussion last meeting.

7 MS. GOMEZ: Oh, okay. Sorry. I'd like to put
8 it back on there.

9 MR. PRINGLE: Okay.

10 MS. GROVER: I know Ms. Fowler, Councilwoman
11 Fowler is still pursuing it as well. So it's maybe another line
12 that we could use.

13 MS. GOMEZ: Right. Especially, since the Chief
14 is supposed to be supplying us with the further breakdown once
15 he, you know, gives it to the City Council as well. It seems
16 like, at least, by next month, there will be more information
17 that we should pursue.

18 MR. PRINGLE: All right. Yeah, we can put it
19 back on the agenda. Just -- know one said anything last month.
20 I didn't know if there was anything else to it. But, yeah, we
21 can put it back on.

22 MS. GOMEZ: Thank you.

23 MR. FISHER: Has anyone talked to Pat Fowler
24 about it? I thought about emailing her because she mentioned at
25 the last City Council meeting that she needed help looking

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1 through the data, but I wasn't here last meeting and I saw her.
2 She was here as well. So if no one else has, I can reach out to
3 her. But I didn't want to inundate a councilperson with an
4 email. But that's fine.

5 MS. GROVER: I think she had a request at the
6 last council meeting. She had a request to the city manager.

7 MR. PRINGLE: Okay.

8 MR. FISHER: Yeah. She was saying she had got a
9 bunch of data from them, but didn't know -- or wanted some
10 assistance with looking through it.

11 MS. GROVER: I think it's kind of the same
12 issue, is the three hours, but they don't really know how many
13 hours, and it's not really broke down. Or the way they collect
14 the data, it really does not tell us much.

15 MR. PRINGLE: Okay.

16 MR. FISHER: So I guess while I'm talking, Rose,
17 do we have new brochures yet?

18 MS. WIBBENMEYER: We don't. We have updated the
19 21 days to 30 days online. Tracy has the ability to do that.
20 But we would need to have some printed if you were ready to
21 print. Since there's, you know, not very many public events we
22 haven't done anything more than that, but if you would like to
23 pass a motion and tell us how many you want printed, we can have
24 them printed. I believe Alex said at one point expressed
25 interest in redoing the brochure.

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1 MR. FISHER: Oh, I don't know if I want to be a
2 part of that conversation again.

3 MS. WIBBENMEYER: So if you want it to be
4 redesigned, rewritten, then usually what happens is a board
5 member will propose what they want to add. Or maybe the
6 Outreach Subcommittee will work on what they want to be added.
7 And then we send it to Public Communications, or Community
8 Relations Department, and they design it. There is a graphic
9 artist there, who would design it. We would then bring it back,
10 and once the Board approved it, there'd be a motion to print
11 however many you wanted to print within your budget.

12 MR. FISHER: Well, can I make a motion to make a
13 small batch of what we have and then we can -- that way everyone
14 can actually see it as well, because I think we're out. So then
15 we can go from there?

16 MS. WIBBENMEYER: Oh, I think we still have
17 them. And if you want to see it, it's on your webpage with a
18 drop-down, so you can see what the most recent version looks
19 like and work from there, but we can also print a small --

20 MR. FISHER: Yeah. I just want some small -- I
21 mean, hopefully, we can do some outreach.

22 MS. WIBBENMEYER: If you can just tell us how
23 many in your motion.

24 MR. FISHER: What is the -- what's the process?
25 Is there like an order limit or something? Can we do like 100?

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1 MS. WIBBENMEYER: It's limited by your budget,
2 so --

3 MR. FISHER: Okay.

4 MS. WIBBENMEYER: In the past, when you were
5 going to events and distributing them at different places, I'm
6 thinking we did like 500 at a time, or something like that,
7 maybe even more, maybe even 750.

8 MR. FISHER: Yeah, it felt like a lot.

9 MS. WIBBENMEYER: But if you're really talking
10 about redesigning it, then you probably don't want to print that
11 many because --

12 MR. FISHER: Could we do like 25? We can do a
13 small order like that?

14 MS. WIBBENMEYER: I think so.

15 MR. FISHER: Okay.

16 MS. WIBBENMEYER: I mean it's just literally --
17 it's going to go to a print place to print, so.

18 MR. FISHER: Okay. I'd make a motion that we
19 print 25 brochures so that we can use them now and think about
20 redesigning it.

21 MS. HECKMAN-MCKENNA: I'll second.

22 MR. FISHER: Pending the money.

23 MR. PRINGLE: And how many was that, Andrew? I
24 didn't hear.

25 MR. FISHER: Twenty-five.

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1 MR. PRINGLE: Twenty-five?

2 MR. FISHER: Yes. I'm not trying to get crazy.

3 MR. PRINGLE: All those in favor of printing 25
4 pamphlets, say aye.

5 (Unanimous voice vote for approval.)

6 MR. PRINGLE: Opposed?

7 Abstain?

8 Passed unanimously.

9 MR. FISHER: Thanks everyone.

10 MR. HACKWORTH: Just so everyone is aware of the
11 timeline. I'm happy to write something up and, like, provide,
12 you know, feedback on what might need to be done to open up a
13 broader conversation. The idea in my mind was to propose
14 something to the Outreach Subcommittee, and then the Outreach
15 Subcommittee makes some amendments and makes some changes and
16 adds some thoughts, and then bring it to the full board.

17 It was meant to happen back in March. I got
18 sick, though, and the subcommittee was canceled for that night.
19 So that's the cause for delay. So, my apologies about that.

20 MS. WIBBENMEYER: I have one quick reminder.
21 With regard to all the individual contacts that the Chief was
22 asking you to email Sergeant Alpers about or anything like that.
23 Please be sure to copy me on any of those emails, because I'm
24 the records custodian for the Board. So I then have to, you
25 know, preserve the records.

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1 If you don't copy me on the email and a Sunshine
2 request will come in, you will be asked to search all your
3 emails for records responsive to the request.

4 MR. PRINGLE: And to put the moonlighting back
5 on agenda, there's no motion or anything necessary, correct,
6 Rose? We just --

7 MS. WIBBENMEYER: I have it already on the list.

8 MR. PRINGLE: Okay. Any further comments from
9 the members or staff?

10 Sergeant Alpers?

11 SERGEANT ALPERS: I want to clarify any
12 confusion on a three-hour minimum. What was your original
13 question on that?

14 MS. GOMEZ: My original question was on the
15 documents where it had the numbers in red, and then I wasn't
16 sure if they were posted as the three-hour increments, whether
17 or not they worked the full three hours or how those numbers had
18 been posted.

19 MR. PRINGLE: We had an email, I think, didn't
20 we, from --

21 Rose, you sent it out to the Board?

22 SERGEANT ALPERS: You're talking about off-duty
23 work. Correct?

24 MS. GOMEZ: Yes.

25 SERGEANT ALPERS: Okay. So I think chief

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1 mentioned something about court when he was up here.

2 MS. GOMEZ: That's extra duty.

3 SERGEANT ALPERS: Correct?

4 MS. GOMEZ: Right? Or is that overtime?

5 SERGEANT ALPERS: Yeah. So there in lies the
6 confusion. So let's say -- and I'm going to you a for an
7 example. I'm off on Friday, if I had court on Friday, let's say
8 I came in, changed into my uniform, went to the courthouse, went
9 to the prosecutor's office, and I walked in and checked in and
10 they said, hey, just so you know, they pled. You no longer have
11 to be here. I record that in my timesheet as a three-hour
12 minimum. I get a three-hour minimum to come and arrive for
13 court. Basically, if I'm here for three hours I get paid for
14 three hours. If I'm here for 15 minutes, I get that three-hour
15 minimum pay.

16 MS. GOMEZ: Right.

17 SERGEANT ALPERS: If I'm here for four hours --

18 MS. GOMEZ: You get four hours.

19 SERGEANT ALPERS: On top of that, it's the four
20 hours.

21 MS. GOMEZ: So when you -- so but when you put
22 it on the timecard it will say three hours or whatever time
23 apparatus?

24 SERGEANT ALPERS: Right.

25 MS. GOMEZ: Okay.

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1 SERGEANT ALPERS: So we put -- whenever we input
2 our three-hour minimum into our software system that tracks all
3 of our working hours, there's a specific title that says
4 three-hour minimum for that.

5 MS. GOMEZ: I see. Okay. And then in terms of
6 the extra duty and off-duty, those also encompass a three-hour
7 minimum because of regulation --

8 SERGEANT ALPERS: Right. So that's the
9 agreement that when a public -- oh, I'm sorry -- when a private
10 company says hey, we would like to have officers at our event.
11 And it comes from -- it runs from 8:00 to 10:00. The agreement
12 is that we would get paid a minimum of three hours even though
13 we're working for two hours.

14 MS. GOMEZ: Okay. And not on the timesheet of
15 -- because those times are kept track of too. So on that time
16 it would also say three-hour minimum and not the two hours.

17 SERGEANT ALPERS: That's why it highlights in
18 red that that was a three-hour minimum job.

19 MS. GOMEZ: I see. Okay. Thank you for
20 clarifying that. I appreciate it.

21 SERGEANT ALPERS: I -- and it kind of felt like
22 -- I think the two of you may have been talking about two
23 different things.

24 MS. GOMEZ: I think -- yeah. I think I
25 understood what he was saying. I just wasn't sure which

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1 category was which. So I think now I've got that all figured
2 out. Yeah, thank you.

3 SERGEANT ALPERS: That's all I had.

4 MR. PRINGLE: And I went ahead and re-forwarded
5 a thread that was left out of our last meeting that came up.
6 You're talking about the moonlighting spreadsheet with the red
7 numbers, Carley?

8 Yeah, they sent us an explanation that -- here's
9 a little bit more of a breakdown of what those red numbers mean
10 and how they calculate that rounding and all that.

11 MS. GOMEZ: That had been sent to us?

12 MR. PRINGLE: Yes.

13 MS. GOMEZ: Okay. When I read the email the
14 only thing that I like -- when I was reading all of it, was the
15 -- just how the numbers were broken down. So I just wanted to
16 clarify.

17 MR. PRINGLE: Yeah, it was -- I think it was
18 from -- it was two days after our last meeting that one was
19 sent.

20 MS. GOMEZ: Okay. Thank you.

21 Yeah, because I agree that it would have a very
22 big impact on sort of, you know, conversations about officers
23 being tired or, you know, agreements of pay, and all of that.
24 So it seem worth --

25 MR. PRINGLE: Yeah. Because remember I had the

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1 same question. We were trying to figure out what those red
2 numbers meant.

3 MS. GOMEZ: Right.

4 MR. PRINGLE: Because they stand -- they stood
5 out, so.

6 MS. WIBBENMEYER: Sergeant Alpers, in the
7 context of the clarification. There is a provision in the
8 policy that talks about -- and the Chief mentioned it tonight --
9 about how police officers are not allowed to work more than 16
10 hours in a 24-hour period. So with regard to the data, how --
11 what records exists that allow the Chief and the higher-ups to
12 know when an officer is hitting that 16-hour maximum period when
13 some of it is off-duty work for private employers and some of it
14 is on duty? Is it just like an employee reporting I'm going to
15 work more than 16 hours or do they actually track -- I know they
16 track the -- where there's a three-hour minimum, but do they
17 actually track the number of hours actually worked on and
18 off-duty?

19 SERGEANT ALPERS: Right. And that's a good
20 question. There's -- it'd be two documents. There'd be one as
21 our timesheets for the City. The second one would be the
22 timesheet that's entered into the Power details for our off-duty
23 work. Four or five months ago, you noticed that I left in the
24 middle of the meeting. You weren't here, but if you remember --
25 and I don't know if anyone remembers that I left in the middle

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1 of the meeting. I think it was a -- it was a really long
2 meeting. I think it was 10:30 or so. I had been here for 16
3 hours. And I said, Chief, do you want me to stay, which he can
4 give that permission to do so, or do you want me to go because
5 I'm -- I will hit my 16 by the time I go to the police
6 department, drop my uniform off. I gotta be out the door in 16
7 hours. So he said, no, you need to go.

8 And so now I've got an eight-hour window that I
9 have to be away until I can come back to work.

10 MS. GOMEZ: So then -- sorry.

11 SERGEANT ALPERS: Go ahead.

12 MS. GOMEZ: So then one more clarifying question
13 after all.

14 SERGEANT ALPERS: Yeah.

15 MS. GOMEZ: SO if -- if there is a 16-hour
16 minimum, but it does an increment of three hours. So say like
17 there's multiple court appearances, then will it ever look like
18 much more than 16 hours if there are these smaller increments of
19 time?

20 SERGEANT ALPERS: Sixteen working hours.

21 MS. GOMEZ: Okay.

22 SERGEANT ALPERS: So 16 true working hours.

23 MS. GOMEZ: So it could look like more?

24 SERGEANT ALPERS: It could look like more, but
25 it's --

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1 MS. GOMEZ: -- infrequently.

2 SERGEANT ALPERS: The onus is on me. I could've
3 just sat right here worked through it and not said a thing to
4 the Chief. But that's problematic if I'm violating my own
5 policy. Right?

6 MS. GOMEZ: Right. And then -- so I guess what
7 I am wondering is there like a trigger or something that goes
8 to, you know, like the Chief or anyone in charge if somebody
9 does work over those hours, to remind --

10 SERGEANT ALPERS: Again, it falls -- the onus is
11 on us. So if we -- and this has happened -- we've -- there's
12 been an officer was found that he was working more than 16 hours
13 at a time. That turns into an internal complaint.

14 MS. GOMEZ: I see.

15 SERGEANT ALPERS: And then we deal with it
16 internally. And it does happen. I mean, you know, we have
17 homicide cases that our detectives have been here all day long,
18 and then all of a sudden there's a homicide. Well, we can't
19 just send everybody home and not be able to do that
20 investigation. But that's -- you know, it happens. I wouldn't
21 say rarely or a lot, but that does happen.

22 MS. GOMEZ: So in terms of finding out, it's
23 generally somebody in the -- like an internal complaint that
24 somebody else has noticed that they are working extra hours?

25 SERGEANT ALPERS: You know, if somebody looks at

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1 a timesheet, and a supervisor should be looking at their
2 employees' timesheets and then looking at -- generally, as a
3 supervisor, we know who works off-duty and who doesn't. My --
4 in my unit, both of my subordinates don't work off-duty. So I
5 know they don't do that stuff. So last night, Officer Holts
6 (ph) got called in for an investigation he had to be apart of.
7 And so he reported to me that, Hey, I came in this morning and I
8 was here for X amount of time. So it's one of those deals where
9 I've got to make sure that he's not, you know, approaching that
10 16 hours.

11 MS. GOMEZ: Okay. So the check is like the
12 supervisor will get the materials and see?

13 SERGEANT ALPERS: Right.

14 MS. GOMEZ: Okay. I see.

15 SERGEANT ALPERS: So, again, the onus falls on
16 us as a supervisor and as an employee as well. They need to be
17 in check with their own time and should know, Hey, I'm getting
18 ready to hit that magic number. I got to go.

19 MS. GOMEZ: Okay. Thank you.

20 SERGEANT ALPERS: Yep.

21 MR. BOYKIN: I have a question. So there are a
22 certain amount of hours that you're able to work per week. So
23 if they only did the 15 minutes and got the three hours, it's
24 still counted as three hours, right, in that total amount of
25 hours they're supposed to work?

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1 SERGEANT ALPERS: On paper, that is what it is
2 going to show. You know, and I don't -- I just glanced that
3 report. There's not a whole lot of people that work that
4 maximum number, if any of them. Do you have that in front of
5 you.

6 MR. PRINGLE: But it does not break it down into
7 week. It was total, wasn't it?

8 SERGEANT ALPERS: So we could show that you're
9 at that 30-hour threshold, but again, if something were to come
10 up that -- let's say I'm -- I've been called to court multiple
11 times. I can't say, Hey, I can't be there. So, again, it's
12 going to fall on that supervisor to make a determination whether
13 or not they can do it. But it could show they hit that maximum
14 hours when in reality they didn't work that -- those 30 extra
15 hours a week.

16 MR. BOYKIN: It looks like they'd be taking more
17 hours when they're actually not taking that amount of hours?

18 SERGEANT ALPERS: Say that again.

19 MR. BOYKIN: It's going to look on paper that
20 they're actually doing more hours than they actually are doing?

21 SERGEANT ALPERS: Right. Right. Because it's
22 got to be accurate timekeeping. So I've got to put in there in
23 my timesheet I was at court from 8:00 a.m. to 11:00 a.m., and so
24 I've got to record that on my timesheet as a three-hour time
25 block when in reality I was there for 27 minutes. So it could

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1 -- there could be times when it looks like I am working more
2 than am, but that is how we record it through our time tracking.
3 Does that make sense?

4 MR. BOYKIN: It does. It makes sense, but I
5 don't fully get that, but --

6 SERGEANT ALPERS: Well, that's -- I think that
7 would be -- that'd be a payroll thing, wouldn't it?

8 MS. WIBBENMEYER: Yeah. I mean it's basically
9 when we have to pay the minimum of three hours, even if they are
10 there for just 15 minutes or whatever, we have to pay them the
11 three hours. So the payroll records should be accurate to what
12 we need to pay them. And that's why I was asking Sergeant
13 Alpers the question of are there other records that the police
14 department keeps on this issue to deal with that 16 hours of
15 actual working time or is it self-reporting. But it sounded
16 like, and correct me if I'm wrong, that it is really on the
17 officers to self-report that to their supervisor, and that they
18 don't create a separate paperwork?

19 SERGEANT ALPERS: We are not reinventing the
20 wheel to put a total time worked, a true total time, minute by
21 minute by minute.

22 MR. BOYKIN: Is that three-hour minimum, is that
23 like a -- is it a standard thing that is everywhere or is that
24 A --

25 SERGEANT ALPERS: For us, it is. I can only

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1 speak to us.

2 MR. BOYKIN: Right.

3 SERGEANT ALPERS: It was the same thing at the
4 agency I began at. You -- you know, if you had court time, it
5 was -- I think you got a three-hour minimum there too.

6 MS. WIBBENMEYER: Yeah. And I don't know how
7 that -- I don't know if that was part of Labor negotiations or
8 not. But as long as I've worked for the City, which has been
9 since 2001, we have always done the three-hour minimum when
10 they've gone to the court, whether that be at the county
11 prosecutor's office or the city prosecutor's office. If they --
12 if they basically go in, don their uniform, show up for court,
13 even if the case is continued, they get paid for that three
14 hours.

15 MR. PRINGLE: The email from Roger Allen, he
16 said it was in accordance with CPOA. So I'm assuming it must be
17 a CBA thing.

18 SERGEANT ALPERS: Roger Allen's different.
19 That's going to be off-duty time.

20 MR. PRINGLE: Okay.

21 SERGEANT ALPERS: Unless he discussed other
22 stuff.

23 MR. PRINGLE: Yeah, this is -- this is -- yeah.
24 Someone hiring police officers. This is off-duty time.

25 SERGEANT ALPERS: Okay. The three-hour minimum

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1 has been here since -- you know, obviously since Rose started,
2 since I've started.

3 MR. BOYKIN: I was just asking. Because,
4 obviously, I mean I know people are watching this at home and
5 that is something to understand that that's taxpayers' dollars
6 and thinking of that process. So I just was curious if that was
7 a standard thing in most police departments or --

8 MS. WIBBENMEYER: And I will say this about the
9 going to court time. It's not just that they have to come into
10 work and they have to put on their uniform. To prepare for
11 court, even if the trial is starting at 9:00, most times they are
12 showing up probably no later than 8:30, maybe 8:15. They're
13 having to read the reports that morning to refresh their memory.
14 They're getting prepped for the trial. And then, you know -- so
15 even if it goes away and they are only there for 15 minutes
16 after 9:00, they have done quite a bit of work leading up to
17 that.

18 So while it seems like we might be paying them
19 for more work than they are doing, there's actually a lot of
20 work, my guess, from all my experience in prosecuting, the
21 officers probably were reading through those reports, and going
22 through everything, and getting the evidence out of Evidence.
23 They were using up a good chunk of that time before they even
24 stepped foot into the courtroom.

25 MR. BOYKIN: I understand that. I just wanted

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1 to make sure it's clear, quite obviously, because people are
2 watching.

3 MS. WIBBENMEYER: Yeah, I know. I just wanted
4 to make sure that -- because that's the part, even I, as a
5 prosecutor, I'd seen once they came to my office and got
6 prepped, but I knew that they had already spent an hour going
7 through everything, picking up the evidence, and that sort of
8 thing. So it was one of those things when I first started, I'm
9 like, We pay three hours for what? But then it's like, okay, it
10 totally makes sense, once you know kind of what they are doing
11 that morning.

12 With regard to the 16-hour total work and that
13 self-reporting, Sergeant Alpers, when you said you, like, texted
14 the Chief that time. Is it -- is it done via text? Via email?
15 Does it vary? Is it verbal? Or is there an actual form you
16 have to fill out when you get that permission?

17 SERGEANT ALPERS: I can only speak for myself
18 and for my folks. It's a, Hey, I'm at 16 hours. What do you
19 want me to do? And I think we just had a discussion and say,
20 Hey, I'm going to hit my 16 hours at, you know, whatever time.
21 What do you want me to do? So.

22 MS. WIBBENMEYER: Thank you.

23 MR. PRINGLE: Thank you, Sergeant Alpers.

24 Any further comments from members or staff?

25 Well, our next meeting date is May 12, 2021. Is

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1 there a motion to adjourn?

2 MR. FISHER: So moved, Fisher.

3 MR. PRINGLE: Is there a second?

4 MS. CARLSON: Second, Carlson.

5 MR. PRINGLE: All right. All those in favor of
6 adjourning the April 14, 2021 meeting of the Citizens Police
7 Review Board, say aye.

8 (Unanimous voice vote for approval.)

9 MR. PRINGLE: Opposed?

10 Abstained?

11 Passed unanimously. Thank you all.

12 (Adjourned.)

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1	27 80:25	A	adjustment 13:11
1 50:24 51:21	29 7:18		adjustments 7:15 8:17 9:14
10 48:15,24	3	a.m. 80:23	administration 9:3
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