

# **CITY OF COLUMBIA**

## **CITIZENS POLICE REVIEW BOARD 2021 ANNUAL REPORT**

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**2021 CITIZENS POLICE REVIEW BOARD MEMBERS**  
(as of December 31, 2021)

**Wayne Boykin, Chair**

(appointed July 2020; Vice Chair – September 2021 to November 2021; Chair November 2021 to present)

**Cheryl Miller, Vice Chair**

*Commission on Human Rights Liaison to the Citizens Police Review Board*  
(appointed August 2021; Vice Chair – November 2021 to present)

**William B. Adkins**

(appointed November 2021)

**Delsie Bonaparte**

(appointed November 2021)

**Rhonda Carlson**

(appointed February 2021)

**Jordan Hamilton**

(appointed November 2021)

**December Harmon**

(appointed November 2021)

**Andrew Kleiner**

(appointed September 2021)

There is currently a vacancy on the Board.

**Members who resigned or had their term expire during the year:**

**Dillon Pierson**

(Appointed November 2020; resigned January 2021)

**Cornellia Williams**

(Appointed November 2016; Vice Chair July 2020 to March 2021; resigned March 2021)

**Carley Gomez - Commission on Human Rights Liaison to the Citizens Police Review Board**

(Appointed December 2019; resigned June 2021)

**Heather Heckman-McKenna**

(Appointed February 2020; Vice Chair – April 2021 to July 2021; resigned July 2021)

**Sydney L. Dowell**

(Appointed April 2021; resigned October 2021)

**Andrew Fisher**

(Appointed September 2013; Vice Chair - November 2015 to October 2019; Chair – November 2019 to October 2020; term expired November 2021)

**Travis Pringle**

(Appointed November 2018; Chair – October 2020 to November 2021; term expired November 2021)

**Catherine Grover**

(Appointed December 2018; term expired November 2021)

**Alex Hackworth**

(Appointed November 2020; resigned November 2021)

**Outreach Subcommittee (Created: February 2021 and Dissolved: November 2021)\*:**

1. Wayne Boykin
2. Andrew Fisher
3. Catherine Grover (appointed April 2021)
4. Alex Hackworth

*\*Also serving on the subcommittee during 2021 was: Cornelia Williams (resigned March 2021).*

**Outreach Subcommittee (Created: December 8, 2021)**

1. Delsie Bonaparte
2. Rhonda Carlson
3. Jordan Hamilton
4. Cheryl Miller

## **HISTORY OF THE FORMATION OF THE CITIZENS POLICE REVIEW BOARD**

In 2007, a coalition of citizens and groups proposed the idea of creating a civilian review board to the City Council. The City Council appointed a fourteen member committee to study whether or not a review board was needed and to consider how such a board would be structured. The committee reviewed all complaints that existed before the professional standards unit was established. In addition, they studied and considered different models used by different cities, and hosted public events to gather input from the citizens. After extensive study and public input, the committee unanimously agreed to recommend that the City of Columbia establish a citizens police review board.

In July of 2009, the City Council of the City of Columbia, by adopting Ordinance No. 020331, created a nine member Citizens Police Review Board. The ordinance outlined the duties of the Citizens Police Review Board as follows:

The Citizens Police Review Board shall have the following duties:

- (1) Review appeals from the police chief's decisions on alleged police misconduct as provided for in this article.
- (2) Host public meetings and educational programs for Columbia residents and police officers.
- (3) Review and make recommendations to the police chief and city manager on police policies, procedures and training.
- (4) Prepare and submit to the City Council annual reports that analyze citizen and police complaints including demographic data on complainants, complaint disposition, investigative findings and disciplinary actions. The reports should also describe the Board's community outreach and educational programs. The reports should also set forth any recommendations made on police policies, procedures and training. The reports shall be submitted no later than March 1 for the previous calendar year.

The City Council initially appointed the first eight members of the Citizens Police Review Board in November of 2009. Also in November of 2009, the Human Rights Commission appointed its first member to the Board. The Board met for the first time on November 18, 2009.

In 2014, the City Council, at the request of the Citizens Police Review Board, amended Section 21-49, to add additional duties. Pursuant to these amendments to the ordinance, the Board is also to conduct a jurisdictional review from the decision by the police chief that a person's allegations do not fall within the requirements set forth in the article related to complaints. The Board is also to conduct audits or reviews of the records of the police department for compliance with the requirements of the ordinances.

Earlier this year, Governor Parson signed into law Senate Bill 26, which contains a police officer bill of rights in Section 590.502 RSMo. Section 590.502 RSMo has necessitated changes to Chapters 19 and 21 of the City's Code. In order to comply with the new state law, the City Council amended the code to reduce the time periods for filing appeals, removed community service aides from the jurisdiction of the Board, and provided for the confidentiality of records related to complaints and for the closure of meetings to hear appeals which are subject to Section 590.502 RSMo.

### **EXECUTIVE SUMMARY**

This annual report includes information on the Citizens Police Review Board's work from January 2021 through the end of December 2021.

Pursuant to its mandate, the Citizens Police Review Board's accomplishments include:

- (1) The Board reviewed appeals from the police chief's decision on alleged police misconduct. During this reporting period, citizens requested that the Board review the police chief's decisions six different times. The Board also reviewed two appeals filed in 2020.
- (2) The Board hosted eleven monthly public meetings with an opportunity for public comment at each regular monthly meeting and provided public educational programs at several monthly meetings. The Board met with the City Council for a work session on February 10, 2021.
- (3) The Board met with Police Chief Geoff Jones on April 14, 2021 and December 8, 2021.
- (4) The Board is submitting to the City Council the following annual report which outlines the Board's actions from January 1, 2021 through December 31, 2021.
- (5) As required by Section 21-56 of the Code, the Board has trained volunteer advocates to assist complainants and police officers with the complaint and appeal process.
- (6) As required by Section 21-55 of the Code, the Board has designed a mediation program and has a local professional mediator under contract with the City to provide for mediation of complaints.

### **SUMMARY OF APPEALS**

During this reporting period, citizens requested civilian review on five occasions. The Board also provided recommendations on two pending appeals that were filed late in 2020.

The dispositions of the matters are summarized below.

**CPRB Case Number****Summary and Board's Action**

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2020-0006	<p>A person filed an appeal on November 2, 2020. On December 9, 2020, the Board continued the matter to their next meeting in January of 2021. The Board reviewed the appeal on January 13, 2021, and voted by majority, to request that the police chief reconsider the finding of exonerated and that an officer receive additional training on interacting with persons with mental health issues. Andrew Fisher, Carley Gomez, Heather Heckman-McKenna, Wayne Boykins, Cornellia, Williams voted in favor of the motion. Catherine Grover voted against the motion.</p>
2020-0008	<p>This appeal is related to matter number 2020-0005. The complainant filed an appeal on December 8, 2020. The Board reviewed the appeal on January 13, 2021, and voted unanimously to agree with the police chief's decision on the complaint. Andrew Fisher, Carley Gomez, Catherine Grover, Wayne Boykin, Heather Heckman-McKenna, and Cornellia Williams voted in favor of the motion.</p>
2021-0001	<p>A person filed an appeal on August 3, 2021. The Board reviewed the appeal on August 18, 2021, and voted unanimously to agree with the police chief's decision on the complaint. Wayne Boykin, Rhonda Carlson, Sydney Dowell, Andrew Fisher, Alex Hackworth, Cheryl Miller, and Travis Pringle voted in favor of the motion.</p>
2021-0002	<p>A person filed an appeal on October 15, 2021 with regard to three allegations. The Board reviewed the appeal on October 29, 2021. On one allegation, the Board unanimously agreed with the police chief's decision. Wayne Boykin, Rhonda Carlson, Catherine Grover, Andrew Kleiner, Cheryl Miller, and Travis Pringle voted in favor of the motion. On another allegation, the Board passed a motion to agree with the police chief's decision. Wayne Boykin, Rhonda Carlson, Andrew Kleiner, Cheryl Miller, and Travis Pringle voted in favor of the motion. Catherine Grover voted against the motion. On the third allegation, the Board passed a motion to agree with the police chief's decision. Rhonda Carlson, Catherine Grover,</p>

Andrew Kleiner, Cheryl Miller, and Travis Pringle voted in favor of the motion. Wayne Boykin voted against the motion.

2021-0003

A person filed an appeal on October 8, 2021. The Board reviewed the appeal on October 29, 2021 and voted unanimously to agree with the police chief's decision on the complaint. Wayne Boykin, Rhonda Carlson, Catherine Grover, Andrew Kleiner, and Travis Pringle voted in favor of the motion. No one voted against the motion.

2021-0004

A person filed an appeal on November 8, 2021. The Board reviewed the appeal on November 29, 2021. The Board unanimously voted to recommend that the police chief reconsider the chief's original decision on the allegation related to the initial investigation and find that the complaint is sustained. William Adkins, Wayne Boykin, December Harmon, Jordan Hamilton, and Cheryl Miller voted in favor of the motion.

2021-0005

A person filed an appeal on December 8, 2021 regarding an incident that occurred in 2018. A review of the records revealed that the complaint was untimely filed and that the Board did not have jurisdiction to review the matter.

2021-0006

A person filed an appeal on December 23, 2021. This matter was pending as of December 31, 2021.

**DEMOGRAPHIC INFORMATION ON COMPLAINANTS WHO  
APPEALED TO THE CITIZENS POLICE REVIEW BOARD**

<b>CPRB Case Number</b>	<b>Demographic Information on Complainant</b>
2020-0006	w/f
2020-0008	b/m
2021-0001	w/f
2021-0002	w/m
2021-0003	b/f
2021-0004	b/f
2021-0005	Unk.
2021-0006	b/f



## **ANALYSIS OF CITIZEN COMPLAINTS**

At the time this report was prepared, the Board had not received a copy of the City of Columbia Police Department's 2021 Annual Report of the Internal Affairs Unit or its analysis of citizen complaints. When the Police Department provides the information and analysis of police and citizen's complaints to the Board, the Board will provide a supplemental report to the City Council.

## **ADDITIONAL BOARD AND MEMBER ACTIVITIES**

COVID-19 disrupted the Board's usual activities with regard to community outreach, educational programs, and ride alongs. During this review period, the Citizens Police Review Board did host speakers on different topics as part of its public meetings as listed below. To increase transparency, the Board has continued to utilize the services of a court reporter to create a transcript that is placed on the City's website. In addition, the City began televising the Board's meetings again this year. The Board actively pursued many issues and made recommendations to the City Council, the City Manager, and the Police Chief. (See attached Supplemental Materials). Individual board members conducted audits of some complaint files as noted below.

<b><u>Date</u></b>	<b><u>Topic/Activity</u></b>
January 13, 2021	The Board passed a motion to send a report to the City Council to request that the meetings of the Citizens Police Review Board be televised. The motion passed unanimously. The Board also passed a motion to send a report to the City Council to request that language be removed from Section 21-46 relating to running for any public office. This motion passed with Wayne Boykin, Cornellia Williams, Catherine Grover, Andrew Fisher, Heather Heckman-McKenna voted in favor of the motion. No one voted against the motion. Carley Gomez abstained. At this meeting, the Board also approved the Supplement to the 2019 Annual Report.
January 15, 2021	Travis Pringle sent a letter to the City Council with the requested changes to Section 21-46(c). The letter also included a request for the meetings to be televised.
January 27, 2021	Wayne Boykin, Andrew Fisher, Carley Gomez, and Heather Heckman-McKenna virtually attended a webinar provided by the National Association for Civilian Oversight of Law Enforcement on "Analyzing and Reporting Use of Force".

February 10, 2021	Citizens Police Review Board and the City Council held a joint work session.
February 15, 2021	The City Council reviewed and discussed the report from the Citizens Police Review Board regarding televising the CPRB's regular monthly meetings. The City Council made a motion to start televising Citizens Police Review Board meetings. The motion passed unanimously. Audits of some complaint files from 2016 occurred.
March 2, 2021	Audits of some complaint files from 2017 and 2018 were conducted.
March 10, 2021	The City Channel began televising the Citizens Police Review Board regular meeting.
March 25, 2021	Audits of some of the 2019 and 2020 complaint files occurred.
April 14, 2021	Police Chief Geoff Jones met with the Citizens Police Review Board at their regular monthly meeting. The Board also updated its bylaws.
April 23, 2021	Travis Pringle sent the Community Oriented Policing Program report and proposal to the City Council. Travis Pringle also sent a letter to the City Council to follow up on the Board's request related to the Board's proposed change to Section 21-46(c).
April 24, 2021	Travis Pringle participated in a Columbia Police Department shift meeting and completed a ride along with a police officer from 8 p.m. to midnight.
May 12, 2021	The Board passed a motion to recommend that the police department remove the social media portion of the Police Department's Ride Along form. The Board also updated its bylaws.
May 18, 2021	Sydney Dowell, Alex Hackworth, Andrew Fisher, and Catherine Grover virtually attended a webinar provided by the National Association for Civilian Oversight of Law Enforcement on the <u>"National Initiative for Building Community Trust and Justice"</u> .
June 9, 2021	Officer Parker and Sgt. Alpers provided information on their equity review of police policies. Wayne Boykin

reported a ride along. Sydney Dowell, Alex Hackworth, and Andrew Fisher, and Catherine Grover virtually attended a webinar provided by the National Association for Civilian Oversight of Law Enforcement on the “Role of the First-Line Supervisor in Facilitating Change in Law Enforcement Organizations”.

July 14, 2021

Assistant Chief Gordon gave a presentation on the training program for police sergeants. The Board also reviewed and discussed Senate Bill 26. The Board, on a vote of 5 to 2, passed a motion to recommend that the City Council amend the City Code to remove community service aides from the jurisdiction of the review board. The Board also passed a motion, on a vote of 4 to 2, to recommend that the City Council amend the ordinance to remove police officer appeals from the Board’s jurisdiction.

July 15, 2021

Travis Pringle sent the Board’s recommendations related to the impact of Senate Bill 26 to the City Council.

August 25, 2021

Alex Hackworth attended the Columbia Police Department’s in-service training.

September 9, 2021

Wayne Boykin attended the Columbia Police Department’s recruiting class training.

September 10, 2021

Travis Pringle sent a letter to Chief Jones and City Manager John Glascock following up on the Board’s requests and recommendations.

November 6, 2021

William B. Adkins completed a ride along from 6 p.m. to 10 p.m.

November 10, 2021

Officer Parker provided an update on the police department’s efforts at reviewing policies for equity.

December 8, 2021

Chief Jones met with the Board. The Board passed a motion to recommend that the police chief review policy 447, related to Body Worn Cameras. William Adkins, Delsie Bonaparte, Wayne Boykin, December Harmon, Jordan Hamilton, Andrew Kleiner voted in favor of the motion. Cheryl Miller and Rhonda Carlson voted against the motion. The Board also reestablished the Outreach Subcommittee and designated Delsie Bonaparte, Cheryl Miller, Rhonda

Carlson, Jordan Hamilton as the members of the Outreach Subcommittee.

*Additional Training - NACOLE 2021 Annual Virtual Conference/Webinar Series*

From August 16, 2021 through October 7, 2021, and with recordings of the same provided through December 31, 2021, Wayne Boykin, Rhonda Carlson, Sydney Dowell, Andrew Fisher, Catherine Grover, Alex Hackworth, Travis Pringle, Cheryl Miller, Andrew Kleiner, Delsie Bonaparte, and December Harmon participated in the NACOLE 2021 Annual Virtual Conference and/or gained access to view the webinar series after the conference was concluded. Topics included:

- Civilian Oversight as a Permanent Part of Public Safety
- Moment or Movement: The Case for Diversity, Equity, and Inclusion in Law Enforcement
- Recent Legislative Wins and Losses on Officer Decertification
- The Duty to Intervene After "I Can't Breathe"
- Infiltration of White Supremacy in Law Enforcement
- Challenges and Considerations for the Oversight of Transit Police
- There's a New Sheriff in Town: Civilian Oversight
- Clippers and Cops
- Effective Oversight Through Innovations in Technology
- Six Durations of a Split Second: The Killing of Harith Augustus
- Maintaining Enthusiasm for Oversight in the Face of Resistance & Setbacks
- Oversight Commissions and Boards: How Member Selection Criteria & Processes Can Impact Effectiveness
- Oversight of Chicago's Police Disciplinary System
- Proactive Compliance: Ensuring Police Directives Are Aligned with Legal Standards & Best Practices
- The Oversight of Jamaica's Correctional Service and Police Detention Facilities by INDECOM
- The Independent Critical Incident Investigation Agency: A New Form of Oversight for the U.S.
- Care First, Jails Last: The Role of Oversight in the Pursuit of Alternatives to Incarceration
- Developing a Prison Oversight Body for Arizona
- Improving Accountability and Safety in Jails and Prisons Using Root Cause Analysis
- Transparency During COVID: Documenting the Public Health Crisis in Jails and Prisons An Introductory Human Rights Training for Jails and Prisons: An Overview and Discussion
- Ombuds Model for State Prisons
- Mental Health Assistants: Compassion, Opportunities, and Partnerships
- Lethal Force: Women and Children as Collateral Damage
- Challenges of Arbitration Within Oversight & Accountability
- Legal Updates

- From Data Analysis to Policy Recommendation
- Civilian Oversight and the LGBTQ Community
- Money, Money, Money: Where Does All the Police Funding Go?
- Towards Racial Equity, Part I
- Towards Racial Equity, Part II
- Civilian Oversight and Its Role in Reform

## **CONCLUSION**

This report outlines the work of the Citizens Police Review Board in 2021. The Citizens Police Review Board (CPRB) continues to be an effective asset to the City of Columbia, its citizens, and police department.

With all members either attending the National Association for Civilian Oversight of Law Enforcement (NACOLE) virtual conference or having access to the recordings of the seminars, CPRB members are well versed in recognized best practices in oversight. The Board's decisions are based upon these practices. The Board performs its duties in accordance with the City of Columbia Code of Ordinances and the Board's adopted Bylaws.

The CPRB looks forward to continuing to provide the City of Columbia and all constituencies with an independent, fair, impartial body for the review of complaints of actual or perceived misconduct by members of Columbia Police Department to ensure that all persons, citizens and officers, are treated with equality, respect and dignity leading ultimately to a safer, more inclusive community.

## **SUPPLEMENTAL MATERIALS**



January 15, 2021

Honorable Mayor Treece and Honorable Members of the City Council:

The Citizens Police Review Board met on January 13, 2021. During its meeting, the Board passed two motions with special requests for the Council to consider. In order to promote transparency, accountability and trust, the Board is requesting that the meetings of the Citizens Police Review Board be televised on the City Channel. In addition, the Board is requesting that Council consider an amendment to Section 21-46 of the City of Columbia Code of Ordinances in order to allow board members to be candidates for public office.

Request that the Citizens Police Review Board Meetings Be Televised

During its January 13, 2021 meeting, the Board unanimously passed a motion to send a report to the City Council to request the meetings of the Citizens Police Review Board be broadcast by the City Channel. The Board believes that televising the CPRB meetings will increase public trust in both the police, the Board, and the civilian oversight process.

When the Board was originally formed over ten years ago, the meetings of the CPRB were broadcast by the City Channel. In October of 2013, the Board on a vote of 7 to 2 requested that Council direct staff to discontinue televising the meetings. The rationale cited in the 2013 report was that televising the meetings may make complainants feel uncomfortable, that it was an unnecessary expense, and that the Board preferred to meet in a less formal setting than the Council Chambers. At that time, Dr. Kennett and Dr. Martin dissented because they felt it was important for members of the public to be able to watch the meetings on the city channel. The current board concurs with the views of Dr. Kennett and Dr. Martin. Since 2013, members of the public have at different points requested that the Board meetings be televised. In response to some public requests for additional transparency, the Board, in 2019, began using a certified court reporter to prepare transcripts of the meetings and those transcripts are placed on the City's website at: <https://www.como.gov/law/citizens-police-review-board-meeting-transcripts/>. Recently, members of the public have again requested that the meetings be televised, broadcast, or otherwise live streamed.

The Board believes that televising the board meetings is important for transparency, accountability and trust. In addition, televising the meetings while the city is experiencing the COVID-19 public health emergency is also important to allow the public to be engaged in civilian oversight in a healthy way.

Proposed Change to Section 21-46(c)

The Board also passed a motion to recommend a change to Section 21-46(c). Section 21-46(c) in pertinent part, states: "...Board members may not be employed by the city, be a party to any pending litigation against the city, be an elected public office holder, or be a candidate for elected public office..." A majority of the Board voted to send a report to the City Council to recommend that Section 21-46(c) be

amended to remove the wording that states: "or be a candidate for elected public office." In its discussion the Board thought that the change was necessary so as to not discourage members from running for office. At the meeting, Board member Andrew Fisher mentioned that a prior member had to resign from the Board when that member announced his candidacy for Boone Hospital Board of Trustees. Wayne Boykin, Cornellia Williams, Catherine Grover, Andrew Fisher, and Heather Heckman-McKenna voted in favor of the motion and Carley Gomez abstained from the vote.

#### Conclusion

In conclusion, the Board respectfully request that the City Council consider the Board's requests. If Council supports televising the Citizens Police Review Board meeting, the Board respectfully requests that Council pass a motion to direct staff to begin televising the meetings of the Citizens Police Review Board. If Council supports the Board's proposal to remove the restrictions on membership related to candidates for public office, the Board respectfully requests Council pass a motion to direct staff to draft the legislation.

We sincerely appreciate your thoughtful consideration of our requests and look forward to meeting with you in the near future.

Sincerely,

*Travis Pringle*

Travis Pringle, Chair

*Cornellia Williams*

Cornellia Williams, Vice Chair





April 23, 2021

Honorable Mayor Treece and Honorable Members of the City Council:

It is my pleasure to send on to you the attached Community Oriented Policing Program. This Program is the result of the community outreach, hard work, and extensive research of Board Member Carly Gomez and newly elected Vice Chair Heather Hickman-McKenna.

Ms. Gomez and Ms. Hickman-McKenna have crafted a program that will provide officers of the Columbia Police Department an opportunity to further integrate and understand the communities they serve, providing the officers with the education and support needed to embrace and implement Community-Oriented Policing tactics.

The Columbia Citizens Police Review Board is looking forward to your feedback and suggestions. The Board is ready to work with all invested stakeholders to implement this Program as part of the Board's mission to bridge the gap between law enforcement and the community to help increase trust.

Sincerely,

A handwritten signature in black ink, appearing to read "Travis Pringle".

Travis Pringle, Chair

Carley Gomez  
 Cmgly5@mail.missouri.edu  
 Heather Heckman-Mckenna  
 heatherheckmanmckenna.cprb@gmail.com

## Community-Oriented Policing Program

### Overview of Columbia & Community-Oriented Policing

The City Council of Columbia declared support for Community-Oriented Policing in Resolution 23-18 in February 2018. Their resolution cited the 2014 Mayor’s Task Force on Community Violence which recommended a Community-Oriented Policing model four years previously.<sup>1</sup> Also cited in Resolution 23-18 are the “Vehicle Stop Reports” which have shown racial disproportions since data was first collected. The Vehicle Stop Report in 2016 showed a disparity index of 3.13 for black drivers<sup>2</sup> and in 2019 the disparity index was 3.51 for black drivers.<sup>3</sup>

The Community-Oriented Policing report written in 2018 failed to take into account community member suggestions and failed to propose an actual community-oriented policing plan.<sup>4</sup> However, what is included in that report are specific and various suggestions by community members in different wards. Stakeholders were invited to share their thoughts and ideas; such suggestions simply weren’t taken into account.

Since 2018, there has been a Vehicle Stop Committee which was created under Chief Jones’ supervision. Among his requests, he charged the committee to “Find solutions/methods/processes to fill data gaps and set a timeline for research. Identify policing training/best practices that should be examined for changes...Make recommendations to me as the committee comes to consensus.”<sup>5</sup> Such analysis, factfinding, and recommendations for further data collection are obviously important, but the disparity index that remains is egregious and demonstrates a more immediate need for action.

In “Comments on 2019 CPD Data” written by Don Love to comment on the 2019 Vehicle Stop Data Report, Committee member Love, points out that saturation patrols and pretext stops may contribute to disparity. While Chief Jones is cited saying that the CPD will not use saturation patrols, there is no cited response yet to the discussion of pretext stops. In a draft of the Committee’s “Data Check-off List” from their September meeting, they recommend further check-offs for pretext stops—requiring officers document more information regarding those stops which would allow for closer review of disparities. The draft of the report explains that check-offs that document facts leading to arrest is a part of bias-free policing. Both the “Data Check-off List” and Don Love’s “Comments on 2019 CPD Data” request further data and the latter asks for an explanation from CPD as to the legitimacy of stops and justifications for the disparity in traffic stops. Although Community-Oriented Policing is mentioned and praised in

<sup>1</sup> Council Bill No. R 23-18, Columbia, MO.

<https://www.como.gov/CMS/granicus/downloadfile.php?id=17786&type=attachment>

<sup>2</sup> Vehicle Stop Report, Columbia, MO. 2017. <https://www.como.gov/CMS/pressreleases/view.php?id=4933>

<sup>3</sup> Love, Don. “Comments on 2019 CPD Data,” May 2020.

<sup>4</sup> Pratt, Pat, “CPD Community Policing Report Now Dead On Arrival,” *Columbia Daily Tribune*. Jan 12, 2019. <https://www.columbiatribune.com/news/20190112/cpd-community-policing-report-now-dead-on-arrival>

<sup>5</sup> 2019-04-23 Chief’s Charge, Vehicle Stops Working Group

Love's "Comments on 2019 CPD Data", there are no actionable items suggested to make a Community-Oriented Policing plan—there are only further questions.

The Community-Oriented Policing report failed to create a plan that CPD could follow and although the Vehicle Stop Committee is the source of important data collection recommendations, they are not a source of action. This is not to say that Community-Oriented Policing has been removed from the city's agenda. In September 2020's "Columbia Policing Update" by Chief Jones, the "Columbia Policing Plan Intended Outcome" describes that it shall "Provide citizens with proximity to the officers who serve them to promote shared power and responsibility" (2) and included in "Key Actions to Achieve the Outcome" are "Training for police officers will be infused with community-oriented philosophy" (5). The report states that "It is proposed that instruction in policing tactics and competencies should be meshed with these principles: guardianship; partnership; human connections; cultural awareness and understanding; fairness; life consequences; and quality of life" (5) but what exactly does this look like? Has the CPD included these many principles and how do they intend to accomplish such training?

In the later discussion of "Data Collection" within the "Columbia Policing Update," the importance of the Vehicle Stop Committee comes to light once more. "When evaluating training and practices, CPD will use data to help measure effectiveness, fairness and efficiency. The Department will work with the community to examine areas of concern, eg., vehicle stops, and seek solutions to help address community and policing issues. As described in section I.A. above, the Chief's Vehicle Stop Committee is advising on data collection, officer training and changes in procedures and practice" (10). In "Comments on 2019 Columbia Police Department Incident-Based Data," suggestions about future data collection are clear, but recommendations regarding training aren't evident, and implied suggestions in procedures and practice will achieve little.

The Columbia Policing Update also includes "2020-2021 Strategies" which focuses on adopting community policing into CPD.<sup>6</sup> This section goes so far as to say that "Everyone at CPD contributes to community policing, but there is uncertainty about what people in the community expect" (24). However, there is also a lack of specificity on how community policing is being put into effect, in terms of both policy and training.

What can be gleaned from the Community-Oriented Policing report, the Chief's Vehicle Stop Committee, and the Columbia Policing Update, is that there is a strong foundation of data relating to vehicle stops and community members' perceptions, values, and recommendations. And although there may still be more data needed, also evident is a sustained interest in enacting community-oriented policing. What is missing from these initiatives and reports, are actionable steps toward community-oriented policing.

One such step toward community-oriented policing could be a Columbia police officer leadership program modeled after Police for Tomorrow and New Orleans's police program, EPIC. The program I propose, Columbia-Oriented Police Program, is a competitive 12-month program with monthly 4-hour sessions that provide peer-on-peer support, workshops taught by University Professors and other community members on topics specific to Columbia, and discussion forums and activities involving the public. The program would culminate in a capstone project of officers' own choosing.

This program would fulfill several "Key Actions to Achieve the Outcome" within the Columbia Policing Update. It would ensure that "Training for police officers will be infused with community-oriented philosophy" (5), it would be a "joint training opportunity" (5) in which

<sup>6</sup> Chief of Police Geoff Jones, *Columbia Policing Update*, 23, September 2, 2020

community members will be included, and it will be conducted in “various formats and by a wide range of community instructors...” (5).

Such a program would also further the “Columbia Police Department Accountability for Task Force Recommendations” from the Mayor’s Task Force on Community Violence relating to “CPD Contributions to Fulfilling Enforcement Recommendations.” This leadership program will include training in several areas which officers may request: “community policing philosophy; cultural competency; bias-free policing; implicit bias; customer service; and Columbia history and culture” (61). One of the Enforcement Recommendations is, “A system of professional development and promotion should be instituted that rewards the softer skills of relationship building, community involvement and cultural competency” (61). This competitive program which focuses on those softer skills could serve as a preference point toward future promotions. Another recommendation is that “The Columbia community should develop programs to help officers feel appreciated and respected, to aid in recruitment of the highest quality officers that are representative of the diversity of Columbia” (62). This program would provide support for officers and aid in developing mutual respect between community members and police.

### **Impact of a Police Officer Leadership Programs**

In New Orleans, NOPD and community partners developed EPIC, Ethical Policing Is Courageous, in 2014. Although focused on peer intervention, the program does more than empower intervention, “At its core, EPIC is an officer survival program, a community safety program, and a job satisfaction program.”<sup>7</sup> Among its outcomes are “Higher morale; Better retention and recruitment; Increased public trust; Happier, healthier, and more stable officers.” After completing EPIC, they also see “Fewer citizen complaints.”<sup>8</sup>

Another Police Leadership program is ProjectABLE, created by the Georgetown University Innovative Policing Program and Sheppard Mullin law firm. Police departments, the Washington State Criminal Justice Training Commission, and experts have all helped develop this program. Among their upcoming virtual events is “ABLE Virtual Open House” during which “...a series of experienced speakers will discuss the principles of active bystandership in the context of policing, and share concrete steps any department can take to employ active bystandership training to reduce harm to civilians, reduce harm to officers, and drive cultural change.”<sup>9</sup>

A more all-encompassing project is the “Police for Tomorrow,” a two-year fellowship program for newly recruited officers with monthly workshops. This program includes mentorship, educational workshops, and community action. The program is fairly comprehensive: “Among the topics covered are new approaches to policing, current issues in criminal justice, the role of police in a diverse and democratic society, race and criminal justice, and the future of policing. Some workshops are led by speakers from community organizations, universities, and government, and all the fellows are offered an opportunity for mentoring by

<sup>7</sup> EPIC, City of New Orleans. <http://epic.nola.gov/home/#what>

<sup>8</sup> EPIC Overview, EPIC, City of New Orleans. <http://epic.nola.gov/epic/media/Assets/EPIC-Overview.pdf>

<sup>9</sup> “Upcoming Active Bystander Events,” Georgetown Law. <https://www.law.georgetown.edu/innovative-policing-program/active-bystandership-for-law-enforcement/events/>

senior MPD personnel.”<sup>10</sup> Data-driven effects can be hard to determine but Professor Brooks who developed the program describes other effects, “...some departmental leaders say they have seen a positive change in the officers on the street and that they have gotten positive feedback from the community members.” Participants have “overwhelmingly positive” feedback.

Programs such as these three have demonstrated the many great effects of investing in our community-police relationships through alternative types of training and education. The city of Columbia could also benefit from an Officer Leadership program. Home to multiple universities and an invested community, Columbia is well situated to develop a similar program. Stakeholders are asking for community-oriented policing and programs like these create an environment for real cultural shifts.

### **An Overview of the program**

The Columbia-Oriented Policing Program will start as a one-year, competitive program for new police officers with monthly workshops that focus on different topics related to community-oriented policing. The program will begin with an interview process, wherein officers who have been on the CPD for two years or less will be invited to apply. Applicants will be interviewed by three people—a city official, police representative, and a community member. Eighteen officers will be selected on the basis of their openness to community-oriented policing and discussions of social injustice, and their interest in future police leadership positions. These criteria are based off of the “Police for Tomorrow” program at Georgetown.

Monthly sessions will include peer-to-peer support time, an educational component run by professors and other community members, and an activity with community stakeholders such as an open discussion forum. Some subjects will be taken from EPIC, ABLE, and Police for Tomorrow, and others will be Columbia specific to further community-police relationships.

The program will culminate in an independent capstone project of the officer’s choosing. It must in some way engage the community and it must draw on techniques or topics they’ve learned from previous sessions. This will help officers cement understanding and demonstrate the way these concepts can be put into practice in the community.

This proposed program takes into account the data from the community feedback meetings from the “2018 Community-Oriented Policing Report” while also taking substantial actions to manifest such a philosophy. Every single workshop developed for this program directly addresses suggestions and/or possible measurements of success brought up in the “World Café Community Meetings.” In four of the seven meetings the relationship between the police and youth was explicitly mentioned. One of the sessions will focus on juvenile brain development and the community-based activity will involve local youth. Many community members suggested more racial bias training which this program provides. There were many who also suggested that there should be more interactions between community members and police—each session provides an opportunity for this.<sup>11</sup>

Similarly, intended results for this program are aligned with many community stakeholders’ measures of success. In the “2018 Community-Oriented Policing Report,” raising

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<sup>10</sup> “Police for Tomorrow: Creating a New Generation of Leaders,” March 2019, Volume 12, Issue 2, *Dispatch*. [https://cops.usdoj.gov/html/dispatch/03-2019/police\\_for\\_tomorrow.html#:~:text=Designed%20to%20inspire%20and%20challenge,mending%20frayed%20relations%20with%20minority](https://cops.usdoj.gov/html/dispatch/03-2019/police_for_tomorrow.html#:~:text=Designed%20to%20inspire%20and%20challenge,mending%20frayed%20relations%20with%20minority)

<sup>11</sup> Chief of Police Geoff Jones, *Columbia Policing Update*, 20-35, September 2, 2020

officer morale and citizen satisfaction were mentioned multiple times as ways to determine how successful Community-Oriented Policing is. The models which this program is based upon tout these exact results. In community meetings held by the NAACP and the City Manager, they described a range of priorities community members would like to see in community-oriented policing. In regards to their discussions of police and “Cultural Diversity,” their list of priorities include training, interaction, and that it should be ongoing.<sup>12</sup>

The Columbia-Oriented Police Program would directly fulfill many of the stakeholders’ suggestions, it provides new opportunities for education and support for officers, and it brings Community-Oriented Policing tactics and philosophies to the CPD.

### **Program Goals**

1. Create and sustain a philosophy of community-oriented policing within officers
2. Steadily develop a cultural shift within the police department wherein community-police partnerships are encouraged
3. Peer-to-peer mentorship that increase morale of officers and increase accountability
4. Community and police interactions and conversations that address social justice issues
5. Education on topics meaningful to the Columbia community and that uphold long-term community-oriented policing goals
6. Leadership training with a focus on equity and community

### **Program Sessions**

Each of the monthly sessions will include peer-on-peer mentorship, activities with the community, and educational workshops run by experts in various fields. The community activities will be directly related to the educational workshops. The workshop topics follow below:

Trauma Informed Policing\*

Systemic Racism\*\*\*

LGTBQIA+ Safe Space\*\*\*

Overcoming Implicit Bias\*\*\*

Columbia History

Juvenile Brain Development\*\*\*

Personal Wellness and Mental Health\*\*\*

Over Criminalization and Mass Incarceration\*

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<sup>12</sup> Chief of Police Geoff Jones, *Columbia Policing Update*, 37, September 2, 2020

\* Topics derived from “Police for Tomorrow”

Homelessness\*

Bystander Action\*\*

Community Leadership\*

Disability\*\*\*\*

The program will culminate in a capstone project of each officer's own choosing in coordination with community groups who are involved with the monthly sessions. The projects will build upon and solidify understanding of topics taught in the various sessions.

### **Future Iterations**

After the first year of the program is completed, the officers will participate in exit interviews to help guide and modify the structure to best suit the needs of Columbia and its police officers. Due to the size of CPD, the future cycles of the program can begin to bring in officers who have been with the department longer. Eventually, this program could reach most of the officers leading to better community-officer relationships long term, productive discussions relating to social justice, and community-oriented policing.

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\*\* Topics derived from EPIC

\*\*\* Topics derived from community members suggestions in Community-Oriented Policing meetings

\*\*\*\*Topic Recommended by People's Defense

## **April Updates and Recommendations**

Since the Citizens Police Review Board met in January 2021, we met with the Director of the Police for Tomorrow fellowship. During that discussion we learned how they began the program, how it currently runs, and we received advice on how best to approach a program like this in our community.

Police for Tomorrow began in the Georgetown Law department. It was created with support from the local law enforcement in recognition that education and creating ties with the community is key for the development of mutual respect. However, it was *not* housed in law enforcement itself. The Police Chief promoted the program and was involved in the selection of participants, but he/she did not oversee the program itself. The law department ran the program. After learning this, we believe that a public employee who is not part of the Citizens Police Review Board might be best to create and run a program that is tension-free and focused on education.

The program was also created on a shoestring budget. Officers were not paid to participate, as it was a competitive program meant to enhance their skills and benefit them at work and when seeking promotions. The speakers and educators also received no pay in the beginning—there simply wasn't a budget for it. When Police for Tomorrow began, food was essentially the greatest cost. Now however, they pay stipends to speakers and educators, and hired a director to run the program. Our following sample budgets includes these stipends, project supplies, food, and an employee.

Police for Tomorrow also did not limit the applicant pool to police. Staff and the public were allowed to apply. Preference was given to officers, but others participated in the class of eighteen as well.

### **Three key recommendations after meeting with the Police for Tomorrow director:**

- 1. We recommend that this program be a competitive voluntary leadership program which is offered to Columbia police officers and city employees who wish to learn more about their community and wish to advance in their place of employment.**
- 2. We recommend that a city employee who reports to the city manager run the program with hands-on support from the Citizens Police Review Board.**
- 3. We recommend that the Police Chief, or a police representative, be involved in the selection process of participants.**



### Sample Budget

This sample budget reflects an ideal scenario wherein speakers and teachers get a stipend for their time, there is a dedicated city staff member who runs the program yearly, and programming takes part throughout the city rather than only in City Hall.

Human Resources Budget	
C6 Employee	\$65,514
Telephone for staff person	\$312
Computer and electronic items	\$1,645
Office Supplies	\$77
Postage	\$286
Furniture for staff person	\$1,200
Travel and training	\$2,000
Yearly subtotal	\$71,034

Average budget per session <sup>13</sup>	\$427.50
Yearly subtotal	\$5,130

Other	
Capstone project supplies	\$3,600
Misc contractual services	\$720
Instructor & speaker stipends	\$2,400
Yearly subtotal	\$6,720

**Yearly Budget: \$82,884.00**

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<sup>13</sup> This estimate comes from the averaging of four sample weekend sessions over one year. That breakdown can be found on the following page.

### Weekend Session Budget

The Columbia-Oriented Policing Program will be comprised of three-hour monthly sessions on various topics such as youth brain development, history of racism in Columbia, local homelessness, etc<sup>14</sup>. Each month will be taught by local experts and instructors. Local community members may be invited for a portion of each session.

Each session should include an educational workshop or presentation, informal program participant discussion, social time, and conversations with community members. The basic necessities will include a location, a stipend for the instructor, and food.

### Sample Budgets for Individual Sessions:

Table A

Ragtag Session Budget	
Line Item	
Theater	550
Snacks	180
Documentary Rights	150
Total	\$880

Table A: One such session could be a documentary screening and conversation at Ragtag.

Table B

State Historical Society Budget	
Line Item	
Classroom for two hours	100
SHSMO staff member	60
AV	100
Shakespeare's Pizza	270
Total	\$530

Table B: A session that focuses on local history could begin at the State Historical Society of Missouri and end along the African-American Heritage trail.

Table C

Boone Regional Public Library	
Line Item	
Cost of space	0
Snacks and refreshments	150
Total	\$150

<sup>14</sup> The full session list can be found on page 5 and 6 of this document.

Table D

Columbia City Hall	
Cost of space	0
Snacks and refreshments	150
Total	\$150

Tables C and D: A more economical approach can be seen in tables C and D. By hosting the sessions at City Hall or at the public library, the cost would be much less.

**Final Budgetary Note:**

If this budget prevents the program from moving forward, there are other line items that can be cut. For one, we could attempt to gain sponsorship for the food at each session. Another way to cut costs is that capstone projects could be focused on organizations that already exist in the community. We would be happy to provide alternative budgets as you require them.



April 23, 2021

Honorable Mayor Treece and Honorable Members of the City Council:

On January 13, 2021, the Columbia Citizens Police Review Board passed a motion to recommend a change to Section 21-46(c). Section 21-46(c) in pertinent part, states: "... Board members may not be employed by the city, be a party to any pending litigation against the city, be an elected public office holder, or be a candidate for elected public office.. ."

A majority of the Board voted to send a report to the City Council to recommend that Section 21-46(c) be amended to remove the wording that states: "or be a candidate for elected public office." The Board sent a letter to the City Council, dated January 15, 2021, asking for the Council to consider the Board's request, and if the Council agrees with the Board, to have direct city staff to draft the necessary legislation.

I am writing you today to check on the status of the Board's request. If there is anything further you would like to hear from the Board concerning the changes to Section 21-46(c), the Board is happy to help in any way necessary.

Sincerely,

A handwritten signature in cursive script, appearing to read "Travis Pringle".

Travis Pringle, Chair



July 15, 2021

Honorable Mayor Treece and Honorable Members of the City Council:

On July 14, 2021, Governor Parsons signed into law Senate Bill 26, which contains a police officer bill of rights. This new state law will impact civilian oversight in Columbia and will require changes to the City Code. These changes include closing the records related to complaints and closing the meetings in which complaints are discussed. The new law also contains strict time limits within the police officer bill of rights. The City's failure to comply with the time limits may result in the City being unable to take any employment action against a police officer who commits misconduct. In order to assist the City in compliance with the strict time limits contained in the police officers bill of rights, the Citizens Police Review Board discussed the new law and considered ways in which to streamline the City's complaint and review processes in accordance with the requirements of the new law. As a result of that discussion, the Board is also recommending the following additional ordinance changes.

On a vote of five to two, the Board passed a motion to recommend that the ordinances be amended to remove community service aides from the review board's jurisdiction. The City Code was amended in 2014 to add community service aides within the jurisdiction of the Board. Since 2014, the Board has not received an appeal alleging misconduct of a community service aide. Under the new statute, only police officers are entitled to the protections contained within the police officers bill of rights. Community Service Aides are not licensed police officers. They do not carry weapons and do not have the power of arrest. Therefore, the Board felt it more appropriate for city staff who serve as community service aides to be treated and to have the same personnel rights as all other employees who are not police officers and for complaints about employees who serve as community service aides to be treated similar to complaints about other employees who are not licensed police officers.

On a vote of four to two with one member abstaining, the Board passed a motion to recommend that the ordinances be amended to remove police officer appeals from the Board's jurisdiction. Under the current ordinances, a police officer currently employed by the City may appeal to the Citizens Police Review Board. For a police officer who desires further appeals, the officer may either appeal to the City Manager or to the Personnel Advisory Board, depending upon the type of discipline administered. *See* Section 21-53. The Citizens Police Review Board has never received an appeal from a then currently employed police officer<sup>1</sup> and has only received appeals from citizens. Therefore, to allow for meaningful review within the strict statutory time limits,

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<sup>1</sup> Only one former police officer attempted to appeal to the Citizens Police Review Board and that former officer was directed to the Personnel Advisory Board as the officer had already been discharged.

the Board is recommending that the ordinances be changed to remove police officer appeals from the Board's jurisdiction. Should Council agree with this recommendation, the Citizens Police Review Board's jurisdiction would be limited to hearing appeals from citizens, not police officers.

On both of these motions, a majority of the Board felt that these changes would help the City preserve meaningful oversight and review for citizens and a path for appeal for police officers and community service aides. The Board also felt that these changes would allow the City the best opportunity to comply with the strict time limits within the police officer bill of rights.

Sincerely,

Travis Pringle, Chair



September 10, 2021

City Manager John Glascock  
City of Columbia  
P.O. Box 6015  
Columbia, Missouri 65205-6015

Chief Geoff Jones  
c/o City of Columbia Police Department  
P.O. Box 6015  
Columbia, Missouri 65205-6015

Re: Citizens Police Review Boards Recommendation and Requests

Dear City Manager John Glascock and Chief Geoff Jones:

Pursuant to Section 21-49 of the City's Code of Ordinances, the Citizens Police Review Board has a duty to make recommendations to the police chief and the city manager on police policies, procedures, and training. I am writing to draw your attention and engage your assistance with regard to a Board recommendation and the Board's multiple requests for information on police training.

On May 12, 2021, the Citizens Police Review Board passed a motion to recommend that the police department remove the social media portion of the police department's ride along form. Since passing the motion, the Board has included this item on their monthly meeting agendas and discussed it on June 9, 2021, July 14, 2021, August 12, 2021, and again on September 8, 2021. On June 9, 2021, in regards to the Board's recommendation related to the removal of the social media portion of the police department's ride along form, Sgt. Alpers reported to the Board that the police ride along form "is going to change. It's just a matter of getting the document changed." On July 14, 2021, Sgt. Alpers reported that the form had been removed from the city's website and that he would follow-up for the Board. During the August 11, 2021 meeting, I informed Sgt Alpers that the ride along form on the new city website still contained the social media questions. Sgt. Alpers informed the Board that he had been in contact with Toni Messina and that she is taking care of getting the form updated. The Board discussed it during the meeting on September 8, 2021 and to date, the change has not been made to the form on the city's website. On a matter that the police department has agreed to the Board's recommendation, the Board would like your assistance in directing staff to update the police department's ride along form to remove the social media questions.

The Board has also included status updates on its monthly agendas related to the Board's repeated requests for the police department's training calendar. The Board initially passed the motion on July 8, 2020. The Board discussed this topic again on August 8, 2020, September 9, 2020, October 14, 2020, November 11, 2020, December 9, 2020, January 13, 2021, March 10, 2021, April 14, 2021, May 12, 2021, June 9, 2021, July 14, 2021, August 12, 2021, and again on September 8, 2021. The Board has followed up on this request with Sgt. Alpers (the police chief's liaison to the Board), Assistant Chief Gordon, and Chief Jones.

On September 10, 2020, Chief Jones responded that "The training calendar is still being adjusted and we will make it available once we have it." Chief Jones met with the Board on December 9, 2020, and mentioned that the 2021 calendar had not been finalized. Board member Cornellia Williams asked the police chief for a yearly training report.

In early March of 2021, I had spoken with the police chief at the city council meeting. The police chief told me that he had received a copy of the training calendar but that "he thought it was not as complete as it could be, and he sent it back hoping to have a finished one before this meeting, but it did not happen..." Also, during the March 10, 2021 Board meeting, the Board asked that the training calendar be provided prior to the police chief's appearance with the Board on April 7, 2021. A board member suggested that the draft calendar be provided if the approved calendar was not yet available.

On April 7, 2021, Chief Jones provided via email a partial 2021 In-service Schedule. See attached. On April 14, 2021, the Board met with the police chief. With regard to the training calendar, the police chief said "...we have a new training sergeant who will be preparing the Department's training calendar. As I communicated with Mr. Pringle, we do have a training plan that I intend to communicate in the very near future, but we wanted that training sergeant to lay eyes on it and make any adjustments they wanted to make."

During the May 12, 2021 meeting, a member of the Board announced that two members of the Board had received a training calendar from a member of the public. The citizen's email message stated: "As the CPD is having trouble providing the training calendar I sunshined it for you." The member of the public provided a 53 page PDF of a training calendar. City staff later confirmed that the PDF provided by the citizen was in fact the same document provided by CPD to the citizen in response to a Sunshine Request. The training calendar contained in the PDF used abbreviations and did not contain complete title or details of the training programs.

On May 12, 2021, the Board unanimously passed a motion to request the full training schedule with details of each training session and the full, unabbreviated title. Also at that meeting, a board member questioned why the member of the public received a different version of the training calendar than the version the Board had been given. On June 9, 2021, the Board again requested the information from the police department's liaison. Sgt. Alpers stated that he would "put that as an action item again."

Assistant Chief Gordon commented on the calendar during the July 14, 2021 meeting, He stated that "I gave you what I had. In probably September at the latest, we will start planning the 2022 calendar ---training calendar, because we have to put it out that far in advance." During the August 11, 2021 meeting, the Board discussed the calendar again with city staff. The Board asked for the full training calendar for 2020 and for 2021. To date, the Board has not received a complete training calendar with details as requested by the Board. Without access to information about the training officers are receiving, the Board is hampered in its duties to provide the city manager and the police chief with meaningful recommendations on training as required by Section 21-49 of the City's Code of Ordinances.

Your consideration of this recommendation and your response to these requests are greatly appreciated.

Sincerely,

Travis Pringle  
Chair

Encl: Email with partial training information from Chief Jones





Rose Wibbenmeyer &lt;rose.wibbenmeyer@como.gov&gt;

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**Fwd: 2021 In-service Schedule as of today**

1 message

**Geoffrey Jones** <geoffrey.jones@como.gov>  
 To: Rose Wibbenmeyer <rose.wibbenmeyer@como.gov>  
 Cc: John Glascock <John.Glascock@como.gov>

Wed, Apr 7, 2021 at 1:58 PM

Rose,

This is what we have right now. I have asked for the training plan and schedule to be shared as soon as possible. The new training sergeant is going to be transitioning into the unit and Assistant Chief Gordon will adjust the plan and schedule based on her input. Once I have it, you will have it. Sorry for the delay.

Geoff

Begin forwarded message:

**From:** John Gordon <John.Gordon@como.gov>  
**Date:** April 7, 2021 at 1:15:06 PM CDT  
**To:** Geoffrey Jones <Geoffrey.Jones@como.gov>  
**Subject:** 2021 In-service Schedule as of today

Chief,

Per your request this is the in-service schedule for now. Please let me know if you'd like this in a different format. Keep in mind this is not an all inclusive list of training we plan to offer this year just what is currently planned.

Session 1 :Feb. 10, 24 March 10, 7, 24, April 7

Policy 382 Review  
 Employee speech and social media  
 Search and seizure  
 Implicit Bias  
 Force Decision making  
 Physics of a traffic crash

Session 2: June 2, 16, 30, July 14 &amp; 28

Police Driving  
 Felony Car stops/Tactical arrest planning  
 Cultural Competency  
 LGBTQ+  
 Defensive tactics  
 High Risk arrest

Session 3 Sept. 8, 22 Oct. 6, 20 Nov 3

Cultural Competency Community voices  
 Racial Profiling  
 Search and Seizure  
 Pistol Shotgun/Rifle training/Quals

9/9/21, 1:31 PM

City of Columbia, MO Mail - Fwd: 2021 In-service Schedule as of today

CPR

John M. Gordon  
Assistant Chief of Police  
Columbia Police Department  
600 East Walnut  
Columbia, Mo. 65201  
(573) 874-7607  
john.gordon@como.gov