

In the Matter of:

CITY OF COLUMBIA CITIZENS POLICE REVIEW BOARD

TRANSCRIPT OF PROCEEDINGS

July 14, 2021



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Transcript of Proceedings

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CITY OF COLUMBIA
CITIZENS POLICE REVIEW BOARD

Transcript of Meeting

July 14, 2021, 6:00 p.m.
City Hall, Council Chambers

Reported by: Tammy F. Ballew, CCR 563

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BOARD MEMBERS PRESENT:

Travis Pringle, Chairman
Catherine Grover
Wayne Boykin
Alex Hackworth
Heather Heckman-McKenna
Rhonda Carlson
Sydney L. Dowell

ALSO PRESENT:

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

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1 CHAIRMAN PRINGLE: Calling this meeting of
2 the Citizens Police Review Board to order. We work to
3 bridge the gap between law enforcement and the
4 community to help increase trust and accountability.
5 Right now, we have no Andrew Fisher is excused for
6 today's meeting. I think that's the only one we're
7 missing. All right. And then have all of the Board
8 members present had an opportunity to review tonight's
9 agenda? Is there a motion to approve the agenda?

10 MR. BOYKIN: Can we strike out the Outreach
11 Committee since we did not meet, so there will be no
12 report?

13 CHAIRMAN PRINGLE: Scratch out Outreach.
14 Besides that -- so do we have to do a motion for that,
15 Rose, or --

16 MS. WIBBENMEYER: No. I can just indicate
17 there's no report, but if you want to do a motion, you
18 can.

19 CHAIRMAN PRINGLE: All right. We'll just
20 indicate no report. And is there a motion to approve
21 the agenda?

22 MS. CARLSON: I move we approve the agenda --
23 Carlson.

24 CHAIRMAN PRINGLE: Is there a second?

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

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1 Heckman-McKenna.

2 CHAIRMAN PRINGLE: All those in favor of
3 approving tonight's agenda, say aye. Oppose? Abstain?

4 (Unanimous voice vote for approval.)

5 CHAIRMAN PRINGLE: The agenda is approved
6 unanimously. Moving on to our special item. We have
7 the Sergeant Training Presentation from Assistant Chief
8 Gordon. Sir, the podium is yours.

9 ASSISTANT CHIEF GORDON: Good evening. I
10 don't really have a presentation. I was told that you
11 folks wanted to speak to who has been responsible for
12 the training and recruitment. That would be me.
13 Sergeant Kim German is also -- she's the direct
14 supervisor over the training and recruitment unit and,
15 unfortunately, she could not be here tonight. She was
16 supposed to be at training, but then got herself hurt
17 and is sitting at home healing up, so she apologizes.
18 I did -- I'm sure, and I saw that an e-mail was
19 forwarded to you about the POST training requirements.
20 I felt like that was a good bridge-way to talk about
21 what are the requirements of the training. I guess we
22 have two portions here, you have training and you have
23 recruitment. So to speak a little bit about the
24 training unit. The training unit itself is -- is
25 comprised of two full-time instructors. A sergeant is

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1 the only commissioned person down there, and then we
2 have one part-time background investigator. The SWAT
3 unit also has a part-time instructor, and I would also
4 consider him a logistics person for the SWAT team that
5 we borrow to assist with our training when we need an
6 instructor, but outside of that, that's the -- the unit
7 is comprised of that. The instructors come from within
8 the ranks for coursework that we can teach within, like
9 firearms training and -- and defensive tactics. And
10 then, of course, by state mandate, we're mandated to
11 have some external instructors, which we actually had
12 one yesterday come in. I apologize you did not get
13 that earlier, but I'm kind of juggling, like, five
14 different things and trying to get a north building
15 open right now, but Sergeant Alpers will be forwarding
16 you two external training sessions that we're offering,
17 one of which is a medical course. Yesterday,
18 approximately 20 officers went down and had advanced
19 medical care and rescues for getting people out of
20 dangerous situations. And then we -- we'll be holding
21 a second session, and I encourage you to come down.
22 Even if you don't attend the whole class, the beginning
23 is lecture and then the second half is scenarios. I
24 encourage you to come down and at least see what we're
25 teaching. And the second one is de-escalation

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1 training, which is taught by the lead instructor of our
2 Crisis Negotiation Team. She put on a de-escalation
3 training for our CNT unit, and then they were so
4 impressed or I was impressed by the training, got such
5 positive feedback, we asked her to come in and actually
6 teach the course two more times for officers. The
7 Chief has approved, because of staffing issues, we're
8 having to ask these officers to sometimes come in on
9 their day off and do that training, but officers are
10 signing up for it, so I look forward to it, and I would
11 encourage you to go down and watch it. Again, morning
12 is exercise, and then they are bringing in role players
13 in the afternoon to do their scenarios. So I don't
14 want to rehash what was in the e-mail, but I do want to
15 answer any questions that you have about state mandated
16 training. I am trying to engage in some dialogue to
17 try to open up our -- the state mandates that the
18 trained -- the out -- external trainers must be
19 pre-approved by the state POST office -- we call it
20 POST, you know, Police Officers Standards and Training.
21 And that makes it very difficult for -- for us to bring
22 in external instructors that have not had -- who have
23 not gone through that process, and it also makes it
24 more difficult because then the external instructor has
25 to maintain the training file, and also has to have --

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1 go get their lesson plan pre-approved, and they have to
2 submit the attendance log. So it really is kind of a
3 cumbersome process when, if you want to bring someone
4 in whose -- maybe works at the University, is expertise
5 in this certain area, and you think that -- or if we
6 want to bring people in from our community to talk
7 about that -- you know, experiences and stuff like that
8 and make that a class that's -- that provides POST
9 hours, it's really, really difficult for us. As you
10 can see, I'm -- I'm kind of limited in the number of
11 hours that I'm allowed versus what I have to get by
12 state mandate. And if anybody misses any of those
13 classes, we have to try to find a mechanism for -- for
14 having them make it up. Like we have several people
15 gone on military FML leave from injuries, and -- and
16 that's our -- you know, we've had, obviously, some with
17 even childbirth, and they're -- when they're gone those
18 three months, we have to make those hours up somehow.
19 So it's kind of an ongoing, moving thing. I'm saddened
20 to say that at the end of this year, we've had to
21 cancel our third session of in-service because of the
22 scheduling situation we have, the staffing situation,
23 because with a 12-hour schedule, that requires the
24 officers to come in on their day off and train, which
25 adds to additional fatigue, and we didn't want to do

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1 that. So what we're doing is we're moving to an online
2 platform. I can't -- we haven't selected the platform
3 yet, because it's in legal. It's -- even the contract,
4 but it's a service that we have not used before so that
5 the material is fresh. It appears to be more engaging.
6 You know, computer training is not the way I like to
7 teach. I think in the -- you know, in person and
8 face-to-face engaging your students is a much better
9 way to teach, but, unfortunately, given the staffing
10 circumstances, we've -- we're kind of stuck. So the
11 third session of in-service will be cancelled after, so
12 once we get this session done, we call it Session 2.
13 Session 3 in the fall will be cancelled. It gets to be
14 our busy time of the year with MU football games and
15 Roots'n'Blues, and some staffing issues. We even
16 become more tight, so -- my goal of the training and
17 recruitment, I took it over in April of this year, was
18 to -- it was to try to not make the minimum external
19 instructor the goal to reach. I think we need to be
20 bringing in as many external instructors as we possibly
21 can, and try to remove those barriers even if we're
22 using external instructors, you're doing it through
23 CPD, and we're writing the lesson plan with an external
24 instructor, but you've got to get -- those core hours
25 have to come from external providers, we still have to

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1 meet that criteria, so we're trying to find that way.
2 But it is my goal to bring in as many external
3 instructions as we possibly can without -- without
4 compromising our training, so -- recruitment. I'll
5 touch on that briefly. I'm not going to sit here and
6 sugarcoat it. Recruitment is extremely difficult in
7 this environment. I'm not going to talk about the
8 other departments in the City, you know. I will talk
9 about what CPD is. I've been in charge of recruitment
10 since April, but, previously, I had -- had handled it
11 for a little while to assist the other Assistant --
12 another Assistant Chief, and I will tell you it was
13 really difficult and it's even becoming worse. The big
14 thing with Covid is, the best way for us to sell the
15 Columbia Police Department is to be in person, you
16 know. These virtual recruitments were just horrible.
17 They were-- for us, they were a train wreck. You
18 really can't engage somebody, and I'm -- I'm kind of
19 one of those people who likes face-to-face, one-on-one
20 conversations. And -- and to be -- and be truthful
21 about what our organization has to offer and -- and
22 what we could do a little bit better. The City of
23 Columbia is competitive paywise in the area is
24 competitive, but when you start talking about
25 nationwide, we're -- this generation is not afraid to

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1 travel. And now we're also just in statewise, we've
2 got other agencies that are offering incentives to
3 come, sign-on bonuses, moving bonuses, and then
4 retention bonuses. That's going to be very difficult
5 for us to compete with. We do have currently 15
6 openings. That's not the highest we've ever been since
7 I've been in CPD, but it's certainly not a comfortable
8 number. We are interviewing about -- HR is fantastic,
9 Kathy Baker and Ginny Locklee are fantastic. Anytime
10 we have more than one, even if it's -- well, I'll take
11 that back. We just interviewed one person last week,
12 and we have one person. We're establishing an
13 interview panel and we're interviewing him. But we
14 are, as the person who reads the background
15 investigations, I will tell you we are washing a lot of
16 people. We have a very high standard here at the
17 Columbia Police Department, and I think most law
18 enforcement agencies do, and if there's any bumps in
19 the road that -- that we feel are disqualifiers, we
20 remove them. If you -- if you would like to know some
21 of those, I'm more than happy to talk to you about
22 those disqualifiers. But I will say we're not
23 interviewing people like we used to. When I came to
24 the Columbia Police Department in 2000, there was a
25 list. My background is I started at the sheriff's

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1 department in 1991 as a -- as a reserve, was with them
2 five years full time, and then came to CPD in 2000, and
3 we're not seeing nearly what was competitive in this
4 market, and I don't think that's a surprise. Now that
5 universities and the military bases are opening up to
6 more in-person, if we get a recruitment announcement,
7 we are sending our ambassadors, which is -- they are
8 officers that are signed up that are trained in
9 recruitment, and -- and we send them to -- we just
10 were -- came back from Fort Leonard Wood, and we are
11 hitting as many campuses as possible, but they're just
12 now opening the doors, not -- and to be honest with
13 you, with this new Covid scare, I don't know how long
14 those are going to -- are going to stay. So we did
15 attempt to recruit from -- Lincoln University just
16 graduated their first academy. Unfortunately, we did
17 not -- were unsuccessful there. A part -- we're still
18 trying to figure our ends, but I think that is their
19 first academy, and I think they were kind of a little
20 overwhelmed in trying to figure out how to get their
21 academy done and still be resources to other people.
22 And Jeff City PD's obviously has a lot of adjunct
23 instructors that are teaching in there, so Jeff City PD
24 does a fantastic job of recruiting also, so kudos to
25 those folks. I don't know how many they finally got

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1 out of the academy, but I'm sure it's quite a few. So
2 that's the -- the nutshell of the training and
3 recruitment unit. And then the questions -- and I'm
4 here to answer any questions that you might have. I
5 know there's more to it, but I did not create a formal
6 presentation, and I -- I really don't like PowerPoint.
7 I don't think that really helps matters so -- but I'm
8 happy to produce any document or a PowerPoint, if you
9 would like me to, at some point, so --

10 CHAIRMAN PRINGLE: Yeah. Assistant Chief
11 Gordon, I was really kind of interested in the -- the
12 new sergeant training that's been implemented, just
13 kind of, I guess, did you go through the old sergeant
14 training, like, get in the car with a sergeant and
15 drive around?

16 ASSISTANT CHIEF GORDON: No. My first day as
17 a patrol sergeant, I was given keys, stripes, and sent
18 on the street and worked a homicide on Clark Lane.
19 But -- but let me also explain. I'm not an expert at
20 anything, but I also came with a lot of experience to
21 CPD. I mean, when I started at the sheriff's
22 department, there was no -- there was no sergeant
23 working at night shift, so I was the -- I was one of
24 the officers in charge, and -- and so I kind of got
25 some experience at leadership and -- and I already

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1 know, I was -- I had been a field training officer here
2 for over five years, so I already -- if you're a field
3 training officer, you kind of really understand the
4 role of a sergeant, so I already had training. But the
5 training -- the sergeant training that we're putting in
6 place now is something that we recognize we needed to
7 do and it's something that I -- it's in its very
8 infancy. It's training that I put on. It's mainly
9 lecture. I know you folks asked for the supporting
10 documents. Well, a lot of it is a lecture and
11 conversations, because it's really a one-on-one
12 conversation that we go through, like the equipment
13 that's in the sergeant's vehicles, how to properly use
14 the equipment. And we're teaching them incident
15 command, which is, for those of you who don't
16 understand, if you know ICS, that's great. If you
17 don't understand ICS, I'm a huge supporter of ICS
18 because I come from the fire district. I was on the
19 Boone County Fire District for 20 years, and I was a
20 captain of a fire station there. And it's -- incident
21 command is all about the command and control and
22 ensuring the safety of everybody involved. And we
23 deploy ICS on a lot of things, including the protests.
24 Chief Geoff Jones entrusted me to be the incident
25 commander of the -- of the -- the marches and the

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1 protests, and I was running out as Joint
2 Communications, and we were trying to teach that,
3 because that's a -- that's a huge component to ensure
4 that things go off very well and very safe. But we
5 teach them also about leadership, what is the
6 expectations I have, the assistant chiefs of patrol,
7 which is Jill Schlude and Brian Richenberger, come in
8 and talk about the expectations they have of the
9 sergeants as leaders. And then when I talk about --
10 remind them of the -- my last presentation when I was
11 teaching in-service last year was reminding the people
12 of the authority of the badge and why we became police
13 officers. The power comes from the people. The power
14 comes from -- from the respect that we earn and -- and
15 from those people, and the people can take that power
16 away, and that's what's normal to us, by wearing this
17 badge on our chest, is really powerful to the average
18 person. Placing your hand on a firearm or drawing your
19 firearm, to an average person, is -- that's -- that is
20 scary. But as police officers, when we're searching a
21 building, they may be normal course of a course, you
22 know. We had a conversation with a person a few months
23 ago about a person where the officer said they just had
24 their hand resting on the gun and that was really
25 intimidating. But the officer wasn't even thinking

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1 about the fact that they had their hand on the firearm
2 because they're taught to -- for weapon retention,
3 that's what they're supposed to do, but to the citizen,
4 they're, like, why have you got your hand on your gun.
5 Well, you know, sometimes we've got to remember these
6 things, right? I mean -- so we remind our supervisors
7 that, hey, you're the role model for these officers,
8 and so we teach -- we talk a little bit about that. We
9 also talk about community policing. I could ask each
10 individual up here what community policing is, and most
11 of you would give me relatively the same answer, but
12 in -- in different wording. Well, we're still
13 constantly striving for that. I think our biggest
14 struggle with community policing right now, in my
15 personal view, is -- is time. You know, our officers
16 just don't have any time, and I didn't get a chance to
17 look, but I'm sure Scott could tell us, or Sergeant
18 Alpers could tell us how many calls are pending right
19 now. And they -- there were supervisors on the radio
20 as I was walking over here telling them to hold calls,
21 hold calls, hold calls. Well, if we don't give these
22 officers an opportunity to get into beats and -- and
23 get out of their cars and be social, two things happen
24 when that happens. Number one, they learn that there's
25 good people out there and there's people out there that

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1 support the police. And, two, they realize that the
2 police aren't just these people driving around in a
3 patrol car. I took ownership in my beats. I felt bad
4 when I worked night shift, that was my primary shift.
5 I'd work night shift, and I'd find out by morning shift
6 that a bunch of cars got broken into. Well, I took
7 that personal, and that's what I want these officers to
8 realize is they need to have ownership in that beat,
9 and that they should get to know their -- their -- the
10 people may need a little extra resources or need
11 checking on. I often laugh that the postal service
12 started community policing way before we did because
13 the postman or postwoman knows everybody in their area.
14 They know when that mailbox is full, oh, that's not
15 right. Kathy normally gets her mail. Why hasn't Kathy
16 gotten her mail? Well, maybe I should call the police.
17 So I worked with my postal people and, honestly, back
18 then, everybody got newspapers delivered, so I worked
19 with the newspaper delivery people because they would
20 see things at two or three in the morning, and we're
21 trying to teach that to our officers as mechanisms. I
22 kind of got on a tangent there, but the supervisor
23 training is -- is we used to give people keys, like me,
24 and send them on their way, and then we never taught
25 them how to do a performance plan, we never gave them a

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1 performance improvement plan, we never gave them an
2 example of it, how to do performance logs for positive
3 and negative interactions that might not reach the
4 level of internal affairs. We never taught them how to
5 do a job evaluation. It was kind of, hey, the first
6 time you get one of these, go see the senior sergeant
7 next to you, and he'll help you with it. So those are
8 things that we're trying to engage. And then there's
9 obviously the -- the mechanisms of every sergeant
10 should be less lethal certified because the sergeants'
11 cars carry less lethal devices in them, and then the
12 ICS component. ICS component is huge for us right now
13 because it's a huge liability when it's done wrong. We
14 learned a lot in Ferguson and a few other events where,
15 again, the federal government even came in and said
16 agencies failed to recognize the event. It wasn't an
17 ICS needed event, so incident command should have been
18 deployed.

19 CHAIRMAN PRINGLE: And the way that training
20 is working now, is it a curriculum that the officer
21 goes through before becoming a sergeant, or kind of
22 still like, hey, you're a sergeant, but here's what
23 we're going to teach you as you're on the job.

24 ASSISTANT CHIEF GORDON: No. We're trying to
25 hit him before they ever hit the streets. Now,

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1 they're -- I won't sit there and say someone hasn't
2 gone a day or two on the road with a -- because they --
3 once they get done with -- teach -- once they get done
4 with the class with me and the other people I bring in,
5 then what they do is they do orientation with a
6 sergeant for a few shifts who help them learn some of
7 the other things, like the report approval. There is
8 steps to that and the only way really to be taught that
9 is by another patrol sergeant. So those are the kind
10 of things, they ride with them for a few days. But I
11 will also tell you the people we're selecting for
12 sergeant have also been outgoing and pretty strong
13 officers that you would expect on the scene, you would
14 see them in leadership roles if a sergeant wasn't there
15 yet. So these people already had kind of leadership
16 skills, and they knew most of the stuff. Like Turner
17 Schuster, he was an FTO, so he kind of already knew
18 most of the mechanisms, and he just needs that --
19 that -- that molding into now you're sergeant. So --
20 and what's expected of you, and I think the hardest
21 step for any sergeant is, you know, you're no longer
22 one of the -- these are not your -- these are not your
23 friends here when they're at work. These are your --
24 these are your subordinates and you need to make sure
25 you're conducting yourself appropriately. So that's a

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1 huge -- that's a hard step. It was hard for me as a
2 sergeant to even do that, so --

3 MR. BOYKIN: I had a quick question about the
4 ambassadors and the training for recruitment.

5 ASSISTANT CHIEF GORDON: Yes, sir.

6 MR. BOYKIN: I know our minorities are super
7 low in the CPD. Is there any minorities on this
8 ambassador list going out, because it's easier for
9 people to feel like they can join the force if they see
10 people like them also there?

11 ASSISTANT CHIEF GORDON: Yes. Yeah. Cory
12 Dawkins is one of ours. He's fantastic. I actually
13 have Cory on most of the interview panels because I
14 agree, we need to diversify. We need to diversify our
15 interview panels. We also need to diversify our
16 ambassadors, and we are doing that as much as we
17 possibly can -- females and people of color. Cory has
18 been fantastic. He stepped up and he's -- I think very
19 highly of Cory and also Keesha Edwards. They're my two
20 favorites. Keesha, we used to -- Keesha and Shawn
21 Denton, who you both knew got promoted, or I think you
22 know got promoted, who were former SROs, and then went
23 into community outreach and then got promoted, and that
24 was -- for me, that was a huge loss, because they
25 were -- they were really good at the interview process,

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1 and a lot of our questions were geared towards -- some
2 of the questions are geared towards community policing.
3 And you can kind of read whether an officer or an
4 applicant understands what you're looking for in the
5 community policing, or the models you're looking for.
6 But, yes, we are.

7 CHAIRMAN PRINGLE: And you spoke earlier also
8 about the 15 openings just for new recruits. Is there
9 also a lack of sergeants in the department right now?
10 Do you need more sergeants or what's the staffing level
11 there?

12 ASSISTANT CHIEF GORDON: No. Sergeants
13 are -- to the best of my knowledge, sergeants are fully
14 staffed, so we have our leadership and all. But the
15 problem is every time you take a person and you promote
16 them into a leadership role, you're losing a patrol
17 officer, because it cycles up, right? So just to kind
18 of give you a time line, if we don't hire somebody who
19 is POST certified, so let's say, like, today -- well,
20 last week we did an interview, and that person passed
21 the interview and made the eligibility list, so we
22 moved them on in the process, so they went and had
23 their urinalysis test and got approved, so now they're
24 getting in the background. On average, if they do not
25 have the academy, the first academy we could place

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1 somebody in is in August. If we hire somebody now or
2 trying to hire somebody now, we're not going to make
3 the background investigation. The background
4 investigation takes anywhere from 30, closer to 60 days
5 from the time that your background investigation is
6 initiated to the time we get the packet back to the
7 time the background investigation is completed. They
8 still have a medical physical, a psychological exam,
9 and a CVSA, which is a voice stress analysis test, and
10 then they have a final offer with the Chief. So from
11 the day that -- if everything was to line up, and the
12 universe lined up just perfectly straight, and the day
13 that I offered somebody a conditional offer and the
14 background started, before they would be cut loose from
15 field training, you're looking at six to seven months
16 before this officer is on their own. So these 15
17 openings that we have right now, if we don't hire
18 somebody who already has POST from another police
19 agency or have gone through the academy, you will not
20 see these 15 openings for -- in this case, none of them
21 will make the August class, and the first class they
22 will attend is January. So it will be this time next
23 year before they are entering their even field
24 training. That's why when we have -- when people talk
25 about the vacancies that we have, and why it's hard for

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1 us is, you know, if you recruit somebody, you still
2 have all these processes to go through, and we've tried
3 to cut down the background packet time line, but to be
4 honest with you folks, 30 to 40 -- 30 to 40 days to get
5 a background done, it -- they're already pushing it.
6 And we -- the last thing we want to do is start taking
7 shortcuts and not doing our backgrounds properly,
8 because the backgrounds do often do -- you think you
9 have the best candidate in the world, which I did think
10 of one -- one of them, I had the best candidate in the
11 world, and once we started digging in the background,
12 there were some behavioral things that started setting
13 off alarms. And then once we sent them for the
14 psychological exam, there was a moderate risk, is what
15 they would call it. And when it's of a moderate risk,
16 with those -- what was in the background, I'm not --
17 I'm not going to go that route. That's a person who
18 has been eliminated from our process. And so we
19 just -- well, not wasted, but we just spent six months
20 basically going through a candidate that's not going to
21 make it -- well, four months on that part.

22 MR. HACKWORTH: What's the name of the
23 program that you will be using instead of the third in
24 session?

25 ASSISTANT CHIEF GORDON: It's just going to

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1 be -- it's just computer training.

2 MR. HACKWORTH: Okay. Is it -- is it like --
3 was it built in-house, or are you --

4 ASSISTANT CHIEF GORDON: Oh, no. It's an
5 external company that specializes -- and they do
6 throughout -- they do it throughout the country, but
7 the classes are geared towards -- they're cleared for
8 Missouri continuing educations hours and then supposed
9 to prove them, and then what we'll do is we'll select
10 the courses of which -- which classes we want them to
11 attend. It's not going to be they look at this and
12 say, well, I take driving 101. No. We're -- we're not
13 going to let them do that. We try to concentrate on
14 the human behavior classes, but, again, a lot of human
15 behavior classes, we start to talk about communications
16 or de-escalations, that really needs to be a
17 face-to-face type of class. You don't really get
18 anything about -- from watching a computer screen and
19 hitting the space bar for time out. I don't -- I do
20 not like this type of training, and it's just an
21 unfortunate situation that we're in right now.

22 MR. HACKWORTH: Do you know the name of the
23 company that's offering that?

24 ASSISTANT CHIEF GORDON: I cannot say because
25 we're in -- I'm more than happy to share it with you,

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1 and I'll be honest with you folks, once we get the
2 program, unless there's some other reason why we
3 couldn't, I'm more than happy to let you have access to
4 it. There's nothing to hide, but because we're in
5 contractual items -- Rose can explain it to you
6 better -- but I'm not allowed to talk about which
7 companies because there is more than one company.

8 MR. HACKWORTH: Okay. Sounds great. Thank
9 you.

10 ASSISTANT CHIEF GORDON: But once we're done,
11 I'm more than happy to say this is who we selected and
12 these are the classes that they're going to take, so --

13 CHAIRMAN PRINGLE: Yeah, definitely. If
14 that's possible, Assistant Chief Gordon, once the
15 selection and the classes are set, I would love for us
16 to be able to have access and to be able to review
17 those videos ourselves, too. I think that would really
18 help us.

19 ASSISTANT CHIEF GORDON: Yeah. Well, I've
20 got no problems providing that information at all, and
21 I don't think the Chief would either. I mean, well, we
22 just don't videotape it. It's all copyrighted, right?
23 So --

24 MR. BOYKIN: Yeah. Sixteen hours of
25 electives?

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1 ASSISTANT CHIEF GORDON: Yes, sir.

2 MR. BOYKIN: Is there, like, guidelines of a
3 certain amount of what they have to look for, or is it
4 very open of what they can choose for those electives?

5 ASSISTANT CHIEF GORDON: The electives are
6 what we choose.

7 MR. BOYKIN: You choose. Okay.

8 ASSISTANT CHIEF GORDON: Yeah. Like the
9 de-escalation training that the officers are going to.
10 And if an officer signs up for either the medical
11 course or de-escalation, those are a part of the
12 elective hours, and they're outside providers. So
13 those officers actually won't have to do computer
14 training. So, no. We -- we outline to every officer,
15 except for those who, like, if we have somebody who
16 goes to a conference, for example; if they go to a
17 conference, some of those hours may transfer over to
18 CEUs. So, like, I know that back previously before
19 Covid, some of us would go to the International
20 Association of Chiefs of Police, and we would attend
21 classes. Like, I would always be attending the classes
22 about risk and liabilities, sometimes train -- or those
23 classes would sometimes transfer as CEUs. As far as
24 the officers go, if an officer goes to a homicide
25 investigation school, some of that will transfer. But

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1 we still have a tendency to -- to make the officers
2 even to get CEUs in those classes attend our in-service
3 because our in-services are so important to make sure
4 that we're being consistent in how we're providing
5 training. One of the things that I have insisted on is
6 we have had issues in the past. It's not been
7 widespread, but we have had a lot of people come in and
8 teach at our academy, and it either wasn't -- it
9 wasn't -- I would say the coursework was not what we
10 would have expected, and some of those places, we no
11 longer allow those instructors back or we don't attend
12 those companies' trainings. Just -- it's just not what
13 we were -- we were wanting, so that's always going to
14 happen, so --

15 MR. HACKWORTH: Besides the reality of Covid,
16 is there anything else that you can think of that might
17 be barriers to recruitment that you're trying to
18 overcome at this moment?

19 ASSISTANT CHIEF GORDON: Well, I think -- I
20 think the culture towards law enforcement is -- is a
21 problem. Folks, I've been doing this job, I'm going
22 on 31 years. I can tell you you have an outstanding
23 police department. These officers, they make mistakes,
24 they're humans. The thing that needs to be
25 concentrating on is retention. If we continue to have

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1 the turnover at the rate we're having it, the problem
2 is you never get the experience and officers that you
3 need. That's -- that's a huge factor, you know. The
4 cop that I was when I was 21 years old and the cop that
5 I am now at 51 is totally different. And I always had
6 the gift for gab. I mean, in the county, there was
7 only two deputies and then we covered the whole county,
8 so you couldn't -- you can't fight. You're going to
9 lose. So you learn the gift for gab. And so when
10 we -- when we start talking about -- but retention has
11 got to be a priority because, if I have a cop that
12 comes in at 22 or 23 and we spend this money, and they
13 must move on, whether they stay in law enforcement or
14 go somewhere else, we've lost all that time and money
15 we invested in them in getting the maturity. You know,
16 everybody as we get older, we just learn, you know --
17 we just -- we learn as we go, and we look at life
18 differently. Well, that's what we need to do is we
19 need to concentrate on having ten-, fifteen-year cops
20 because they're better police officers. It's nothing
21 against the younger officers. I made mistakes, God
22 knows, but when you have that maturity and -- and
23 they've learned that life is different, kids, you know,
24 that's the stuff we should be concentrating on. So --
25 but when you talk about recruitment, do you know

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1 anybody that wants to be a police officer right now? I
2 mean, I -- we work our tail off to find people. You
3 have -- and I will also tell you, you have to want to
4 do this job. I'm leaving law enforcement sometime in
5 the near future with two bad knees, a bad back, and
6 PTSD, but that's because I've just -- and my -- and I'm
7 not here for your sympathy. I chose this career. It
8 has been the most awarding job. I could never see
9 myself doing anything else. I absolutely love serving
10 the community. I love being a police officer. I loved
11 working for the fire district. I was given amazing
12 opportunities. It hasn't always been a perfect surf,
13 the perfect wave, but I've truly enjoyed it. But you
14 have a good department where people go out and try
15 their damndest everyday, and this Board is important.
16 It's important that you don't -- you help us mend the
17 relationships with the -- the community. But
18 understand that these officers, they're under immense
19 pressure, and they're asked to be the jack of all
20 trades and the masters of none. And I can agree with
21 some of you. I've heard some of you talk. I can
22 agree, the police need to quit being the first call or
23 the first people sent to some calls, because we're not
24 psychiatrists. Today alone I heard over the radio
25 three suicidal subjects. Three a day. Well, when I

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1 first started, you may have had maybe one a week, maybe
2 one a month. We're doing a three a day in the daytime
3 hours. I can -- I really meant to run the stats to
4 find out how many suicidal people we're going through a
5 day. Is that really a law enforcement call, if they're
6 not -- unless they're, you know, they've obviously got
7 a weapon and they're looking to harm others, then yeah.
8 But you want to know what the recruitment is, is the
9 cops get paid -- the cops get pulled 12 different
10 directions, and I think we've forgotten what -- what's
11 truly the responsibility of the police department.
12 It's to enforce the laws. If it's not law enforcement
13 related, why are the police going to it, but they are
14 the default. And it's very difficult as the person
15 over training to try to, as you saw, I'm given these
16 many hours, and I've got to try to teach them to be all
17 these things, and it's really hard, so we can do
18 better. We all can do better, and I hope that -- that
19 the City recognizes when you look at other departments,
20 they do have a very good department. And that's not --
21 that's not because John Gordon has made it anything.
22 That's because we've got good cops, so be proud of the
23 officers. Not all the time, they do make mistakes, but
24 the ones that have made mistakes that are ones that I
25 would consider ones you don't want working here are no

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1 longer working here. Yes, ma'am.

2 MS. CARLSON: Do you have plans to make some
3 inroads to Lincoln's?

4 ASSISTANT CHIEF GORDON: Yes, ma'am.

5 MS. CARLSON: Do you think there's future
6 opportunities or --

7 ASSISTANT CHIEF GORDON: Yeah. I think we
8 just have to be patient because this was their first
9 class. I just think that they kind of were -- you
10 know, they were piecing it all together and, you know,
11 starting an academy is a huge deal, but yes. The issue
12 you have is, you know, we have a lot of people, and I
13 know Scott was doing it for a while so was I --
14 Sergeant Alpers and I were doing it for awhile, but
15 used to adjunct instruct or volunteer our time at LETI
16 here in Columbia. And see, that's why people get to
17 know your stuff -- you know, we know you, they could
18 see your patrol cars, and they get to know the
19 officers, so they kind of -- you already kind of got
20 a -- if you're -- if you're somebody who is looking to
21 go to CPD, you've already kind of got a link with
22 somebody, and you're kind of like, hey -- and then we
23 also got to see them as -- as trainees, you know. Is
24 that somebody we want to recruit, or are they somebody
25 we don't feel would be a good a fit. It's harder

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1 because, obviously, it's Jeff City and it's a 30-minute
2 drive, but, no. We are working on it. But we're not
3 just looking there. We've had some luck at some other
4 locations, and now that they've opened up recruiting
5 again, these virtual -- these virtual recruitment
6 sessions are going away and they're doing more
7 in-person, we're starting to travel and send people
8 more. What I'm struggling with is my ambassadors work
9 the road. Nobody wants to talk to an Assistant Chief
10 of police about what it's like to be a police officer
11 at the Columbia Police Department. They want to talk
12 to a person who is working the street, and that's the
13 way it should be done. So now we're trying to find
14 ambassadors to have time to pull away from the road
15 because of staffing to send them, it's becoming an
16 issue, but we're doing the best we can. I've also
17 reached out to Convention and Bureaus to create an
18 out-of-town packet, not to sell people on the Columbia
19 Police Department, but sell them on the community. So
20 it's an information packet that we can e-mail out to
21 people -- to people that live out of state and say,
22 hey, here's Columbia -- here's what the Columbia Public
23 Schools is like, this is what the City is like, and
24 we've got this -- so it's kind of an overall
25 recruitment packet that we can mail out. We have been

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1 reaching out to other states that have been less than,
2 I'd say, supportive of law enforcement. You know,
3 certain states have taken away qualified immunity,
4 which is, obviously, a huge issue and there's -- it's a
5 very complicated thing that, but if someone is losing
6 qualified immunity, they're going to lose their police
7 officers. And so we've been reaching out to those
8 police departments that -- in states where officers are
9 losing qualified immunity and trying to recruit them
10 here by bringing in more experience demographics from
11 other areas of the United States to try to diversify
12 our department. And it's not worked out as well as we
13 wanted it to, but that is also a big decision to move
14 from wherever you're living to move to Columbia,
15 Missouri, and move -- upset your whole family. And
16 honestly, if the pay is not there, why do it. So --
17 so -- but, yes, ma'am. I'm looking for any -- any
18 advice on how to recruit. It's -- we've never faced
19 this type of scenario, but I'm really -- we will not
20 drop our morals or our integrity to hire people that
21 are not -- that should not wear this badge. I will
22 not -- under my watch, I will not allow that to happen,
23 and I read the background information. Chief Jones
24 trusts my decisions, and I'm consistent on how I make
25 those decisions.

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1 CHAIRMAN PRINGLE: Has there been any kind of
2 success with maybe with St. Louis or Kansas City, just
3 kind of going to those officers, lower cost of living
4 here in Columbia. Has that done anything?

5 ASSISTANT CHIEF GORDON: No, because they're
6 getting recruited by the suburbs. St. Louis City, you
7 know, some officers will start there, but -- but
8 they'll quickly go to the suburbs, whether it's in
9 Missouri or Illinois. It's very easy for us to
10 transfer our POST license into Kansas and Illinois.
11 So, no. They'll -- they'll just go to a suburb where
12 they'll get paid more money. The scary problem is
13 there is those suburbs are starting to have some -- are
14 starting to offer some serious incentives -- financial
15 incentives to come to their departments, and that's
16 going to be very hard for us to, you know, to overcome.
17 The last I heard, and this was last week, Independence
18 was short 44 officers. Well, they've only got a
19 department of about 200, so that's 25 percent of their
20 patrol is missing, so it's problematic nationwide, even
21 the Highway Patrol is hurting, so we all talk about it,
22 we just don't know how to fix it. And you can't -- you
23 can't incentivize with money because I'm going to tell
24 you folks, if you don't want to be a police officer,
25 don't be a police officer. You have to want to do this

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1 job because those are the type of people that you want
2 to have the -- that should have the demeanor, the
3 communication skills, the people skills to deal with
4 someone who is screaming in your face and calling you
5 everything in the -- every name in the world, and still
6 keep your cool, you know. Always, when I interview
7 people, you always look for that passion in their
8 belly. You have to want to be a police officer, okay?
9 The other side of it, it's not worth it.

10 MR. HACKWORTH: Do you all rely on the COPS
11 program, the federal program for funding for
12 improvement or inducements?

13 ASSISTANT CHIEF GORDON: We used to. When
14 they offered it, we did do some COP grants, and that
15 was a long time ago. But, recently, they haven't been
16 offering them for positions. They've been
17 concentrating -- their COPS program has been kind of
18 concentrating their funding on other programs, and
19 they're programs. They're not -- they're not
20 recruitment. But the Columbia Police Department has
21 done that several times. Our best partner, I think,
22 with adding officers onto the patrol has been -- or
23 adding on here is the Missouri Department of Highway
24 Safety. If you -- the DWI unit, if you're not aware,
25 is one of the top performing DWI units in the -- in the

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1 nation -- I'm sorry -- in the State of Missouri, but,
2 you know, I think -- we also have lowered our DWI
3 fatalities by having those because before we got that
4 unit, it was -- DWI injury accidents and fatals were up
5 greatly. But they've been a great supporter of us,
6 especially when we adopted Vision Zero, which I was
7 assigned that project when it first got off the ground,
8 and MoDOT was who -- MoDOT runs the Missouri Department
9 of Highway Safety, was very excited about the fact that
10 we were trying to get to zero pedestrian fatalities.
11 And it will always be a struggle, but, yeah. We don't
12 use the COP grants the way we used to because they're
13 just not available. They pulled back a lot of -- the
14 federal government pulled back a lot of federal funding
15 for police programs and gave it to the fire department
16 on the fire side, and that was really because of
17 weapons of mass destruction. Fire departments
18 traditionally handle weapons of mass destruction events
19 or hazardous -- hazardous material, and that stuff is
20 extremely expensive to buy that gear. It's also all
21 got expiration dates, so you have to throw it out when
22 it's not used. And the only other federal grant that
23 know of that we really are involved in is the Burn
24 Grant, and we use that to buy portable radios with. A
25 portable radio now is about \$3,500 per officer. Yeah.

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1 Weaponing a police officer is expensive.

2 CHAIRMAN PRINGLE: This kind of ties back
3 into background checks and also -- well, legislation
4 the governor signed today. Prior to, I guess, they
5 did -- did CPD, have they even taken part in the -- the
6 national use of force data collection. Have we been
7 reporting through that?

8 ASSISTANT CHIEF GORDON: Yes, sir. We did
9 that under Burton.

10 CHAIRMAN PRINGLE: So you report under this
11 legislation?

12 ASSISTANT CHIEF GORDON: Yeah. We did that
13 under Burton. Our background practice is pretty
14 extensive. We -- if a police officer has been a
15 previous employer, that's one of the things that the
16 legislation has passed is now you have to send a letter
17 down to POST with you're saying that your intent is to
18 hire Officer John Gordon. You have to send a letter
19 down to POST and POST will respond back with the --
20 allegedly with the history of that officer if they've
21 been somewhere else. We also respond back to POST in
22 accordance with -- with a state statute about if we
23 discharge an officer or an officer leaves, whether they
24 leave in good standing or not, so that we are not
25 attracting, you know, officer hopper, kind of what they

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1 called it, was an officer who had jumped from
2 department to department, mainly in the metropolitan
3 areas that if they were getting ready to get fired,
4 they'd leave that department and go work somewhere
5 else. So that's a huge red flag for our -- I call it
6 the background team, because I've got a lot of -- you
7 know, everybody down in TRU kind of does backgrounds.
8 That's a huge red flag if we've got somebody who has
9 jumped around a lot, you know, why they -- even if
10 they, well, no, I just resigned. Well, yeah.
11 Especially if you've been a police officer, that
12 doesn't happen, so it's a red flag.

13 CHAIRMAN PRINGLE: I may have missed it. How
14 long has CPD been taking part with that -- in reporting
15 to that program?

16 ASSISTANT CHIEF GORDON: Oh, that dates back
17 to Burton. Burton was the one who initiated that, so I
18 don't -- I don't know. It would have to be three or
19 four years, but we do report our -- our use of force.
20 Because when they first initiated the program, it was
21 when the Department of Justice reached out to solicit
22 departments for it. And, of course, you already know
23 we're part of the Benchmarks programs, and that's a
24 fantastic group in itself. Plus the Benchmark cities
25 were agreeing to participate in that program, and we

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1 felt it was a good thing to do, too. I'd say that our
2 use of force statistics are extremely low for our
3 interactions when you compare them to other -- other
4 agencies. But that doesn't prevent the training or
5 recruitment unit, and Sergeant Alpers, and the policy,
6 Bob Dockler, the accreditation manager, from meeting --
7 we try to meet every two, three months to go through
8 what we're seeing as a pattern, so to see if there's
9 something we need to do to interject, maybe a shift
10 training session that we're seeing an uptick in this.
11 Sergeant Alpers is obviously always monitoring the
12 early intervention system or early warning system, so
13 if we have an officer that needs remedial training,
14 they'll come down to TRU so we can stop that behavior
15 before it gets out of control.

16 CHAIRMAN PRINGLE: So is the State mandating
17 that kind of reporting now. It's fair to say CPD,
18 we've been ahead of the curve on that for a while?
19 Yeah. Okay.

20 ASSISTANT CHIEF GORDON: I will -- I will
21 give retired Chief Burton some credit when it was due.
22 He was ahead of his time when it came to -- when he
23 first came here and said he wanted all use of force
24 reported. I was a sergeant at the time, and I thought,
25 well, that's crazy, but now looking back on it as an

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1 administrator, that was -- that was extremely
2 intelligent because you really do see, if you've got an
3 issue, especially a training issue, or if you have a
4 person that's -- an early intervention system, I know
5 I -- at least when I was sergeant, that early
6 intervention system helped me help two officers, one of
7 which was going through a really bad divorce, a
8 personal issue, and an early warning caught it, so
9 that's what the TRU, and I'm also responsible for our
10 peer support team, so that's peer support and HR Kathy
11 Baker is going with kind of the mental health side of
12 things. But Kathy Baker and the HR department, with
13 the assistance of other departments, obviously, we were
14 able to secure a -- services specific to officers for
15 PTSD issues or an instance of -- potential for
16 post-traumatic stress. Like, we had an infant death
17 that some officers were involved in. Of course, we've
18 had some officer involved shootings. Well, they --
19 they go -- they go see the City counselor to make sure
20 that they're okay, and start going through proper
21 counseling to ensure they're all right, so --

22 CHAIRMAN PRINGLE: Did the legislation also
23 signed, I think, today, didn't that all set a state
24 fund now?

25 ASSISTANT CHIEF GORDON: Yeah. There's a

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1 state fund for that, but we've been ahead of the curve.
2 And actually we were talking to the Highway Patrol
3 for -- and the Highway Patrol started their team about
4 the same time we did. Now, their team, obviously, had
5 a little bit more funding that ours did, so they --
6 they got a lot more training, but, yeah. There is a --
7 it's the critical instant management teams. We don't
8 know how that exactly is going to pay out because they
9 signed this thing into law, but then they kind of
10 didn't lay out what everything is going to do. Just
11 like the law says that officers every two or three
12 years now have to have a -- a -- I don't know if it's a
13 psychological evaluation, but they have to have a visit
14 by a provider to ensure they're okay. So we don't know
15 exactly how those are going to play out, but it's long
16 overdue. I'm going to be very frank with you. It's
17 long overdue. As a cop, you used to just suck it up,
18 but we need to stop -- we need to stop the mental
19 damage that comes with being a police officer for the
20 stuff that we have no control over, and that includes
21 psychological care, if necessary.

22 CHAIRMAN PRINGLE: CPD has already been
23 offering that to officers even before --

24 ASSISTANT CHIEF GORDON: Yeah. We had an
25 informal -- everybody always has the informal buddy you

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1 go talk to, but it's been formalized and, in fact,
2 Missouri passed laws that protect peer support team
3 members from being, on certain circumstances, being
4 questioned in IAs. So if -- if you are a trained peer
5 support team member, and have been called up to be a
6 team support person, and they're talking to you, you
7 can't be called into Internal Affairs and say, hey,
8 what did they tell you. Our two levels are, is it --
9 is it something that can be handled by the peer support
10 team, and if it's not, and the officer needs more
11 professional services, then we -- we get them in to see
12 the professional services as soon as possible.

13 CHAIRMAN PRINGLE: How big is the peer
14 support team; how many members?

15 ASSISTANT CHIEF GORDON: Eight people, and a
16 sergeant. Well, actually, two sergeants. One got
17 promoted, so it's eight plus. We're actually looking
18 to -- to expand it, because some officers have left the
19 department or retired, so it's probably time for us to
20 get that training back in. It's a good asset. We are
21 trying to -- we also linked in with the University
22 Police Departments peer support unit. City fire used
23 to have one person on it, but he has retired, but I
24 think he's trying to assist getting their program up,
25 and then Boone County Joint Communications has peer

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1 support people, so we've got -- we can pull from many
2 different agencies if we had to. We haven't yet. And
3 I want to say the PTSD services aren't just for the
4 police or fire. The reason the RFP is written is
5 because, like, Water and Light lost an employee that
6 was witnessed by their -- the crew, of that team could
7 be -- our team could be activated anytime to go help
8 another City department, or they can use this -- the
9 professional counseling services if they deem it's
10 necessary. The key is within 48 hours is to get a
11 diffusion started so that they can stop the -- they
12 recover faster if you do that because I don't want to
13 lose the person, so -- I've given you guys a lot. I'm
14 hoping I'm answering all of your questions.

15 CHAIRMAN PRINGLE: No, I hope -- Sydney?

16 MS. DOWELL: Yeah, okay. You said that the
17 new 12-hour shifts, and it's supposed to start in
18 September. Do you think that's going to help at all
19 with recruiting?

20 ASSISTANT CHIEF GORDON: Hard to say. These
21 officers are used to the ten-hour shift. I don't know
22 if it will or will not. We worked 12s for a while,
23 then we went to 10s, and when I came here, we were
24 working 8, so, I mean, it kind was all over the place.
25 The 12s do give them more days off, but there obviously

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1 is concern about fatigue. Twelve hours as a police
2 officer is an awful long time to wear that uniform. I
3 think the key is going to be for us and Assistant
4 Chiefs Schlude and Richenberger are well aware of it,
5 is making sure that the officer at 12 hours is out the
6 door. They -- they're not being held over late for
7 reports, and that -- that's the key is to managing
8 that, getting them out the door, because you only have
9 so much time away, and then your turnaround, especially
10 if you're on a multiple-day stretch. So if you're --
11 you're held over for two hours, and you don't get out,
12 and you say you work 14 hours, well, now you're down to
13 ten hours off, and you've got maybe a half hour
14 or 45-minute drive home, so you're now starting to cut
15 into that sleep time. And that's -- that's my key. We
16 want well-rested officers because I think we could all
17 sit here and say if you're grumpy, you're not the best
18 person, and if you're hungry and grumpy, you're really
19 not a good person. And if you're hungry, grumpy, and
20 you've got kids that have been screaming at you all day
21 long, or your -- or your kids or your significant
22 other, you're not a good -- you're not in the best of
23 mood. We need our police officers to be in good moods.
24 We need them to be in good moods, so -- and I -- I will
25 tell you, walking over here, the shift, meaning Scott

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1 was in there and maybe they were laughing at Scott. I
2 don't know. But it was good to hear laughter down the
3 hallway. I mean, because it's been pretty heavy over
4 there. So it was nice to hear laughter down the
5 hallway. I mean, I think everybody appreciates when
6 your employees are laughing, that they may not be happy
7 all the time, but we're very keen that our officers
8 need support right now because it's not easy, and kudos
9 to everybody. We're all taking calls. No one is
10 exempt. I was taking calls today myself from my office
11 between meetings. That's what we do. We step up as a
12 team, and the detectives, between cases, are jumping up
13 and taking calls for patrol when they can, so we're
14 doing the best we can. But my job is to hit -- hit the
15 streets and try to find some officers that are -- that
16 we can get hired. I have it'll work, we'll have to
17 see.

18 CHAIRMAN PRINGLE: I'm kind of taking us
19 almost all the way back to the very beginning.

20 ASSISTANT CHIEF GORDON: That's all right,
21 sir. I'm here for whatever you need me to talk about.

22 CHAIRMAN PRINGLE: It had to do with the
23 external -- speaker's external training. And so I
24 guess I kind of want to know more about the challenges
25 you face when trying to get those -- you know, the

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1 hyper local, the community trainers and speakers in,
2 but still having to comply with the state mandates,
3 just what you would like to see to be able to
4 incorporate in your training regarding local speakers.
5 Just kind of -- how do you see that playing out?

6 ASSISTANT CHIEF GORDON: Well, let me tell
7 you where -- where I'm starting, and bear with me. I
8 know that there was some grumblings about the calendar
9 that we provided about the in-service, and, yes, that
10 was not appropriate; it was the best we could provide
11 at the time because when I took over training, it
12 was -- there's a lot of things that were still in
13 motion about what exactly are we going to do with this
14 year's in-service training, so I gave you what I had.
15 In probably September at the latest, we will start
16 planning the 2022 calendar -- training calendar,
17 because we have to put it out that far in advance.
18 It's really difficult right now because we don't know
19 if we'll be back on 10-hour shifts or 12 hours. My
20 guess is we'll still be in 12s starting next year
21 because this staffing crisis is not going to stop.
22 I -- as I've explained to you, the time line for
23 putting officers on the street, we've got four -- four
24 in the academy right now -- sorry -- no, we have five
25 in the academy right now, but they won't even be out of

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1 field training until January. I mean, I've only got
2 three lined out to go to the next academy. What I'm
3 wanting for is more of a personal involvement. I -- we
4 always try to look at new ways to approach topics, all
5 right? It's -- if you -- if you do the same training,
6 the same PowerPoint every year, no one learns anything,
7 and they don't want to be there, right? So what I'm
8 trying to do for the community is, we have an
9 outstanding community with multiple -- multiple
10 different demographic crypts. For example, we try to
11 focus on mental health or something involving mental
12 health every year. I think it's important. The best
13 thing that ever happened in this County of Boone, and
14 I'm proud to say that Boone County is one of the first
15 counties in the State of Missouri to bring the CIT
16 here, and that was the best thing, as somebody who has
17 a family member with a mental-health crisis, to
18 recognize those things because it's not alcohol, it's
19 not drug, but they're in a mental-health crisis.
20 That's -- that's -- that's a key. So we always try to
21 do something in the -- in the mental-health side or --
22 or cultural diversity training, teaching about
23 different cultures and how they react to certain
24 interactions with the police. Like, we do have a
25 Somalian community in Columbia, it does not trust the

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1 police. That's just -- that's because that's the
2 culture they came from. They're emigrants, and I've
3 had a chance to talk to -- to one of the fathers, and
4 it was a really interesting conversation. We started
5 to talk about the cultural differences. The -- talking
6 with the community with hearing impairment, the deaf
7 community, we need to integrate that. People with
8 special needs. We are just seeing more and more, and
9 this is kind of scary on our side of it. We're seeing
10 more and more special needs houses, as I like to call
11 them, that are popping up in the community, and we
12 don't even know it. So you get called to a certain
13 house and you get there and it's actually -- I guess
14 you would kind of refer to it as skilled care, to an
15 extent. They've got a -- a tenant there, or a --
16 they've got a attendant that's watching over these
17 people, but they're not skilled nurses. And so we're
18 finding out this is a house that the people with
19 special needs are staying at, and we're, like, well, we
20 never knew that, and you could even call city fire and
21 go, are you aware that you may have a special rescue
22 needs at this house, and they're, like, no. So that's
23 something we -- we kind of need to -- we need to
24 address that when officers engage a house and it may
25 not be what you think it is. For me, for the

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1 community, what I would like to do is what about
2 we're -- we're in the middle of a project of -- of
3 community members videotaping community members'
4 interactions with the police and how they felt. I
5 think some of that -- their experience of how they felt
6 when a police officer approached a car, I think that's
7 worth hearing. I'm big into mediation. I'm big in
8 letting them, hey, officer, I want you to just be quiet
9 and I want you to listen to what they have to say. You
10 know, when I would take a complaint, you know, I'd
11 always listen -- let the person talk first and then go
12 back and figure out exactly what the complaint is. But
13 then you go, well, nine times out of ten, I think if
14 you put the officer and the -- and the person in the
15 room together and just, no, be quiet, let them talk.
16 Okay. Ma'am or sir, we've heard what you have to say.
17 Now, the officer -- you can let the officer talk, and
18 let's -- let's talk it out. I think that's huge. I
19 think that -- tell me I'm wrong, but I think that if we
20 could get -- I think that's probably if you could get
21 the rudeness complaints out of the way, I think
22 that's -- that's a huge icebreaker, right? But, again,
23 you kind of go back to maturity of the officers and the
24 maturing of the people they're engaging, right? You
25 know, I look at things, and I can give you an example.

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1 When I first came here from the sheriff's department,
2 the first traffic stops I did, somebody was screaming
3 at me and they stereotyped me as a Columbia police
4 officer. I said, whoa, hold on, you don't know me, and
5 you don't know where I came from, and I asked them to
6 step out of the car so we could go talk, because I'm
7 standing in the street. And he and I sat on the side
8 of Worley for 25 minutes and just talked. I said, man,
9 I'm a -- okay. Yeah. I'm a Columbia police officer,
10 but my name is John Gordon, and I grew up on a farm
11 at 609 North Stadium, and I just want to talk to you.
12 I -- it's amazing when you talk to people how much you
13 have in like. So that's what I would like to bring.
14 We all talk about de-escalation. What's the best way
15 to de-escalate something?

16 CHAIRMAN PRINGLE: Talk.

17 ASSISTANT CHIEF GORDON: Well, first of all,
18 you need to be under control, and it kind of always
19 goes back to, excuse me, and this is one of the things
20 I always like -- excuse me. I'm three feet from you.
21 You don't have to yell at me. If you talk to me, I
22 think we can probably find a compromise here, right?
23 Sometimes you've just got to let them yell to get the
24 glucose burned off, and then they, once they calm down,
25 then you're like okay. But teaching communications is

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1 not something that I was probably good at when I
2 was 21. There was not video cameras back there, but
3 I'm sure I looked back at some of the videos, there was
4 probably -- I was probably pretty stupid. But I also
5 knew that I couldn't fight my way out of things because
6 my backup, if I had one, was 25 miles away, so I better
7 learn to talk or run, one of the two. So that's the
8 biggest thing I see. What I would like to do is bring
9 people in the community in and let's talk. Let's talk
10 about what it's like to live paycheck to paycheck.
11 Well, some of these officers know that. What's it like
12 to live in a household that may not understand your
13 side of life and you don't understand their side of
14 life. If you want to know the bad -- my FTO said this,
15 and I'm getting on a tangent, and I'm sorry if I was --
16 my FTO said -- one of my FTOs said the worst thing that
17 ever happened to law enforcement was air conditioning
18 in patrol cars, because the windows are rolled up. And
19 I could tell you what I tell all of my recruits when I
20 used to train them; roll the windows down and turn the
21 air conditioner all the way up. In the winter, roll
22 the windows down, and turn the heater all the way up.
23 Wave, smile. My parent-in-laws live in Sturgeon. You
24 drive down the road, guess what? People wave at each
25 other. Huh. Wouldn't we like to have a community like

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1 that, and wouldn't it be nice if the police officers
2 waved back and then -- and people waved at the police
3 officer with all fingers. Wouldn't that be awesome.
4 That's the community I want. It's the community I want
5 to live in, and that's what I -- that's how I train the
6 officers. Be nice until there's not a time to be nice,
7 right? That's the old Patrick Swayze saying, but I
8 also say be nice and get along. I hope I'm answering
9 your questions. I'm not blowing smoke; that's how I
10 feel.

11 CHAIRMAN PRINGLE: It looks like that is
12 everything from us today. Assistant Chief Gordon, I do
13 thank you for coming to talk with us. I talked about
14 the training calendar. We are -- no. We'll still be
15 requesting. I'm hoping we'll get -- you know, when
16 it -- now we have a -- a more -- I hate to say it like
17 this now, that it's more normal than it was last year.
18 Hoping to see it sooner rather than later. I'm also,
19 when the contracts are finished, I know -- I know I
20 would love to see some of these virtual trainings and
21 what you're doing with the computer even though I agree
22 with you, the in-person is always better.

23 ASSISTANT CHIEF GORDON: Yeah. Just to bring
24 things to light. And please understand that we usually
25 don't schedule -- we try to keep the schedule just a

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1 little bit flexible towards the latter part of the year
2 because things pop up, right? Or the community says I
3 want you to have this type of training. So we try to
4 leave the -- the last portion of the schedule. When we
5 do like, when we sit down, we'll have a general thought
6 process of what we want to do in the fall of 2022, but
7 it will not be locked in solid. And the reason we do
8 that is we leave that very kind of fluid because of the
9 things that you folks may say we really believe that
10 the Columbia police officers should have training by
11 this group. Well, that's when we would fill them in,
12 because if we -- and you can't really look at, you
13 know, some -- an instructor and say, hey, are you
14 available November something of 2022 to come in. They
15 can't tell you, so we will provide those things to you.
16 Sergeant Alpers will be forwarding to Rose the -- the
17 dates of -- we have one more medical class that we're
18 teaching, and all these are noon to eight p.m. They're
19 down in our training center, and then she'll be
20 forwarding the two de-escalation classes. You are not
21 considered part of the attendance, so not affecting
22 whether or not we can or cannot let you in. All I ask
23 you to do is convey to us that we -- that you're going
24 to go so I can let the instructor know that there will
25 be a civilian guest, not a police officer, just so they

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1 know. But I would encourage you to come see those
2 courses. If you haven't sent -- sent -- been to one of
3 our in-service trainings -- has anybody had an
4 opportunity to do that? They're doing in-service
5 today. I know it's hard for you folks. You guys have
6 got jobs, and we train during the day. But if you get
7 a chance to go in-service, I think -- I believe there's
8 one more session left, please try to get down there.
9 One of the topics is LGBT this time, and then
10 de-stressing and de-escalation, so there is some good
11 topics in that. But I would encourage you to go down
12 there and see that, so -- if I can, when we get the
13 first beginning topics locked in, we'll try to come
14 back and present the calendar before it's finalized.

15 CHAIRMAN PRINGLE: Yeah. Anything, because I
16 know we've -- I sometimes have conversations with
17 community members and I know they always have questions
18 about what training is going on and what they think
19 police officers should be learning, and it's always
20 helpful for us to be able to just have a way to pass
21 that on to you all for you all to think about it and
22 see how it can fit in.

23 ASSISTANT CHIEF GORDON: Well, here's the
24 thing. I'm here to be as transparent as possible about
25 the training. We have nothing to hide down at the

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1 training and recruitment unit. I mean, our job is
2 to -- I look at our job is to service the -- our
3 customers are the officers, right -- on the training
4 side of things. But we also need to be answering to
5 what our community is asking us to do. If they want us
6 to have specific training, or they see, like -- you
7 folks see some of the complaints, just like Mr. Alpers
8 or Sergeant Alpers forwards to you, you're seeing the
9 same stuff we're seeing, so we're trying to address
10 those. Number one thing is to get ahead of the curve
11 on complaints. If we start to see a trend, stop that
12 trend before it even starts to happen, so -- but
13 anything you need from me, you guys will know how to
14 get in touch with me, or Rose does. She can find me
15 anytime. She -- she knows where my truck is at, so she
16 can just block me in and then I can't -- I'm more than
17 happy to -- I'm more than happy to come back and talk
18 anytime you need me to. That's my job, so --

19 MS. HECKMAN-MCKENNA: Assistant Chief Gordon,
20 I have one other thing.

21 ASSISTANT CHIEF GORDON: Sure.

22 MS. HECKMAN-MCKENNA: You've been talking a
23 lot about community policing, and a former Board member
24 and I, Dr. Gomez and I have been kind of trying to
25 think through a community policing plan. It's pretty

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1 clear, both from a budget and an officer time
2 standpoint that that's going to be a little ways in the
3 future. But as we're still thinking about it, I
4 wondered if we could sit down with you at some point
5 and just get your feedback, because it sounds like
6 you've done a lot of the -- the types of work that
7 we're hoping to get going, maybe in -- you know, a more
8 official manner in terms of community members and
9 police coming together and -- and having the
10 opportunity for those conversations.

11 ASSISTANT CHIEF GORDON: Oh, I'm more than
12 happy to meet. I'll just -- do you want me to --
13 obviously, my -- my schedule is not dictated, per se,
14 by the Chief, but obviously with Chief's approval, I
15 don't mind sitting down with anybody anytime they want.
16 I read your program. I don't think your program is
17 bad, it's just missing -- to be honest with you, it's
18 missing the law enforcement perspective.

19 MS. HECKMAN-MCKENNA: We're actually fixing
20 that.

21 ASSISTANT CHIEF GORDON: Yeah. Well, I mean,
22 that's all it's missing. And the way you do that is
23 just bring officers into the process. The best way to
24 adopt a program is to have everybody's input, you know.
25 I -- I -- community policing is -- is not really it's

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1 not that hard. The problem we're having right now is
2 time. It really goes back to time. And, honestly, it
3 also goes back to don't -- to losing the experienced
4 officers. We have a very, very young department, and
5 it's not going to get any better because people like
6 myself are still in the 20 and out, so we're leaving,
7 on top of the people we're leaving that aren't going
8 into law enforcement. They're getting out altogether.
9 Now, we always have had turnover like that where it --
10 the job just got to be a little bit too hot, and
11 significant other said, I don't want you doing it
12 anymore. And I will tell you, this is scary time of
13 the year when you see officers that are flat out being
14 ambushed. I mean, we -- I -- I mean, we started seeing
15 it in Dallas and all that, but if you have to come to
16 work and you get a 911 call and you don't know if
17 you're going to walk up to that door and someone is
18 going to shoot you, and that's a real threat. We've
19 had those threats to officers here in Columbia. We've
20 had threats on our building. So when we start to talk
21 about community policing, and you know what, there's
22 good people out there, you know. I always tell people
23 when you see people standing on the driveway talking,
24 stop. Do you mind if I talk to you folks? That's what
25 I would expect officers to do because then they get the

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1 positive interaction, not the negatives, but, yes. Let
2 me talk to the chief. We'll work it through Rose, and
3 when she tells me to be somewhere, I'm -- I'm -- yes,
4 ma'am, I'm there. She knows how this works. She --
5 she keeps me on my toes. Are you laughing yet. I
6 can't even see you. Yeah.

7 MS. HECKMAN-MCKENNA: Thank you. And I'd
8 love to get your input, so thanks for that.

9 ASSISTANT CHIEF GORDON: More than happy to
10 do it.

11 CHAIRMAN PRINGLE: Now I actually just
12 have one more question.

13 ASSISTANT CHIEF GORDON: Of course.

14 CHAIRMAN PRINGLE: I saw you yesterday, you
15 were -- the release about the police impersonation
16 calls.

17 ASSISTANT CHIEF GORDON: Uh-huh.

18 CHAIRMAN PRINGLE: I have senior retired
19 parents, and I know they get spoofed all the time, so
20 while we have you on TV, I wouldn't mind you describing
21 that, and just saying what the community can do if they
22 receive a call.

23 ASSISTANT CHIEF GORDON: Oh, if they receive
24 one of those types of calls, what they should be used
25 to is calling 311. Now, it's not an emergency, but

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1 call 311 and say, I've been asked to meet at this
2 location, this time. The Columbia police officers will
3 never ask for money on the street. We do not deal with
4 cash. That is not our job. Our job is to enforce the
5 laws in the City of Columbia. The job of collecting
6 cash is the court's. Of course, obviously, if you're
7 posting bond, it's a little different, but it's the --
8 it's the job of the courts to collect fines. Columbia
9 police officers do not deal with cash, we do not deal
10 with money unless you're at the Columbia Police
11 Department posting someone's bond or at the jail.
12 That's the only time. So if you get one of those
13 calls, you just need to call 311. It's nice for us to
14 track those. What was scary here is it's obvious that
15 someone is going on our website and saying, I'm Officer
16 Joe -- well, I'm Officer John Gordon of the Columbia
17 Police Department and you have a warrant for your
18 arrest, and if you don't meet me at Walmart and give me
19 your bond money, I'm going to arrest you. Well, we
20 don't do that, right? Now, we may call and tell you
21 you've got a warrant for your arrest and we're going to
22 come and arrest you, but we're not going to take your
23 bond money at Walmart. And it's easy to off see, and
24 then people look us, the people are looking us up and
25 say, well, yeah, he is a police officer. Well, no, the

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1 guy on the phone is not a police officer. Somehow
2 they're also using the City's phone number. That's why
3 we said there's a spoof going on where they're actually
4 calls coming from an 874 number. That's not us. So I
5 just want the citizens to be aware, and we just don't
6 want anybody losing money for -- for that type of
7 activity. We don't operate that way. I think that's
8 what I said. You should expect character,
9 professionalism, and dedication from your Columbia
10 police officers and along the lines -- same lines is
11 honesty. That's our job. It has been an honor to be a
12 police officer.

13 CHAIRMAN PRINGLE: Thank you, sir. And are
14 there any further questions for Assistant Chief Gordon
15 from the Board? Well, we also have you on there for
16 training calendar details, but I think we -- we've kind
17 of covered that, so --

18 ASSISTANT CHIEF GORDON: Oh, I -- yeah. I --
19 yeah. Sorry about that, folks, but what we'll do is
20 next time, we'll present the calendar and if it's not
21 to your satisfaction, I expect you to tell me it's not
22 to your satisfaction, so I can make it to your
23 satisfaction. You guys keep doing the work you're
24 doing. It's support. Appreciate it.

25 CHAIRMAN PRINGLE: Moving on to approval of

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1 minutes from our June 9, 2021, meeting. Have all
2 members of the Board had a chance to review the meeting
3 transcript and the minutes from the June 9th meeting?

4 (Members acknowledge having had a chance to
5 review minutes.)

6 CHAIRMAN PRINGLE: Are there any edits to be
7 made to either? And is there a motion to approve both
8 the transcript and minutes from the June 9th, 2021,
9 meeting?

10 MR. BOYKIN: I'll motion to approve the
11 minutes.

12 CHAIRMAN PRINGLE: Mr. Boykin. And a second?

13 MS. GROVER: I'll second.

14 CHAIRMAN PRINGLE: All those in favor of
15 approving the transcript and minutes from June 9th,
16 2021, say aye. Nays? Abstain?

17 MS. HECKMAN-MCKENNA) I abstain.

18 MR. HACKWORTH: Abstain.

19 CHAIRMAN PRINGLE: Hackman (sic) and
20 Heckman-McKenna have abstained.

21 MR. HACKWORTH: Hackworth.

22 CHAIRMAN PRINGLE: Oh, I'm so sorry.

23 MR. HACKWORTH: All good. I've gotten a lot
24 worse.

25 (Remainder of Board Members voted "aye".)

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1 CHAIRMAN PRINGLE: All right. The
2 approved -- the transcript and minutes are approved.
3 Sorry, Mr. Hackworth. Moving on to reports, Positive
4 Connections and Ride Alongs.

5 MS. HECKMAN-MCKENNA: I have a couple I can
6 talk about. I actually had a great ride-along that
7 Sergeant Schuster set up for me with Officer Warner.
8 It was a really productive and fascinating few hours.
9 I got to experience a wide range of calls, and I really
10 appreciated actually the care that Officer Warner took
11 with me, because he -- he really tried to get me to
12 where a variety of different things were happening.
13 And something I really admired was the way in which
14 he -- he approached all community members with respect
15 and he spent kind of like Assistant Chief Gordon was
16 talking about, he spent a lot of time listening
17 actually at a lot of these calls, so I learned a lot.
18 Was genuinely impressed. And then I have another
19 positive connection. I'm not sure if I should talk
20 about it now or later, but it's with Sergeant Dockler
21 and it's about CALEA standards. I don't think it's
22 elsewhere on the agenda.

23 CHAIRMAN PRINGLE: Yeah, I would say let's
24 talk about it now.

25 MS. HECKMAN-MCKENNA: Okay. Yeah. So this

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1 was about a month and a half ago now, but I -- I met
2 with Sergeant Dockler. He is heading up the CALEA
3 certification process for CPD. We actually had about
4 a 90-minute conversation, and it was really, again,
5 positive and elucidating, so I just want to share a few
6 quick things. First of all, Sergeant Dockler would
7 love to come and talk to the Board and -- and the
8 public, actually, about this work he's doing, and I
9 strongly advise the Board to invite him to an upcoming
10 meeting so that he can kind walk us all through the
11 pretty intense CALEA process. But very, very broadly,
12 what I learned is that, number one, a department
13 chooses to contract with CALEA and then they get the
14 CALEA standards. And one thing I didn't know is that
15 these are proprietary, so they actually cannot just be
16 shared publicly -- these standards. So they do that.
17 Number two, they do what's called a self-assessment,
18 and that's part of the process that CPD is in right
19 now, and it can be a year's long process. CALEA gives
20 departments three years, so it's kind of understood
21 widely that this is a huge undertaking. But this
22 self-assessment, it includes going through every single
23 department policy, and seeing either if you already
24 comply or if you need to change things. And then this
25 might sound like extremely simple, but, in practice, it

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1 clearly isn't. You want to change things in the
2 policies when necessary, right? And the truth is that
3 often requires major work, like in a variety -- from a
4 variety of different places in the City to get these
5 changes implemented. Once you've gotten to the point
6 where all of your policies either have already kind of
7 agreed with CALEA standards or you've changed them to
8 conform to it, the department then has to upload video
9 evidence of compliance with -- with each of these
10 standards, so it's actually like this really robust
11 thing where they also have to collect evidence. So,
12 yeah. I mean, that's -- that's sort of that process.
13 And then after the self-assessment has been submitted
14 to CALEA, CALEA then comes to the City and they start a
15 three-day process in which members of the public, so,
16 like, literally any members of our community are given
17 opportunities to voice their concerns regarding the
18 police department, regarding policies, and anything
19 else related to the department. There's a public
20 Q & A, and then -- well, not last, second to last,
21 CALEA assessors come in for a few days and have total
22 access to the department facilities, total access to
23 all employees and officers, and they can question
24 anyone they come across. Then there's one last step,
25 and that's an interview between -- this would be

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1 Sergeant Dockler, but the PD's CALEA expert and CALEA,
2 and it sounds like a pretty arduous interview. One
3 other thing I want to mention is that CALEA standards
4 are always changing because they're always trying to
5 reflect best practices, not just nationally, but
6 globally, as we continue learning and as things keep
7 changing, so departments are always having to stay up
8 to date on best practices regarding policy and
9 training. I think that's probably enough for me to
10 talk about right now, but I highly recommend you ask
11 him here. He might be able to show you, like, little
12 tiny parts of the -- the document management system
13 because it's actually kind of cool to see the way that
14 it's all laid out and the way that he's kind of
15 systematically going through everything. Yeah. And
16 also the system that they're using, once they make --
17 once they finalize a policy change, every single
18 officer can immediately see that and it also
19 automatically uploads to the website that everybody
20 publicly can see, so also the public always has access
21 to, like, right this instant current policies. I guess
22 the only other thing I want to mention is that CALEA
23 certification is purely voluntary, so CPD is putting a
24 lot of effort and resources into this project that, you
25 know, technically, they wouldn't have to do. So I

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1 think it's important for the Board and also the
2 community to understand a bit more about the project
3 just so you can see the ways in which the department is
4 actually, like, taking best practices very seriously.
5 So that's about it.

6 CHAIRMAN PRINGLE: Has Sergeant Dockler, has
7 he had that interview with CALEA?

8 MS. HECKMAN-MCKENNA: Not yet. He's still in
9 the -- the department is still in the self-assessment
10 portion. And he -- he gave me a time line, but, you
11 know, things are kind of always changing with that, so
12 if you invite him, like, I would encourage you to ask
13 him about that time line.

14 CHAIRMAN PRINGLE: Are there any further
15 positive connections or ride-alongs?

16 MR. HACKWORTH: I had a positive connection
17 with Sergeant Alpers about a month or so ago. We had a
18 very solid conversation on the phone discussing
19 actually the difficult environment that many police
20 officers have found themselves in, and also how that
21 relates to the retention of our police officers and
22 recruitment of police officers. It was -- it was
23 really eye-opening. I felt as -- as little as
24 possible, but still thoroughly enough that I was in the
25 shoes in understanding Sergeant Alpers' perspective

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1 made me understand just the -- the obstacles of -- of
2 maintaining morale within the police department. I
3 think it ties hand in hand with recruitment again, and
4 it might be something that we should think about down
5 the line and see how we can support CPD, if at all.
6 And I'm sure Sergeant Alpers would welcome anyone to
7 ask him his experience and perspective on -- on the
8 matter.

9 MS. CARLSON: I actually, and it -- it's a
10 little bit less. More or less, I didn't expect this,
11 but today I was at an event that ended up being a
12 positive interaction. It was the Nadria Leeann Wright
13 Scholarship at Columbia College was started and
14 presented today, and Sergeant Alpers, Chief Jones, and
15 I think there were some other officers there. Was --
16 Officer Parker was there, was he not?

17 SERGEANT ALPERS: Officer Parker was there,
18 Lieutenant Matt Stephens, Lieutenant Hester.

19 MS. CARLSON: There were several officers
20 there.

21 SERGEANT ALPERS: Several of them. Officer
22 Franks was there. I hate leaving people off. Those
23 were just the people I saw.

24 MS. CARLSON: And a number of -- and it was
25 an event -- I -- the presentation of the scholarship

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1 was at the end of the REDI meeting, so everybody was
2 asked to stay for this. I did not really know a lot
3 about it. Didn't know that all these people were going
4 to be there. The family was there, and so the
5 presentation started and their care and the care of
6 these officers. Chief Jones was obviously not the
7 chief at the time, and all that went on during this
8 tragedy and all the positive things that came out of it
9 were so prevalent. Everyone in the audience, because
10 it was all voluntary to stay around, were so moved, and
11 the community, it was just very positive from such a
12 negative thing of how the community helped find the
13 person that did this, and how the scholarship came
14 about. It had so many positive aspects, and it -- it
15 was a wonderful thing and how the chief was affected
16 and how all the people in the community were affected
17 by it, and how wonderful it was. So it was -- it was
18 very moving.

19 CHAIRMAN PRINGLE: Thank you. Thank you
20 everyone for sharing. If there are no further public
21 connections or ride-alongs, next are my monthly audit
22 results that I have been absolutely horrible on that
23 since Sergeant Alpers and I finished that audit at the
24 end of March. Again, I have actually finally put some
25 words on paper. Again, the biggest thing that we had

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1 discovered was just no record of a written notice of
2 appeal being filed to officers from 2015 through mid --
3 roughly, early 2017, and then we also discussed the
4 last letters which Whitshaw and Ivy, those were not up
5 to date with the 30 days, but that was corrected during
6 our last meeting. I do still plan on having a report
7 to share, just -- it's been a problem for me to
8 actually get it together, but I -- I do plan on getting
9 that finished at some point, and I apologize for the
10 repeated delays. Then for old business. Training
11 Calendar Details, we kind of already -- we discussed
12 that Assistant Chief Gordon during his earlier
13 presentation. So now we have legislative action.
14 Today, the Governor did sign Senate Bill 26. It is
15 law, so we will have to take that into account now with
16 our appeals process, but with the 90-day time line for
17 completing an investigation. I have a few notes of my
18 own on 595.02, but right now, Rose, if you want to kick
19 it off.

20 MS. WIBBENMEYER: Okay. I'll kind of go over
21 what we talked about last time, but before you make any
22 motions on this, you may want to hear from anyone in
23 the public who might want to speak about this. First,
24 based on this law, we will be needing to revise the
25 ordinances, and so I'm in the process of developing the

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1 draft revisions to Chapter 21 and Chapter 19 of the
2 Code. What has to change is we will need to close the
3 records related to complaints and also close the
4 reviews, so that section will change. However, there
5 will be a firm period of 90 days for all the
6 post-conviction appeals. That would be an appeal to
7 the Review Board. It would be any appeals beyond you
8 all through the City Manager, possibly through the
9 Personnel Advisory Board. There is no extension of
10 time within that 90-day window. So right now there are
11 ordinances that say, for example, give the person 30
12 days to file an appeal to the Board, 30 days to file an
13 appeal to the City Manager or the Personnel Advisory
14 Board. There's also that period of time where if the
15 Board disagrees with the chief, the chief has ten
16 business days to reconsider his original decision. All
17 of this will be within that 90-day window, which means
18 that it's going to be very difficult to make all these
19 happen within the 90 days. So because of that, I am
20 considering what we could do to streamline, and one of
21 the things that I think you should consider is whether
22 we want to continue to treat community service aides
23 the same as police officers. And if you do want to
24 treat them the same, subject to review -- review by the
25 Review Board, then the question becomes, do they have

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1 different rights than the police officers, or are we
2 going to try and give them the same rights as the
3 police officers are given under the Senate bill that
4 was just signed into law. My recommendation is we just
5 take community service aides out. They don't carry
6 guns, they don't have the power of arrest, they should
7 be treated like any other city employee, which means
8 they would not have their appeals go to the Board,
9 instead they would go to the Personnel Advisory Board
10 if they had an appeal. Similarly, when the Board was
11 first formulated and the community groups were working
12 on how to structure the Board, at that time, it was
13 viewed that the police officers or the community member
14 could appeal to the Board. By and large, almost every
15 single appeal has occurred from a member in the
16 community. There is one point in time where a police
17 officer tried to appeal, but because he had already
18 been -- his employment had already been terminated, his
19 appeal was actually through the Personnel Advisory
20 Board. Because of that history and because of these
21 time periods, all the stuff that would have to, all the
22 review that would have to occur by all the different
23 groups within the 90-day window, my recommendation to
24 you would be to consider moving the appeals by police
25 officers to go straight to the Personnel Advisory Board

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1 or the City Manager, thereby they would bypass the
2 Board if you decided to do that. Well, you would make
3 a recommendation, then Council would have to decide
4 whether they wanted to do that. Otherwise, we could
5 keep that still in, in which case if an officer ever
6 did appeal to the Board, they would have to go through
7 the Board, then appeal possibly through the City
8 Manager to the PAB, and then back to the City Manager,
9 all within that 90-day window, which would mean each
10 group would have to have a very small turnaround of
11 time in order to accomplish that. The -- so in that
12 regard, I -- I think it would be fair to kind of have
13 the Board's focus be more on appeals from citizens, and
14 then all your other duties that you have the ordinance
15 and instead have the officers appeal and go through the
16 PAB for their process. The other thing is whether or
17 not you want to compress any of the deadlines. We
18 had -- the Board had just passed a motion not that long
19 ago to increase the time period for filing an appeal
20 from 21 days to 30 days. I don't know. Do you want to
21 shrink any of those time periods or recommend to the
22 Council that any of those time periods be restricted?
23 An option could be -- I mean, one thing we're going to
24 have to do is we're going to have to change the
25 ordinance provisions that conflict with the new

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1 statute, and we're going to have to do that in August.
2 So one option could be we just make the changes that
3 we're legally required to at this time, and then you
4 kind of take a wait-and-see approach. And then if you
5 see there are problems, then come back later with
6 recommendations at that time, or you could make
7 recommendations that would go to Council with the
8 ordinance changes in August. But, basically, because
9 this law is coming into effect in August, the changes
10 to the ordinances will go to Council on the first and
11 second meeting in August to meet the deadline so that
12 our ordinances will not conflict with the statute.

13 CHAIRMAN PRINGLE: I did have -- I wanted
14 your interpretation of paragraph 11, Rose.
15 Yeah. 595.02, par 11, where it talks about the
16 administering authority having the power to grant an
17 extension of up to 60 days twice. Who is --

18 MS. WIBBENMEYER: That is -- that is only on
19 the investigation phase, and that -- I believe the
20 administering authority is the City Manager.

21 CHAIRMAN PRINGLE: Okay.

22 MS. WIBBENMEYER: Because, ultimately, the
23 ultimate decision-maker is the City Manager, and that's
24 similarly on the back end, it has to -- on the
25 second 90 days for the appeals, it has to make it all

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1 the way through the City Manager decision within
2 that 90 days.

3 CHAIRMAN PRINGLE: Okay. So that paragraph,
4 it does not -- it does not apply at all to when it
5 comes to us?

6 MS. WIBBENMEYER: The -- the extensions? The
7 first --

8 CHAIRMAN PRINGLE: Yeah.

9 MS. WIBBENMEYER: No, are just in the
10 investigation phase.

11 CHAIRMAN PRINGLE: Okay.

12 MS. WIBBENMEYER: So based on the model that
13 we have right now, you all are after the chief's
14 decision, so that would be locking in time that 90-day
15 window for appeals. And if -- if any deadline is
16 missed along the way or any process is not followed, no
17 discipline can be -- can happen, so it -- the
18 procedures in the statute are going to have to be
19 followed incredibly closely. The deadlines are going
20 to have to be followed incredibly closely; otherwise,
21 you could have a situation where an officer did
22 something and the City could do nothing about it.

23 CHAIRMAN PRINGLE: I was hoping that you
24 would tell me those extensions applied to us.

25 MS. WIBBENMEYER: Not with the current model

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1 that is how the Review Board is structured.

2 CHAIRMAN PRINGLE: Okay.

3 MR. WIBBENMEYER: You're an appeal from the
4 chief's decision with a recommendation back to the
5 chief.

6 CHAIRMAN PRINGLE: Well, then, I guess to
7 open the -- the comments to the public, do we need to
8 do a motion, Rose, or --

9 MS. WIBBENMEYER: No. You can just ask if
10 anyone wants to comment.

11 CHAIRMAN PRINGLE: If anyone present would
12 like to comment on SB 26 and the changes? All right.
13 So with the Board, yeah, from Rose on the fact, yeah,
14 we need -- was that -- is that 2154 is the one that has
15 to do with the records being open?

16 MS. WIBBENMEYER: Right. And I will take
17 care of -- of the revisions to that section, because
18 that is the section that would conflict the state law.
19 So the areas where I think you need to focus your
20 recommendations would involve whether you want to
21 recommend that any of the deadlines for filing an
22 appeal or the chief's decision to reconsider when the
23 deadline for him to take action upon reconsideration,
24 any of those provisions of the ordinances with regard
25 to the Review Board that have to do with the number of

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1 days, because each period of time will eat into the 90
2 days. So, for example, if they're given 30 days to
3 appeal, if a person appeals at day five after the
4 chief's decision, there'll -- there'll be 85 days left
5 to make it through the whole process. But if the
6 person appeals on the last day, then there's only 60
7 days left to get through the whole process.

8 CHAIRMAN PRINGLE: Then also I saw 2153 --
9 2153, I think there's a C or E. Would we have to keep
10 in mind a law enforcement officer's ability to -- to
11 respond within 14 days after our decision if they want
12 to write? Do we need to change that, as well?

13 MS. WIBBENMEYER: I mean, those are all
14 the -- the deadlines that get factored into that 90-day
15 window. I think it's going to be right now with the
16 number of days that are allowed in the process, it's
17 going to be next to impossible to get through the
18 entire appeal process within 90 days. So whether, you
19 know, whether you think it would be a good idea to
20 change any of those and to what you want to change them
21 to, that's what I would need to know tonight because,
22 basically, whatever your recommendation is, that will
23 go with the ordinance changes to Council at that first
24 meeting in August.

25 MR. BOYKIN: So I have two questions. One,

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1 so what happens if the time isn't met? What happens to
2 that appeal? It just drops off?

3 MS. WIBBENMEYER: It -- it's done. There --
4 there can be no action taken against the officer and it
5 will just -- there -- there's no -- there's nothing we
6 can do at that point. Similarly, if the first
7 deadline, the first 90 days, if that elapses without an
8 extension through the proper process, then there's no
9 action that can be taken. The two extensions after
10 that, kind of the same thing. Now, with the -- with
11 the 90 days for investigation, let's say they finish
12 their investigation on day 91, and then somebody files
13 an appeal to the Board, well, then we would come up on
14 appeal to the Board, but even if you recommended --
15 even if you disagreed with the chief. Let's say the
16 chief -- let's say the chief sustained -- or didn't
17 sustain -- basically, if the chief thought the officer
18 did everything right and then you all looked at it and
19 you said no, no, no. The officer did not do everything
20 right, but, oh-oh, we're at day 91 from the
21 investigation and the procedures in the statute were
22 not followed, there's nothing that can be done. In
23 which case, you could turn your attention away from the
24 review and go, okay, are there anything that we can
25 make recommendations on training or policy related to

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1 the department as a whole, but this -- this is a Bill
2 of Rights for the officers, so it's basically to
3 protect -- it's all designed to protect the officer.

4 CHAIRMAN PRINGLE: But now in a situation
5 where we kind of have, like, that with the statute,
6 Sergeant Alpers, if he -- if you're running close on
7 that 90 days, that's when you could actually request
8 a 60-day extension, correct?

9 MS. WIBBENMEYER: That is correct.

10 SERGEANT ALPERS: Via -- yeah. Via the
11 administering authority, yeah.

12 MS. WIBBENMEYER: Right. So he -- they -- he
13 would have to go to the City Manager and then there --
14 I believe the officer is allowed to object. And I
15 mean, there's a whole process in that that has to be
16 followed.

17 CHAIRMAN PRINGLE: And during that request
18 for extension, does -- does the time line toll -- I
19 couldn't see anything in there saying about the time
20 line tolling during the request.

21 MS. WIBBENMEYER: I don't think so. I mean,
22 I think they have to accomplish the extension within
23 that first 90 days, and if they don't, they've lost it.
24 And then they -- they can do -- so 90 days, and within
25 the 90 days, get the first 60-day extension. If they

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1 were able to get that, then they would have the
2 opportunity to get a second 60-day extension. Now, if
3 there's a criminal matter, if the officer is being
4 investigated for a crime --

5 CHAIRMAN PRINGLE: Yes. Everything is --

6 MS. WIBBENMEYER: -- then that will change
7 things. Right.

8 SERGEANT ALPERS: That's the only part where
9 it mentions being tolled.

10 CHAIRMAN PRINGLE: Yeah. That suggests that
11 there's a concurrent criminal investigation. As soon
12 as that's over, then --

13 SERGEANT ALPERS: Right.

14 CHAIRMAN PRINGLE: I do hate how we just
15 changed it to 30 days, but it does seem like keeping it
16 at 30 makes it really tight.

17 MR. BOYKIN: The other question I had, we
18 meet once a month. Is it possible to have us set up
19 with two meetings a month, with the second one only
20 being used if we have an appeal on the table.

21 MS. WIBBENMEYER: I think what we're probably
22 going to have to do is to be even more flexible than
23 that. I mean, if you're really talking about getting
24 to -- through up to two Boards and Commissions and the
25 City Manager's appeal, when an appeal comes in, we're

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1 going to have to get the records from the police
2 department very quickly, get them out to you very
3 quickly, schedule a special meeting just for that
4 review. Because if, let's say, you go into a review
5 and you decide, well, wait, there needs to be more
6 investigation and that's a referral back to the police
7 for that, or wait, we want to hear from witnesses,
8 we're going to have to have time to get the witnesses
9 the opportunity -- you know, notice to get them to
10 come. We're also going to have to have some period of
11 time to be able to notify the officer and the
12 complainant that you're going to take up the matter,
13 which is also required in the ordinance. So I think
14 we're going to have to be somewhat flexible, and when
15 they come in, look at when we can get the records, and
16 then as -- as quickly thereafter that we can get a room
17 and get you all in to do that, have the review then.
18 The other thing you can look at as a time-saving matter
19 is you could have almost a scheduled rotation where
20 maybe it's not a review by the entire Board, but maybe
21 it's a panel of the Board, like three or four members,
22 having a subcommittee that would review an appeal
23 because then you're not having to have to get everyone
24 together, but that would involve some, you know,
25 consideration, you know, how comfortable you all are on

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1 with that idea and what that would look like and how
2 that process would work. On that, if you decide, well,
3 maybe we won't do a -- you know, the entire Board, but
4 we'll have some sort of subcommittee process, I think
5 that could be sorted out after the August effective
6 date as a way in which to manage each piece of it, but
7 if we keep with the current model, you're looking at
8 special meetings being scheduled very quickly, but, you
9 know, a quorum of a Board would have to be present for
10 the review. The reviews would all be in closed
11 session, and then, you know, we would provide notice to
12 the officer and the complainant, and it would just be a
13 very compressed window. Part of it, I think, one of my
14 concerns is some complainants have e-mail addresses,
15 but a lot of them don't. Sometimes we just have an
16 address, and relying on the mail to get a notice of the
17 meeting and that sort of thing --

18 CHAIRMAN PRINGLE: You've got plenty of
19 bounce backs.

20 MS. WIBBENMEYER: Right. And as well as, you
21 know, if you do decide to hear from witnesses, what
22 does that look like, you know. Like getting the -- the
23 letters mailed out, I mean, usually it's my practice as
24 soon as this meeting is over, the very next morning,
25 I'm doing the minutes, the agenda, and all the

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1 follow-up. But even with that said, I mean, if I get
2 it in the mail, you wouldn't necessarily expect the
3 person to be able to show up in less than a week just
4 because the mail process alone would probably take
5 three or four days before it got to them. Now, because
6 you'll be meeting in closed session, unless you opt to
7 hear from the complainant as a witness, maybe it's okay
8 that they just know it's going to be heard in closed
9 session that it was already heard, but that's another
10 procedural thing you can think about after we deal with
11 the ordinance changes is historically that the first
12 meeting that you would meet, you would decide whether
13 or not you wanted to hear from witnesses, and if you
14 decided to hear from witnesses, it would be set for the
15 following month's meeting. It may be that you decide
16 there'll be some sort of subcommittee that will review
17 and decide whether or not we need additional
18 investigation or witnesses or any of the other options
19 and then, once that subcommittee makes that decision,
20 then the Board meets to decide the case or something
21 like that. But that's more procedural of how you're
22 going to implement. I think, though, the time periods
23 are -- are such that unless everybody files early on
24 the different time periods, you're going to run into a
25 problem and we're going to run out of time. So I think

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1 you really have to probably think through do you feel
2 comfortable shortening any of those windows or not,
3 whether that's the time for filing an appeal or whether
4 any of the -- any of the number of the days in the Code
5 sections. You know, I think that's -- those are the
6 big issues.

7 CHAIRMAN PRINGLE: I'm almost kind of leaning
8 myself towards maintaining the 30 days leading up to
9 us, but post our decision kind of shrinking things to
10 give the City Manager time. Now, you know, keep --
11 would it be like keeping the 30 days and then after we
12 make our decision, we -- that goes back down to 21 or
13 even 14.

14 MS. WIBBENMEYER: Oh, I see what you're
15 saying. So the appeal to the City Manager or the PAB,
16 would you want to shorten that?

17 CHAIRMAN PRINGLE: Yeah. Also we -- part of
18 what the transcript, we've got that for Chief Jones to
19 be able to look at to help our thinking, but that would
20 also -- we would have to cut his time down, too, so --

21 MS. WIBBENMEYER: Right. Now, historically,
22 we have not done a transcript of closed session.

23 CHAIRMAN PRINGLE: Oh, yeah.

24 MS. WIBBENMEYER: So closed session is
25 generally just based on the minutes. Now, you could

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1 easily invite him to the reviews, or if he can't come,
2 Sergeant Alpers is usually there, so he could have
3 that. Similarly, on the issue of witnesses, you could,
4 you know, decide to invite all the witnesses and have
5 them just waiting out in the hallway in case you decide
6 to hear from them. The other piece that I forgot to
7 mention earlier that also could become problematic is
8 the mediation.

9 CHAIRMAN PRINGLE: I don't see how we can
10 actually -- I don't know how we keep that in there.

11 MS. WIBBENMEYER: I mean, there's more --
12 there's more option at the front end timewise, but
13 there are also additional complications, but that could
14 be something that just potentially goes away because
15 there's not time under the statute for it.

16 CHAIRMAN PRINGLE: I guess, in our -- in the
17 history of the Board, Rose, off the top of your head,
18 how many times have we -- because I don't think I've
19 ever seen an appeal that we actually sent to mediation
20 in my three years.

21 MS. WIBBENMEYER: There have been -- I can't
22 remember the exact number, but I'm thinking it was
23 maybe four, or maybe six cases referred for mediation.
24 Of those referred, none have actually been mediated, so
25 after the mediator would contact the parties, a party

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1 would decline mediation in each of them. I can
2 actually -- I know I have the numbers, so I can pull
3 them and send them to you.

4 CHAIRMAN PRINGLE: I thought it was fairly
5 small, too. Because that was -- that was the first
6 thing when I'm looking at the ordinance, I was
7 thinking, like, I don't know how we can possibly even refer
8 one to mediation knowing that there's no guarantee it
9 plays out, and if it doesn't, there's -- there's not
10 going to be enough time for us to get through the
11 process. Like I said, that's a model I'd like to hear
12 more from the Board. Is there anyone else who has any
13 opinion on if we should take out the mediation portion
14 of our ordinance?

15 MS. GROVER: I'm just trying to understand
16 the statute, the 90 days. So they get 90 days for the
17 investigation, and then where does the other time come
18 from?

19 MS. WIBBENMEYER: It's a -- it's a
20 second 90-day period of time, so the first -- there's
21 the first 90 days where they can get two extensions
22 from that for investigation.

23 MS. GROVER: Yeah. I see that in
24 paragraph 11.

25 MS. WIBBENMEYER: So you want -- let me look

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1 up -- I'll look it up and I will let you know where
2 it's at.

3 MS. GROVER: All I see is just the 90 days,
4 and then --

5 CHAIRMAN PRINGLE: So it was a very
6 open-ended question for your -- Sergeant Alpers. What
7 roughly is -- is the average for your investigation?
8 How -- do you have an idea of how long, typically, your
9 office takes to complete an investigation of a
10 complaint?

11 SERGEANT ALPERS: It all depends on caseload,
12 the size of the complaint. You know, when we had our
13 officer involved shooting in May, Brandon and I were
14 both involved in investigations, and so that took
15 precedence or put some stuff on the back burner, and so
16 it is -- it varies. I would hope that normal
17 investigations can be completed in 90 days. We've been
18 having discussions for a few weeks now with the
19 impending legislation coming and preplanning in the
20 event it was signed today, and we're trying to figure
21 out how to become more efficient. And the Chief and I
22 have been talking about how we can make it more
23 efficient, not only for the officer, but for the
24 department and for you all. Push things and get them
25 moved, how we can -- how we can do that, and we've come

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1 up with some ideas and they're -- they're not written
2 in ink yet, but I'm hoping to -- to shore those up, you
3 know, within the next 30 days. That's -- it's going to
4 make our job a little bit harder, you know. Some of
5 the other parts of the legislation, I think, will limit
6 some of the complaints that come in because they're
7 required to have a written statement now.

8 CHAIRMAN PRINGLE: Yeah, I think so, because
9 I remember you used to talk about you could take -- you
10 would transcribe a verbal complaint, so --

11 SERGEANT ALPERS: Right.

12 CHAIRMAN PRINGLE: So, I guess, from the
13 police side, do you think -- you can't even do that
14 anymore.

15 SERGEANT ALPERS: And I want to be careful
16 about what I'm saying.

17 CHAIRMAN PRINGLE: Yeah.

18 SERGEANT ALPERS: Because it's -- it's not
19 my -- it's my job to interpret it, but I think it also
20 needs to come from our law department, but just in
21 conversations, the way I interpret and read the bill is
22 that all complaints must be accompanied with a written
23 statement, identifying information.

24 CHAIRMAN PRINGLE: Yeah. We have that --
25 that list.

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1 SERGEANT ALPERS: Right. So if I get a phone
2 call and -- and they complain and I say, okay, I -- we
3 have all your information, here's -- here's your way to
4 provide that, you know. Here's how you can make that
5 written statement either via coming into the police
6 department, I can mail you the complaint form, you can
7 go online and complete the complaint form, and then
8 it's just going to -- you know, it could be sitting
9 there until we get that complaint form in. So I think
10 there's a lot of obstacles that we are going to have to
11 overcome in our office in order to streamline it, and
12 make it easier on everybody, especially you all. And
13 this is what we've been talking about it at -- at
14 length was how does this affect you, how is the -- the
15 number of days interpreted, what's -- we have to make
16 a -- you know, we have to decide them in 30 days.

17 CHAIRMAN PRINGLE: Yeah.

18 SERGEANT ALPERS: You know, a little bit more
19 than 30 days to get it going, because on the 28th, we
20 have to start, you know, fresh again. But I would go
21 back to the original question. It would be difficult.
22 It would have to be a very involved case to go past
23 the 90-day window, and I don't think the City Manager
24 nor the Chief would appreciate me coming to them every
25 time with a case and asking for a 60-day extension and

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1 pushing an investigation out to 150 days. That doesn't
2 seem -- I don't think that helps anybody. It doesn't
3 help the officer, it doesn't help the complainant, it
4 doesn't help anybody's process. So hopefully with what
5 I'm going to propose to the Chief, it can -- it can
6 really streamline that and get these cases done and
7 pushed through, so --

8 CHAIRMAN PRINGLE: Do you think that maybe --
9 do you need any more manpower in your office?

10 SERGEANT ALPERS: I'm going to talk to the
11 Chief about some suggestions about how to streamline
12 some things, so that is one of the topics. But again,
13 as Chief Gordon mentioned earlier today, it -- you
14 know, we have a lot of spots open, and so moving people
15 into positions such as that is going to be difficult
16 when we have, you know, 911 calls coming in all day
17 long, so we'll see. We've got some other suggestions,
18 I think, that could potentially mitigate trying to get
19 somebody in right now to -- to assist us. We're just
20 going to have to see how -- what that looks like, you
21 know, because we just don't know how it's going to
22 affect us until we start getting it into practice.

23 MR. HACKWORTH: Back to the mediation point.
24 Would anyone on the Board be able to kind of give a
25 rundown of what is incongruent with the ordinance and

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1 the new language in the statute?

2 MS. WIBBENMEYER: With regard to mediation?

3 MR. HACKWORTH: Yes.

4 MS. WIBBENMEYER: There's nothing that
5 specifically prohibits mediation if the parties would
6 agree to it. The problem will be is the time period,
7 because that would involve, basically, we'd have to
8 then refer it to a mediator. The mediator would have
9 to make contact with both parties, and if both parties
10 agreed to mediation, they would have to then conduct
11 the mediation and all this would be -- the clock
12 would -- the 90-day clock would be ticking during that
13 period of time. So it's just very unlikely that the
14 processes could conclude when you add other things that
15 will use up some of the time. Now, maybe it doesn't
16 matter. Maybe -- maybe if it's something that you
17 wanted to refer to mediation, it's something that the
18 officer would never be disciplined for in which case it
19 could lead to better understanding, and so maybe in a
20 particular situation, maybe that's okay provided the
21 officer consents, because, once again, this is the
22 officer's rights that are given to them by statute.

23 MR. HACKWORTH: So it's still technically a
24 part of the investigation even if they're in mediation?

25 MS. WIBBENMEYER: It would depend -- it would

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1 depend upon which period of time. So if -- if the
2 police department referred the case to mediation as
3 part of the investigation, then that could occur during
4 that -- their -- as that 90 days is running with the
5 possibility of the two extensions. If it happened on
6 the appeal side, then that is limited with no
7 extensions. And I'm still looking for that section. I
8 pulled the whole bill down, so hopefully I'll have that
9 to you, Catherine, soon.

10 MS. GROVER: Okay.

11 MR. HACKWORTH: Well then, Travis, I guess to
12 answer your question or contribute to the dialogue on
13 it, I -- I almost wonder if we leave it in, but then
14 reserve it for specific cases where we -- we believe as
15 a Board, it might be beneficial to go down this route.
16 But I also -- I guess that -- suggesting to leave it in
17 there.

18 CHAIRMAN PRINGLE: I do kind of like what
19 Rose brought up, the idea of lighter, like a -- like a
20 complaint involving rudeness, it does seem mediation
21 would be a better avenue than us. It's just we've
22 never had a mediation succeed. And anytime we refer
23 it, if that person -- if the complainant or the
24 officer, anyone isn't happy with it and they want to
25 come to us, it is just -- it's going to be fast,

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1 because mediation, most likely, will probably be
2 referred to, we'll probably be close to day 30 at that
3 point. That will probably be, if we're lucky, two
4 weeks into mediation, and then we're told, and then we
5 have, what -- have less than 40 days to go ahead and
6 finish the entire process, which it just is tight. I
7 guess also depending upon how we want to work about
8 just the appeals days in general. I don't know. I'm
9 kind of in favor of, after the Chief's initial
10 decision, still giving the complainant and officer, if
11 we keep officer stuff in here or take it out, giving
12 them 30 days to decide if they want to appeal a Chief's
13 decision. But then, after that, it's just -- I
14 definitely don't think we can keep both sets of 30
15 days. I don't think there's a -- there's a -- I don't
16 think that's a reality we can -- we can actually
17 make -- make come true. It's just -- having 60 days
18 just being time for someone to appeal either decision
19 alone is -- that's too much.

20 MR. BOYKIN: I feel that if we are able to
21 get the special meetings, the quicker meetings in here
22 and comfortable with us being able to do that, that
23 that will make that 30 days easier. But without that
24 consent that we can get those meetings in a quicker
25 moment, to get that as soon as we get that in, then

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1 it's not going to make it fair for them. My biggest
2 concerns with this whole thing is that it's going to
3 get delayed somewhere in the long run, and it's
4 actually going to be a disservice for our citizens,
5 because they have no control over any of this
6 timeframewise except for that first initial appeal, to
7 be honest, and then it's all based on us and then the
8 City. And once that time runs out, they're done, and
9 they have no control over it. So I'm okay with the 30
10 days, as long as it's consensual that we're going to be
11 able to, as soon as we get an appeal, have that set up
12 as quickly as possible so we can get that done. If
13 we're not, and we're only doing once a month kind of
14 thing, then that 30 days is an issue because then if
15 they set that appeal and we get that appeal the day
16 after we already had our meeting, that's another 30
17 days getting added to it, and that's 60 days gone.

18 CHAIRMAN PRINGLE: We really need to make
19 sure -- we need to kind of have a process where once
20 the appeal comes into us, I would want our decision to
21 be on the Chief's desk within 30 days, once we have it
22 in front of us.

23 MS. DOWELL: Are those special meetings
24 completely out of the question?

25 MS. WIBBENMEYER: No. No. You will have to

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1 have special meetings, and I think 30 days is
2 optimistic. I mean, I think you will need to shorten
3 that even more potentially because there's more review
4 that has to occur after your process. So all -- the
5 amount of time the review board would take with the
6 process shortens the amount of time for the Chief to
7 reconsider, the City Manager to consider, and if it
8 gets referred then to the PAB by the City Manager, then
9 it would have to go the PAB, be heard by the Personnel
10 Advisory Board, the decision rendered, and then back to
11 the City Manager to review all that and still get all
12 of that done. And that -- you're looking at very tight
13 deadlines on the entire process. And really the more
14 time that is allowed for deadlines for filing an
15 appeal, once again, it varies, you know, if -- if right
16 now it's 30 days to file an appeal and the person
17 appeals at day five, well, then there's a lot of time
18 left. If they wait until day 30 and we've had -- we've
19 had a lot when the time limit was 21 days, you had
20 quite a number who appealed right at the last day or
21 shortly thereafter where you didn't have a
22 jurisdiction. Now, of course if that were to happen
23 and they miss the deadline, then -- then there's no
24 further appeal from that because there's no
25 jurisdiction from the Board, there's no jurisdiction to

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1 appeal from the Board, but you have to think of it as
2 all the deadlines are compressed. So to make this
3 work, as soon as an appeal is filed, we're going to
4 need the police to get the files, to act -- to make
5 them available to all. You all will immediately have
6 to kind of start reviewing it, and I will be contacting
7 you all to schedule your special meeting to try and get
8 it done as quickly as possible. Now, if it's a small
9 case file and there's not that much to review, and
10 Sergeant Alpers gets it to me right away, and you all
11 are available a couple of days later, well, maybe we
12 can do that in that short of time. You'll -- we'll
13 still have to comply with Sunshine, we'll still have to
14 post the meeting, so we'll have to factor that time
15 period in.

16 CHAIRMAN PRINGLE: That's a week, right? We
17 need a week notice for --

18 MS. WIBBENMEYER: No. It's 24 hours.

19 CHAIRMAN PRINGLE: Twenty-four, okay.

20 MS. WIBBENMEYER: Exclusive of holidays and
21 weekends when the building may be closed, so we usually
22 like to post a week in advance because we think that's
23 nicer to the public, but Sunshine minimum is the 24
24 hours. So if it's a big file, though, with -- I don't
25 know -- ten, fifteen hours worth of video that you'll

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1 be watching and you're reading lots of reports, I don't
2 think it's necessarily reasonable to expect you all to
3 drop everything in your lives and to be able to get
4 through everything and have a meeting, a special
5 meeting in a couple of days. We would probably go,
6 okay, we're going to have to set that out a week or
7 maybe even two weeks to give you time to go through
8 everything and review it and deal with it that way.
9 But as -- so -- so as much as you can compress
10 deadlines generally, you're going to be better off in
11 how you proceed, but if you -- like I said, if you
12 don't want to deal with that right now and you want to
13 see what happens, we could literally just make the
14 changes we need so that our ordinance does not conflict
15 with this law. We could do that in August, and then we
16 can wait and see kind of how this looks, how this
17 happens, and you could have further discussions on --
18 on what this looks like. It just kind of depends upon
19 how -- how you want to do it. And, you know, if
20 you're -- if you're sitting here and you're thinking,
21 well, I don't want to make any recommendations, and I
22 don't feel comfortable with any of this, the ordinance
23 changes that we have to make to make sure that the
24 ordinances do not conflict with state law, the City
25 will proceed with in August because we have to, but you

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1 could wait on the rest of it and just see what does
2 this look like, what are we seeing. You can think
3 about it some more and move from there.

4 CHAIRMAN PRINGLE: Just looking at what we
5 have right now, we're looking at with how much time the
6 appellant has to come to us, and then the Chief's
7 ability to respond to our decision, and then the
8 appellant was appealing that decision, that's 70 days
9 right there, what we have built in, so, the max.

10 MR. BOYKIN: So many questions. All of these
11 notices are through mail only, correct?

12 MS. WIBBENMEYER: Not all of them. If I
13 have -- if -- you mean to the --

14 MR. BOYKIN: Oh. So the first -- first
15 letter from the decision --

16 MS. WIBBENMEYER: It depends. It depends. I
17 believe the decision letters are sent out by mail.
18 If -- for the notices of the dates, if I have an e-mail
19 on the complainant, I will e-mail the complainant. I
20 have e-mails on the officers, so the officers receive
21 their notices about the different meeting dates via
22 e-mail, but the decision letters are usually actually
23 letters, and I think they're -- I think the police --
24 the letters to the police officers are sent by
25 interoffice mail, so that's usually delivered the next

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1 day. The letters to the public are sent by U.S. mail,
2 so that would be whenever U.S. mail gets there, and I
3 believe in Sergeant Alpers and the police department,
4 the policy Chief's letters, I think they usually do
5 them both by regular mail and certified mail.

6 MR. BOYKIN: So is it a possibility of
7 getting those e-mailed changed, and what is the process
8 of getting that done to make that process faster, and
9 we're not relying on any third party to deliver?

10 MS. WIBBENMEYER: The problem is is a lot of
11 people who complained don't have e-mail, so, like, a
12 good chunk of these will be, like, at least from
13 what -- from our experience, a good chunk of the
14 appeals are filed by people who are incarcerated, so
15 they will not have access to computers to receive
16 e-mails.

17 SERGEANT ALPERS: I would also add that we
18 don't get a lot of correspondence back via e-mail.

19 MR. BOYKIN: Just trying to speed things up.

20 CHAIRMAN PRINGLE: I mean, if we do cut back,
21 but cut back down to 21, that -- that leaves -- that's
22 going to be 52 days for our maximum process. We're
23 at 70 right now. That's before it even gets to the
24 City Manager. But I really don't like the idea of
25 shrinking back the time frame, but I don't see a way

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1 how we can maintain what we currently have and be able
2 to get this done more often than not.

3 MR. BOYKIN: The 90 days start when Chief
4 Jones makes their decision, correct? Is that what the
5 system -- how it's going to be set up?

6 MS. WIBBENMEYER: That's my understanding.
7 So the first 90 days would be when they get the
8 complaint in, that starts, and then the second 90 days,
9 although Catherine has asked an interesting question,
10 and I'm making sure I have the most current version of
11 the -- of the statute, because I'm not easily finding
12 it, but I'm also talking and answering questions and
13 listening.

14 MS. GROVER: Yeah. I've been doing word
15 searches, and I can't find a second 90 days.

16 CHAIRMAN PRINGLE: Yeah. The one that we
17 sent out in May, it -- it only has just the one 90
18 days, at least the one you -- that we shared in May.

19 SERGEANT ALPERS: I've got one -- I'm sorry
20 to interrupt. I've got paragraph 11 pulled up. Do you
21 just want me to read it verbatim?

22 CHAIRMAN PRINGLE: Yeah.

23 SERGEANT ALPERS: Or I can share it on the
24 screen if you want me to do it that --

25 CHAIRMAN PRINGLE: Either one works.

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1 MS. GROVER: Oh, because you have it on
2 screen. I think everyone is looking at it.

3 SERGEANT ALPERS: Okay. So the law
4 enforcement agency conducting the investigation shall
5 have 90 days from receipt of a citizen complaint to
6 complete such investigation. The agency shall
7 determine the disposition of the complaint and render a
8 disciplinary decision, if any, within 90 days.

9 MS. GROVER: Okay. Stop. So that means
10 you're -- you guys are doing your investigation those
11 first 90 days?

12 SERGEANT ALPERS: Well, that's -- that's why
13 I say I have to refer to the legal department to
14 decide --

15 MS. WIBBENMEYER: And where are you at on
16 the --

17 SERGEANT ALPERS: Page 145, Line 100. So it
18 also depends on how we -- when I enter it into the
19 chain of command for a review, do we start the 90-day
20 process there?

21 MS. WIBBENMEYER: So can you say that again?
22 I'm -- I'm not seeing what you're seeing, so you're on
23 Page 145.

24 SERGEANT ALPERS: Do you have the full bill
25 text?

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1 MS. WIBBENMEYER: I believe I do.

2 SERGEANT ALPERS: Is it -- do you have -- do
3 you have numbers on the side?

4 MS. WIBBENMEYER: Yes. And it's -- it's 167
5 Page PDF.

6 SERGEANT ALPERS: One seventy-two. I'll
7 just -- let me e-mail it to you. I'll get it to you
8 really quick.

9 CHAIRMAN PRINGLE: Yeah. The e-mail you sent
10 to us, Rose, back in May -- yeah, Page 141, the very
11 top.

12 SERGEANT ALPERS: You should have it now,
13 Rose.

14 MS. GROVER: Does it -- appeals regarding
15 disciplinary actions.

16 SERGEANT ALPERS: Does everybody have my
17 screen?

18 CHAIRMAN PRINGLE: Yeah, I see you. You're
19 logging in. We've got some updates for your PC.

20 MS. WIBBENMEYER: What's the -- what's the
21 page?

22 SERGEANT ALPERS: It's page -- yeah.

23 CHAIRMAN PRINGLE: This might take several
24 minutes, Scott.

25 (Computer issues going on.)

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1 SERGEANT ALPERS: Page 145, Line 100.

2 MS. WIBBENMEYER: Okay. So I pulled down --
3 I just went to the intro --

4 MS. GROVER: If they go to the Personnel
5 Advisory Board instead of us, then we're out of it --
6 if it would matter.

7 MS. WIBBENMEYER: Right. Right. Right.

8 MS. GROVER: Okay.

9 MS. WIBBENMEYER: Yeah. That's true.

10 MS. GROVER: Yeah.

11 MS. WIBBENMEYER: I recommend at this point
12 that the City just proceed with the changes that we
13 have to do to avoid the conflict.

14 CHAIRMAN PRINGLE: And would that only --

15 MS. WIBBENMEYER: I -- I will go through this
16 again tomorrow, and then send out more -- if I was
17 wrong and I somehow looked at a prior version or I
18 somehow misread it, I will let you know. But that way
19 we can just deal with those other issues if we need to
20 once we have a little more experience and maybe there's
21 a little bit more interpretation. I know I did read
22 this in conjunction with the existing Review Board
23 statute, and so I also want to check that, as well. So
24 let me do a little bit more work on this and I'll just
25 plan to send the word -- the changes that we have to

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1 make to --

2 CHAIRMAN PRINGLE: And that's just the --
3 that we have to close the records.

4 MS. WIBBENMEYER: We have to close the
5 records. The only other one that I think you could
6 probably deal with tonight without me doing much more
7 research is, do you want to continue to have the
8 potential for complaints about community service aides
9 to come to the Review Board, or do you want to just
10 have the Review Board be about police officers.
11 Because if you are going to keep -- if you're going to
12 recommend to the Council that they keep community
13 service aides in, I believe I'll have to create a
14 separate section to deal with that, because they won't
15 have the same rights as a police officer. So we
16 can't -- like right now in the ordinances, police
17 officers and community service aides are lumped
18 together, and we would probably have to separate that
19 out.

20 MS. GROVER: I think you have to by statute.

21 CHAIRMAN PRINGLE: Yeah. Because that -- I
22 mean, yeah. There's not a definition of an LEO. But
23 how many times have we had a community service aide?

24 MS. GROVER: That's any commissioned police
25 officer.

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1 MS. WIBBENMEYER: Yeah. Community service
2 aides are not commissioned.

3 MS. GROVER: Not commissioned, so we have to
4 take them out.

5 CHAIRMAN PRINGLE: Yeah. And they don't have
6 the power to arrest.

7 MS. GROVER: Yeah.

8 CHAIRMAN PRINGLE: Yeah.

9 MS. WIBBENMEYER: So it's just a matter of --
10 we could -- we could choose as a constitutional charter
11 city to provide more rights to a community service aide
12 than what they would currently have as a regular City
13 employee, but that would have to be a choice that the
14 City would make, and then we would have to adjust the
15 ordinance accordingly. The state statute only deals
16 with police officers' rights, it does not deal with
17 community service aide rights.

18 CHAIRMAN PRINGLE: And have we ever had a
19 complaint against a community service aide?

20 MS. WIBBENMEYER: Since the ordinance was
21 amended to include community service aides, you have
22 not had any complaints about them that have come up on
23 appeal. I don't know if the police department has
24 received complaints about community service aides that
25 were not appealed.

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1 MS. CARLSON: There it is. Carlson --

2 MR. BOYKIN: My personal opinion, honestly, I
3 feel like the service aide needs to stay in there.
4 We're dealing with our citizens and if the citizens
5 have a complaint with a service aide, then we have the
6 ability to review that for them. On the other hand,
7 the police officer complaints, I do agree they
8 probably -- they can go through the personnel because
9 we're here for our citizens, and the complaints on the
10 police officers and the -- I think the security -- or
11 service aides need to be in there for the sake of our
12 citizens to have our thoughts and processes on that.

13 CHAIRMAN PRINGLE: Rhonda?

14 MS. CARLSON: Well, I'm -- I'm reading what
15 he's highlighting, so as he is talking. Well, I feel
16 like if it's in conflict with the statute, though, if
17 our ordinance, though, is in conflict, if it
18 specifically calls out officers versus --

19 CHAIRMAN PRINGLE: We would just -- we would
20 have two tracks.

21 MR. BOYKIN: We would -- we would have to
22 create a second provision for the service aides.

23 MS. CARLSON: Okay. Oh, for them. Okay.

24 CHAIRMAN PRINGLE: Those community service
25 aides, they could keep going forward like we always

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1 have.

2 MS. GROVER: But can't you make any complaint
3 to the Personnel Advisory Board for any -- for any
4 government -- city government employee?

5 MS. WIBBENMEYER: Right now, any employee who
6 gets disciplined or has a grievance about their
7 employment, they can appeal to the Personnel Advisory
8 Board.

9 MS. GROVER: Like, could a citizen complain
10 about some -- say, being rude or --

11 MS. WIBBENMEYER: A citizen would still be
12 able to complain just like you all could complain about
13 me if I did something you didn't like, and it would go
14 to the person's supervisor. And depending upon the
15 level of seriousness, it may go through the HR
16 department. And then there's kind of a -- a process
17 that goes through, and then this supervisor goes
18 through their chain of command up to the department
19 director. And then if -- if discipline is imposed on
20 the employee, then the employee's path of appeal is to
21 the Personnel Advisory Board. Or if they have a
22 grievance, like, they don't -- maybe they agree with
23 the decision, but they are complaining about something
24 else, then that -- there is a path for those avenues.
25 So the question is is years ago, the Board recommended

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1 to Council and Council agreed to put the community
2 service aides into this ordinance. Do we -- do you
3 want to keep them in the ordinance, which gives this a
4 separate path, or do you want to treat them --

5 MS. GROVER: And we wouldn't fall into the 90
6 days, because it's not a law enforcement officer.

7 MS. WIBBENMEYER: Right. Well, if you want
8 to keep the community service aides in there, then I
9 think the second question I have is, do you want to
10 recommend the City Council give them the same rights
11 that are given to police officers under the statute, or
12 do you want to just keep their process what your
13 process has always been because they're not covered by
14 the statute. So you could keep them in the ordinance,
15 but they would have the more traditional Police Review
16 Board experience, but that would be very different. So
17 you could have a situation where, let's say, there's an
18 incident, and a CSA is involved and an officer is
19 involved. If you -- if you separate them out and the
20 CSA has one process and procedural -- set of procedural
21 rules because they're not a licensed peace officer, and
22 the police officer has another, you know, is that what
23 you want, or do you want them to both have that same
24 process? And, you know, I think from the City's
25 perspective, we just want the ordinance to comply with

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1 state law, would be my guess, but I don't know what the
2 Council will decide on this. And I think --
3 personally, I think it's easier and kind of fairer to
4 the community service aide to make them like any other
5 City employee, because they are like any other City
6 employee. They don't have the power of arrest, they
7 don't carry any weapons, and -- and more interesting is
8 there are some positions where they aren't classified
9 as police officer positions within the City, but they
10 do have, like, a power of arrest and a commission, and
11 that's the park ranger and the airport safety officers.
12 And, traditionally, they are -- they are not currently
13 in the Review Board ordinance, so that's kind of the
14 additional complication of all this is if -- if of
15 those three entities, the CSA, airport safety, and park
16 ranger, if any of them were going to be in the Review
17 Board ordinance, you would expect it to be those who
18 carry guns and have the power of arrest, but they are
19 not. They would just go to the PAB. So it kind of
20 just depends on -- on how you want to do it. And given
21 the experience of the fact that this Board has never
22 had an appeal from -- an appeal involving a community
23 service aide, I don't know that you all -- you know, do
24 you feel strongly one way or the other? Do you want to
25 keep them within that ordinance or not? And if you

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1 want to keep them in the ordinance, do you want them to
2 have kind of the traditional Police Review Board path
3 without all these special statutory police officer
4 rights, or do you want to say, well, we view them the
5 same and we're going to treat them the same, and
6 subject the City to these requirements to preserve the
7 police officer right, even though they're not really
8 police officers.

9 MR. BOYKIN: Is there a reason why those two
10 categories are not under our jurisdiction?

11 MS. WIBBENMEYER: They were originally not in
12 the police department, so economic development is the
13 department of airport safety -- originally was the
14 department for airport safety officers, and the park
15 rangers worked for Parks and Recreation. I believe, at
16 some point, they got moved to the police department,
17 but they are not necessarily considered police
18 officers. So, like, police officers have -- they're on
19 pension plan and all these other benefits, and the park
20 rangers and the airport safety officers don't, and
21 their jobs are not strictly police officer jobs. They
22 are -- like, the park ranger is part security and law
23 enforcement for the parks, but a good chunk of that job
24 is also interpretation and providing information in the
25 parks, like, these are the certain type of wild flowers

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1 or something like that, you know. Those kind of more
2 recreational aspects, like a park ranger would do,
3 like, in a national park or state park, whereas airport
4 safety officers, they are a combination position where
5 they do some law enforcement, but primarily they're
6 there to put out fires and inspect the runways to make
7 sure that there's -- in compliance with the inspection
8 requirements and things of that sort. So they're not
9 purely law enforcement.

10 MS. HECKMAN-MCKENNA: I'm sorry to interrupt.
11 We have a citizen who has been waiting patiently for
12 more than two hours for public comment, and I wondered
13 if we could potentially pause and move up public
14 comment?

15 MS. GROVER: So moved.

16 CHAIRMAN PRINGLE: Second. Yeah. Pringle
17 seconded. We have -- all those in favor of moving up
18 public comment, say aye. Opposed. Abstain. The ayes
19 have it.

20 (Unanimous voice vote for approval.)

21 CHAIRMAN PRINGLE: Public comment, please?

22 MS. DUNCAN: I was just going to say one
23 sentence.

24 THE COURT REPORTER: She needs to speak into
25 the mic.

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1 MS. DUNCAN: Will do. Will do. Kisha
2 Duncan, 3800 Saddlebrook. I was just wanting to
3 reemphasize how much I agree with Rose's suggestion
4 about citizen complaints staying with this body. It is
5 called the Citizens Police Review Board. That's
6 obvious. But I just hope we don't lose that. Again, I
7 have served on the Personnel Advisory Board in years
8 past, and I -- I also agree that the community service
9 aides fit better into that structure in terms of
10 complaints, along with all the other reasons that she
11 mentioned. So that's all I wanted to say. I just
12 don't want the citizens to get lost in this new -- that
13 would -- I mean, we're talking about community
14 policing, cultivating trust, trying to get that trust
15 back again, and I just don't want this to be a
16 hindrance or an obstacle to that because we're, you
17 know, moving in the right direction. I just want to
18 make sure we stay there. That's all I wanted to say.
19 Thank you so much.

20 CHAIRMAN PRINGLE: Thank you. All right. So
21 closing the public comment back up, and returning
22 to SB 26. So we -- yeah. We know what we have to
23 change. I guess I'm fine with waiting until the next
24 meeting for Rose to have more time to look back into it
25 and make sure we do have our 90 days right, what we

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1 actually have before we make a decision on our time
2 lines. Is the Board thinking the same way? MR.

3 HACKWORTH: I'm okay with that.

4 MS. GROVER: That's fine.

5 MS. CARLSON: Yeah.

6 CHAIRMAN PRINGLE: Now, the community service
7 aides and moving officers out, I'm also -- I think that
8 is overall a good idea. But because, yeah, if we have
9 multiple complaints coming in at once, that's going to
10 make this even harder, because we've had in the past
11 times where we've had two or three complaints at a
12 meeting, and we can -- if we can really kind of just
13 narrow it down to this is -- this is the form for the
14 citizens to be heard about complaints regarding the
15 Columbia Police Department, that probably is a step
16 that we can take to make sure that things don't get
17 lost as we try to figure out how to move forward with
18 this new law, but that's my opinion on it.

19 MS. HECKMAN-MCKENNA: For whatever it's
20 worth, I agree. I -- yeah. I think given this new
21 legislation, the idea of maybe narrowing the scope a
22 little bit of the types of appeals that the Board looks
23 at being -- those appeals being specifically citizens
24 wanting to be heard about interactions with the police.
25 I think it makes sense to -- to streamline it to that.

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1 CHAIRMAN PRINGLE: I guess do we want to
2 think about that for next month, as well, or do we want
3 to make a motion about changing that, or just for now
4 stick with what Rose does have, which is we are -- any
5 appeals now will be in closed meetings. There will no
6 longer be an open meeting for an -- for an appeal.

7 MS. WIBBENMEYER: And the records will be
8 closed.

9 CHAIRMAN PRINGLE: And the records will be
10 closed. And do we need to make any kind of a motion
11 for you to do that, Rose, or since --

12 MS. WIBBENMEYER: If -- if all we're doing is
13 closing the meetings and closing the records, I will
14 take care of that. If you want to make a change with
15 regard to removing the coverage of the community
16 service aides from the ordinance and/or having the
17 police officer appeals go to the Personnel Advisory
18 Board, those would require motions.

19 MS. GROVER: I make a motion to move the CSA
20 complaints to the Personnel Advisory Board.

21 MS. HECKMAN-MCKENNA: Heckman-McKenna
22 seconds.

23 CHAIRMAN PRINGLE: All those in favor of
24 moving the community service aides out of our
25 jurisdiction to the Personnel Review Board, say aye.

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1 Opposed (Hackworth, Boykin).

2 CHAIRMAN PRINGLE: Mr. Boykin and
3 Mr. Hackworth. And abstain. So it looks like the vote
4 carries, what -- I can't do math right now. Five to
5 two.

6 MS. WIBBENMEYER: That's not math, that's
7 counting.

8 CHAIRMAN PRINGLE: It's still -- I still had
9 to do some addition.

10 MR. BOYKIN: I motion to remove the police
11 officers complaints out of our jurisdiction.

12 CHAIRMAN PRINGLE: Is there a second?

13 MS. GROVER: Say that again. Say the motion
14 again.

15 MR. BOYKIN: To remove the police officer
16 complaints out of our jurisdiction. That was the other
17 thing we were discussing.

18 MS. GROVER: The appeal.

19 MR. BOYKIN: Right. So they're about to --
20 to appeal the complaints to us where they would just go
21 to their personnel.

22 MS. GROVER: I second.

23 CHAIRMAN PRINGLE: All those in favor of
24 moving appeals from police officers out of our
25 jurisdiction to the Personnel Advisory Board, say aye.

Transcript of Proceedings

1 Opposed (Dowell, Hackworth). Abstain:

2 Heckman-McKenna.

3 MS. WIBBENMEYER: That was Heather?

4 CHAIRMAN PRINGLE: Yes. So that is four to
5 two -- four to two in favor of removing police officer
6 appeals from our jurisdiction. Okay. Anything further
7 on SB 26? We will bring it back up next month to
8 discuss time line and figure out exactly what the 90
9 days applies to.

10 MS. GROVER: Rose, could you, if you found it
11 in the next week or something, you could just --

12 MS. WIBBENMEYER: I will go back through
13 tomorrow, and I will be either I got this totally wrong
14 or -- oh, no. I'll point to you where -- where I found
15 that.

16 MS. GROVER: Okay. Okay. Thank you.

17 CHAIRMAN PRINGLE: Okay. Moving on to the
18 Community Oriented Policing Program. We kind of
19 touched on that with Assistant Chief Gordon.

20 MS. HECKMAN-MCKENNA: Yeah. I -- I don't
21 have any real updates as of right now. I would like to
22 request some help from the Board with this, but I'm
23 going to hold off on talking about that until the very
24 end.

25 CHAIRMAN PRINGLE: All right. Next up on old

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1 business, the vehicle Stop Committee Status Update.

2 MR. HACKWORTH: Tried to go yesterday. They
3 had it rescheduled to Thursday.

4 CHAIRMAN PRINGLE: And will you be going to
5 tomorrow's meeting?

6 MR. HACKWORTH: Yes. Yeah.

7 CHAIRMAN PRINGLE: All right. Anything
8 further on the Vehicle Stop Committee Status Update
9 from the Board? Next we have the Police Ride Along
10 Form Recommendation Regarding Social Media. I know the
11 last time we talked, it was being worked on.

12 SERGEANT ALPERS: So I noticed today that
13 they have removed it from the website, so --

14 CHAIRMAN PRINGLE: Okay.

15 SERGEANT ALPERS: -- I don't know if that
16 means they are updating the form, or if they're
17 expecting me to update the form, but I just -- like I
18 said, I noticed that today, so I'll do some follow-up
19 for you.

20 CHAIRMAN PRINGLE: So at least we know the
21 form is being removed, so hopefully next month we'll be
22 seeing the new form and --

23 SERGEANT ALPERS: And then I know you had
24 mentioned, I think two months ago now, about getting a
25 fillable --

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1 CHAIRMAN PRINGLE: Yes.

2 SERGEANT ALPERS: -- or even like an online
3 form like we do -- like we do the complaints. It might
4 make it a little bit easier to -- to work those
5 through, so --

6 CHAIRMAN PRINGLE: Yeah. Just some -- yeah.
7 Because I swear I thought my first ride-along I --

8 SERGEANT ALPERS: You could do it, but you
9 had one.

10 CHAIRMAN PRINGLE: Okay.

11 SERGEANT ALPERS: It's -- we don't maintain,
12 or at least I don't maintain that portion of it, so --

13 CHAIRMAN PRINGLE: Okay.

14 SERGEANT ALPERS: But, yeah. I appreciate
15 they have the -- I think that is going to be helpful
16 for the community being able to just do it online
17 rather than having to find a printer, which -- that was
18 harder than I thought it was going to be.

19 CHAIRMAN PRINGLE: Anything further on
20 Moonlighting from the Board?

21 MS. DOWELL: I am going to find some time to
22 work on that, so no updates today.

23 CHAIRMAN PRINGLE: Yeah. We kind of also
24 spoke about diversity and recruiting efforts with
25 Assistant Chief Gordon. Anything further from the

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1 Board regarding diversity and recruiting efforts? And
2 next we have the Proposal Regarding Profile Notes in
3 Police Record Records System Related to Marijuana When
4 No Marijuana is Seized and a Verbal Warning is Given.
5 Early Intervention System, is that a separate thing?

6 MS. HECKMAN-MCKENNA: Is that the same thing,
7 or is there a different -- is early intervention
8 different?

9 MS. WIBBENMEYER: I think that would be
10 different.

11 CHAIRMAN PRINGLE: Okay. So any -- any
12 further discussion on, well, marijuana and what to do
13 when marijuana is not seized or tested for?

14 MS. HECKMAN-MCKENNA: I'll say I still
15 believe that when it comes to marijuana or potentially
16 marijuana not being seized, it should not be in the
17 police notes, especially when it comes to, you know,
18 like, if a police officer sees that note come up in a
19 license plate run. If there's no way to prove whether
20 or not it was weed, then it seems really unfair to have
21 something that was never confirmed in a citizen's
22 profile. I understand it with -- especially with some
23 of the harder drugs that -- that the department tends
24 to not want to prosecute for, but I do think we should
25 consider making a policy recommendation regarding the

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1 marijuana.

2 CHAIRMAN PRINGLE: Yeah. I don't think it
3 would be nice to see someone actually put something to
4 paper just seeing what we think that police could
5 possibly look like and then we could send it on to CPD
6 to just review and get their thoughts on it. Would
7 anyone like to take a stab at drafting something like
8 that?

9 MS. HECKMAN-MCKENNA: Am I allowed to, Rose?

10 MS. WIBBENMEYER: You mean, after tonight?
11 You could volunteer as a citizen to -- to draft
12 something like that.

13 MS. HECKMAN-MCKENNA: I volunteer as a
14 citizen.

15 CHAIRMAN PRINGLE: Then we will be on the
16 lookout for that. I actually -- I do kind of want to
17 see what -- what you put together there. Now, the
18 Early Intervention System Date, Policies and
19 Procedures. I forget. This was -- this was from the
20 citizen's comments, correct? Is this what this --

21 MR. HACKWORTH: No. I think I -- about two
22 months ago, I requested from you information on your
23 current EIS system.

24 CHAIRMAN PRINGLE: Right. The same thing.
25 We're working in conjunction with the IA policy. With

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1 current legislation, everything changes, so it's just
2 an ongoing fight. But like we discussed, I -- I've got
3 benchmark City information about their early
4 intervention, and it's just a matter of getting that
5 coincided with legislation, IA policy, how we handle
6 it. Things will change just a touch with -- with
7 legislation, so --

8 MR. HACKWORTH: Thank you.

9 CHAIRMAN PRINGLE: And, yeah. This is from
10 our citizen's comments, so the Status Request on
11 Response Time Date and CPD guidelines for Response
12 Times.

13 SERGEANT ALPERS: Right. So I have a -- a
14 few things. So Jerry East, our analyst, is no longer
15 with us. He moved in the City, so he was unable to get
16 any of that information. I am not for sure what the
17 next steps are as far as an analyst is going to be. So
18 the notes that I have is -- is that we were wanting the
19 geographic response times for census blocks broken down
20 for the -- for the beats, and then the average wait
21 times on calls to be dispatched, and then also a
22 priority call list breakdown. Some of that information
23 is going to have to come through Boone County Joint
24 Communications, so I don't know. It's kind of out of
25 my purview. I don't know if it would -- if I can make

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1 that request on your behalf, or what the recommendation
2 from our legal team would be, or if that's something
3 that was going to need to come from you all, and I
4 don't know if that's a conversation that Rose and
5 Nicole and Melissa need to have on the logistics of
6 that because that kind of starts getting away from my
7 job and trying to manage that. I thought that was
8 something that we could get from internally, but Jerry
9 said that's going to have to come from -- from across
10 the county. And then the party call list breakdown,
11 there's really not a way to break that down. We can
12 get the party one calls, which are very small, but
13 every call changes depending on the situation and the
14 answers that are given in Pro QA. So there's really
15 not a defined one through seven.

16 CHAIRMAN PRINGLE: They're from Boone.
17 That's everything including CPD's like calls per beat,
18 that's all going to have to come from Boone?

19 SERGEANT ALPERS: Well, the calls per beat, I
20 think can come via our -- our -- City. I just don't
21 know who to reach out to do that because Jerry is now
22 assigned a new -- he is working for a different
23 department doing, like, a completely different job,
24 so that will be an indefinite pause until that's all
25 figured out to who that responsibility goes to.

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1 CHAIRMAN PRINGLE: No. I suppose -- keep us
2 updated on -- as that spot gets filled and when someone
3 is there to provide the data.

4 SERGEANT ALPERS: Yeah.

5 CHAIRMAN PRINGLE: Then, yeah. I guess Rose
6 will talk with you about how to get that info -- what's
7 the best way to get the info from Boone is.

8 MS. WIBBENMEYER: Generally speaking, that
9 would have probably traditionally been something the
10 police would ask of Boone County or our staff person
11 who does the data analysis would interact with staff
12 that are employed by the County in Joint Communications
13 who have the data, and they could pull. I don't know
14 if the data is part of the consortium agreement or not,
15 but there are some data-sharing agreements between the
16 City and the County already that's been in place for a
17 very long period of time. But I think the problem is
18 is the person that would layer all that information
19 together is -- that position is vacant in the police
20 department. And I had heard that another officer was
21 filling in to try and assist in some of that, but I
22 don't know that he has the -- like, I don't know that
23 he has the training and expertise that Jerry East had.

24 SERGEANT ALPERS: No. He -- he's getting
25 some training -- I don't know what you're talking

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1 about, but he's getting -- he just doesn't have the
2 skill set for all of that, and I think it's going to be
3 very limited on the types of calls that -- or types of
4 data he's going to be able to -- to provide. It is not
5 going to be the in-depth, detailed, high-level data
6 that Jerry was able to do.

7 MS. WIBBENMEYER: Right. And that's my
8 understanding, as well, and I learned that last night.

9 CHAIRMAN PRINGLE: Then for our one item of
10 new business, Board Member Input on Actionable
11 Outreach. I know we did not have an Outreach Committee
12 meeting. I know my only idea kind of popped up, and
13 that was just -- this was just earlier this morning.
14 Are there ever any tables at Summerfest that are set up
15 for Outreach?

16 MS. WIBBENMEYER: Summerfest, I don't think
17 so. That's a private event.

18 CHAIRMAN PRINGLE: Oh, okay.

19 MS. WIBBENMEYER: But usually you would be
20 looking at more public events where people can go to
21 for free, so there are those, like -- well, I mean,
22 Earth Day is one, Pridefest are good examples, but --

23 MR. HACKWORTH: First Fridays?

24 MS. WIBBENMEYER: I don't know if the Parks
25 and Rec program have these family fun nights. I don't

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1 know if they allow tabling at that or not. But they --
2 you could definitely walk around and talk to people at
3 public events. But right now, you don't -- we're going
4 to have to update all the brochures to deal with Senate
5 Bill 26, so if you did go, you would probably be just
6 verbally talking to people. Now, once we sort out all
7 the details with Senate Bill 26, that might be a really
8 good opportunity to start kind of the speaker circuit
9 of Outreach; you know, meet with, like the Criminal
10 Defense Bar, the Boone County Bar, the different church
11 groups, the Rotary, all those various clubs where they
12 have kind of monthly speakers come in, because it is
13 kind of a new change, and for those people in the
14 community who know about the Review Board, and they
15 expect it to be a certain way, to kind of get ahead of
16 this change because up until this point -- well, in
17 August when this law takes effect, this Board is
18 probably one of the most open Boards -- Review Boards
19 in the state, if not in the country, in the context of
20 how the City chose to open most of the complaints
21 unless they had to close them by law. And there's that
22 other section about with a two-thirds vote, but those
23 are very narrow compared to in most places these
24 process, while there is civilian oversight, it does
25 occur behind closed doors. And -- and to have that

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1 change occurring and start that community discussion
2 would probably be a really good opportunity because you
3 actually do have something to say about that, you know.
4 You could use that as a good way to get and talk about
5 something with the community to let them know that
6 you'll still be there, you'll still be providing
7 oversight, it will just have a different look and feel.

8 MR. HACKWORTH: When it comes to the
9 speakers' circuit, might I also suggest outreach to
10 schools to develop a relationship with the youth of our
11 community? I mean, we could be meeting with
12 administration, principals, counselors, trusted
13 individuals that have a very present -- who are very
14 present in the life of -- of youth residents of
15 Columbia. And, who knows, that could also open up
16 conversations at home and start to slowly develop a
17 more sustainable connection to people in Columbia. And
18 by the time we also have the brochure fixed and Senate
19 Bill 26 understood, school would be starting up again,
20 too.

21 CHAIRMAN PRINGLE: I think actually
22 Frederick -- Frederick Douglass, they have -- they have
23 had a few, like, criminal justice style classes being
24 run by Mizzou Law, so they are doing that. Anything
25 further from the Board on Actionable Outreach?

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1 MS. WIBBENMEYER: When you have a moment, I
2 think I finally found it.

3 CHAIRMAN PRINGLE: Hey.

4 MR. HACKWORTH: I had one other suggestion,
5 but it might -- I don't know if -- I mean, it's
6 something actionable, but the idea of having a master
7 contact list for the Board to utilize where we can just
8 go and, okay, who is going to be best point of contact
9 in this specific part of the community or in this
10 non-profit, or how can we just keep everything
11 organized and together. Rose, is that allowed?

12 MS. WIBBENMEYER: Ask your question again.
13 I'm sorry.

14 MR. HACKWORTH: Can we -- can we have, like a
15 master contact list for just people in Columbia, like
16 people in -- stakeholders, essentially.

17 CHAIRMAN PRINGLE: Well, you have Don Love
18 and all of them, and everyone who we interact with.

19 MS. WIBBENMEYER: The Board has a different
20 points maintained list of, like, where they -- where
21 people would allow them to speak, where people would
22 allow them to put brochures, but it's a matter of, you
23 know, keeping that information current and so it's
24 varied by who has been on the Board as to that. But,
25 you know, I mean, you can send us that. We can save it

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1 in your records, and then as people get more
2 information. The problem is, you know, like, you would
3 just have to remember that we have it, and then ask for
4 it every now and again, or provide updates. Otherwise,
5 it just sits in the -- in an electronic file or in the
6 file cabinet. But, yeah. I mean, that's basically it.
7 And -- and anyone that you do do outreach at, whether
8 that's an event or a group, that does get recorded in
9 the Annual Report, so you can kind of go back through
10 the Annual Reports and see where do people speak in
11 different years and what did that look like. When
12 did -- you know, what speakers did you have come to
13 your meetings. All of that is in those Annual Reports.
14 But there was a separate list of, like -- at different
15 points in time, there was a separate list of different
16 contacts. Are you ready for where it is in the --

17 CHAIRMAN PRINGLE: Yes. Edge of my seat.

18 MS. WIBBENMEYER: Okay. So in that
19 Section 11, the law enforcement agency conducting the
20 investigation shall have 90 days from receipt of the
21 citizen's complaint to complete the investigation. So
22 that's your first 90-day window. Then it says, the
23 agency shall determine the disposition of the complaint
24 and render a disciplinary decision, if any, within 90
25 days. That's your second 90-day window that's the

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1 final -- so -- so given our model --

2 MS. GROVER: But isn't the agency the law
3 enforcement agency?

4 MS. WIBBENMEYER: The agency -- it does not
5 say that. So they have the administrating authority,
6 but -- so the law enforcement agency, the Chief's
7 decision, while we call it a decision, it's subject to
8 the appeals. And the final determination of whether an
9 employee stays employed with the City is the City
10 Manager's decision. So in the context of the final
11 disposition of the complaint and any disciplinary
12 decision is within the 90 days, but, I mean, if -- I
13 mean, Travis found out some more information that he
14 texted me, and one of the things -- I think one of the
15 complications is Missouri doesn't necessarily keep
16 legislative history, but he has some indication that
17 maybe they didn't mean it to apply to Review Boards.
18 So one of the things I'm going to need to do tomorrow
19 is to go back and see if we can track down any
20 documentation with regard to what their intent was in
21 interpreting that. But I know that's how both I
22 interpreted it and another attorney in the office also
23 interpreted these as two separate 90-day windows
24 because then the --

25 MS. GROVER: Well, is an office of the agency

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1 is limited to extensions per investigation, so it says
2 that for the agency. So it says agency again.

3 MS. WIBBENMEYER: Right. But it's also --
4 but it's for the investigation. And the decider of
5 whether they get that extension or not is the City
6 Manager, so if --

7 CHAIRMAN PRINGLE: So really an investigation
8 then, we're the disposition.

9 MS. WIBBENMEYER: So it kind of goes back and
10 forth a little bit, so that's how we interpreted it
11 as 90 days for investigation, the possibility of the
12 two additional 60-day periods for investigation, with
13 the final decision and any disciplinary decision in 90
14 days means the back end is compressed, and that's where
15 all the appeals are through the Review Board, the PAB,
16 and the City Manager. I'm sorry. I didn't --

17 MS. GROVER: No, I -- I -- I understand what
18 you're saying. I just disagree with the agency part.

19 MR. BOYKIN: If it helps, the definition of
20 administrating authority by them is any individual or
21 body of authority, authority by the law enforcement
22 agency to hear and make final decisions regarding
23 appeals of discipline actions issued by such agency.

24 MS. WIBBENMEYER: So it would have been
25 clearer if they didn't just say authority, authority,

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1 and they used their -- or the agency, if they used the
2 same terminology that they defined, but that's one of
3 the things I looked at is did they define agency,
4 because you could interpret that to be the policy
5 department, or you could interpret that to be the City
6 of Columbia. So that's where kind of part of the
7 confusion is. And it may be that --

8 MS. GROVER: But we don't render disciplinary
9 action.

10 MS. WIBBENMEYER: No, you don't, but the City
11 Manager does, and the only way to get all the way to
12 the City Manager if appeals are filed is to get through
13 you all to the City Manager's appeal process, and then
14 he would have to make the decision. So that's kind of
15 the -- I think this was drafted with the idea that they
16 thought that the police chief made the final
17 decision -- I think, but I don't know. I need to do so
18 more --

19 MS. GROVER: Well, he makes a decision. It
20 doesn't say final, it just says decision. It doesn't
21 say a final decision. It just says a decision.

22 MS. WIBBENMEYER: So you think that it
23 means 90 days to investigate, with a possible
24 two 60-day extensions, and that the Chief can sit on it
25 for 90 days, and then it doesn't impact the Review

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1 Board at all. And that may be correct. We don't know.

2 MS. GROVER: Yeah.

3 MS. WIBBENMEYER: I think the information
4 Travis found out during the meeting might confirm that.

5 CHAIRMAN PRINGLE: They may not have meant to
6 actually it not being covered --

7 MS. GROVER: I would think they would say
8 that -- of course, who knows what -- I mean, they say
9 agency, law enforcement agency, law enforcement agency,
10 and then just agency. So it's just, like, okay. To
11 me, it's all the same thing, but the agency is limited
12 to extensions for investigation. It keeps referring to
13 agency, but the law enforcement agency.

14 CHAIRMAN PRINGLE: Okay. So apparently it
15 was just internal affairs, internal reviews was all
16 they really talked about. They never talked about
17 Boards, so we may not even be covered by this. I just
18 don't know.

19 MS. WIBBENMEYER: So that's one of the
20 things. I mean, luckily, Travis was able to text
21 somebody who was involved in this during the meeting,
22 but one of the things that I'll follow up with him
23 tomorrow and then also try and track down more
24 legislative history that even though we don't --

25 MS. GROVER: Yeah. Who sponsored the bill --

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1 who sponsored the bill, what was their --

2 MS. WIBBENMEYER: And we have the bill's
3 name, the bill sponsor's name --

4 CHAIRMAN PRINGLE: Yeah.

5 MS. WIBBENMEYER: -- and so we can try and
6 track down and see how -- how -- what they intended by
7 that, but that's where I got the different time
8 periods, applying it within the structure we have with
9 those two different 90-day windows. Yeah.

10 MS. GROVER: Yeah. See, I was just looking
11 at 11 as the one -- as CPD's portion only.

12 MS. WIBBENMEYER: Right. And when you were
13 asking the question earlier and I was trying to pay
14 attention and read, and I was, like, where in the world
15 did I get this from.

16 MS. GROVER: Yeah. No.

17 MS. WIBBENMEYER: But then I went back
18 through, because I remember being really confused by
19 the -- when I read it the first couple times by agency
20 versus administrative authority. And then there's a
21 separate statute on review boards. Well, we have a
22 slightly different model than what's in that statute,
23 but I was also trying to reconcile those together to
24 see how this would interpret, but I didn't have any of
25 the floor discussion or anything like that to go on, or

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1 any -- if they did any reports, I didn't have any of
2 that information. So that will be one of the things we
3 will explore tomorrow is kind of tracking down what we
4 can on legislative intent, because if -- if we don't
5 need to worry about Board time periods within the 90
6 days, that's great, and that simplifies so much. Now,
7 one of the -- one of the complexities of that will be,
8 right now, you all have the power to do additional
9 investigation and how does that work in the context
10 of -- of these police officer rights, and we'll --
11 we'll need to explore that, but I think we can do that
12 over time and not feel like we have to get that done
13 today.

14 CHAIRMAN PRINGLE: Yeah. But like the
15 statute pulled up with our -- you know, the civilian
16 board statute, like, they say we have the power to
17 investigate, but I guess, how does that square with our
18 ordinance? Are we an investigative body under
19 ordinance, or does the statute carry?

20 MS. WIBBENMEYER: We -- we do have -- you --
21 you all have the power to do additional investigation,
22 but, basically, it's the way the ordinance is written,
23 after the Chief makes a decision, the public or the
24 police officer would appeal to the Board, and the Board
25 would get the files that you get right now, and then

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1 you would decide is there sufficient investigation.
2 And if you decided no, there was not, you could either
3 recommend for the police chief to conduct additional
4 investigation, hire a private investigator to work for
5 the Board to do the investigation, or you could invite
6 witnesses to come to a meeting and to provide answers
7 to your questions or a statement, however you wanted to
8 do it, with regard to what they witnessed. So, in
9 essence, those functions are investigative functions
10 that occur in the system that we have currently in the
11 appeal stage. And then they would go back to the --
12 like, if you disagree with the Chief, they would go
13 back to the Chief for reconsideration. If you agreed
14 with the Chief, then the right of appeal would go at
15 that point to the City Manager.

16 CHAIRMAN PRINGLE: Do you think if -- if we
17 did send it back and ask for more investigation, where
18 they already hit 90 days, could they do that?

19 MS. WIBBENMEYER: I -- I think it would be
20 potentially problematic because you have to -- because
21 that part is clear. Ninety days for the investigation,
22 or you have this hearing process, kind of with the City
23 Manager for the extensions, but you have to be within
24 that 90-day window still. So you could have a
25 situation where somebody filed an appeal -- or let

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1 me -- I'll start with the complaint. Say -- let's say
2 somebody filed a complaint and it was simple complaint
3 like rudeness or something like that. And Sergeant
4 Alpers got right on it, and he got his investigation
5 done, sent it to the Chief, the Chief made his
6 decision, the person filed an appeal like the next day,
7 and you -- you all were still within -- easily within
8 the 90-day window for investigation when it comes up on
9 appeal, and you're, like, wait a second, we want more
10 investigation, then I think you would still be within
11 the 90 days. And then you would only have to worry
12 about are we bumping up against the need to ask for
13 these extensions and can we get them. So, I mean, that
14 part would be really kind of fact dependent. So I
15 don't know -- I don't think it's a straight out
16 conflict if you do those things. Now, there might be
17 some problems if who you want to interview is the
18 police officer because I'll have to go back through
19 what all the police officers' rights are in there, but
20 if -- my memory of it is it implies that they're only
21 being questioned by -- at a secure facility by another
22 police officer or a law enforcement officer because
23 it -- I think they have to be notified of the rank of
24 the person interviewing them, so that part might change
25 a bit. I think an officer could always choose to

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1 consent if they wanted to, and come and answer
2 questions, but I don't -- I think we would have to be
3 very cognizant of this word -- the statute and the
4 requirements if that was going to be part of the
5 investigation. But if you're talking about
6 interviewing civilians in the community who aren't
7 officers, I think you could probably still do that, but
8 I'll go back through and double check that tomorrow
9 when I'm drafting -- you know, finalizing the draft
10 revisions based on what you all have said tonight. And
11 then we can just continue this discussion over the next
12 couple of months as -- as we learn more on whether you
13 all want to change anything or not. And I think that
14 will then -- wherever you all end up and wherever the
15 City Council ends up, that will kind of drive what your
16 outreach then looks like and what -- how you want to
17 handle your kind of communication of these changes to
18 the community.

19 CHAIRMAN PRINGLE: At --

20 MS. WIBBENMEYER: Oh, sorry. I was going to
21 say, and it may be once -- once all this kind of works
22 through in the next six months or so, you may also want
23 to have the City channel do a video that they could run
24 on YouTube and also the City channel kind of explaining
25 all this, because this is a -- once again, a fairly

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1 significant change.

2 CHAIRMAN PRINGLE: Yeah. I think especially
3 for the closed stuff. I think that would be very
4 helpful so that the people know, hey, this isn't the
5 Board and CPD deciding to close the records, this is
6 state statute. We don't have control over that. I
7 think that would be very helpful.

8 MS. GROVER: Can we put it in the City
9 newsletter, the hearing tonight?

10 MS. WIBBENMEYER: It can be. We just --
11 we'll just need to figure out what it is you want to
12 include, and then there's usually a couple months lead
13 time on that.

14 MS. GROVER: Right.

15 MS. WIBBENMEYER: But, yeah. I think it --
16 it is a newsworthy type of thing, and you could even do
17 press releases and interviews and all of that when
18 you're ready. I think it's kind of a complicated law,
19 and, you know, figuring out how best to convey that,
20 especially when there is some confusion as to what's
21 intended on different pieces of this.

22 CHAIRMAN PRINGLE: To be continued. And
23 next, open up to general comments by the public. And
24 general comments by members?

25 MS. DOWELL: I have one thing that I would

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1 like to address. Rose, I meant to e-mail you
2 yesterday, but I didn't. Are we able to get specific
3 incident reports from certain investigations?

4 MS. WIBBENMEYER: I think you need some
5 context.

6 MS. DOWELL: Oh, yeah.

7 MS. WIBBENMEYER: If it involves an appeal,
8 you get everything that the Chief had when he made his
9 decision.

10 MS. DOWELL: Okay.

11 MS. WIBBENMEYER: If it does not involve a
12 case on appeal, it would really depend upon why you
13 wanted it because you have to be very careful. A
14 person can file a complaint within a year of the
15 incident, so you need to be potentially outside that
16 year. And then are you doing it as for auditing
17 purposes or what is --

18 MS. DOWELL: I've been given pretty good
19 information that there was an extremely inappropriate
20 comment out of the mouth of an officer when
21 investigating a certain report. I don't know how much
22 detail you want me to go into.

23 MS. WIBBENMEYER: So -- well, you probably
24 shouldn't go into any detail at this point. But I
25 think it would be fair for you to tell the person who

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1 gave you that information about the complaint process
2 and how complaints are filed, and then if the person
3 wanted to file a complaint, they could. If you believe
4 the person who told you this, and you felt so strongly
5 you wanted to file a complaint, you could file a
6 complaint, but then you could not hear the matter on
7 appeal as the Board, you would have to recuse.

8 Similarly, because now you have information, if this
9 does come up on appeal --

10 MS. DOWELL: Right.

11 MS. WIBBENMEYER: -- you will probably want
12 to recuse at that point.

13 MS. DOWELL: Okay. So if this --

14 SERGEANT ALPERS: You can also come to me,
15 and we can look at it.

16 MS. DOWELL: Okay. I might do that off the
17 record then.

18 SERGEANT ALPERS: Well, it'll be -- just so
19 we're -- just so we're clear. It won't be off the
20 record, it'll be one of those deals that when we're in
21 it, we're in it.

22 MS. DOWELL: Right. Okay. It doesn't -- it
23 doesn't scare me. It needs to be addressed, so --

24 MS. WIBBENMEYER: And then if it does come up
25 on appeal, then you should recuse on that.

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1 MS. DOWELL: Yeah. Absolutely. I think -- I
2 think the specific person tried to make the complaint,
3 but didn't know what to do. So maybe it's a
4 conversation I need to have with her.

5 MS. WIBBENMEYER: Well, I -- if -- if you
6 know the person's name, I think privately talk to
7 Sergeant Alpers, because maybe they've already started
8 the process.

9 MS. DOWELL: Right.

10 MS. WIBBENMEYER: Because sometimes --
11 sometimes people will complain and they will think that
12 we're not doing anything, but we've started the
13 process. It just isn't progressing necessarily as
14 quickly as they think it should.

15 MS. DOWELL: Okay.

16 MS. WIBBENMEYER: So I think just checking in
17 with him privately where, you know, and then he can
18 look to see if he's already got that, and if not --

19 MS. DOWELL: Right. Okay.

20 MS. WIBBENMEYER: -- you know, depending on
21 what it is, it may be that he'll view you as the
22 complainant or the other person will decide to file a
23 complaint, or it may be he'll pursue it as something
24 that internal affairs looks at just as information
25 that's given to them without a complaint.

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1 MS. DOWELL: Right. Okay. Okay. Thank you
2 for explaining that to me. I'm done.

3 MS. HECKMAN-MCKENNA: I have a public comment
4 about public comment actually. I wanted to ask if
5 there's a reason that it is so late in the agenda,
6 because these meetings do tend to go quite long, and to
7 ask people to sit here for two or three or five hours
8 seems a bit excessive.

9 MS. WIBBENMEYER: Well, generally speaking,
10 the public comment is there because at the end of the
11 meeting, so if anyone didn't have the opportunity or
12 they want to address something that came up or
13 something else, they can do that. If you move it to
14 the front of the meeting, you might have a problem ever
15 getting to your agenda items, and then you would still
16 probably want it at the end, as well, because some
17 people might come in late or they might have something
18 else to say. At one point, I think the Board, for a
19 little while, decided they were going to have some
20 public comment at the beginning, but then they decided
21 they didn't like that, and they shifted it back. And
22 then on occasion, when there have been some people out
23 here and -- and Board members knew that there were
24 people in the audience who wanted to comment, there was
25 a motion to amend the agenda to move public comment

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1 forward. You could always do something like that, and
2 then just kind of see what they -- what it looks like,
3 but I -- I will caution you if you say we always want
4 public comment first, you will have situations where
5 the public might comment for so long that you never
6 actually get to your agenda items.

7 MS. GROVER: Well, that's when we need to use
8 the timer.

9 MR. BOYKIN: Is it possible to --

10 CHAIRMAN PRINGLE: Five minutes.

11 MS. GROVER: Three minutes. Three minutes,
12 groups can have five minutes.

13 CHAIRMAN PRINGLE: Yeah.

14 MR. BOYKIN: Is it possible to do as the City
15 Council does, and if people have comments they want to
16 bring, they can bring it to you to be put on the agenda
17 for the front, kind of how City Council has it set up
18 where they have signed up public comment?

19 MS. WIBBENMEYER: Right.

20 MR. BOYKIN: Not that -- I don't think we
21 need to have that as often, but it's a possibility.

22 MS. WIBBENMEYER: We could -- we -- right.
23 We could potentially try to do that. I just don't know
24 how that would be conveyed, and then when -- when that
25 information would come in to get on the agenda. The

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1 City Council, as long as I've been in Columbia, they've
2 published their agenda on the Thursday night before a
3 Council meeting, and they have a specific deadline, and
4 we could create a specific deadline and a specific
5 process. As far as Review Board goes, our goal is to
6 publish a week before. But like this one, we did not
7 publish a week before because the transcript hadn't
8 come in yet and we were waiting for the transcript to
9 finalize the minutes. So it just kind of depends
10 upon -- upon that kind of approach. The only thing
11 that I'm somewhat concerned about is there have been
12 meetings in the past when there were more chairs in
13 this room than there are today. All the chairs were
14 filled. There were people standing along the walls,
15 there were people in the lobby to comment. Right now,
16 you don't have anything like that. Right now, there
17 aren't very many people here, but you can have
18 situations like that. So if you are going to do
19 something and you want scheduled public comment, then I
20 think we would have to formalize the process. If you
21 want to just kind of wait and see and open it -- you
22 know, move to amend the agenda if it looks like people
23 want to comment on certain things and your agenda
24 isn't -- isn't very heavy, or you might even want to
25 instead go through your agenda and let people comment

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1 on the different things you're talking about, kind of
2 like you did tonight with the Senate bill. That also
3 would move things up a little bit.

4 MS. HECKMAN-MCKENNA: Okay. Yeah. And
5 maybe -- maybe the Board can consider trying to be
6 attentive to what's happening out there, and if
7 somebody seems like they want to make a public comment
8 or if they're holding a piece of paper or looking their
9 best, maybe -- maybe you open up then, or maybe you ask
10 at that point if anybody has public comment.

11 MS. WIBBENMEYER: And one of the things with
12 the change that's going to happen is all the reviews
13 will be in closed session, so there won't be -- I mean,
14 right now, the ordinance says that the public is not
15 supposed to comment on a matter under review. So that
16 really wouldn't be changed, but there also wouldn't
17 necessarily be people watching the reviews, like in
18 years past, where they also wanted to comment about the
19 review, so you won't necessarily see that as much.

20 MS. HECKMAN-MCKENNA: Okay. Well, I also
21 have some other news. Very long story, short. I am
22 moving, and according to the post office, I am still in
23 Columbia, and I didn't even change zip codes, but I
24 managed to move to unincorporated territory in Boone
25 County, so I'm about a block away from the City line,

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1 but as of late July, I will no longer technically be
2 living inside Columbia City limits, which means I have
3 to give up my seat on the Board. So I have a few
4 things I would like to say, if that's okay. All right.
5 Well, first of all, I really appreciated and -- and
6 valued the opportunity to serve our community in this
7 way. And despite having to step away from the Board, I
8 very strongly believe in the Board's mission, and I
9 even more strongly believe that we have to continue
10 trying to open up lines of communication, particularly
11 between CPD and the community at large. I -- I really
12 think that that is the number one thing that -- that
13 our community needs to -- to start to heal. We need to
14 hear each other, we need to listen to each other, we
15 need to act as an entire community instead of sort of
16 the, like, us versus them mentality that sometimes
17 happens between City departments and citizens. So I
18 just -- I implore the Board to continue working on this
19 really complicated issue. Related to that, I hope the
20 Board continues to be active. When I first got onto
21 the Board, it seemed like a lot of people were mostly
22 just coming to the meetings and not doing a lot of
23 other stuff. It's been a lot more active since --
24 yeah, especially since Covid is calming down a little
25 bit, but especially in terms of, like, the groundwork

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1 that can't happen during meetings, like, please, just
2 continue to be active and really just work to -- work
3 to bridge the gap, right? Like, that's our -- that's
4 our motto. All right. Related to that, one thing I
5 have really appreciated is that items on the agenda
6 stay on the agenda all the way through until there's a
7 resolution. There are things that have been on the
8 agenda for as long as I've been on the Board, and while
9 that might seem frustrating, I -- especially the
10 public, I can imagine the public, I can imagine that
11 might seem frustrating. I don't take it to be a bad
12 thing. I -- I take it to mean that it's -- if it's on
13 the agenda, it's something that's still in progress,
14 and still like top of your minds, right? So I
15 encourage you to not move things off the agenda for
16 expedience, but just continue to keep them on so that
17 Board members and community members can continue
18 working on things to make progress and, you know, the
19 traffic stop data is a really good example of that, you
20 know. It's been on there forever, and it's still
21 actively being worked. With that, I do have a request.
22 While I'm leaving the Board, I still would be honored
23 to continue work on the community policing plan that
24 Dr. Gomez created, and that she and I have been putting
25 a lot of effort into, so please reach out to me.

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1 Please reach out if you can help me continue to push
2 for our City to -- to take a community program, a
3 community police program seriously and kind of give it
4 the legs it needs. I -- I want to still do this work,
5 but I -- I can't do it alone. It was already really
6 hard to try to do it alone on the Board. It's going to
7 be even harder when I'm off the Board. So an aside,
8 though I can't be on the Board, I'm still invested, so
9 if there are ways I can help the Board, I hope you'll
10 be in touch. My e-mail is basically my whole name
11 without the dash at gmail, so I'm easy to find. I want
12 to thank all of you guys. I've learned a lot from all
13 of you. I want to thank Sergeant Alpers, too, and
14 Chief Jones, and a lot of the leadership I've worked
15 with. A lot of people have spent significant
16 one-on-one time with me, and they've been very open.
17 They've gave me guidance and feedback, and, you know,
18 we've -- I feel like we were making progress, so it's
19 very frustrating for me to have to step away right now.
20 Thank you, Rose. You -- you've been really critical to
21 my work here. Like, I would not have known where to
22 start without your legal mind and expertise, so thank
23 you. Last thing, and then I'll shut up. I'd like to
24 publicly state that I hope that the City Council will
25 eventually give the Community Police Program the

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1 consideration I really feel it deserves. Dr. Gomez's
2 research included numerous other highly successful
3 programs, and because other communities were brave
4 enough to do this work for the first time, we really
5 have the privilege to go in knowing that it can work.
6 So we can learn and pull from these other programs
7 and -- and really try to create a program designed for
8 us, especially with guidance from the community,
9 guidance from officers, you know, all the way through.
10 So thanks very much for giving me the opportunity to
11 serve, and just be in touch if there are ways I can
12 continue to help.

13 (Applause.)

14 CHAIRMAN PRINGLE: And now we have to do
15 another Vice Chair.

16 MS. HECKMAN-MCKENNA: Sorry.

17 MS. WIBBENMEYER: Third Vice Chair in four
18 months.

19 CHAIRMAN PRINGLE: Yeah. Thank you for your
20 service, Heather.

21 MS. HECKMAN-MCKENNA: Thanks.

22 CHAIRMAN PRINGLE: And any further comments
23 from the Board? Comments from staff?

24 SERGEANT ALPERS: I have an update for
25 Officer Parker. We talked last month about him getting

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1 into a training program and the first application was
2 denied just because of the scheduling. He started last
3 week. He did get into the Cornell program, so he'll be
4 done, hopefully, within two months. And then both of
5 us are on the waiting list for the South Florida
6 program. So, hopefully, we'll have another update here
7 in a couple of months on that program.

8 CHAIRMAN PRINGLE: Thank you for that update,
9 Sergeant. That's good to hear. Thank you for the
10 update.

11 SERGEANT ALPERS: He's in there, so it's --
12 it's been a whirlwind for him. It's an everyday thing,
13 so he only gets one day off a week for that program,
14 so --

15 CHAIRMAN PRINGLE: They all said it was -- it
16 was the best.

17 SERGEANT ALPERS: Right. So what we
18 should -- at the end of the -- of the program, like she
19 said when she came up here last month, it kind of
20 builds your -- your program for you when you go through
21 that -- that process, so --

22 CHAIRMAN PRINGLE: And if there's nothing
23 further, is there a motion to adjourn?

24 MS. GROVER: So moved.

25 MR. HACKWORTH: Second.

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CHAIRMAN PRINGLE: All those in favor of
adjourning the July 14th, 2021, meeting of the Citizens
Police Review Board say aye. Opposed? Abstain?

(Unanimous voice vote for approval.)

CHAIRMAN PRINGLE: The ayes have it. Thank
you all very much.

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

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C E R T I F I C A T E

STATE OF MISSOURI)
) ss
COUNTY OF HOWARD)

I, Tammy F. Ballew, Certified Court Reporter
for the firm of Tiger Court Reporting, do hereby
certify that the above and foregoing is a true and
accurate transcription, to the best of my ability, of
the meeting held in the Citizens Police Review Board,
on July 14, 2021.



Tammy F. Ballew
TIGER COURT REPORTING

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| <p style="text-align: center;">\$</p> <hr/> <p>\$3,500 35:25</p> <hr/> <p style="text-align: center;">1</p> <hr/> <p>10-hour 45:19</p> <p>100 99:17 101:1</p> <p>101 23:12</p> <p>10s 42:23</p> <p>11 72:14,15 84:24 98:20 126:19 131:11</p> <p>12 29:9 43:5 45:19</p> <p>12-hour 7:23 42:17</p> <p>12s 42:22,25 45:20</p> <p>14 43:12 75:11 82:13</p> <p>141 100:10</p> <p>145 99:17,23 101:1</p> <p>14th 149:2</p> <p>15 10:5 20:8 21:16,20</p> <p>150 88:1</p> <p>167 100:4</p> <p>19 69:1</p> <p>1991 11:1</p> <hr/> <p style="text-align: center;">2</p> <hr/> <p>2 8:12</p> <p>20 5:18 13:19 56:6</p> <p>200 33:19</p> <p>2000 10:24 11:2</p> <p>2015 68:2</p> <p>2017 68:3</p> <p>2021 60:1,8,16 149:2</p> <p>2022 45:16 52:6,14</p> <p>21 27:4 50:2 69:1 71:20 82:12 93:19</p> | <p>97:21</p> <p>2153 75:8,9</p> <p>2154 74:14</p> <p>22 27:12</p> <p>23 27:12</p> <p>24 94:18,23</p> <p>25 33:19 49:8 50:6</p> <p>26 68:14 74:12 110:22 114:7 123:5,7 124:19</p> <p>28th 87:19</p> <hr/> <p style="text-align: center;">3</p> <hr/> <p>3 8:13</p> <p>30 21:4 22:4 68:5 69:11,12 71:20 75:2 78:15,16 82:8,11 86:3 87:16,19 91:2,12,14, 23 92:9,14,16,21 93:1, 16,18</p> <p>30-minute 31:1</p> <p>31 26:22</p> <p>311 57:25 58:1,13</p> <p>3800 110:2</p> <hr/> <p style="text-align: center;">4</p> <hr/> <p>40 22:4 91:5</p> <p>44 33:18</p> <p>45-minute 43:14</p> <p>48 42:10</p> <hr/> <p style="text-align: center;">5</p> <hr/> <p>51 27:5</p> <p>52 97:22</p> <p>595.02 68:18 72:15</p> | <p style="text-align: center;">6</p> <hr/> <p>60 21:4 72:17 75:6 91:17 92:17</p> <p>60-day 77:8,25 78:2 87:25 128:12 129:24</p> <p>609 49:11</p> <hr/> <p style="text-align: center;">7</p> <hr/> <p>70 96:8 97:23</p> <hr/> <p style="text-align: center;">8</p> <hr/> <p>8 42:24</p> <p>85 75:4</p> <p>874 59:4</p> <hr/> <p style="text-align: center;">9</p> <hr/> <p>9 60:1</p> <p>90 69:5,19 72:25 73:2 75:1,18 76:7,11 77:7, 23,24,25 84:16,21 85:3,17 90:4 98:3,7,8, 15,17 99:5,8,11 106:5 110:25 114:8 126:20, 24 127:12 128:11,13 129:23,25 132:5 133:18 134:11</p> <p>90-day 68:16 69:10, 17 70:23 71:9 73:14 75:14 84:20 87:23 89:12 99:19 126:22,25 127:23 131:9 133:24 134:8</p> <p>90-minute 62:4</p> <p>91 76:12,20</p> <p>911 56:16 88:16</p> <p>9:13 149:7</p> <p>9th 60:3,8,15</p> | <p style="text-align: center;">A</p> <hr/> <p>ability 75:10 96:7 104:6</p> <p>absolutely 28:9 67:22 139:1</p> <p>abstain 4:3 60:16,17, 18 109:18 113:3 114:1 149:3</p> <p>abstained 60:20</p> <p>academy 11:16,19,21 12:1 20:25 21:19 26:8 30:11 45:24,25 46:2</p> <p>access 24:3,16 63:22 64:20 97:15</p> <p>accidents 35:4</p> <p>accompanied 86:22</p> <p>accomplish 71:11 77:22</p> <p>accordance 36:22</p> <p>account 68:15</p> <p>accreditation 38:6</p> <p>acknowledge 60:4</p> <p>act 94:4 144:15</p> <p>action 68:13 74:23 76:4,9 129:9</p> <p>actionable 122:10 124:25 125:6</p> <p>actions 100:15 128:23</p> <p>activated 42:7</p> <p>active 144:20,23 145:2</p> <p>actively 145:21</p> <p>activity 59:7</p> <p>add 89:14 97:17</p> <p>added 92:17</p> <p>adding 34:22,23</p> |
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