

AUDIO TRANSCRIPTION

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CITY OF COLUMBIA

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CITIZENS POLICE REVIEW BOARD

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AUDIO RECORDING

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TRANSCRIPT OF MEETING

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July 13, 2022

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AUDIO TRANSCRIPTION

1 T R A N S C R I P T I O N

2 CHAIR CARLSON: I am going to call the Citizens
3 Police Review Board meeting to order for the month of July
4 and we are the Citizens Police Review Board where we
5 bridge the gap between law enforcement and the community
6 to help increase trust and accountability. And we do have
7 a new introduction of one of our new members, Dr. Michael
8 Williams. Do you want to say something?

9 MEMBER WILLIAMS: No. I guess by way of
10 introduction, my name is Dr. Michael Steven Williams. I
11 am an education researcher at the University of Missouri.
12 My work focuses largely on equity, diversity, retention
13 and persistence in postsecondary education. I saw joining
14 the board as an opportunity to try to contribute to the
15 community in a different way, especially because the
16 connection between a lot of the systems that people are
17 navigating, so education is connected to policing is
18 connected to community is connected to residential
19 housing. There are so many issues that are really
20 involved in how people operate and move through the
21 community. And so I'm excited to be here. I'm excited to
22 serve.

23 And I also have a pretty personal tie to police
24 work. Close friends from high school are police officers
25 in my local community where I grew up and my brother was

1 in and out of the system pretty frequently as an offender.
2 And seeing the ways that they were able to care for him
3 because of the community/police connection is something
4 that I've always been invested in and I want to understand
5 how it works here so that I can make it better so that
6 there are opportunities to keep people like my brother,
7 you know, may he rest in peace, out of the system and to
8 offer appropriate redress and a voice for people and
9 members of the community when things do go wrong.

10 And so it's been a tumultuous start to my time
11 here. It seems like there's a lot of change and a lot of
12 things that are going on behind the scenes in terms of how
13 the board is operating and what the goals are, but I'm
14 committed to, you know, doing my part and hopefully I see
15 an opportunity to really offer more of my expertise in
16 terms of the community engagement and education piece.
17 But I've been given a syllabus worth of reading about how
18 different police accountability boards operate around the
19 country and I've been doing my due diligence to slowly
20 digest and make sense of it so that I can make my highest
21 contribution in this space.

22 CHAIR CARLSON: Thank you. Okay. Who would
23 like to approve the agenda?

24 MEMBER HARMON: I want to amend the agenda
25 first, if that was okay.

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1 CHAIR CARLSON: Okay.

2 MEMBER HARMON: I did have a question. There's
3 no -- where are the minutes for the June 29 work session?

4 MS. WIBBENMEYER: They're not done yet.

5 MEMBER HARMON: And so I kind of had -- I don't
6 know if it counts as two or three changes, but I want to
7 add under new business the subject of minutes. I kind of
8 want us to discuss how the minutes are working. And what
9 was previously labeled in the agenda as model for civilian
10 oversight seems to have been changed to model change on
11 this agenda.

12 We are in some ways past that discussion. I
13 would remind everyone we voted in April to go forward with
14 my three-phase plan to educate, design and implement.
15 I've been referring to it as the model project and I think
16 the agenda should reflect that title. Also, I guess what
17 I would really like is for it to be called model project.
18 Instead it was changed to model change for some reason.

19 And what I would really like to see is for it to
20 be, I guess, listed under reports since, I mean, no one is
21 engaging with me, I mean, I'm just kind of coming in and
22 telling people what's going on. So I would like to make a
23 motion to change model change to model project from here
24 on out and move it to reports. And also admins under new
25 business. That's the motion.

AUDIO TRANSCRIPTION

1 CHAIR CARLSON: Is there a second to that?

2 MEMBER GUTIERREZ PEREZ: I will second, yeah.

3 MEMBER JEFFREY: So just a point of
4 clarification here. We're talking about looking into the
5 various types of models to determine --

6 MEMBER HARMON: No --

7 MEMBER JEFFREY: -- what is best for Columbia.

8 MEMBER HARMON: Not necessarily. So what I laid
9 out in April was a three-phase plan to -- essentially that
10 would be called a model project because it's a project.
11 We already voted to go forward with providing something
12 that we can submit to city council for them to look at. I
13 did not write any kind of design or plan. I simply
14 provided examples. So does that answer your question?

15 MEMBER JEFFREY: Well, so I was curious about
16 that. I went back and I watched -- I read the minutes and
17 I watched the video and at the time Wayne was still our
18 acting chair and the first read was to move forward with
19 the investigative model and then a couple of us had some
20 questions, some comments about that and then basically it
21 was watered down to this will provide the starting point
22 to look at the various models. And so with that said --

23 MEMBER HARMON: No.

24 MEMBER JEFFREY: -- yes. We voted -- I voted in
25 affirmative of that. So I'm willing to look at the

1 various models, but I'm not ready to say that this
2 particular model, the investigative model, is what
3 Columbia Missouri needs.

4 MEMBER HARMON: Again, I think you're confused
5 about what is happening right now.

6 MEMBER JEFFREY: Well, I'm not confused, but --

7 MEMBER HARMON: I will explain it again so
8 everyone has clarification.

9 MEMBER JEFFREY: All right.

10 MEMBER HARMON: There is an April meeting that
11 the video is available. I presented a document called new
12 model concepts. It is not a plan, it is not a design for
13 the future model. It lays out research, it lays out the
14 why, it lays out the -- it actually -- I presented, I
15 think, eight different city and what powers and their
16 budget, how much staff they have. It's just information.
17 And the model project, which consists of educating the
18 public, getting feedback from the public and then coming
19 up with a design that we all think is acceptable. So it's
20 not --

21 MEMBER JEFFREY: Of the various models, correct?

22 MEMBER HARMON: Well, we would design it the way
23 that we see fit. But part of that is that we need to
24 engage with the community.

25 MEMBER JEFFREY: Right.

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1 MEMBER HARMON: Get them part of this
2 conversation.

3 MEMBER JEFFREY: Right. Of the various models,
4 correct?

5 MEMBER GUTIERREZ PEREZ: No, my understanding
6 was that you guys voted on the invest -- on going forward
7 with looking at the investigative model, creating some --
8 like just seeing that, right?

9 MEMBER HARMON: No.

10 MEMBER GUTIERREZ PEREZ: No, just like I think
11 you had already kind of voted on it and it was you were
12 going to report -- go ahead and move forward with that and
13 then kind of just report to us.

14 MEMBER JEFFREY: Well, the video evidence and
15 what was voted on, what I voted in affirmative on was the
16 motion to move forward with a discussion, not necessarily
17 the investigative model, per se, but the discussion of
18 looking at the various models in terms of what would be
19 best for the City of Columbia.

20 MEMBER HARMON: No one voted to go forward with
21 an investigative model, just so everyone is clear. The
22 plan was to go forward with pursuing research, providing
23 information and building a report that we could present to
24 council to help them decide how best to design our next
25 model.

1 MEMBER JEFFREY: Which model are you presenting
2 to council?

3 MEMBER HARMON: Whatever our next model ends up
4 being.

5 MEMBER JEFFREY: So it could be any of the three
6 various models.

7 MEMBER HARMON: I think part of this problem is
8 that I'm the only one that's kind of really leading this
9 conversation and I tried to get a subcommittee because I
10 didn't want to -- I didn't expect that I would have to do
11 this all by myself. Laura's been assisting me in some of
12 this work, yes, but I tried to form a subcommittee. You
13 all did not want to work with me. So I'm kind of stuck in
14 this weird position where I have to keep telling everyone
15 one what is going on.

16 MEMBER OVERMANN: I just want to be clear that I
17 expressed interest in working with you on this, however, I
18 didn't feel it was the right time to establish that
19 subcommittee. We had two new members joining and I wanted
20 to give them a chance to weigh in on that.

21 MEMBER GUTIERREZ PEREZ: Well, now that we -- so
22 I guess, December, I do agree with you. I think you've
23 been kind of like been the one doing all of the research
24 and all of that and really kind of like showing to us a
25 lot of what's going on and what you kind of -- you know,

1 with that report and moving forward. So how do we move
2 forward from this? Because I want to hear what you have
3 to say, December, because I think you are going to be --
4 can you kind of clarify the motion so that -- because it
5 seems like we're all kind of going out of the motion that
6 you made.

7 MEMBER JEFFREY: Madam chair.

8 CHAIR CARLSON: Could I do this? You want to
9 call it the model project on the agenda, correct?

10 MEMBER HARMON: Correct.

11 CHAIR CARLSON: And that was a motion. And then
12 under new business, you want to put minutes, that was the
13 motion as well?

14 MEMBER HARMON: Yes. I also think model project
15 should be moved to reports because I'm really just coming
16 in and telling everyone what I'm doing.

17 CHAIR CARLSON: Because we've got to get past
18 approving the agenda and if everybody is in agreement, you
19 want to make it a report under reports instead of making
20 it under old business, correct?

21 MEMBER HARMON: Correct, yes.

22 CHAIR CARLSON: I know this is irregular, but
23 everybody is in agreement; is that okay?

24 MEMBER GUTIERREZ PEREZ: Yes.

25 MEMBER MILLER: Yes.

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1 CHAIR CARLSON: I think is there any other
2 discussion? Because we can have it when we get there.
3 We've got a speaker that I think has given some time. I
4 think I'm going to call the question and we're going to
5 vote on it. All those in favor, please say aye.

6 (All said aye.)

7 CHAIR CARLSON: Any opposed, by the same sign.

8 (No response.)

9 CHAIR CARLSON: I think that has passed. Okay.
10 Has everybody had a chance to read the minutes as
11 presented?

12 MEMBER HARMON: Yes. And I'm going to reject
13 the minutes. I would like to have a discussion, that's
14 why I asked that we have a discussion about it. I
15 personally am going to reject the minutes.

16 CHAIR CARLSON: Okay.

17 MEMBER JEFFREY: This is the 8 June minutes
18 we're talking about here?

19 CHAIR CARLSON: The May 17 and the June 8
20 minutes. We do not have the minutes from the work
21 session. Rose has not gotten them. I would entertain a
22 motion to --

23 MEMBER JEFFREY: Approve.

24 CHAIR CARLSON: -- approve.

25 MEMBER JEFFREY: So moved.

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1 CHAIR CARLSON: Second?

2 MEMBER MILLER: Second, Miller.

3 CHAIR CARLSON: All those in favor, please say
4 aye.

5 (All said aye, but Member Harmon.)

6 CHAIR CARLSON: Opposed?

7 MEMBER HARMON: Aye.

8 CHAIR CARLSON: Okay. Harmon has opposed.
9 Those have passed. Okay. We have a speaker and December
10 has kindly worked hard to get her to come, Dr. Sharon
11 Fairley, and I've asked December if she'd like to
12 introduce her. So go for it.

13 MEMBER HARMON: Thank you. Professor Fairley --
14 Professor Fairley, can you hear us? Can you hear us --
15 can you say something so I know you can hear us?

16 PROFESSOR FAIRLEY: I can, yes.

17 MEMBER HARMON: Awesome.

18 PROFESSOR FAIRLEY: I can.

19 MEMBER HARMON: Okay, excellent. I'm going to
20 do a quick -- not quick, but introduction here. Professor
21 Fairley is a graduate of University of Chicago Law School
22 and has taught at the law school since 2015. She became a
23 professor from practice in 2019. Sharon -- Professor
24 Fairley's teaching responsibilities include criminal
25 procedure, policing and federal criminal law.

1 Before joining the law school, Professor Fairley
2 spent eight years as a federal prosecutor with the United
3 States Attorney's Office for the Northern District of
4 Illinois, investigating and trying criminal cases
5 involving illegal firearms possessions, narcotics
6 conspiracy, bank robbery, murder, murder for hire and
7 economic espionage among other criminal acts. Professor
8 Fairley also served as the first deputy inspector general
9 and general counsel for the City of Chicago Office of the
10 Inspector General.

11 In December 2015, following a controversial
12 officer-involved shooting death of Laquan McDonald,
13 Professor Fairley was appointed to serve as the chief
14 administrative of the independent police review authority,
15 the agency responsible for police misconduct
16 investigations. Professor Fairley was also responsible
17 for creating and building Chicago's Civilian Office of
18 Police Accountability.

19 Professor Fairley's academic research and
20 writing focuses on criminal justice reform with an
21 emphasis on police accountability. Professor Fairley
22 graduated magna cum laude from Princeton University with a
23 Bachelor in Science degree in Mechanical and Aerospace
24 Engineering and she also holds an MBA in marketing from
25 the Wharton School of the University of Pennsylvania. Did

1 I get that right?

2 PROFESSOR FAIRLEY: Yes. Well, thank you for
3 that introduction. I really appreciate it. And thank you
4 all for having me at your meeting this evening. It's
5 quite an honor to be included in the conversations that
6 you're having. And I also just personally want to express
7 my gratitude to each and every one of you for your service
8 on this body because it's really important and, you know,
9 the work that you're doing is just really important for
10 your community. So I applaud the conversations that
11 you're having and all the work that you're doing. As
12 difficult as they can be, they will produce fruit, as
13 we've seen across the country over the last couple of
14 decades. And so this is how it goes.

15 So as December mentioned, I spent some time
16 working in civilian oversight of law enforcement myself
17 and based on that experience, which was very profound for
18 me, I continued to focus on that as my personal mission,
19 which is to learn about civilian oversight and to help
20 practitioners become better at what they do.

21 So I spent the last couple of years really
22 focusing on that. I think that perhaps why you want me
23 to -- to hear from me today is because, you know, I have
24 been studying civilian oversight as it exists in the
25 largest 100 cities across the United States and I've

1 published a couple of papers on that topic and most
2 recently the one that came out in May where it really
3 discusses the tremendous growth and evolution of civilian
4 oversight that we've witnessed literally just in the last
5 two years since the killing of George Floyd.

6 There's been a lot of activity in the area, a
7 lot of communities, both large and small, have been
8 looking to civilian oversight as an important aspect of
9 police accountability and the police accountability
10 infrastructure that they build for their communities.

11 What we are seeing in the last couple of years
12 is that communities are not only placing great faith in
13 civilian oversight, but are actually looking to strengthen
14 the powers of civilian oversight in many cases. So while
15 there were cities in the last couple of years that have
16 created new oversight entities, there were also many
17 cities who already had civilian oversight that rebuilt
18 their systems in order to give them more strength and
19 advocacy to better serve the community's needs and I would
20 be happy to talk about some of the changes that we see
21 happening along those lines.

22 Now, in the conversation that you guys were just
23 having, you were talking about the various models of
24 civilian oversight and so this is a term that I think may
25 be a little fraught which is why in my work I talk about

1 functions as opposed to models, meaning functions in terms
2 of what an entity -- what kinds of activity an entity is
3 responsible for. Because you can have a single civilian
4 oversight entity that serves many functions, right?

5 For example, here the Chicago Inspector
6 General's Office does audits, but they also have the power
7 to conduct investigations and do other kinds of functions.
8 And so what we know and I think pretty much any
9 practitioner in civilian oversight space would tell you is
10 that there is no one right model or one right structure.
11 Every community builds a structure that provides the
12 functions to address the needs that that community has.

13 And so that's why I would encourage you to talk
14 about it in terms of what functions do we want for -- what
15 kinds of oversight do we want for our community because it
16 may not be just -- you know, if you consider a model, like
17 you say the audit model, it may be you want audit plus
18 investigative, plus some other responsibilities. And so
19 that's why I tend to use the term functions rather than
20 models.

21 That being said, when you look at the functions
22 in civilian oversight as it exists in -- and across the
23 cities in the U.S. today, you know, there are some --
24 there are some functions that are more prevalent than
25 others, right? So the most prevalent function is what I

1 call the review function, which is where you have an
2 entity that reviews disciplinary investigations or
3 misconduct investigations that are conducted by the
4 department itself.

5 And that's usually how a city has started out
6 with -- you know, when we look back historically, that's
7 the first kind of -- first kind of function that a city
8 may adopt. And then, you know, there are other forms that
9 are increasingly prevalent as well.

10 So in the last couple of years, we've seen the
11 investigative function rise in its degree of prevalence
12 and then also the advisory function, meaning a board that
13 provides advice and counsel, primarily on a policy basis
14 to a police department. That's also a fairly prevalent
15 function, as it were, among the civilian oversight
16 entities that exist.

17 So when you think about those -- the functions
18 that you want out of civilian oversight, what I usually --
19 how I usually describe that is that the functions that you
20 might want can fall into one of four buckets. So the
21 first is policy-making power. And here we're seeing many
22 cities saying that in the past we may have had an entity
23 that could make recommendations and those recommendations
24 may not even have had to elicit any kind of response from
25 the department. So we're seeing some communities actually

1 putting more emphasis on actual policy-making power.

2 So policy-making, involvement in disciplinary
3 matters, either adjudicating matters, investigating
4 matters. Community engagement, so engaging the community
5 around public safety challenges and issues. And then
6 transparency for the work that it does itself, but also
7 transparency of the work of the police department. So
8 those are the kind of big four buckets in which the
9 functions of an agency might fall.

10 So with that, I'm going to stop and see if there
11 are any questions. I'm not -- I don't want to go over
12 time, so I want to be respectful of your time.

13 MEMBER HARMON: Professor Fairley, thank you. I
14 invited you to talk to us because there is a very big
15 discussion about what direction we need to go, just like
16 as you mentioned earlier -- as we talked about earlier.
17 And there is -- every city that I looked at, that you
18 looked at, it is completely different from the next one.
19 So -- and I -- would you -- would you say that -- I know
20 you said that a lot of boards have converted over into the
21 investigative model or style. Do most boards start off in
22 the review phase, is that --

23 PROFESSOR FAIRLEY: Well, historically, that's
24 how civilian oversight has evolved, isn't it, that many
25 cities will start off with a review board. But what we're

1 seeing more recently, particularly in the last couple of
2 years, we see cities recognizing that that form -- that
3 that function by itself is insufficient and that they have
4 added to that function with other functions. They have
5 built in other functions, either through an additional
6 agency or else adding functions to the powers and duties
7 of a particular agency.

8 So we've seen a lot, for example, in the past
9 couple of years of cities creating an overview board that
10 has an agency that does investigative work that reports to
11 it. So that's a common structure that we're now seeing
12 coming up more frequently.

13 MEMBER HARMON: Thank you.

14 MEMBER JEFFREY: So I have a question. Can you
15 hear me okay?

16 PROFESSOR FAIRLEY: Yes.

17 MEMBER JEFFREY: Okay. Yeah. Thank you for
18 joining us again and thank you for your work in this
19 regard. My question, regarding the investigative models,
20 did the City of Chicago, did I read, have they implemented
21 something similar to that?

22 PROFESSOR FAIRLEY: Yeah. So the City of
23 Chicago is what I call the poster child for creating
24 civilian oversight in the wake of a scandal. And so the
25 City of Chicago has had civilians investigating police

1 misconduct for decades.

2 And so back in the '70s when, you know, police
3 accountability was, you know, a big challenge way back
4 then, you know, so we today have these problems, they
5 created an internal, but civilian group within the police
6 department that was called the Office of Professional
7 Services. So they were civilian investigators who
8 conducted misconduct investigations.

9 In the wake of another scandal that happened in
10 2008, they actually took that group and made it
11 independent of the police department and created a
12 completely new entity called the Independent Police Review
13 Authority and that was the agency that I was hired to take
14 over in the wake of the Laquan McDonald shooting. And so,
15 yes, that was a completely independent investigative
16 agency with subpoena power and the power to conduct
17 completely independent investigations of certain kinds of
18 complaints and then also certain kinds of incidents.

19 All right. So that's another important aspect
20 of how you define what an oversight agency does is the
21 scope of its jurisdiction; not only the subject matter
22 jurisdiction, but also the personal jurisdiction, so what
23 they have jurisdiction over and then who, right?

24 So, for example, there are some places where
25 they only have jurisdiction over the sworn people. And so

1 that can be an issue when it comes to sheriff's offices
2 because sheriff's offices run jails and there are other
3 kinds of professionals who work in jails and if the
4 civilian oversight industry has no power over those
5 professionals, it can be hard to make an impact. So both
6 subject matter and personal jurisdiction can be important.

7 MEMBER JEFFREY: Last question. Do they do
8 internal as well as external complaints? Do they do both
9 or are they charged with only one of the two?

10 PROFESSOR FAIRLEY: So, yes, so they handle all
11 complaints that fall within their investigatory
12 jurisdiction, which includes excessive force, domestic
13 violence, coercion, verbal abuse and then fourth amendment
14 violations, so improper search and seizure. And then they
15 also explicitly have responsibility for all firearms
16 discharge incidences and certain Taser incidences and then
17 also incidences involving motor vehicle accidents
18 resulting in death of a citizen.

19 MEMBER JEFFREY: Great. Thank you.

20 PROFESSOR FAIRLEY: And so when I say they had
21 independent investigatory jurisdiction, they actually
22 investigate. Like they have hired professional
23 investigators, they respond immediately to the scene of
24 officer-involved shooting incidents, they canvas for
25 witnesses and for video, they interview witnesses, the

1 whole megillah, right, so it's completely independent.

2 MEMBER JEFFREY: What is the -- do you know what
3 their budget is on an annual basis? I'm just curious.
4 Are they funded through the City of Chicago or --

5 PROFESSOR FAIRLEY: Yeah. So what the actual
6 number is, I don't know that answer off the top of my
7 head. But budget is always going to be a challenge when
8 it comes to civilian oversight at large, but particularly
9 so when we come to the investigative model because if they
10 don't have the resources to do the job well, then it's
11 always going to be a problem.

12 And this is why, for example, in Chicago there
13 is by ordinance a budget floor, so the budget has to be at
14 least one percent of the police department's
15 appropriation. We see that kind of floor being created in
16 other cities as well, to make sure that the agency has
17 sufficient resources.

18 MEMBER OVERMANN: Dr. Fairley, thank you for
19 speaking with us. I appreciate your expertise and time.
20 So I wanted to ask a little bit on the resource question
21 because I am concerned that, you know, a city of our size
22 may not be able to do what Chicago is doing. So as of the
23 2020 census, Columbia's population was 122,659 people. I
24 wondered if you first saw commonalities between cities
25 that I would consider mid size or cities similar to

1 Columbia in terms of model?

2 PROFESSOR FAIRLEY: Right. So the cities that
3 I've studied are in the top 100 by population, so I think
4 maybe Columbia had maybe just missed that. So the cities
5 I studied were larger. We do see the civilian
6 oversight -- when we look by size, though, because if you
7 look at the paper that I wrote, I did sort of divide the
8 top 100 into terciles. So we do see that civilian
9 oversight is almost universal amongst the largest cities,
10 right, and it's like 95 percent of the largest cities have
11 some sort of civilian oversight. And then the penetration
12 of civilian oversight is lesser in the smaller cities, but
13 it's still growing. It's still growing substantially.

14 One of the things that really surprised me
15 looking -- doing my research over the past couple of years
16 is a small town -- a town as small as Morgantown, West
17 Virginia, which has fewer citizens than the entire New
18 York police department, is looking to have civilian
19 oversight. So it's a concept that appeals across the
20 board, you know, in terms of size.

21 MEMBER OVERMANN: I also wanted to ask about
22 funding models. You know, obviously the money has to come
23 from somewhere and this can be expensive, especially with
24 the investigative model, as you noted. So it sounded like
25 Chicago requires that at least one percent of the police

1 budget must be allocated to civilian oversight. I wonder
2 if you could talk about other funding models and
3 especially those that you might see at the lower end of
4 that 100 or upper end, however you want to characterize
5 that, the 90 to 100 range in terms of size.

6 PROFESSOR FAIRLEY: So when you say funding
7 models, can you -- I'm not sure I understand what you
8 mean. So I mean all -- you know, these are city agencies
9 in general, so their appropriations are going to come out
10 of the city coffers for whatever those -- wherever those
11 funds come from.

12 MEMBER OVERMANN: Yeah, certainly. I just
13 wonder how that is structured, you know. Are you seeing
14 consistently that it's on a percentage basis of the police
15 budget? Is it a hard and fast number discussed by -- or
16 determined by council?

17 PROFESSOR FAIRLEY: Right.

18 MEMBER OVERMANN: How does that work?

19 PROFESSOR FAIRLEY: So -- right. So the number
20 of cities that have the budget floor that I described are
21 still in the vast minority. So there are very few, but
22 again, this is something that more cities are
23 incorporating as they create these -- these entities. But
24 that's still not the -- that's not the majority, right,
25 that there's a floor.

1 So when it comes to creating a budget for
2 civilian oversight entity, the key thing is to really --
3 is to understand how to plan for the various functions and
4 the biggest challenge in making that determination,
5 particularly when you're talking about the investigative
6 model, is identifying the size and scope of the
7 investigative staff that you need. And, you know, this is
8 something -- this is actually a project that I'm working
9 on right now, like literally right now, where I had
10 analyzed the size and scope of about a dozen different
11 investigative agencies and looking at that relative to
12 their ability to keep up their -- with their caseload.

13 Because what happens is when you don't provide
14 adequate resources to an oversight entity, then, you know,
15 they can't keep up with their caseload, complainants get
16 disappointed because they feel like they file their
17 complaints and they go into a big black hole somewhere and
18 they hear nothing and then end up disappointed in the
19 community and we know historically that's been a real
20 problem across the country with these entities.

21 And so right sizing resources for the agency is
22 a big question and so that's just going to take some
23 preparation, right, and analysis based on what you want
24 the agency to do. And that's a process that many cities
25 have undertaken and done quite successful.

1 MEMBER OVERMANN: All right. Just one more
2 question and thank you. There are obviously many
3 stakeholders involved in this decision, the police,
4 citizens, the council or whatever model the city uses to
5 govern itself. I wonder if you can talk about buy in, you
6 know, because it can be a challenge even if we agree as a
7 board to get those other stakeholders, you know, to see
8 things our way or to have that same upon. So does that
9 tend to be a big hurdle across these cities? What do you
10 think are the win/wins that allow an oversight board like
11 ours to, you know, get on the same page as council and as
12 the police department?

13 PROFESSOR FAIRLEY: Well, I think that the first
14 thing I'll say is that, you know, this is why I applaud
15 what you're doing right now. The first thing is to make
16 sure that the people who are engaged in the process are
17 educated about what it is. And that can be a challenge
18 because particularly when you're talking about some of the
19 law enforcement stakeholders that are involved, you know,
20 they hear the word civilian and then they just
21 automatically assume two things. Number one, that we're
22 going to just pull people off the street and have them go
23 out and investigate police, which is crazy and that's not
24 what we're talking about here. And then the second thing
25 is that they're going to have an anti-police bias.

1 And so it's really important that people be
2 educated to understand that's not what civilian oversight
3 is about and that when civilian oversight is done
4 appropriately and well, it is neutral, right, it is not to
5 one side or the other. It is absolutely neutral because
6 when you have an agency that favors one side or the other,
7 then it's not helpful. The community -- either the law
8 enforcement community is not going to believe in it and
9 it's going to go nowhere because of that or else the
10 community that is being served, if they think there's law
11 enforcement bias, then that's not going to help with the
12 trust and legitimacy that is the whole point of doing
13 civilian oversight. So neutrality is absolutely key,
14 right?

15 And then there's the question of
16 professionalism. Like particularly when you're talking
17 about an investigative agency. Many law enforcement
18 leaders, you know, are skeptical about -- they say, you
19 know, you can't judge me. If you haven't been a sworn
20 officer, how can you judge my conduct?

21 That's not right. Well, that's not true. Like
22 we ask juries to do that all the time, right, to assess
23 whether or not a police officer's conduct, you know, was
24 within or outside of the law and, you know, when we're
25 talking about these investigative agencies, they hire

1 investigative professionals, right, people who have
2 experience.

3 Civilian oversight investigation is a career
4 path in and of itself and I think one of the reasons why
5 Chicago has had a hard time with -- you know, with
6 their -- keeping up with their caseload is because they
7 have this incredible training program and their people
8 keep getting poached, you know, to go to other cities
9 because they're doing such a good time -- job at training
10 their officers.

11 So, you know, civilian oversight -- if you
12 choose to do the investigative model, there's a way to
13 ensure that there's a certain degree of professionalism
14 with which that work is going to be done. So it's
15 important that the stakeholders that are involved in this
16 negotiating process, you know, really are educated about
17 what civilian oversight really is and can do.

18 And then the other thing I would say is that,
19 you know, you got to make sure you've got the right people
20 who have a seat at the table and these are people who are
21 bearing the brunt of policing in your community. If
22 they're not represented in these conversations, then
23 again, whatever you come out with is not going to help
24 address the trust and legitimacy issues that your
25 community is facing if they feel like they haven't had a

1 say. So I would encourage you to be as inclusive as
2 possible in these conversations.

3 And then the last thing I'll add, which is just
4 kind of a little bit of a -- you know, kind of a heads up,
5 I guess, is as you said, you know, people come to this
6 conversation from various different points of view and in
7 order to get something done, you know, usually this is
8 going to require legislation, right? It's going to
9 require a city ordinance or a change to a city charter and
10 that requires, you know, gaining sufficient political
11 consensus to get that kind of a measure across the finish
12 line.

13 And so we have seen what's been great -- you
14 know, what's been sort of wonderful about the last two
15 years is that the George Floyd incident has really been
16 able to have activism translate into action where
17 communities are actually getting that consensus done and
18 getting these measures across that threshold.

19 But in so doing, what I would caution you about
20 is where there is -- sometimes where there is two
21 differences of opinion, then you might compromise, right,
22 and come somewhere in the middle and sometimes that
23 compromise can then leave you with an agency that is still
24 not empowered sufficiently to do what they need to do.
25 And that if you end up with a concept that's too watered

1 down, if you will, that's the only way I can come up with
2 it, is that that's not going to be helpful either, right,
3 because then it's not going to be able to have the impact
4 that you want. You're just going to have an agency that's
5 going to go out and disappoint the community because it's
6 not going to have the impact that the community was
7 expecting.

8 And so I would encourage you to be careful and
9 mindful of that as you work to negotiate and resolve the
10 differences among you.

11 MEMBER WILLIAMS: Thank you so much because you
12 just touched on exactly what I want to ask about.

13 PROFESSOR FAIRLEY: Okay.

14 MEMBER WILLIAMS: And so I think there were a
15 couple of things. I've only been on the committee for
16 about a month and I'm working my way back through, you
17 know, previous minutes and video. And it seems like, to
18 me, as a relatively new member, every single one of the
19 pitfalls that you mentioned in your article -- and thank
20 you, because your article was like Cliffs Notes for
21 civilian oversight for me. I like having that kind of
22 stuff that I can hang on to -- is already happening.

23 And so I'm wondering if you're dealing with the
24 perception of a lack of neutrality in both directions, if
25 you're dealing with a perception of a lack of power to

1 actually get anything done, what do you do -- and I don't
2 know if this is something that you've seen in your
3 research or it's something that you're thinking about.
4 Like what are the restorative practices to get people on
5 the same page so that they can move forward with a
6 collective voice?

7 You know, so even here, like December, I feel
8 attacked at the meeting even as a new member. I'm the
9 only one that's working on this, I'm the only one that's
10 doing this. Well, okay. I just got here and because I
11 didn't join a subcommittee the day after I got on the
12 board, that means that -- and then the police chief at the
13 last meeting, I wasn't able to be there in person, but the
14 police chief said, you know, there are people that are
15 anti-police on the Citizens Police Review Board and that
16 to me is immediately -- like you're undermining our
17 ability to do our jobs.

18 So are there restorative practices that you've
19 seen to work to kind of get us into the space where, yeah,
20 it's clear that a certain measure of power is needed to
21 make a board like this useful and to actually achieve its
22 purposes, but if people are already fighting, like both
23 within the board and like with the community, like how do
24 you even take step one in the right direction?

25 PROFESSOR FAIRLEY: Right, well, I mean, you're

1 getting to the crux of the challenge and so the key thing
2 is to ensure that there is an open dialogue. If people --
3 if you cannot have, you know, an open conversation with
4 people and talk about these issues in a productive way,
5 then it's really hard to make a lot of progress.

6 My suggestion is also to help, you know, get
7 other -- get other experts to come in and help educate,
8 right? So maybe, for example, if you're talking about the
9 police chief, well, maybe he should talk to one of the
10 chiefs in a jurisdiction where they have civilian
11 oversight and there is a positive and productive
12 relationship between the police agency and the civilian
13 oversight structure.

14 So, you know, when I was working on COPA, the
15 superintendent of police is a guy named Eddie Johnson.
16 Now, Superintendent Johnson and I, we had an arm's
17 distance relationship, right, because that's the nature,
18 but we -- we could always pick up the phone and have a
19 very direct conversation with each other, right, and say
20 whatever we had to say, right? And so the key thing is to
21 try to develop the relationships so you can have these
22 honest conversations, to be able to share concerns and
23 then to be able to get information to address those
24 concerns that the people that are expressing to you.

25 And then the other thing is, you know, like I

1 said, it requires political consensus. And so that
2 requires grass roots political movements. And in some
3 cases, you know, it's the grass roots activism that's
4 really helped develop the breadth of the political
5 consensus that's necessary. In Washington state, they had
6 a grass root effort that was really behind changing the
7 use of force law at the state level and they made it
8 happen, right, just by the sheer energy put into that
9 grass roots movement.

10 So to the extent that you can put together
11 community groups with resources to help educate this --
12 you know, educate people around these issues, the
13 community, as well as the stakeholders, then that can be
14 very helpful.

15 MEMBER WILLIAMS: Is there a way to avoid kind
16 of the cycle that you talked about, like the scandal,
17 debate, reform cycle?

18 PROFESSOR FAIRLEY: That's a tough one. Like I
19 said, we here in Chicago are the poster child for that and
20 so, yeah, so the question that I always ask is okay, how
21 do we create sustainably effective oversight, right? And
22 so that's the question that I think that you are trying to
23 answer in the work that you're doing.

24 And so it's creating a system that can withstand
25 the crises that are going to happen unfortunately, right?

1 And, you know, so that not every time something crazy
2 happens, that you have to kind of start from scratch.

3 And so that's part of creating a system that
4 people really believe in from both sides, right, the
5 community as well as the law enforcement community. The
6 law enforcement community doesn't feel like they're going
7 to get shafted, right, and the community feels like their
8 voices are going to be heard and their complaints are
9 going to be treated fairly and with integrity, right? And
10 so that's the challenge, is building that system.

11 MEMBER WILLIAMS: And then my last question is
12 about I would love for you to say a little bit more about
13 professionalism because I've seen it used in a lot of
14 professional contexts in a way that is silencing to
15 certain communities, like it's specifically -- it's a
16 loaded word and so I would love a little bit more insight
17 about how you think about the word professionalism as it
18 relates to civilian oversight and interactions with the
19 board and police.

20 PROFESSOR FAIRLEY: Sure. So when I use that
21 word professionalism, what I mean is that a civilian
22 oversight industry is populated with professionals who are
23 trained and skilled at doing the work that they're
24 assigned to do, whether it's investigating, auditing,
25 whatever that task is. And so one of the things that was

1 really important to me when we were creating the Civilian
2 Office of Police Accountability was to hit that issue head
3 on by creating this robust training program.

4 So for COPA, when we started COPA up and it's
5 continued as far as I know, every member of the
6 investigative staff had to go through a minimum of six
7 weeks of training, a minimum of six weeks of training.
8 And if you were in a supervisory level, then you had more
9 than that and if you were responsible for the more serious
10 kinds of investigations, say death investigations, you had
11 more than that as well. So -- and, you know, you had a
12 certain level of expertise that was required for
13 investigators to come. So you couldn't just walk in the
14 door to COPA without any investigative experience because
15 that's another concern, right, is that, you know, law
16 enforcement thinks we're just like plucking people off the
17 street and putting them in a chair and saying, okay, go
18 investigate this cop. That's not -- that's not true at
19 all.

20 So they're requiring some kind of investigative
21 experience. Some agencies will say, look, we don't want
22 anybody with prior law enforcement experience. I don't
23 think that that's necessarily the case. I think you can
24 hire people with prior law enforcement experience who are
25 committed to neutrality. You have to be careful, but you

1 can do that. But so it's a combination of hiring people
2 who have the expertise and then providing them with the
3 appropriate training.

4 So for example, the major case investigators at
5 COPA all go through at least one week of lead homicide
6 investigator training, which is the same that the
7 detectives at the Chicago police department get. They
8 literally go to the FBI school, right, and take the same
9 course. And so that's what I mean when I say
10 professionalism is that people who are -- have the skills
11 and experience and the ongoing training to do the work.

12 MEMBER WILLIAMS: Thank you.

13 MEMBER HARMON: Let me ask you, I know we
14 exchanged a few e-mails. I think I mentioned SB 26 as the
15 state law change and for those -- since we have people
16 here, I will do a quick recap that we've had a lot of
17 discussion about this 90-day rule that has highly impacted
18 our board and we eventually had an ordinance change at our
19 last city council meeting that may or may not address
20 that. But some of the additional factors in SB 26 was
21 that it requires identifying information of a citizen who
22 makes a complaint to be available to the officer that's
23 involved. It also closed our cases so that there's less
24 transparency and it also made us that we couldn't talk to
25 officers who are involved, right?

1 So I have been pushing for switching to an
2 investigative model to put us at the beginning of this
3 90-day window. So one of the things -- one of the
4 recurring conversations I -- questions I keep being asked
5 is is there an alternative that would help -- that we
6 could do other than an investigative model? Which my
7 argument is that it would give us time to actually be part
8 of the complaint process. I don't think --

9 PROFESSOR FAIRLEY: Right.

10 MEMBER HARMON: Sorry.

11 PROFESSOR FAIRLEY: So first of all, the kind of
12 measure that you're describing, and I apologize, I haven't
13 looked closely at it, but from what you described to me,
14 it sounds very much like the law enforcement officer bill
15 of rights provisions that we find not only in collective
16 bargaining agreements around the country, but also ground
17 in state law across the country. So what you're seeing is
18 just not that unusual, unfortunately, that there are lots
19 of rules around police discipline that some communities
20 have adopted in this way.

21 And so your question is is there -- is there a
22 way, another way to sort of go about this? So my -- one
23 way to answer that is to point you to the monitor
24 approach. And so -- and many communities have looked at
25 this and gone with this approach. A couple of the

1 communities that just started up in the last couple of
2 years have a board and then a monitor that reports to the
3 board, right, and the monitor is a -- an experienced
4 investigative professional or audit professional and so
5 that monitor then monitors the department's investigation
6 real time.

7 And so this is different than the review model
8 in that the review model, the agency kind of looks at the
9 investigation after it's already been done, right? And so
10 if they want to do something different, if they want to
11 interview a different witness, it may be too late, right?
12 And so that's part of the problem with the review model.

13 When you have a monitor that's in place and is
14 empowered, and it's really important that they be given
15 explicit power to really be involved, right, to be able to
16 monitor quite closely, they can monitor the work of the
17 police department's investigation as it's going on to try
18 to make sure that the right thing is being done.

19 So that is one approach that cities have been
20 using to have that sort of involvement at the early stage
21 throughout an investigation without going to the
22 full-blown investigative model. Did that answer your
23 question?

24 MEMBER HARMON: Yes.

25 PROFESSOR FAIRLEY: Okay.

1 MEMBER HARMON: And let me follow up, I guess,
2 or you can tell me how Chicago -- how do they go about
3 finding an independent investigator from the police
4 department?

5 PROFESSOR FAIRLEY: So --

6 MEMBER HARMON: Do they have to come from
7 another state, I guess, or --

8 PROFESSOR FAIRLEY: So when we were hiring for
9 COPA, we did a major national search, right, and put the
10 word out quite broadly. We had over a thousand applicants
11 for a department that was going to be around 90 to 100
12 people and they came from all over, as far as Alaska.
13 People were -- people are -- you know, there are
14 investigators who are very committed to the mission of
15 police accountability and would, you know, be delighted to
16 have an opportunity to participate, you know, in working
17 in this way for their community. So it's not that hard to
18 find them.

19 MEMBER HARMON: Thank you.

20 MEMBER GUTIERREZ PEREZ: A lot of the questions
21 I had got answered, which I love. I guess my other
22 question would be just like from what you have seen with
23 our board and just kind of the discussion that we're
24 having right now, what do you think our, like, main next
25 step needs to be? Or what would you suggest we do?

1 I know we talked about the education and the --
2 also having the budget for it and getting the -- you know,
3 the board kind of having those professionals and stuff,
4 but it seems like there's all these facets that we need to
5 consider, but for us as the board and then for the city,
6 what are the two different -- two things we should -- or
7 the different things that we should be looking at?

8 PROFESSOR FAIRLEY: Well, that's a little hard
9 for me to answer because I -- you know, I don't know
10 everything that you guys have been through or what's going
11 on, right? I'm just kind of being thrown in here at this
12 particular moment and overhearing this one conversation,
13 which is great.

14 So -- but I guess what I would encourage you to
15 do, right, is if you cannot -- if you can't agree to what
16 right now, which sounds like there's not a lot of
17 agreement yet, then at least try to get some consensus
18 around the process for getting to the what. So see if you
19 can get some consensus to say we're going to create a task
20 force, here's how that task force is going to be populated
21 and we're going to send that task force off and they're
22 going to do X, Y and Z things in order to come back and
23 make a recommendation. Whether it's holding listening
24 sessions throughout the city, talking to experts, going
25 out and looking at models in other places, whatever that's

1 going to be, but at least try to get some consensus
2 around, okay, we agree that this is a topic that needs to
3 be addressed for our community, we need to figure out
4 what's right for our -- and here's how we're going to go
5 about that process. If you can at least try to get
6 consensus around that, I think that's a good place to
7 start.

8 And of course, many communities are starting by
9 creating a task force and that has proven to be quite
10 fruitful in many communities.

11 MEMBER GUTIERREZ PEREZ: Thank you. And are
12 there any particular people we should make sure that are
13 part of that task force?

14 PROFESSOR FAIRLEY: Well, the key thing is that
15 they need to represent all the stakeholders, right? So,
16 you know, it can't be -- it can't be one-sided, right, or
17 else it's going to lack credibility. So it's got to be
18 something where everybody at the end of the day, when the
19 task force comes back and they make these recommendations,
20 they're going to be like, well, I may not agree, but I
21 know -- the people that are on it are smart people and,
22 you know, I guess that's where they netted out, right? I
23 mean, that's really the goal.

24 MEMBER GUTIERREZ PEREZ: Thank you.

25 CHAIR CARLSON: Dr. Fairley, you mentioned this

1 monitor approach, which is not mentioned as one of the
2 approaches. Is there a place to go to even see
3 information on that?

4 PROFESSOR FAIRLEY: Yeah. So I -- you know,
5 some people --

6 CHAIR CARLSON: Or do you call it something else
7 in your --

8 PROFESSOR FAIRLEY: No, no. So the reason why
9 it's not a separate function in my report, right, is
10 because it's a way to structure many functions, right?
11 So -- but it is talked about in a -- you know, where I
12 point out that there are a couple of cities that have
13 adopted this approach, where they have a monitor and they
14 give that monitor -- they assign that monitor specific
15 responsibilities, which may include the ability to conduct
16 independent investigations, the ability to review
17 investigations, the ability to conduct audits, the ability
18 to conduct pattern and practice investigations. So it's a
19 monitor that can sort of be assigned to have whatever
20 functions that the community wants, right, to have a
21 civilian input as part of. And so that's -- does that --

22 CHAIR CARLSON: Yes, it does. I just -- I saw
23 it mentioned in here, but as far as models, it didn't show
24 up as a specific model.

25 PROFESSOR FAIRLEY: Yeah, exactly. And that's

1 kind of why. And there are two cities that I would point
2 you to that have monitors. One is New Orleans and then
3 the other is -- of the bigger cities, I mean, that I would
4 point you to. And the other is Denver. So when you
5 talk -- so they sort of call themselves -- their entity is
6 called a monitor and so that may be a place that you want
7 to look to understand more about how that works.

8 There are cities and it tends to be the smaller
9 cities that will create the monitor function and then hire
10 someone on a consulting basis to do it as opposed to
11 creating a city agency to do it. So that has -- that
12 happens in a couple of places also.

13 CHAIR CARLSON: Do any come to mind
14 specifically?

15 PROFESSOR FAIRLEY: I can't think off the top of
16 my head, but I can follow up with that.

17 CHAIR CARLSON: Okay. That would be great.

18 PROFESSOR FAIRLEY: Yeah.

19 CHAIR CARLSON: That would be great. I kind of
20 put you on the spot with that, but I just found it
21 interesting. Thank you. I really appreciate that.

22 MEMBER JEFFREY: Rhonda, NACOLE has discussion
23 of the various models and specifically the
24 auditor/monitor, yes.

25 CHAIR CARLSON: I knew I saw it, but I just was

1 not finding it. I kept flipping through, but was trying
2 to listen and flip through.

3 MEMBER JEFFREY: Right.

4 PROFESSOR FAIRLEY: Yeah. So the NACOLE
5 website, thank you for bringing that up, because that's a
6 great resource.

7 CHAIR CARLSON: Yes, that's where I saw it.

8 MEMBER JEFFREY: Yeah.

9 PROFESSOR FAIRLEY: And you can go on their
10 website and sort of ask for like all of the monitors.

11 CHAIR CARLSON: Correct.

12 PROFESSOR FAIRLEY: And it will give you a list
13 of all the monitors, so that would be --

14 CHAIR CARLSON: I was looking through yours and
15 then I was going where have I seen that, where have I seen
16 that?

17 PROFESSOR FAIRLEY: That would be better than
18 relying on my memory.

19 CHAIR CARLSON: I'd rather rely on yours than
20 mine. Okay. Are there any other questions? I want to
21 really thank you for your presentation and we may have
22 some follow up. We can connect with you through your
23 website or through the article?

24 PROFESSOR FAIRLEY: Yes. Just, you know, I
25 think my e-mail is available online at -- and on my bio at

1 the university's website, at the law school's website. So
2 if you have a question, just shoot me an e-mail and I'm
3 happy to help in any way that I can. As I said, you know,
4 I support you in what you're doing and I am grateful to
5 you for your service and, you know, I know it's not easy,
6 but I encourage you to keep at it and -- because success
7 can be had and can be really, really meaningful for your
8 community. So keep at it.

9 CHAIR CARLSON: All right.

10 MEMBER HARMON: Thank you.

11 MEMBER JEFFREY: Thank you.

12 CHAIR CARLSON: Thank you very much.

13 PROFESSOR FAIRLEY: Of course. Bye now.

14 CHAIR CARLSON: Bye bye. Okay. That brings us
15 to old business. Juneteenth event report, Cheryl.

16 MEMBER MILLER: Thank you. We kind of spoke
17 about this in the subcommittee. Juneteenth, to us, was a
18 success. I think that as far as contacts go, what we
19 considered a contact is if someone came up to our booth
20 and asked specific questions, like what is the purpose of
21 the CPRB, what do we do, wanted information about the
22 complaint process. We considered that as a contact.

23 I think there was a total of about a hundred
24 that come through there. Ninety-eight is the
25 approximate -- actual count, as far as contact, brochures.

1 I don't think we gave out any complaints that day, but
2 there was some questions about how to navigate.

3 One of the interesting things which came up, and
4 that's both on the CPRB, as well as up on the human rights
5 side, is that the public seemed to think that we were
6 actually workers of the cities or that we worked for the
7 police and everything. And I think I mentioned this
8 earlier in the subcommittee that a consistent message
9 about who we are, that we are that gap between the police
10 and the community, I think that we need to continue to
11 have that consistent message, which is out there. So we
12 did some explaining about that to individuals.

13 I think -- we gave away swag. I think there was
14 some -- I know on the human rights side, we had cups. And
15 thank you, Rhonda, for the stickers. We had cups that we
16 distributed there. There was also like, what do you call
17 them, maybe fanny packs or little backpacks with the human
18 rights logo up on there. We gave those out. We kind of
19 got wiped out in a matter of minutes with those. There
20 was ink pens that we used as swag. Again, the yo-yos,
21 brochures.

22 CHAIR CARLSON: Candy, lots of candy.

23 MEMBER MILLER: Candy, water, lots of water,
24 lots of Gatorade and I want to thank Steve for coming out.
25 I also want to thank Rhonda for coming out. Michael,

1 thank you for coming out. Also to Rhonda's husband, I
2 mean, he was a big help. He came up, he set up the tent
3 and just kind of, you know, helped us with set up, helped
4 us with breaking down.

5 So overall, it was a pretty successful event and
6 looking forward to doing it next year. Are there any
7 questions?

8 MEMBER HARMON: Yes. Was the yellow flier
9 handed out?

10 MEMBER MILLER: Yes.

11 MEMBER HARMON: That's the only question I had.

12 MEMBER MILLER: Okay. Any other questions?

13 MEMBER GUTIERREZ PEREZ: Do you know -- I know
14 in the previous meeting we discussed the flier and the
15 process for getting those sorts of things approved. Do we
16 have a process for that to make sure that we kind of --
17 because I don't know if -- I didn't see the final flier,
18 so I don't know. Do you guys have a copy of that? And
19 typically would that be something that we as a board would
20 look over and finalize before we put it out into the
21 community?

22 MEMBER MILLER: Of course. A copy of that
23 flier, we -- of course we don't have one here available
24 with tonight. I thought that there was one attached to
25 the agenda. Bob may actually have a copy of the flier

1 over there. I think when we were working to put this
2 Juneteenth together, we wanted some type of communication
3 to identify who we were. So we devised a flier and that
4 flier actually went past the board a couple of times to
5 get the input on that flier.

6 At the last board meeting before the Juneteenth
7 event, we had some discussion, got final approval for that
8 and then that's what we actually worked on. It's still a
9 work in progress. So again, I invite you all to the
10 subcommittee, outreach subcommittees, because that's where
11 some of these discussions go on about the brochures and
12 the fliers. Come out and give us your input on that
13 because, I mean, if we can improve something, just let us
14 know.

15 CHAIR CARLSON: What Bob supplied is what we
16 gave to the city graphics, is that what -- what --

17 MS. WIBBENMEYER: Community relations
18 department.

19 CHAIR CARLSON: Community relations and then
20 they were going back and forth for four or five days. It
21 was such that they actually sent me a PDF and I printed
22 them at my office and brought them out.

23 MEMBER JEFFREY: It was a handout, it wasn't a
24 flier, per se.

25 MEMBER HARMON: We did not vote on this and we

1 did not really get to have a discussion about it. I just
2 want to be noted we weren't a board in this process. I
3 don't know -- I don't know how you all went forward with
4 this. The last discussion we had was that it wasn't going
5 to come back from communications in time and that --

6 MEMBER JEFFREY: That's why we offered the
7 one-page handout.

8 MEMBER HARMON: We were supposed to vote on it.

9 MEMBER MILLER: It's my understanding that -- I
10 thought we did have that vote up on it. I think at that
11 point in time Rose had thought that it was still at the
12 printer at that time when we last discussed it, but the
13 final.

14 CHAIR CARLSON: The last --

15 MEMBER MILLER: -- the final design of that
16 flier had been presented and we had voted up on it.

17 MEMBER HARMON: No, it wasn't. When was it
18 presented.

19 CHAIR CARLSON: December, Rose came back --

20 MEMBER HARMON: When was it presented?

21 CHAIR CARLSON: December, Rose came to the
22 meeting in June and it was -- the graphics had not gotten
23 back to us by then, they had not gotten it to her, so all
24 we had was the one that we had provided to them the
25 previous month.

AUDIO TRANSCRIPTION

1 MEMBER HARMON: Right.

2 CHAIR CARLSON: And we didn't have it.

3 MEMBER HARMON: Right.

4 CHAIR CARLSON: Correct. But what she got to
5 us, we were doing right before the Juneteenth and it
6 was -- I mean, we voted to do it.

7 MEMBER HARMON: We did not vote. There was no
8 vote. There was zero voting. I don't know why you all
9 are saying that.

10 CHAIR CARLSON: In the outreach committee we
11 went ahead and voted to get it done because it was at the
12 outreach --

13 MEMBER HARMON: Outreach can't --

14 CHAIR CARLSON: -- committee --

15 MEMBER HARMON: Outreach has to bring things to
16 the regular meeting. Outreach can't make decisions on
17 their own and then just go forward as if the rest of us
18 don't exist.

19 MEMBER JEFFREY: It looks like on the 17th May,
20 17th May meeting it was discussed and it says Rhonda
21 distributed the most recent version of the flier/brochure.

22 MEMBER HARMON: Which no one else saw.

23 MEMBER JEFFREY: But I don't know that you were
24 in attendance at that particular --

25 MEMBER WILLIAMS: The first meeting I came to,

1 we passed that around.

2 CHAIR CARLSON: You were not at the meeting,
3 December. We gave it to --

4 MEMBER GUTIERREZ PEREZ: The reason why I was
5 asking this is I think as we're having the discussion
6 about us as a board being kind of unified, I think we need
7 to have a process for these things so that we are all kind
8 of seeing what is being put out into the community and
9 we're all kind of agreeing because I do see a little bit
10 of that. I know the committee does that at the outreach
11 committee. Not all of us are always able to attend the
12 committee, I understand that. And so I guess I would just
13 love to see us do a little bit more of that, like kind of
14 just bringing it back, voting on it before we put
15 something in the community for anything, right, like
16 anything that we do so we could all be on the same page
17 when we put something out. We all have seen it and know
18 what it is and we can all kind of come into an agreement
19 on that.

20 CHAIR CARLSON: And I completely understand what
21 you're saying. What we did on the May 17 meeting, we
22 brought it to the full board and it was presented, the
23 flier that he has there. We voted on it, we approved it,
24 we gave it to Rose to give it to the community whatever to
25 develop the flier to bring back.

1 When we had our June meeting, they hadn't gotten
2 it back to Rose.

3 MEMBER HARMON: In June --

4 CHAIR CARLSON: Yes.

5 MEMBER HARMON: In June, the version I got had a
6 fake e-mail on it and it had a stock photo. That is what
7 we discussed in June.

8 CHAIR CARLSON: Because they had not gotten the
9 one that they were supposed to --

10 MEMBER HARMON: Did you all distribute the one
11 with the stock photo on it?

12 CHAIR CARLSON: No.

13 MEMBER HARMON: What did you distribute? See,
14 that's the problem. I don't know what you gave out.

15 MEMBER GUTIERREZ PEREZ: Yeah, and I think
16 that's the point I'm getting at. I think there's some
17 miscommunication going on.

18 CHAIR CARLSON: Well, I can provide you with
19 what it was. I ran out of my office to get to the
20 outreach meeting and it's not an excuse. I had an extra
21 one. I just didn't grab it on the way out the door. It
22 was not what you're seeing there. It's what the City
23 provided us. They gave me a PDF because they couldn't get
24 it printed in time, so I printed them at my office so they
25 would be there.

1 MEMBER JEFFREY: So at the end of the day, we
2 wanted to have something to give to the members of the
3 community that came up and spoke to us. It might not have
4 been in the perfect flier format, but that's the hand we
5 were dealt. And so our -- my recollection is we wanted to
6 share something so that they would understand better what
7 we are --

8 CHAIR CARLSON: It was not an intent to hide
9 anything.

10 MEMBER JEFFREY: -- what we are trying to do.

11 CHAIR CARLSON: Rose came to the June meeting
12 and they had not gotten anything back to her.

13 MEMBER GUTIERREZ PEREZ: Yeah, I'm not saying
14 you guys are trying to hide it. I'm saying it causes this
15 like who has what, who has seen what. I think we need to,
16 as a board, be working together better on these things.

17 CHAIR CARLSON: It was not an intent to do
18 anything.

19 MEMBER GUTIERREZ PEREZ: Yeah, yeah. So that's
20 why I just kind of want to also kind of make it to -- a
21 point to say that for those things, we really should be
22 looking at the final product and voting on it together as
23 a board at our meetings.

24 CHAIR CARLSON: I agree.

25 MEMBER MILLER: Yeah, I think we all can agree

1 on that.

2 MS. WIBBENMEYER: I think that's usually what
3 happens. I think the problem was the Juneteenth event
4 came up too quickly and the development of the -- Delsie
5 had agreed to work on this originally, so I think the
6 subcommittee thought that Delsie was working on it. She
7 got delayed and everything became very tight. And then
8 the other complication was when I sent it to community
9 relations, they lost track of it. And then when I
10 followed up, it was -- they got it done very quickly, but
11 they got it done after the June meeting.

12 So I had to run the different images by the
13 chair and vice chair at that point to decide on the images
14 of the different versions that they presented. And once
15 they did that, then Rhonda very nicely printed them at
16 their office because that was the quickest way to get them
17 done. But usually there would be -- like if they decide
18 to develop -- when they decide to work on the brochure,
19 that would come -- the copy would come to you all to look
20 at the copy and then the design -- once you approve the
21 copy, then that's sent to the graphic designer for the
22 city. He will then provide some options back to the board
23 and that will be shown to the board and the board would
24 choose those options. It's what we've always done in the
25 past. The problem was the event timing and then the kind

1 of delay of Delsie followed by the delay with community
2 relations. But they were very, very nice and they got it
3 done very quickly after they realized they hadn't done it.

4 CHAIR CARLSON: And I will -- I've got the flier
5 still, so it's in my computer and we can just e-mail it
6 out just to suffice. It's not the yellow -- when you said
7 the yellow flier, I now know what you're talking about.
8 No, that was not what was handed out. So --

9 MEMBER MILLER: That's it.

10 CHAIR CARLSON: I think that's enough discussion
11 on that. Commendation and complaint form that we tabled
12 from the June meeting.

13 MEMBER OVERMANN: Have all board members had a
14 chance to review the commendation and complaint form
15 described on this agenda?

16 MEMBER HARMON: Yeah, I saw it.

17 MEMBER OVERMANN: Okay. Since the version that
18 you saw in the agenda, there was a discussion tonight at
19 the outreach subcommittee. I agreed to make a minor
20 change, which is to change the instructions to indicate
21 that commendations must only go to CPD and compliments may
22 go to CPD or the city clerk's office. So I would invite
23 board members to give input on that form, particularly two
24 members who previously said they didn't have a chance to
25 give input.

1 MEMBER HARMON: I do have some good news. I'm
2 not going to argue about this anymore. I do want to read
3 a quote, though, from June 21 at city council around
4 five -- the five-hour mark, if you go back and watch the
5 video. It's in reference to our June 8 meeting.
6 Councilwoman Fowler says, quote, if I didn't know as much
7 about it as I do, I would be wondering what the purpose of
8 the meeting was. People were talking about how to do
9 commendations for officers. Lovely idea, but not within
10 the purview of the enabling ordinance that people worked
11 so hard to pass so that we could have civilian oversight,
12 end quote. I yield.

13 MEMBER OVERMANN: Do you have specific feedback
14 on the form? No. Okay, then.

15 MEMBER GUTIERREZ PEREZ: I mean, I can give some
16 specific feedback. I know we've talk about this and I'm
17 doing a little bit of research of kind of seeing what we
18 had before and I've, you know, kind of been asking
19 questions about it because I'm not comfortable with
20 combining them in the form. I think I've said that
21 multiple times. I just do not feel comfortable with
22 having them combined. I think it's confusing, I think
23 it's not appropriate. And then, you know, I know we
24 discussed giving you some examples, so I've been looking
25 at some examples. So I will look at that.

1 One of the things I mentioned before at our work
2 session was, you know, I don't know if those go -- I don't
3 know how those kind of like -- where lists kind of were
4 picked. And I don't know if you want to talk about that
5 and how the specific complaints were selected and those
6 compliments were selected, but -- I guess the shortest way
7 of saying it is I don't like the form, I don't like that
8 it's combined and I'm not comfortable with it and I need
9 to -- and I just need some feedback and I'll try to give
10 you some feedback as soon as possible once I get something
11 together.

12 MEMBER OVERMANN: Yeah, to answer your question,
13 the specific complaints and commendations listed were
14 those seen most commonly. I was not on the subcommittee
15 at the time that those were identified. I did run past
16 other member of the subcommittee when I suggested changes
17 to those to eliminate some redundancies or very -- I felt
18 that some complaints and commendations were similar enough
19 to be combined.

20 So I invite every board member to give feedback
21 on those and the form in general. It would be helpful to
22 have specific examples of what you suggest. So if you
23 want to come to subcommittee and just propose an
24 alternative form.

25 MEMBER WILLIAMS: I mentioned this in the June 8

1 meeting, I believe, but I also think it's confusing that
2 they're the same form. And so my only major offering now
3 is just that they're separated. And so some of the police
4 departments that we've been talking about and even going
5 through the websites of some of the ones that they've been
6 offered as models that we might aspire to, it seems like
7 it's almost always a separate and that the commendation
8 form is much simpler than the complaint form.

9 And then at the Juneteenth -- I know we closed
10 that a little bit, but even at the Juneteenth event, some
11 of the issues in the community in not understanding what
12 the role of the board is is also not being clear about,
13 all right, well, who is getting this, who is receiving the
14 information, where does it go? If I have a problem, why
15 would I fill out a form where the first word is
16 commendation?

17 MEMBER MILLER: Commendation, right.

18 MEMBER OVERMANN: I think that's a fair concern.
19 I, you know, would be curious to see alternative forms.
20 This is what I understood the outreach subcommittee was
21 aligned on at the time. So, you know, if you guys have
22 different ideas, please come and share them.

23 CHAIR CARLSON: Well, and I would say it was
24 hopeful to get it where it was also going to be able to be
25 available in some format online and when I was going

1 through and checking Dr. Fairley's information, several of
2 the police oversight boards, there are a number of them,
3 when you go to them and it goes to filing a complaint,
4 many of them have commendation or complaint. Now, it
5 isn't the actual form, but you push a button for one or
6 the other. Now, it may take you to a separate form, but
7 they have both up there on many of them.

8 MEMBER GUTIERREZ PEREZ: Right. So from my
9 experience, you click on a button and it sends you to
10 separate forms. I don't -- that's why I'm not -- I'm not
11 loving the combination and then --

12 CHAIR CARLSON: And this was taken from a form
13 that had both on them and to try to -- where the
14 complaints came from is I took two years worth of the
15 actual complaints and took the top ones off of that.

16 MEMBER GUTIERREZ PEREZ: Right. And then
17 from -- you know, just to clarify, we don't need that
18 form, right? People don't need that form. They can write
19 their name on a paper. So I guess that's the other aspect
20 of it for me that I'm still trying to figure out. It's
21 like what are we trying to do with this form? And I think
22 I need to have more discussions about that with you, but
23 like what are we trying to do with this form?

24 And we have -- people can go to the city website
25 to submit from there and then it goes directly to the city

1 and we know that that's going to get -- you know, I guess
2 it gets to us from the city. So I guess I'm still kind of
3 not sure on the intent around the form and also like
4 the -- how those were selected. And I'll continue looking
5 at it and I'll give you guys some feedback, but that's
6 just my -- my feeling right now.

7 MEMBER HARMON: If I may, to the members of the
8 public, there are five ways that you can submit a
9 complaint. You can write on a piece of paper, take it to
10 City Hall, take it to the police department, you can phone
11 in, you can use our online form and I think we also added
12 that if you go to the police department's social media
13 page and make a complaint, those are the five ways you can
14 already do this.

15 MEMBER OVERMANN: I will say my intent with the
16 form is to provide a path of least resistance. So, you
17 know, if I'm a member of the public or, you know, somebody
18 who doesn't do this regularly, I might have questions
19 about exactly what information I need to provide and the
20 goal of a form is to provide those prompts, to make it
21 easy for the citizen to file exactly what they need to so
22 that their complaint or commendation is heard.

23 MEMBER GUTIERREZ PEREZ: But the form doesn't
24 get submitted to us, right? So it --

25 MEMBER OVERMANN: Correct.

1 MEMBER GUTIERREZ PEREZ: So I guess for me, I
2 just feel like it could create this confusion because
3 we're kind of like getting in the middle of it and it adds
4 another form and then they're like which form do I need to
5 use? And people are already confused about what they
6 should be doing as December just kind of clarified all the
7 different ways that it can already be submitted. I mean,
8 it just like -- that's my concern is what is our intent
9 with it and is that intent really helping what we're
10 saying it's going to help with?

11 MS. WIBBENMEYER: If I may, the really important
12 part is that it has to be in writing. It can be an
13 e-mail, it can be on a napkin, as long as it's written
14 down. So you can make a complaint over the phone and the
15 law department has consistently throughout the time that
16 the board has existed advised the police department that
17 if the police department writes it down, then that is in
18 writing. So -- but if you are going to do a verbal
19 complaint, you'll probably want to get a copy of that, of
20 what they've written down so that you'll have it for your
21 records.

22 MEMBER OVERMANN: I have nothing further.

23 CHAIR CARLSON: Anything else on that? Okay.
24 Update on the proposed ordinance for extension requests?

25 MEMBER HARMON: Wait, I'm sorry. Do we have

1 a -- are we going to get closure on what we're doing with
2 this?

3 MEMBER OVERMANN: Sure. Go ahead.

4 MEMBER HARMON: I mean, is it just going to keep
5 being on the agenda every month? Are we going to stop
6 putting this on the agenda? Are we going to vote? What
7 are we doing with this?

8 MEMBER GUTIERREZ PEREZ: With the commendation
9 form?

10 MEMBER HARMON: Yeah.

11 MEMBER OVERMANN: I feel this project is worth
12 pursuing.

13 MEMBER HARMON: I mean, it's against our
14 ordinance, but yeah.

15 MEMBER OVERMANN: I'm sorry, are you speaking
16 about the commendation/complaint form or the proposed
17 ordinance?

18 MEMBER HARMON: The complaint form. It's
19 against our ordinance.

20 MEMBER OVERMANN: Rose, could you clarify?

21 MS. WIBBENMEYER: The complaint form is not
22 needed, although one currently exists. I believe
23 council -- I think what December is referring to is
24 Councilwoman Fowler's comments at the council meeting that
25 the board's focus is supposed to be on complaints and

1 appeals of those complaints.

2 In the past, early on, one of the board members
3 asked that each monthly meeting have a positive
4 connections report and they wrote up a proposal about what
5 that was supposed to be about and what the board passed
6 was that that should be included on the agenda. And it
7 was supposed to be an opportunity for members of the board
8 to report any positive connections they had with police or
9 that they heard about in the community having with police
10 so as to, you know, not always be focused on the negative
11 or, you know, something like that.

12 MEMBER OVERMANN: Rose, do you view that this
13 form project is against our ordinance?

14 MS. WIBBENMEYER: I don't view that it's
15 necessarily against the ordinance. I do, as we've
16 discussed in the subcommittee meeting, you know, I have
17 some concerns on making sure that the public understands
18 where it's going because at this point, under the
19 ordinances, complaints get filed with either the city
20 clerk or the police department. Commendations would not
21 go to the city clerk necessarily. They would be filed
22 with the police department or possibly the human resources
23 department.

24 If the person wanted to write their council
25 person about something good about an officer, then they

1 could write that to the city clerk who would then forward
2 it to the council. But the ordinance doesn't necessarily
3 have a path whereby if they fill out the
4 commendation/complaint form and they file it with the city
5 clerk, that would then have the city clerk sending that
6 commendation to the police department or anywhere else.

7 So I think, as we discussed earlier, I think if
8 you're going to proceed with it, the instructions are
9 going to have to be fairly clear that those are two
10 different processes. Similarly, the volunteer advocates
11 are only there for complaints, not for commendations.

12 So because our ordinance is structured the way
13 that it is, I think it's fairly hard to -- I mean, not
14 impossible, it's just -- I think there are lots of places
15 where you can end up with people being confused as to what
16 it is. In the past, the police have asked about combining
17 the forms and this board, there are some members who are
18 interested in that and some members who aren't.

19 In the past, when it has come up, the board at
20 that time was afraid that the public would be confused and
21 then the other thing was they thought, well, if you're so
22 upset that you want to file a complaint, you don't want to
23 be handed a form that says commendation. That just might
24 make the person more upset. So at that time, when it was
25 talked about before, the board decided they didn't want to

1 do it, but obviously this is up to you all to decide.

2 Similarly, I've kept this positive connections
3 on here, even though all the board members who had voted
4 for it are no longer on the board. So that would be
5 another thing is, you know, do you want to keep that on
6 there or not? We later added and ride-alongs to that
7 topic because that was when you report the ride-alongs,
8 that's how we use to track that requirement. So it's
9 really up to you in that context.

10 Now, if the council -- I mean, ultimately, you
11 all report to the council. So if the city council, if a
12 majority of the city council think, no, you shouldn't be
13 dealing with commendations, well, then that's the council
14 providing you with direction. That's more valuable than
15 my personal opinion.

16 MEMBER GUTIERREZ PEREZ: Yeah, and I know that
17 there was a comment made during the city council that it
18 could be -- that it would -- it is against ordinance and
19 so I think we need to kind of -- you know, I'm concerned
20 about the form because I heard that and then I'm hearing
21 all this confusion around it, and I don't feel comfortable
22 with the form and continuing to work on the form with all
23 this confusion that it's already creating and whether it's
24 actually going to be helpful within the community and what
25 we're trying to do.

1 MEMBER OVERMANN: Do other members have
2 feedback?

3 MEMBER JEFFREY: I mean, I think it's
4 worthwhile. I think it's an exercise in transparency,
5 simplification, right? So I -- I'm perfectly good with
6 it.

7 MEMBER HARMON: Commendations goes against our
8 ordinance.

9 MEMBER MILLER: Just like I had expressed
10 earlier, given light what we know now, what we didn't know
11 earlier about how the forms were being returned back, that
12 the city clerk could take a complaint or a -- or, I'm
13 sorry, a complaint, but the police department can take a
14 commendation or a complaint, I feel more comfortable with
15 separating the two just for it doesn't create -- a perfect
16 example. If someone's angry, the last thing that they
17 want to do is to be given a form of commendation.

18 So I think for that reason, I'm going to reverse
19 what I was thinking earlier because I thought that if we
20 had the two issues going together, then it would be for a
21 simple process, that sort of thing. But I think given
22 light that they need to be two separate forms.

23 MEMBER GUTIERREZ PEREZ: But does that solve the
24 ordinance issue?

25 MEMBER HARMON: Well, they already have a form.

1 So we don't need to be making forms for them.

2 CHAIR CARLSON: The point -- initially the point
3 of the form was -- aside from the commendation point, the
4 point of the form was sometimes when they were writing up
5 a complaint, they would write it up and it gave them a
6 point to go to if there was one or two or three violations
7 that they felt were occurring, they were able to pinpoint
8 those on the form because those were the most common
9 violations when they had those. And that's why those were
10 the ones that were listed.

11 MEMBER GUTIERREZ PEREZ: Right. But if there's
12 already forms, shouldn't we just direct them to the forms
13 that already exist if they want a form, and then if they
14 don't want a form, they can just write it on a piece of
15 paper and submit it to the city? Wouldn't that just keep
16 it more simple and simplify it in using what we already
17 have?

18 MEMBER HARMON: I want to clarify the
19 conversation because this actually was discussed a few
20 months ago and, if I remember it correctly, the idea was
21 raised that there would be essentially a top ten list of
22 most common complaints and it would go on the online form,
23 which we thought we may have potential to actually have
24 changed. There wasn't a discussion about creating a form
25 for the police department to use.

1 And then it -- to me, it seems like this kind of
2 got out of hand and turned into a whole different kind of
3 form. But I'm not against going back and putting together
4 a top ten list to change the online form, but I don't
5 think it shows that we're independent if we're making
6 forms for the police department with both the Citizens
7 Police Review Board and police department listed at the
8 top of the page.

9 MEMBER OVERMANN: And I should clarify, there
10 was discussion in the subcommittee meeting about what to
11 list atop the form. Rose gave a recommendation that it
12 might be best to say City of Columbia given that we won't
13 see all forms and, just to be clear on that point, only
14 the ones that result ultimately in appeal. So I could be
15 okay with that change.

16 However, it sounds like there's significant
17 enough concern amongst the board, or at least three
18 members who would not support the form, I'm okay with
19 removing this from old business and if there is future
20 interest, then we can return to it. But, you know, it
21 seems clear to me that we're not making a lot of progress
22 on it, so how does the chair feel about that? Do we want
23 to strike it for the future?

24 CHAIR CARLSON: I'm fine with that. I mean, it
25 came up from initially generated when Wayne was still

1 here, so that's where it came from.

2 MEMBER OVERMANN: Yeah, it doesn't sound to me
3 like there is enough buy in on the board right now, so
4 that would be my preference.

5 MEMBER GUTIERREZ PEREZ: Do we need a motion?

6 MS. WIBBENMEYER: No.

7 MEMBER GUTIERREZ PEREZ: Okay.

8 CHAIR CARLSON: No. Okay. Update on proposed
9 ordinance for extension requests.

10 MS. WIBBENMEYER: It was passed.

11 CHAIR CARLSON: Anything else on that? Okay.
12 We move down to -- model report is now under reports, so
13 we move to new business, police training and schedule.
14 And I believe you all have a -- it's the July through
15 October training schedule and Rose is getting you, I
16 believe, a more interactive schedule because I just had
17 the PDFs.

18 MS. WIBBENMEYER: I made a request, so --

19 CHAIR CARLSON: Yeah, she made the request.

20 MS. WIBBENMEYER: -- we'll see what happens
21 next.

22 CHAIR CARLSON: They're going to make some of
23 these perhaps available for us to go to in limited
24 numbers, of course. Police get first -- first shot at it.
25 And then I'm visiting with them about perhaps doing some

1 training with us as a group on -- some bias training. We
2 have to be smaller than a quorum, obviously, but this is
3 what the training schedule is so far. And I could
4 probably print off more if I can, but --

5 MS. WIBBENMEYER: I have some extra.

6 CHAIR CARLSON: You have extras.

7 MS. WIBBENMEYER: I put some on everybody's
8 place.

9 CHAIR CARLSON: And it's two-sided. Okay.
10 Reports. Positive connections and ride-alongs.

11 MS. WIBBENMEYER: I believe under new business,
12 there was minutes. December had --

13 CHAIR CARLSON: Oh, minutes, sorry.

14 MS. WIBBENMEYER: -- amended it.

15 CHAIR CARLSON: Sorry, December, I did not write
16 that.

17 MEMBER HARMON: So I do feel like I'm
18 blindsiding Miss Wibbenmeyer. We did not have any
19 discussion about the minutes. So this is the first time
20 I'm bringing this up, but I was going through -- I was
21 looking at the June 8 minutes and the May 17 minutes and
22 something kind of stood out to me about it. I was in a
23 meeting a few weeks ago and in that meeting I was looking
24 at minutes from years ago, just to kind of get an idea of
25 what the past board used to kind of talk about and discuss

1 and the minutes were pretty detailed and so when I looked
2 at these two minutes, I saw a dramatic difference.

3 And so for the different subjects, it -- I feel
4 like it asks the reader to refer to the video a lot. And
5 then I went back and looked at a few months ago to see if
6 maybe I was wrong and it didn't always say that, but we
7 used to have someone who did transcription for us and so
8 there's a lot of notes in the old -- in a few months back
9 that say, you know, refer -- read the transcript on this
10 subject.

11 And so my standards are very high and so I --
12 what I really would like to see is the minutes go back to
13 being detailed. I think when minutes are made, they
14 should -- a person should be able to read it and know what
15 happened and instead it -- a lot of these areas where we
16 had a very robust discussion, especially in the June 8
17 one, five times it says -- it's noted in the meeting video
18 and covering the whole subject.

19 And so I -- I know it's a burden on you, but I
20 really would like to ask that there be a note at the top
21 that says there's a video on this, but I still -- I think
22 that our minutes should be detailed and have that
23 information. I don't know if anyone else thinks that's
24 fair to ask for, but it was done before.

25 MEMBER GUTIERREZ PEREZ: Yeah, I can see that

1 being a -- I mean, for accessibility purpose, for people
2 who can't be at the meeting, there are many reasons, you
3 know, why I can see that being needed and so I can support
4 that and I -- you know, looking at that.

5 MS. WIBBENMEYER: If I may, while I'm a little
6 bit behind, we do still -- I haven't sent the last couple,
7 but we did lose our administrative support and that
8 position has not been filled, but we've been sending the
9 video or the audio from the video to a transcription
10 service. So I need -- I -- earlier when you added this, I
11 made a note to myself, send audios to transcription
12 service. So there will be a transcript, but it's done by
13 a transcriptionist off the audio and not by a court
14 reporter.

15 The other thing that happened is the court
16 reporter services, we have been not having any court
17 reporters available to do nighttime meetings, so that's
18 what resulted in kind of that change. And then when Traci
19 left working for the city and we haven't filled her
20 vacancy -- I kept hoping that the position would get
21 filled and then a new person could come in and kind of
22 clean up all the things that aren't getting done because
23 we don't have any support, but I will make sure that I get
24 the audio sent to the transcription service and then I'm
25 just -- I will have to go back through all the notes Traci

1 gave me before she left to figure out how then to upload
2 the transcripts into the public sphere where they can read
3 them as they want.

4 Once -- going forward, I should just remind
5 everyone, we kind of fell away from this once people
6 stopped wearing masks, but because the court reporter
7 isn't going to be present here, that means every time you
8 talk, you're going to have to announce who is saying it if
9 you want the transcript -- the transcription of the
10 meeting to show who said what because otherwise it's not
11 necessarily clear. It will say, you know, a person said
12 whatever.

13 So I don't find it as valuable, personally, as
14 the old transcripts when we had a court reporter here who
15 if she didn't hear something or didn't know who said
16 something, would stop and say who said that or please
17 speak into the microphone or something like that, but that
18 would be more detailed than what I could do while I'm
19 sitting here as the staff person and the attorney and all
20 the various pieces that I serve.

21 I can tell you that oftentimes I miss your
22 conversations because I'm still trying to catch up on
23 summarizing what you just voted on. While the city
24 doesn't follow Robert's rules, but if you look at Robert's
25 rules, minutes are actually supposed to be just the

1 motions passed and not necessarily the discussion. Under
2 Sunshine Law, it requires more than that. So all the
3 minutes I do are compliant with Sunshine, but I think all
4 of this can be remedied if I just get caught up on sending
5 this video/audio to the transcription service because that
6 will be way more detailed than what I could type up in
7 here.

8 MEMBER HARMON: I just don't think it should say
9 noted in meeting video for so many of these subjects. And
10 I went back and watched the last meeting. It's three
11 hours and seven minutes. It just -- it just seems like
12 it's an odd burden to ask someone who's trying to get a
13 flash of the meeting and there's entire sections that
14 aren't there. I mean, I feel like -- I want to be clear,
15 there's details on here. There's details on here. So I'm
16 not saying like there's no details, but for some of these,
17 I think it was -- the discussion was really important,
18 then there's nothing here. It just says meeting video.

19 MS. WIBBENMEYER: Well, I think that will be
20 addressed once I get caught up and send the audios to the
21 transcription service because anything that's audible,
22 they will transcribe down and I believe it's set up so
23 it's a PDF so when you download it, then you can use a
24 search function and you can then -- it will do a word
25 search. At least that's how the transcripts were set up.

1 So that should help people, if they're interested in a
2 particular topic, advance very quickly there and then if
3 they use that and the video, they should be able to tell
4 who's saying what. It's still not ideal. Mean, if we
5 could get court reporters here, we would have court
6 reporters here, but there just aren't enough to cover all
7 the various things that they have to cover right now.

8 MEMBER HARMON: Does anyone else understand what
9 I'm saying? I'm not talking about transcript.

10 MEMBER GUTIERREZ PEREZ: Yeah.

11 MEMBER HARMON: I'm not talking about
12 transcript. I don't want it to say refer to transcript or
13 refer to video.

14 MEMBER GUTIERREZ PEREZ: Because they don't know
15 to look for the transcript because they don't know what's
16 going on in the meetings because there's some detail
17 missing, is that what --

18 MEMBER HARMON: Yeah, I think the point of the
19 minutes is supposed to reflect the meeting, not direct you
20 to go check out a three-hour video. I'm not concerned
21 about a transcript.

22 MEMBER JEFFREY: But they're a little bit
23 handicapped and they're going to work on these and get
24 these hopefully caught up and prepared and hopefully that
25 will be addressed going forward.

1 MEMBER HARMON: I mean what I want to see in the
2 June and the May minutes is that -- is referring people to
3 look at the video removed and have information put in
4 those spots. That's what I'm asking for is that the
5 minutes have information about what happened at the
6 meeting.

7 CHAIR CARLSON: Okay. I don't think that we
8 necessarily need a motion on that. I think that you can
9 note in your minutes that you do have, allow you time to
10 type that.

11 MS. WIBBENMEYER: What do you want me to note?

12 CHAIR CARLSON: That we would -- that December
13 has concerns about the minutes.

14 MS. WIBBENMEYER: I have December Harmon
15 expressed concerns about the minutes and I have add a note
16 at the top that indicates there is a meeting video and I
17 have a note to myself of send audios to transcription
18 service.

19 MEMBER GUTIERREZ PEREZ: But is that -- because
20 that's not what you're asking.

21 MEMBER WILLIAMS: Yeah, I'm still unclear about
22 the request because part of me being new is not
23 understanding exactly what's going on with the minutes
24 because they look so different to me, depending on which
25 month you pull. And I'm familiar with Robert's rules and

1 so some of what you're asking for is not in compliance
2 with Robert's rules of order if it's not motions that are
3 voted on.

4 CHAIR CARLSON: That's where I come from,
5 Robert's rules of order, so I've always been kind of
6 feeling out of sync up here.

7 MEMBER WILLIAMS: And so I guess is there
8 something specific or a, like, a type of a conversation or
9 a summary of a conversation that makes sense that is
10 different from -- because I feel like going to the
11 transcript of the whole meeting is just as unwieldy as
12 having to watch the video.

13 MEMBER HARMON: Apparently I'm the only one that
14 holds the feelings that the minutes should reflect what's
15 happening in the meeting.

16 MEMBER WILLIAMS: What does that mean? Say
17 more.

18 MEMBER HARMON: If we have --

19 MEMBER WILLIAMS: If the minutes have the major
20 motions, if the minutes have who's speaking and offering
21 the motions and when they're seconded, if the minutes have
22 anything that's voted on, what is -- like be more
23 specific, please.

24 MEMBER HARMON: I'm ready to move on. I'm done
25 with this conversation. No, I -- I'll just -- I'll raise

1 it later in an e-mail and see -- we'll just communicate
2 better.

3 MEMBER GUTIERREZ PEREZ: Yeah, because I also
4 get what you're saying. So maybe that's just me not
5 knowing the Robert's rules of order as well, but I get the
6 point that they should be accessible to the public in some
7 way and if they're looking at the minutes, they're not
8 going to see that and they're not going to know what to
9 look for. Do you get what I'm saying? So they're not --
10 they're looking at the minutes and the way the minutes are
11 written for that board meeting, I'm not sure if they will
12 know where to go to see --

13 MS. WIBBENMEYER: So it had been when Traci was
14 here, is she would hyper link -- like there was a
15 connection point where they could see then the transcript
16 from the agenda and the minutes and there would be hyper
17 links. I will have to see if I can figure out how to do
18 that. I'm new to the software and it's been fairly
19 unwieldy. What used to take me ten minutes, the first
20 time I did it with Traci standing over me showing me what
21 to do, took me ten hours. So I will try my best, but
22 first I have to send the audio because I haven't -- I
23 think last month I missed -- I think the first month she
24 was gone I sent the audio and I'm not sure that I
25 remembered to send the audio last month.

1 So I will see which audio transcripts we have
2 and then send the others and then once they get back, then
3 they will be uploaded and we can add -- I'm sure we can
4 add instructions on -- even if I can't figure out how to
5 do it in the software, I know I can get with the IT
6 department and the communications department to have them
7 add it to the web page where then it would be -- to see
8 the videos, go here; to see the transcripts, go here.
9 Because I know we had a page that had all the transcripts
10 on it as well. So I think that's easily done even if I
11 can't necessarily figure out the ins and outs of all the
12 linking Traci did behind the scenes.

13 MEMBER OVERMANN: Before we move on, I want to
14 express that I'm very appreciative of the work Rose does.
15 I know that would be hard, as we're having these
16 discussions to capture everything and it sounds like
17 within resource constraints, she's absolutely doing her
18 best work here.

19 MEMBER JEFFREY: Well said.

20 CHAIR CARLSON: Carlson, are we now moving to
21 reports? Reports. Positive connections and ride-alongs.
22 I had a ride-along. It got delayed again and then I ended
23 up -- as I said, I had a quarter of a ride-along and then
24 I ended up with a one and a half ride-along because I
25 ended up being there much longer than I was supposed to be

1 due to a domestic situation.

2 But on June 24, I went out with Officer Gilstrap
3 from 10 to 2 and we had three vehicle stops for expired
4 tags and one car was unregistered and unlicensed. On all
5 of those, he demonstrated how the traffic stop data is
6 entered, how they do that. And I would be -- of course,
7 I'm not trained, so I would be quite honest with you, I
8 couldn't have told you who was driving the cars any time
9 that was being done, but it did end up every single one of
10 them was a minority stop, but what I did find out is that
11 he did connect them with Love Columbia, which they have a
12 program for helping people that have expired plates,
13 unregistered vehicles to help them because they're either
14 trying to get to work. Every one of these people was
15 headed to their jobs and so he got them in connection,
16 gave them warnings, does show up, so if it's a repeated
17 thing, then obviously that's not going to happen. But he
18 also explained to me that the CPD has a vehicles
19 assistance program that if it is a warning, taillight out,
20 something like that, that they have an assistance program
21 that helps people get those things fixed, which I was
22 totally unaware of as well.

23 And on the domestic call, it was a very involved
24 call. I can't really -- it took me a while to figure out
25 even what was going on. Somebody that let their child go

1 with somebody that they said wasn't the father, but was
2 the father, had let them go for several days, now wanted
3 them. We had to go to multiple residences. Very
4 emotional.

5 He kept everybody calm. I waited in the car,
6 but was within earshot. Went -- the child was probably
7 maybe -- I would have guessed maybe five years old. He
8 interviewed the child, interviewed the house where they
9 were supposedly holding this child. It was -- it was
10 heart wrenching. But how it was all handled was quite --
11 I was very impressed. And it ended up very -- I thought
12 was a very good ending. But also attended a burglary and
13 had lots of flea bites.

14 MS. WIBBENMEYER: Was that A.M. or P.M.?

15 CHAIR CARLSON: A.M.

16 MS. WIBBENMEYER: So 10 A.M. to 2 P.M.?

17 CHAIR CARLSON: Well, it ended up being 3:30 by
18 the time I got done. And I ended up knowing the burglary
19 people. And then on the 22nd of June, I actually had a
20 45-minute lunch with Chief Jones and we discussed setting
21 up regular meetings if we had something to discuss and we
22 would have an agenda, certain topics of discussion,
23 training and policies. If there wasn't anything to
24 discuss, then obviously we wouldn't be meeting. That was
25 precipitated -- I met him prior to the Columbia Board of

1 Realtors had a government affairs meeting in which he came
2 to and we met as he was coming in to that and we talked
3 about it. So he had alluded to us just having met prior
4 to our June meeting and I had talked to him before that
5 and so when we talked at that meeting, the lunch meeting,
6 we said we would set out an agenda for our lunch meetings
7 if we did do them. He's gone, I think, until the end of
8 September right now, but it was set up and we'll have
9 certain topics of discussion at those meetings. And then
10 I'll report to the board.

11 MEMBER GUTIERREZ PEREZ: Yeah, I was going to
12 ask you if in those meetings, is it possible for -- I know
13 I had discussed this before, but when you have those
14 meetings, if you have an agenda and also if you guys can
15 take down notes that can be shared with us --

16 CHAIR CARLSON: Certainly.

17 MEMBER GUTIERREZ PEREZ: -- at the board
18 meetings.

19 CHAIR CARLSON: Absolutely. We talked about
20 just we would have a specific topic of discussion of what
21 we would talk about and maybe multiples. And so that's
22 what we talked about at that meeting. It ended up only
23 being about 40, 45 minutes.

24 MEMBER GUTIERREZ PEREZ: For the topics, are
25 there -- do you already know?

1 CHAIR CARLSON: And if you have specific topics,
2 I will take --

3 MEMBER GUTIERREZ PEREZ: Yeah. I was
4 wondering --

5 CHAIR CARLSON: Yes.

6 MEMBER GUTIERREZ PEREZ: -- what topics have
7 been kind of discussed about things that you will be
8 discussing and whether we will be able to have some input
9 and kind of knowing what that conversation --

10 CHAIR CARLSON: Well, one of them was the
11 training of which he helped me get that set up and we've
12 started working towards that. That was just the very
13 first one, so if you all have certain things you want to
14 know. He won't be back until September.

15 MS. WIBBENMEYER: Do you want me to add like
16 once he's back, like a report on that?

17 CHAIR CARLSON: Sure. And I'll try to get a
18 typed and written report as soon as I remember what's
19 going on with my one drive. Okay. Are there any other
20 positive connections?

21 MEMBER JEFFREY: Last week we had a meeting out
22 at the Columbia police academy, first time out there. I
23 had a couple of positive engagements with a few of the
24 officers and I believe a new recruit.

25 CHAIR CARLSON: Yes.

AUDIO TRANSCRIPTION

1 MEMBER JEFFREY: That was last Thursday, I
2 believe it was.

3 CHAIR CARLSON: Yeah. All right.

4 MS. WIBBENMEYER: Last Thursday?

5 CHAIR CARLSON: Yeah. Was that -- I can't keep
6 my days straight anymore. They're all running together.

7 MEMBER MILLER: The 7th.

8 CHAIR CARLSON: The 7th, yes. Okay. Outreach
9 committee report.

10 MEMBER HARMON: New model project.

11 CHAIR CARLSON: What? Oh --

12 MEMBER HARMON: Yes.

13 CHAIR CARLSON: Well, I've got outreach
14 committee report also.

15 MEMBER HARMON: Sorry.

16 CHAIR CARLSON: Okay. And then I have you
17 written down.

18 MEMBER HARMON: I wrote it down that way. My
19 apologies.

20 CHAIR CARLSON: Yeah, I know. That other page
21 always gets in the way.

22 MEMBER MILLER: So we'll go ahead and do the
23 outreach subcommittee report. Tonight the subcommittee on
24 outreach met. Of course, we talked about the Juneteenth
25 activities, which I've given a report about that earlier.

1 We also spoke about the -- having a presence at the pride
2 fest. So we're -- what was the dates on that, September
3 the 4th and 25th?

4 MEMBER OVERMANN: I believe that's correct.

5 MEMBER MILLER: Okay. So if anyone wants to
6 volunteer or even want to take the lead on this of
7 organizing the volunteers and getting the materials
8 together, please feel free to do so. I probably won't be
9 available to actually be present at that. I might be able
10 to do one day, but definitely not both. So I'm just kind
11 of leaving it open. I mean, you can e-mail me, you can
12 e-mail Rose to let us know if you have an interest of
13 participating in that.

14 I know it was discussed earlier that potentially
15 maybe we could get a booth with the Human Rights
16 Commission. When I go back to that meeting next month,
17 I'll present that to them if that's something that you all
18 want to do. I think the booth space is like \$50 for a
19 nonprofit. I don't know what other -- do you know
20 anything else that comes with that, Rose? Is it just a
21 table and booth space? Is there any type of tickets or
22 anything like that?

23 MS. WIBBENMEYER: I don't know. And I am
24 assuming that they would consider government nonprofit.

25 MEMBER MILLER: Okay.

1 MS. WIBBENMEYER: If you go to their website,
2 they have a whole long list of dollar amounts and what
3 comes with each.

4 MEMBER MILLER: All right. So you guys can just
5 let me know definitely before our next Human Rights
6 Commission so I can bring to the table with them about
7 sharing space. We also discussed in the past with the
8 outreach committee, what we noticed is that there have
9 been like community town halls and community forums. We'd
10 like to -- since we were talking about being that gap
11 between the police and the community, we want to focus on
12 doing some education, reaching out to some neighborhood
13 associations, even working with legal professions, just
14 neighborhood associations and that.

15 So one of the topics that came up is in light of
16 the new policy which the chief has spoke about on June the
17 8th in reference to the smell of odor and whether or not
18 if there was going to be probable cause, the way we
19 understood it is that when a car is stopped and there is a
20 smell of odor, so long as there is not any further
21 probable cause for them to search, then the search was
22 going to end right there. There is also a policy, I
23 think, that he was going to stop K-9 searches of vehicles.

24 But anyway, we feel like that the community
25 needs to be educated more about this policy. So we're

1 actually planning on -- at least getting you guys support
2 to help anyway that this fall maybe putting on some type
3 of forum, town hall in which we would invite members from
4 the defense bar, maybe the prosecutors, city attorney,
5 prosecuting attorneys and anyone else that you think that
6 could be -- you know, have an impact on this discussion.
7 So that's kind of what we're thinking about.

8 And as we move forward with educational topics,
9 please give us your suggestions because that's what we
10 want. And that's it from the subcommittee.

11 MEMBER JEFFREY: Thank you.

12 CHAIR CARLSON: Any questions of Cheryl? Okay.
13 Model report, December.

14 MEMBER HARMON: Sorry about the interruption
15 earlier. The new model project. I've been talking to
16 members of the community. I've been speaking to
17 organizations. I've been reaching out to past board
18 members, past groups who were involved. Laura has been
19 assisting me with kind of how best to gather data when we
20 reach out and talk -- yeah, reach out and talk to people.

21 We've also been kind of combating there's a lot
22 of misinformation going around, as I mentioned in the last
23 meeting. People kind of really don't entirely know what
24 we do or what we are, and so I've been clearing that up.
25 There's a fair amount of harassment from the CPOA, so I've

1 been dealing with that.

2 Basically as far as what is it I am telling
3 these organizations, what is it I'm telling people, I'm
4 kind of going over the history of civilian oversight, how
5 to file a complaint and the impact of SB 26 and the
6 potential of changing the board design, what that could
7 look like, what kind of conversations we're having.

8 And, you know, honestly, I'm pretty happy to
9 report that the community is becoming more and more
10 engaged on the subject and I'm getting a lot of really
11 positive feedback when I just explain what's going on.
12 And if you watched the last city council meeting, I was
13 very happy to see -- there was some conversation in
14 discussing the ordinance, I spoke on behalf of the board,
15 but they also talked about the CPRB at the end of the
16 meeting.

17 So I don't know how many of you saw that, but I
18 think they're starting to understand that something has to
19 change. Our board doesn't really properly function as far
20 as aligning with our ordinance. So there is a shift, I
21 think. It's beginning. It's in baby steps, but then it
22 comes back to trying to make sure we're reaching out and
23 educating the public. That's what I've been up to. Thank
24 you.

25 CHAIR CARLSON: Any questions for December?

1 Okay. This brings us to general comments from the public
2 and before we have those, I'm going to read pursuant to
3 article 4, section 5 of the bylaws, time for public
4 comment shall be limited to three minutes for individuals,
5 five minutes for individuals who are representing a group
6 or organization. So are there any comments by public?

7 MEMBER JEFFREY: Shall I keep time?

8 CHRIS JONES: Good evening. My name is Chris
9 Jones. You guys are all receiving right now a letter that
10 many of you might have been given a copy of this past
11 week. It has come to my attention that the CPOA lawyer
12 had written a -- an e-mail to the city council before six
13 o'clock in the morning on the date of -- that it was
14 supposed to be voted on by city council who would be
15 elected to the CPOA board -- or, sorry, to the CPRB board.

16 Don Weaver, who is in the audience tonight, I'm
17 sure he'll have something to say after I talk, has decided
18 to rise to the level of harassment and intimidation
19 tactics. There is no reason in the world for him to write
20 a letter, an e-mail to the city council trying to degrade
21 both my character and the character of Ms. Gutierrez
22 Perez. I am very disappointed that a member of the police
23 officers association would do this.

24 As I said before, Mr. Weaver has been filling
25 his rants online, at city council and here in front of

1 this board with half truths, lies and amounts of
2 intimidation. I would expect better from our police
3 department and I would like for you guys as you are
4 hearing this to remember when you hear from him at future
5 board meetings, to remember that he is trying to
6 intimidate people.

7 Now, as per the last meeting, I would like to
8 address the policing of tone and dismissive -- being
9 dismissive of concerns --

10 MEMBER JEFFREY: One minute.

11 CHRIS JONES: -- that certain members of the
12 board had. I would like for it to stop. It is not
13 appropriate. Police Chief Jones also did it and he
14 likened expired tags to violent crimes.

15 As a reminder, the purpose of this board is to
16 provide an external independent process for review of
17 actual or perceived police misconduct by police officers,
18 thereby increasing the police department's accountability
19 to the community and the community trust in the police
20 department.

21 As Dr. Fairley addressed in her speech tonight,
22 it is important to keep an arm's distance from the police
23 department. You cannot do that if the Police Officers
24 Association is trying to intimidate members of the general
25 public, if they are trying to intimidate witnesses and we

1 cannot do that if the chair is constantly meeting with the
2 police chief. Citizens must believe that they are being
3 treated actively and with integrity. Thank you.

4 MEMBER JEFFREY: Thank you, Miss Jones.

5 CHAIR CARLSON: Thank you.

6 MEMBER HARMON: Thanks.

7 CHAIR CARLSON: Is there anyone else, member of
8 the public?

9 RENEE CARTER: Yes. Renee Carter, Columbia
10 citizen. And so I would like to address that tonight you
11 heard a presentation on an investigative board and I'm
12 here, again, to support that the proposed model be changed
13 using an investigator and including an audit component,
14 that it's actually more impartial for both sides of, you
15 know, the board and the police department.

16 First of all, an investigator is not connected
17 with either side, but represents seeking the truth in an
18 impartial way. Second, the Police Review Board doing the
19 audit and making the recommendations should have
20 standardized recommendations based on the type and
21 severity of violations. This makes recommendations
22 impartial, rather based on what board members' views of
23 the police officers being investigated.

24 Third, most of us know that businesses,
25 governmental agencies and medical professionals do not

1 investigate themselves. Rather they are investigated by
2 an impartial party and there are also standardized
3 decisions, you know, of what will happen based on what
4 they've done and the outcomes of those.

5 Other entities do -- if they do investigate
6 themselves, it puts them at risk of either unfair outcomes
7 for the person who's asked for an appeal or an
8 investigation or it puts them at risk of being viewed as
9 being partial to the investigative person, in this case
10 the police. Our public view of what's been happening --

11 MEMBER JEFFREY: One minute.

12 CHAIR CARLSON: You have one minute.

13 RENEE CARTER: Okay. The public view of what's
14 been happening is that this is not an impartial board.
15 It's a performative board and it doesn't stand for
16 anything. Rather, it's looking as if there is a lot of
17 posturing in order to support the police department and
18 that's not fair to your citizens, nor is it fair to the
19 police because people form very bad opinions of the police
20 department when you do that. Thank you.

21 MEMBER MILLER: Thank you.

22 MEMBER JEFFREY: Thank you.

23 BRYANA LARIMER: Good evening. My name is
24 Bryana Larimer. Full transparency, I used to be the
25 public information officer for the Columbia Police

1 Department. I now am a citizen and I'll tell you as I
2 stand -- and I've listened to several of these meetings.
3 I've listened to city council meetings and my heart
4 breaks. My heart breaks. And I'll tell you why.

5 Our focus in a lot of ways isn't where it needs
6 to be to secure a firm foundation in doing what the
7 mission of this board is. We need to look up, all right?
8 We're down in the weeds a lot and we're looking at little
9 things. I heard tonight, all right, we spent a lot of
10 time talking about a flier rather than being concerned
11 about how are we engaging those stakeholders that we
12 passed that flier out to? How are we remaining in contact
13 with them so that they know how to best suit their needs
14 and what they need as citizens in this community.

15 All right. We spent a lot of time talking about
16 whether or not commendations should be reported out in
17 this meeting. One of the missions of this board is to
18 make sure that we're achieving a relationship, we're
19 promoting and achieving relationships with our police
20 department. And so why in the world would we not -- why
21 would we not want to have good, positive feedback in
22 addition to the complaints, right?

23 And Harmon, I appreciate you and I see you
24 shaking your head. Let me tell you the impact of
25 messages. 55 percent of it comes from body language. All

1 right. The body language I see alone on this board is
2 heart wrenching sometimes because we're not connected
3 together as individuals and you're not going to get
4 something completed.

5 And that's my concern. I have a 2-year-old.
6 All right. He's going to grow up in this community. He's
7 going to see the divide and I hear us saying we're the
8 gap, we're supposed to be filling that. Then let's do
9 that and let's look up. All right. Instead of talking
10 about harassment from CPOA, all right, let's talk a little
11 bit about how we're promoting and enhancing the
12 relationships with our department, what we're doing to do
13 those things, all right.

14 I think it's really important that we're focused
15 on some of the bigger picture items rather than some of
16 these smaller things because once you get that bigger
17 picture and that firm foundation in place, that's when
18 some of those other pieces are going to come into play.
19 So I acknowledge and I validate that there are a lot of
20 feelings in this room, all right, and I appreciate all of
21 them and all of the different perspectives, but I really
22 am hoping that we can look up.

23 And I want to thank you, Miss Miller, for your
24 outreach report and talking about some of the things that
25 you're going to be doing to continue to engage the

1 community because that's where it's going to start. Our
2 community is our biggest stakeholder, for CPD, for CPOA,
3 all right, for this Police Review Board.

4 And so let's get them here. Let's get them
5 informed. Let them understand what's going on and what we
6 do and what the resources are. I think that's where it
7 should begin. Then we can look at different approaches if
8 we're unhappy or dissatisfied with the way things are
9 going. The educational piece needs to be there and in
10 order to educate, we have to know where people are coming
11 from. In order to know where people are coming from, we
12 need to be able to communicate.

13 MEMBER JEFFREY: Thank you.

14 BRYANA LARIMER: Thank you.

15 MEMBER HARMON: Thank you.

16 CHAIR CARLSON: Is there anyone else wishing to
17 speak?

18 NINA HAMPTON: Nina Hampton, 202 Bay Pointe
19 Lane. I just want to commend the CPRB for the job you're
20 doing. The lady that spoke, I don't know her name, but
21 she gave me some really, really neat information and ideas
22 and her suggestion to educate ourselves, I think, is
23 wonderful.

24 And also, the bill, SB 26, that's really tying
25 your guys' hands and especially when police officers can

1 only be interviewed by two people at a time. That
2 eliminates the CPRB board for investigating officers. I
3 don't know what you're going to do with that. Hopefully
4 the suggestions about the different models offers you
5 something to work with.

6 I just wanted to tell everyone you're doing a
7 wonderful job, keep it up, keep getting educated, keep
8 talking to people. It's these people in the community
9 that we're trying to reach. The people that aren't
10 listened to, the people that have real good -- you know,
11 legitimate complaints that need to be heard and this is
12 where they're heard. I wish you all the best and I can
13 see you -- I think you're on the right track. Keep it up.

14 MEMBER HARMON: Thank you.

15 MEMBER JEFFREY: Thank you.

16 NICOLE SEITMAN: Good evening. My name is
17 Nicole Seitman (phonetic). I am a former member of CPRB.
18 I am a mother of three. I'm an ER nurse. I'm
19 disappointed that there is so much ego going on in this
20 room and we're not getting to the point of the human
21 component of what you are here for. And that is our most
22 vulnerable people in this community and the people that I
23 care for every week.

24 I also encounter many different agencies, 36
25 hours a week, okay? Let's get back to the human component

1 of what is important. My question I want to ask you is do
2 you all like wasting time? Because when I was on this
3 board, it was ten hours a week if you actually read, did
4 the research and one of the reasons I resigned, because it
5 began to feel like a political statement and not a
6 function.

7 I see you smirking --

8 CHAIR CARLSON: No.

9 NICOLE SEITMAN: Okay, if you have something to
10 say, please address what I'm saying.

11 CHAIR CARLSON: No, I'm listening to you.

12 NICOLE SEITMAN: So with that being said, Rose
13 has all my contact information, if you guys need anything,
14 have any questions, please reach out. Let's get back to
15 the human component.

16 CHAIR CARLSON: Thank you.

17 MEMBER HARMON: Thank you.

18 MEMBER JEFFREY: Thank you.

19 REBECCA SHAW: Rebecca Shaw. There's a few
20 things that I want to address throughout this meeting. So
21 Professor Fairley, one quote that she said stood out to
22 me. Cities recognize review-only as insufficient. What
23 we are doing looking at cases and looking at them after
24 the fact is insufficient. We need to move to a model
25 where we're able to see things as they come in, where

1 everything is shared, where all of you have access to
2 everything.

3 As someone who has applied to this board before
4 with a complaint, it took me weeks to get the same
5 information that you had. You guys are my representative.
6 You are everyone's representative out there. Everything
7 that you get is the only thing that makes a decision for
8 someone.

9 When someone comes up here and says I've been
10 wronged, I feel like I've been wronged, they don't know
11 the exact policy number they should complain about. They
12 don't know exactly how to word their complaint so that it
13 gets to the heart of what the problem is. Those of you
14 who have sat up there and done your homework and know
15 exactly what it is that that person needs to address, you
16 are the backup. You are the people that make the
17 difference. That's what your job is.

18 So that moves me to my next problem which is
19 your flier that the public has not seen a final copy of
20 that you handed out at Juneteenth. There's a mission
21 statement on there, but there's no mission statement on
22 your website. There's a legislative action on your
23 website, so where was this mission statement formed and
24 did the board have approval of this mission statement?

25 The complaint form, I sit on the community

1 development, housing and community development committee.
2 You guys as a board should take the changes that you want
3 to have made to the complaint form to Rose who should then
4 take it to city staff for changes. Your board shouldn't
5 be involved in this. That's why you have a staff liaison.
6 The model and function of the board --

7 MEMBER JEFFREY: One minute.

8 REBECCA SHAW: I want to see a model that works
9 for the public, a model that works for everyone. What we
10 have isn't working. As was said in council, it is a
11 Band-Aid. What has passed council to give you guys the
12 ability to keep functioning as you are, you need to
13 function better.

14 Please follow-up and ask Miss Fairley whether or
15 not other city's boards and commissions are there for
16 education purposes. I feel like that is a very
17 interesting part of your legislative directive. What is
18 the outreach committee for? What are you supposed to
19 educate the public on? Because if it's something like the
20 change for the chief saying we're not going to pull you
21 over and smell marijuana and say we have to now search
22 your car, I feel like that's a legitimate thing to educate
23 the public on. If it's something like we need to prop up
24 our police, no, that's not your duty. That's not your
25 job.

1 MEMBER JEFFREY: Thank you.

2 REBECCA SHAW: Your job you say is to fill the
3 gap. Your job is to be oversight.

4 CHAIR CARLSON: Thank you.

5 AYEDA GLOME COZEY: Hello. My name is Ayeda
6 Glome Cozey (phonetic) and I am going to be speaking as
7 part of Race Matters, Friends. So that, I believe, is
8 five minutes. I don't know if I'll use all of it, but
9 thank you.

10 So I want to first echo some of the comments
11 that have been made by Renee Carter and Rebecca Helms and
12 especially on the point of -- in alignment with December
13 Harmon's report that an investigative model is
14 appropriate. After listening to Professor Fairley at the
15 beginning of the meeting, I think she made a lot of
16 important points about the importance of a attempt at a
17 neutral investigator who can then speak to the -- you
18 know, speak to both sides in regards to a complaint and I
19 think that's really important.

20 And I -- I understand the need for the
21 discussion of the minutia that has occurred in the course
22 of this meeting today and at the same time, I really would
23 encourage you to keep focusing on the function of the
24 board, the ordinance that the board is created under and
25 what your actual responsibilities are to the public, which

1 in my very simplistic understanding, is a focus on -- as
2 Rebecca said, reviewing being oversight to the police.

3 If your job is to receive complaints and review
4 them and confirm whether or not an issue on behalf of the
5 police officer has been perpetrated, then that is what you
6 should be focusing on first and foremost and if -- and
7 thus your charge should be to figure out the best and most
8 effective way to do that. And if you're not doing that,
9 then I don't really know what the point of this board is.

10 I understand that there's a lot of feelings at
11 play. I understand that there's a lot of personal
12 opinions, politics, etcetera, but if someone has committed
13 some kind of inappropriate behavior to -- against a
14 community member, you are the chosen community members to
15 then commit oversight over that -- address that issue for
16 rectifying that problem with the community because of what
17 someone on the police, like, has committed.

18 So -- and if that's not what happened, then you
19 are to determine that as well, but if something did
20 happen, then that's your job. So I don't really
21 understand why there was -- there's been discussions of a
22 commendation, you know, form or if there's a discussion on
23 let's make sure that the police -- that the public know
24 why the police are here. That's not your job. Your job
25 is to explain, if you're going to do outreach, what the

1 board does and what your function to the public is because
2 your function is not to the police.

3 The police have their own systems in place to
4 support them. They have a union, they have a public
5 relations officer, they have all kinds of -- that's
6 important. That's great. That's their purview. Your
7 purview is not that. I know you -- I believe you know
8 this, but I feel it's necessary to reiterate.

9 And, you know, this is a very hard position to
10 be -- to be working in and the effort that's necessary, I
11 loved coming in and listening to Professor Fairley,
12 someone who is far more educated on these issues than I
13 am, answering questions, explaining what --

14 MEMBER JEFFREY: One minute.

15 AYEDA GLOME COZEY: -- other models have been
16 done in other cities. I am a huge fan of that. I think
17 that is a really important thing to do, is to be comparing
18 and looking at other options. I really -- I have read
19 December Harmon's report and I really think it is an
20 appropriate place to begin and it's -- it looks very well
21 researched and I hope that that is where the focus goes in
22 future meetings. And I also think that if members of the
23 board, that they are serving as part of the public, are
24 harassed, then that should be addressed because by the
25 organization that they may be investigating members of,

1 that should absolutely be addressed, especially if we are
2 going to focus on the humans who are at the heart of these
3 issues because you cannot serve your public if you are
4 also being harassed by the people you are helping to
5 investigate and keep in line. So --

6 MEMBER JEFFREY: Thank you.

7 AYEDA GLOME COZEY: Yeah, thank you.

8 MEMBER HARMON: Thank you.

9 CHAIR CARLSON: Thank you.

10 THOMAS MATTIC: My name is Thomas Mattic
11 (phonetic). So I've spent some time putting together my
12 words on this, so I'll try to remain calm. Some people
13 might recognize me as perhaps a -- I think the word is
14 fire brand.

15 When I worked at the Department of Social
16 Services, which I did for three and a half years, I served
17 a bureaucracy of state administration of welfare that
18 required me as part of my job to lie to the public. No,
19 ma'am, your benefits aren't going to be canceled, even
20 though I knew they were three times over the income. No,
21 no, it's fine. I believe you when you say that man isn't
22 in your house.

23 A bureaucracy's function is to lie and to
24 protect itself. And let me be crystal clear on something
25 we are tiptoeing around. Police lie as a rule. You can

1 see the nadir of that in Uvalde. I'm sure we've all seen
2 the news.

3 But it's not hard for me to find examples of
4 this going on here. Look at all the contradictory
5 statements regarding The VibeZ night club shooting which
6 occurred in May of 2021. The police and the owners of the
7 night club told a very different story.

8 With that in mind, I see people -- I saw the
9 members of the board's reactions, most members of the
10 board's reactions to Professor Fairley's statements and an
11 immediate discussion of some anti-police bias to which I
12 would say why would an oversight board not have to have an
13 investigator -- some level of bias against the
14 organization that they are investigating if their role is
15 to provide oversight and investigation. Bureaucracies
16 lie. They protect themselves. People, part of that,
17 organizations also lie to protect themselves and those
18 organizations should not be going in or discussing
19 investigating or forming investigations of the police with
20 the assumption --

21 MEMBER JEFFREY: One minute.

22 THOMAS MATTIC: -- that they are always -- I'm
23 keeping track of my own time -- that they are always going
24 to be telling the truth because the overwhelming
25 preponderance of evidence when dealing with any

1 bureaucracy, especially the police and their blue wall of
2 silence, is that they are not.

3 MEMBER HARMON: Thank you.

4 CHAIR CARLSON: Thank you. Anyone else?

5 RENEE MAXWELL: Good evening. My name is Renee
6 Maxwell (phonetic). First I want to thank December for
7 bringing Professor Fairley to this meeting. I learned a
8 lot from her tonight. She was -- she's an excellent
9 resource. I really hope that board members will tap her
10 for all of her wealth of knowledge.

11 But after sitting through this meeting tonight,
12 I really got to say, this is a really dysfunctional board
13 and as a citizen, that doesn't give me a whole lot of
14 faith in your ability to handle a complaint that I might
15 file with my local police department. And because police
16 are the only public servants with a license to use deadly
17 force, I think the -- the need for account ability and
18 oversight cannot be overstated. And that it's so critical
19 for citizens to have trust in their police department and
20 in their police, the people who are riding around with
21 guns in their community.

22 And the police should welcome this oversight,
23 really. I mean they're the ones that are always telling
24 us if you're not doing anything wrong, what do you have to
25 worry about, right? So what I would like to see is for

1 this board to take Dr. Fairley's advice and figure out
2 your process, exercise transparency, get your shit
3 together because really, I mean, this is really
4 dysfunctional.

5 And I appreciate what you all are doing. I
6 understand how much time goes into this kind of work and I
7 want to thank you for your willingness to take this
8 responsibility upon yourself and I hope this board can
9 come together and learn how to work together and talk to
10 each other in a productive manner. And I really hope
11 people will support December's effort to come up with some
12 kind of model. You clearly need something. And the fact
13 that SB 26 --

14 MEMBER JEFFREY: One minute.

15 RENEE MAXWELL: -- has really hamstrung your
16 ability to even do your job, you really have to figure out
17 how you can serve the community with the job that you are
18 tasked with, within the restrictions that the state of
19 Missouri has placed upon you, so that we can all have some
20 confidence in this process because right now, it's not
21 great. So thank you.

22 CHAIR CARLSON: Thank you.

23 MEMBER JEFFREY: Thank you.

24 MEMBER HARMON: Thank you.

25 CHAIR CARLSON: Anyone else?

1 BRIA STEVENS: Bria Stevens (phonetic),
2 concerned citizen. Kind of piggybacking off of what
3 everybody else has said, sitting here and listening to
4 this board, I'm kind of disappointed. I think, I might be
5 wrong, and there's someone in the room that might be able
6 to correct me, but I want to say it was in '98
7 conversations were had because there were so many things
8 going on in Columbia. A lot of fighting with the kids,
9 trying to come up with programming.

10 My mentor, Miss Wanda Faye Elbert, Almeta
11 Creighton, Miss Edie Prince, David Tyson Smith, James
12 Robinette, a few others. I want to say Mr. Easley A lot
13 of people think he's loud, but that man knows what he's
14 talking about. I want to say to you guys think about the
15 community. It's about the community. It's about
16 addressing issues that are happening.

17 In 2001, I had an incident with an officer. I
18 filed a complaint two different times on the same officer
19 who accused me of not being disabled and I told him I
20 don't have to tell you what my disability is. You can't
21 look at a person and say they're disabled. I filed two
22 complaints. It was taken to the police department. I
23 never heard anything about it.

24 Remember the people. It's about the people.
25 Take all of everything you all going through, research,

1 but when you come in the doors and you doing the work,
2 it's about the people. Take the personal out of it and
3 remember the people. Get back to what it's supposed to be
4 about, the people. When people have complaints, they got
5 to know that if they turn something in, that there's going
6 to be some follow through. If someone have an issue with
7 an officer, me because I was born --

8 MEMBER JEFFREY: One minute.

9 BRIA STEVENS: I'm the radical in my family, so
10 hearing the people making threats, it is what it is. It's
11 a shame that they're doing it. But remember the people.
12 If you're really going to do this work, remember the
13 people. Because that's what it was about. When we was
14 having those conversations at Russell Chapel, we never
15 brought in personal, political, I'm going to put this
16 person in this position for this. It was about the
17 people.

18 We had people -- there was a time when the
19 review board would allow you to come and tell what
20 happened. You didn't have to worry about filing a
21 complaint because you was in the room. You all might want
22 to think about that. Because I don't want to fill out no
23 paper. I want to be able to tell you and then you do
24 something about it. Thank you.

25 CHAIR CARLSON: Thank you.

1 MEMBER JEFFREY: Thank you.

2 MEMBER HARMON: Thank you.

3 DON WEAVER: Good evening. Don Weaver. I just
4 have a brief comment on behalf of the Columbia Police
5 Officer's Association. So one thing to keep in mind, CPOA
6 has from its inception always supported and never opposed
7 any fair and unbiased review of any police action, at
8 every turn. We stood with David Tyson Smith back in 2008
9 and publicly supported the creation of this very board.
10 And it remains the case today that no member of CPOA that
11 I'm aware of is opposed to any fair, unbiased, neutral,
12 logical review of their actions.

13 And secondly, I'd just like to encourage any of
14 you, if you have even heard a rumor that anyone is
15 intimidating or threatening or harassing, please, on
16 behalf of CPOA, I implore you to please report that
17 misconduct, potential law violations, whether that's to
18 the city, to the state, to the city police, anyone. No
19 one likes bad actors and no one wants any bad actors
20 involved in this process. Thank you.

21 MEMBER JEFFREY: Thank you.

22 CHAIR CARLSON: Thank you. Anyone else?

23 PEGGY FLETCHER: My name is Peggy Fletcher
24 (phonetic). I work very much as a volunteer for the RMF
25 community bail fund. As part of that work, we see the

1 people who have been stopped, arrested and jailed and go
2 to trial. This whole idea about neutrality or having a
3 balance of power just doesn't hold water for me because
4 the whole force of the law, as one of the other speakers
5 said, the weapons, the presumption of guilt -- we don't
6 have a presumption of innocence. We have a presumption
7 that if you got caught, if you got stopped, if you got
8 jailed, you are a bad person.

9 These are the people that I bail out all the
10 time, have in my car, have conversations with. They are
11 not as described as horrible people. These are people who
12 have gotten caught up in a lot of things in their lives.

13 So this whole idea that, well, we'll have this
14 side and that side and they're even. No. You have to
15 take into account that the balance of power is unequal in
16 our society and that you have to sometimes be the voice of
17 the people who, as Ms. Carlson admitted, were the ones
18 that got stopped when she was on her ride along. So those
19 are the people that I -- I can't speak for. I wish they
20 would -- could be here to speak for themselves, but until
21 they have that kind of nerve and that kind of power, I'll
22 be here. Thanks.

23 CHAIR CARLSON: Thank you.

24 MEMBER JEFFREY: Thank you.

25 MEMBER HARMON: Thank you.

1 CHAIR CARLSON: Is there anyone else wishing to
2 speak?

3 DAVID ALLEN: David Allen (phonetic) and don't
4 worry, I'll be under the three minutes. First, I want to
5 agree with Miss Jones and say that the police toning needs
6 to stop and the body language, you know, policing needs to
7 stop. A few months ago I said that, you know, if
8 people -- you did outreach and then people came to you and
9 you didn't work, it would be a poison.

10 I think you can listen to a lot of the people
11 here and see just how much they want to rely on an
12 oversight board, but what I also see is that you could
13 also be a remedy. There's a lot of people who are excited
14 about this new model project because they see it as
15 something that is on their side. I don't see an oversight
16 as anti-police. I see it as pro-community and people who
17 think that something that helps citizens is anti-police is
18 scary.

19 And also this idea that you need to be
20 cheerleaders for the police as an oversight board, I mean
21 if the FDA came out and started doing commercials and
22 advertisements for Burger King, that would be ludicrous.
23 I mean, that would be ridiculous. That's not what you're
24 supposed to be. You're supposed to be an oversight board.
25 And so I would just say, you know, I am excited about this

1 new model project. I think that it is going to be very
2 useful and I think that the people want this in the city.
3 So thank you.

4 MEMBER HARMON: Thank you.

5 MEMBER JEFFREY: Thank you.

6 CHAIR CARLSON: Thank you. Is there anyone
7 else?

8 CHRISTINE GARDENER: Good evening. My name is
9 Christine Gardener (phonetic). I hadn't really intended
10 to speak tonight. I just wanted to witness and see what
11 this was all about. I have attended another couple of
12 meetings. But I wanted to remind you of some past history
13 and why there is such a lack of trust.

14 I myself have four things that I experienced
15 viscerally when learning about them. The first was a
16 young man killed by a police officer in the east campus,
17 practically de-headed and left there. There had been
18 warning, red flags about this officer. Nothing was done.

19 Then there was later the Taser craze when it
20 seemed that the police were tasing mentally ill people,
21 people that it was inappropriate and that had to be
22 stopped. It was, but I don't think it really touched the
23 problem.

24 Then the chief made national TV talking about
25 pennies from heaven. That really wasn't very good. Lost

1 trust there. And then finally, there was the expo say of
2 the brothel owner that the police colluded with for years,
3 the man who had picked up young girls at the Wabash
4 station running away, taken them to his brothel, hooked
5 them on heroin and other drugs and the police colluded
6 with that man so that they could get warrants served when
7 he alerted people to it.

8 So your job is really important because I don't
9 know what investigation went on. I don't even know how
10 these things kind of played out.

11 MEMBER JEFFREY: One minute.

12 CHRISTINE GARDENER: All I know is that when I
13 learned about them, all four of them made me sick because
14 that's my police department. How am I going to trust
15 them? These are serious things and I really hope that
16 we're on a new path here, that these things don't happen
17 in the future and the minor offenses, stopping someone,
18 throwing them on the ground, I don't have to worry about
19 that. I don't have to worry about somebody throwing me
20 onto the ground or fingering me all over and threatening
21 me, but people do every day and this is where the rubber
22 hits the road. And this is why there is no trust. Thank
23 you very much.

24 CHAIR CARLSON: Thank you.

25 MEMBER JEFFREY: Thank you.

1 MEMBER HARMON: Thank you.

2 CHAIR CARLSON: Anyone else wishing to speak?

3 Okay. No one else wishing to speak. That takes us to
4 members. Any members have anything to say?

5 MEMBER HARMON: Yeah, I'm going to make a
6 motion. And I -- we're going to have discussion on it,
7 but I think we -- I think we need to address the
8 attendance issue that we've got going on here and my
9 motion, I think, is that we need to vote to remove Delsie
10 from the board.

11 MS. WIBBENMEYER: She resigned this morning.

12 MEMBER HARMON: She resigned?

13 MS. WIBBENMEYER: Yes. I spoke with her this
14 morning and I'm waiting for her e-mail confirmation, but
15 William and Delsie both resigned this morning.

16 MEMBER HARMON: There are two seats that you all
17 can apply for, just want to put that out there. Well, I
18 think that will be healthy for us. I don't think I have
19 any other notes.

20 CHAIR CARLSON: Other members?

21 MEMBER GUTIERREZ PEREZ: I just want to thank
22 everyone for coming out to speak to us and there were a
23 few things that kind of spoke to me, was just us really
24 keeping in mind the people and that being our priority.
25 And I come up here and sometimes I feel like I make

1 mistakes and I need to do some more learning and I
2 appreciate you guys coming here and reminding us of what
3 the purpose of our board is and what we need to be doing
4 moving forward. And I really appreciate it and I took it
5 to heart and I hope that we will move towards representing
6 you well and representing the people so that when there
7 are complaints and there are these situations that come
8 and then we -- you know, that they get follow through with
9 and that they're well investigated so that people have
10 faith and not just the board, but in the process of
11 submitting those complaints. So thank you all for coming.

12 CHAIR CARLSON: I don't have any prepared
13 remarks, but I do see -- and I didn't write down the gal's
14 name that was sitting next to you, but I do see two
15 previous folks that helped us actually form the board
16 sitting back there. Nicole. And getting the Citizens
17 Police Review Board actually built and formed into a board
18 was a very difficult task.

19 I read through all the documents and it was a
20 hard-fought process. And part of the task, I think, is to
21 visit with some of our history of forming this board
22 because it was something that I think we've lost our focus
23 on this board and I've reached out and asked to try to
24 have at least a meeting with a couple of the people that
25 did that and I'd like to have them maybe at some point in

1 the future, if their time allows, to come visit with us
2 about that because the work that went into building this
3 board, I hate to see us -- I wasn't smirking when the gal
4 said that. I was making just -- probably just my face as
5 to how political it's become.

6 It is a commitment of time and it is my
7 community. I'm from here. It means a lot to me and it is
8 a time commitment that I don't think anybody realizes what
9 it is when they get up here. But I've found -- and I
10 don't like using the word I, but I found the outreach
11 information was never made available and much of the stuff
12 that we've been working on and found for the outreach,
13 COVID kicked this board in the butt to be quite honest.
14 The community outreach hasn't been in place for two years
15 because it wasn't there. We didn't have it for it.

16 So we have to start over from zero and that's
17 what we're going to do and I don't give up. If anybody
18 thinks I do, they're a fool for thinking so. Anybody that
19 knows me knows that's the case. And I take the hard times
20 with the good. So that's my comment.

21 I'm reaching out to some of the former people
22 that have helped develop this and hopefully they'll work
23 with us moving forward. It should be -- it will be
24 official -- Rose can probably tell us. It will be posted.

25 MS. WIBBENMEYER: Give me a few minutes and I'll

1 look up the e-mail.

2 CHAIR CARLSON: Quickly, Rose, quickly.

3 MS. WIBBENMEYER: I didn't have that one
4 prepared.

5 CHAIR CARLSON: Any other members while -- that
6 would like to speak while Rose is --

7 MEMBER WILLIAMS: Yeah, yeah, yeah. I'll say in
8 the interim I'm new and so when you're new to a space, a
9 lot of what -- at least for me and my personal
10 understanding is I'm just trying to do a lot of listening
11 and learning and I think that there's a great deal of
12 passion and excitement on the board. I think there's a
13 lot of passion and excitement in the community and that's
14 exciting to me.

15 I have no problem with conflict. I have no
16 problem with arguing things out, figuring it out. I'm
17 also not going to be rushed. And so when I understand
18 what's going on, what are the different options, how we
19 can move forward, I'm happy to move in a direction of what
20 serves the community the best.

21 This is community service. It is only that. I
22 am a volunteer. I am not paid. I am here because I care.
23 I am here because I'm a father of three that live in this
24 community. I'm here because the police has been a part of
25 my life for positive and negative my entire life and I

1 have opinions about how they should interact.

2 I'm excited because when you have this many
3 people staying at a meeting on a Wednesday night, people
4 that are invested, people that are emotional, people that
5 care, that's exciting to me. That means that there's
6 positive energy, that this is a worthwhile place to be.

7 And so I want you to know that whether we're
8 here in this public space or in the working meetings or in
9 some of the small spaces that people are operating, that
10 the goal is to make this functional and useful and to
11 advocate for the community.

12 And what I would ask as a new member and as a
13 member that's not aware, you know, that learns new things
14 about -- I'm going through old minutes, I'm looking at old
15 videos of meetings, I learn something new about what's
16 been said, what's been done every day. That please,
17 please, please, continue to push us, continue to hold us
18 accountable, continue to show up. Your presence means a
19 lot. Your passion and willingness to speak means a lot
20 and it's a good reminder of why we're here. So I want to
21 say thanks to everybody that came as well.

22 MEMBER OVERMANN: Laura and Michael mostly stole
23 my thunder, so I'll be brief, but I'm heartened by what
24 I've heard tonight. You all are very engaged and push us
25 to, you know, be a better board, to be more functional. I

1 think those are things that we all want. It's just a
2 question of how we get there and I hope you all, you know,
3 will give us a little grace while we figure that out.

4 MEMBER MILLER: I guess I can echo pretty much
5 what everyone has said up here. Thank you all for coming
6 out. There was, I mean, many things I heard tonight that
7 touched me and I think the pro community and I try to
8 bring that with me each and every month that I come up
9 here. It's about the community, it's about the people.

10 And seeing you guys here, just showing up, that
11 means a whole lot. It does touch the heart. We are
12 hearing you. We want to get better. I think outside of
13 Rhonda, I'm probably the second maybe seasoned person
14 that's up here and I haven't even been up here a year yet.
15 So we are a very brand new board, so just continue to --
16 just put your trust in us, continue to show up and, again,
17 hold us accountable and just let us work with the
18 outreach. I mean, again, we didn't even know we had an
19 outreach plan there, so we're trying. Just continue to
20 work with us, please.

21 CHAIR CARLSON: And Rose, we can apply.

22 MS. WIBBENMEYER: Okay. So with regard to
23 William's vacancy, because we've received it in writing,
24 the city clerk will advertise the vacancy on the city's
25 website Wednesday, July 20 and in the paper Sunday,

1 July 24. The deadline to apply will be Friday, August 5,
2 with a potential appointment -- for an appointment to be
3 made at the August 15 council meeting.

4 Assuming Delsie sends the e-mail that she said
5 she would send me or respond to my e-mail, you know, just
6 in writing that she is, in fact, resigning, if we get that
7 in time, there will be two vacancies posted. If it's
8 delayed, which it might be, then there would be one
9 vacancy followed by another one shortly thereafter.

10 Also, the NACOLE annual conference, the virtual
11 conference runs on October 26, November 2 and November 9.
12 If you have not yet looked at the agenda, it seems to be
13 almost all about new models and building community
14 consensus around that. So it seems -- for me, I was just
15 so excited for you all because this is the first time
16 where I saw an entire agenda for a conference where
17 everything is relevant.

18 MEMBER GUTIERREZ PEREZ: I have a question. Can
19 we invite like city council and like Chief Jones and all
20 of them because I really do think that as we're moving
21 forward, it would really benefit all of us --

22 MS. WIBBENMEYER: For the virtual, you mean?

23 MEMBER GUTIERREZ PEREZ: Yeah, for the virtual.
24 Is there a way?

25 MS. WIBBENMEYER: I know in the past usually we

1 send it to like the city manager and the police chief, the
2 information on the conferences and then it -- I don't know
3 if -- I mean, I guess the board could do a report to
4 council to encourage them to also attend virtually. I
5 have not yet reached out to NACOLE on this particular
6 event, but in the past I have asked them if, you know, can
7 we just broadcast -- you know, can we just have you have a
8 meeting and play and pay extra money so the public could
9 see and in the past they've told me no. But I thought on
10 this one maybe I would see if they maybe would allow that
11 or even if not live, they do sometimes put the videos on
12 the NACOLE website after the event because I think even
13 just watching the speakers may be very beneficial.

14 And the other option, you know, is as you go
15 through it, you know, if there are speakers that you
16 think -- or topics you think, hey, we want to bring these
17 people in, then that could be one of those -- kind of like
18 the Dr. Fairley event, you know, you could do things like
19 that and almost use those experts if they're willing to
20 come or if they're willing to appear by zoom.

21 MEMBER GUTIERREZ PEREZ: I know you mentioned
22 the report. Do we need -- is that something that we would
23 be interested in and is that something we need a motion
24 for?

25 MS. WIBBENMEYER: If you're going to send a

1 report to council, yes, you would need a motion for that.

2 MEMBER HARMON: Wait, that's about inviting them
3 to the conference?

4 MEMBER GUTIERREZ PEREZ: That's what I'm --

5 MEMBER HARMON: I don't think they'd spend their
6 time doing that. Is that what you're asking?

7 MEMBER GUTIERREZ PEREZ: I just don't -- I know
8 that we all are getting all this like going through the
9 NACOLE training. Do we need -- I mean, city council has
10 such a big stake as well in kind of supporting us and all
11 of that and I don't know how to bridge that. I don't
12 know. This might not be the answer, I might let it go,
13 but I just --

14 MS. WIBBENMEYER: I can send the agenda to the
15 city clerk and see if she can then forward it out to the
16 council.

17 MEMBER GUTIERREZ PEREZ: Yeah, it doesn't have
18 to be a --

19 MEMBER HARMON: I want to make another note.
20 Miss Jones presented everyone with this letter targeting
21 Laura, herself, me, Miss Fowler and I just want to make --
22 I don't know if the board knows, he also made a website
23 that attacks the board and attacks members of the board
24 and I just wanted to make sure that --

25 MEMBER GUTIERREZ PEREZ: Yeah, it's citizens --

1 MEMBER HARMON: You didn't know about that?

2 CHAIR CARLSON: No.

3 MEMBER HARMON: There's a website.

4 MEMBER GUTIERREZ PEREZ: There's a website and
5 there's a domain --

6 MEMBER HARMON: There's a website.

7 MEMBER GUTIERREZ PEREZ: -- and it's getting
8 paid that has these videos and -- I don't know. Thank you
9 for --

10 MEMBER HARMON: It's -- and there's -- I've also
11 seen additional videos he made featuring me. So I just
12 think everyone should be aware of the nature of these
13 attacks and who they're coming from and I guess there will
14 probably be more, but we are -- we do have a website up
15 that's an anti-CPRB website.

16 MEMBER OVERMANN: What is the URL of that
17 website?

18 MEMBER HARMON: I'm not going to -- I will tell
19 you what it is. I will make sure I tell all of you what
20 it is. I'm not going to present it here because I don't
21 want to give him any foot traffic, if that's okay. I'm
22 not taking your question from here. If anyone wants to
23 further discuss with me, I'd rather do it after the
24 meeting. That's all I want to know is that I want to keep
25 clear on the nature of what is actually happening here.

AUDIO TRANSCRIPTION

1 CHAIR CARLSON: Okay.

2 MEMBER HARMON: Thank you.

3 CHAIR CARLSON: All right. Any other comments
4 from staff then? Type quickly. Comment.

5 MS. WIBBENMEYER: Just that --

6 CHAIR CARLSON: Your fingers are burning.

7 MS. WIBBENMEYER: -- if you have any agenda
8 items, if you could send them to Rhonda and myself before
9 Thursday. We're meeting Thursday morning --

10 CHAIR CARLSON: Next Thursday, the 20 --

11 MS. WIBBENMEYER: -- to get the agenda together
12 for next month's meeting.

13 CHAIR CARLSON: That's the 21st, right?

14 MS. WIBBENMEYER: So by end of day of next
15 Wednesday, if you can e-mail them and then we can put the
16 agenda together, at least the draft and then I have to put
17 it into the computer.

18 CHAIR CARLSON: Yeah. Perfect. All right. If
19 there's nothing else, our next meeting, which I'm sure the
20 world is waiting, is on August 10. Same place. Motion to
21 adjourn would be entertained.

22 MEMBER JEFFREY: So moved.

23 CHAIR CARLSON: Second.

24 MEMBER GUTIERREZ PEREZ: Second.

25 CHAIR CARLSON: Those in favor, please say aye.

AUDIO TRANSCRIPTION

1 (All said aye.)

2 CHAIR CARLSON: Opposed, same sign.

3 (No response.)

4 CHAIR CARLSON: Hey, we're in agreement.

5 Meeting is closed.

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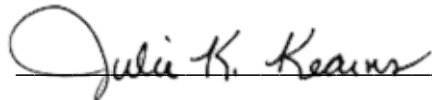
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CERTIFICATE OF REPORTER

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I further certify that I am neither counsel for, related to, nor employed by any parties to the action, and further, that I am not a relative or employee of any counsel or attorney employed by the parties thereto, nor financially or otherwise interested in the outcome of this action.



Julie Kearns, CCR-MO, RPR, CRR



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