

In the Matter of:

**CITY OF COLUMBIA CITIZENS POLICE REVIEW BOARD**

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**TRANSCRIPT OF PROCEEDINGS**

*August 11, 2021*

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Transcript of Proceedings

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CITY OF COLUMBIA  
CITIZENS POLICE REVIEW BOARD

Transcript of Meeting

August 11, 2021, 6:00 p.m.

City Hall, Council Chambers

Reported by: Shelley Bartels, CCR 679

Transcript of Proceedings

1 BOARD MEMBERS PRESENT:

2 Travis Pringle, Chair

3 Wayne Boykin

4 Catherine Grover

5 Rhonda Carlson

6 Andrew Fisher

7 Sydney Dowell

8 Cheryl Miller

9  
10  
11 ALSO PRESENT:

12 Rose Wibbenmeyer, Assistant City Counselor

13 Sgt. Scott Alpers, Columbia Police Department

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1 MR. PRINGLE: All right. It being six  
2 o'clock, I call this meeting of the Citizens Police  
3 Review Board to order. We bridge the gap between law  
4 enforcement and community to help increase trust. At  
5 this time all current members are present except for  
6 Mr. Alex Hackworth who has been excused. Before we  
7 get into our business, I'd like to give the floor to  
8 our newest member from the Human Right Commission,  
9 Cheryl.

10 MS. MILLER: Thank you. My name is  
11 Cheryl Miller, and I am the human rights liaison.  
12 I've been in Columbia since 1995. Some of my  
13 interests are reading, traveling. I have three adult  
14 children, two daughters and a son that lives in  
15 Kansas City. I am a proud grandmother of eight  
16 grandchildren, and that's just about it. It's a  
17 pleasure to meet you. Thank you.

18 MR. PRINGLE: Thank you, Cheryl, and  
19 we're happy to have you here. Moving on to item  
20 three, the approval of today's agenda. Have all  
21 members had an opportunity to review tonight's  
22 agenda?

23 (Unanimous aye vote.)

24 MR. PRINGLE: Is there a motion to approve  
25 the agenda?

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1 MS. CARLSON: Carlson moves to approve.

2 MR. PRINGLE: Rhonda Carlson moves to  
3 approve. Is there a second?

4 MR. FISHER: Fisher, second.

5 MR. PRINGLE: Andrew Fisher seconds. All  
6 those in favor of approving tonight's agenda, reply  
7 with aye. All opposed? And abstain? All right.  
8 That's passed unanimously.

9 (Unanimous aye vote.)

10 MR. PRINGLE: Moving on to item four,  
11 approval of the minutes. Have all members of the  
12 board had an opportunity to review both the  
13 transcript and the minutes from our July 14th, 2021  
14 meeting?

15 (Multiple yeses.)

16 MR. PRINGLE: And is there a motion to  
17 approve both the minutes and the transcript from the  
18 July 14th, 2021 meeting?

19 MR. BOYKIN: Boykin motions to approve.

20 MR. PRINGLE: Wayne Boykin motions to  
21 approve. Is there a second?

22 MS. DOWELL: Second.

23 MR. PRINGLE: Who wants it?

24 MS. DOWELL: I will.

25 MR. PRINGLE: And Sydney Dowell moves to

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1 second. All those in favor of approving the minutes  
2 and transcript from July 14th, 2021. Any opposed?  
3 And abstain?

4 MS. MILLER: I'll abstain.

5 MR. FISHER: Fisher abstains.

6 MR. PRINGLE: We have Andrew Fisher and  
7 Cheryl Miller have abstained from approving the  
8 transcript, but overall they are approved. Moving on  
9 to reports, we have Positive Connections and Ride  
10 Alongs. Any positive connections or ride alongs to  
11 share from the board. All right. Moving on to our  
12 next report, the Outreach Subcommittee.

13 MR. FISHER: We met, we discussed, and  
14 we're still looking for ideas for outreach, but with  
15 the brochure and some of the documents, we're going  
16 to hold off until the timeline is clear. And we'll  
17 meet in two months.

18 MR. PRINGLE: All right. And now Audit  
19 Results. I put together a first draft finally, and I  
20 apologize for how long that took. Now, in the draft  
21 I pointed out how, from my notes, it was that we did  
22 not have any kind of notification letters in the  
23 records that the officer's notified of an appeal.  
24 Rose told me that she has records that those officers  
25 were notified of the appeal in 2015 through 2016. So

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1 I guess Andrew, Sergeant Alpers, that was what we  
2 were missing, correct, was the appeal letter  
3 notification?

4 MS. WIBBENMEYER: The record I have is  
5 the one that I sent. I don't necessarily know if the  
6 police also notify them or not.

7 MR. PRINGLE: And we are reviewing the  
8 records that we do have with that letter. Is that  
9 the board letter or a separate police letter that we  
10 have in the other years?

11 MR. ALPERS: So those are -- I think  
12 those are pre, before they started.

13 MS. WIBBENMEYER: I've always emailed the  
14 officer and the complainant. Once the complaint  
15 comes in, we know who the officer is, I send an email  
16 to the chief confirming that it appears that the  
17 below-listed officers are entitled to notice pursuant  
18 to Chapter 21. I give them 24 hours and then I send  
19 an email notice to the officers unless -- they've  
20 always said yes, those look like the right ones;  
21 they've never said no, you're missing some. But I  
22 give the police department the opportunity to clarify  
23 if I have it wrong.

24 MR. PRINGLE: Because those are only two  
25 years that are missing. We have 2013, 2014, have

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1 everything, everything after 2017 was all good. It  
2 was just those two years, so.

3 MS. WIBBENMEYER: I mean, if they have  
4 the other years, then they probably do their own  
5 notice. Because it was my understanding the reason  
6 why I was supposed to send the email to the chief was  
7 to give the chief an opportunity for them to notify  
8 the officer so that my email wasn't such a surprise.  
9 So under the ordinance it's the Board has to notify  
10 the complainant and the officer and keep them  
11 informed at regular intervals of the status of the  
12 case.

13 MR. PRINGLE: Could you send me an  
14 example of the notification you send. And then,  
15 Sergeant Alpers, could you send me just an example  
16 from 2014 and 2017 so I could clarify my report? And  
17 then yeah, I'm going to add to it. I also, please,  
18 everyone, if you know of any edits or recommendations  
19 you have, I've still yet to kind of put a conclusion  
20 in there, but I wanted to at least have something for  
21 you all to look at so we can hopefully finalize it  
22 next month.

23 MS. WIBBENMEYER: What was the year you  
24 wanted? 2016?

25 MR. PRINGLE: So yeah. 2015 and 2016 are



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1 the two years that were missing when we were doing  
2 the audit. We found before 2015 they were there and  
3 then 2017 we found them again; it was just those two  
4 years we couldn't find a copy of the notification to  
5 the officer about the appeal. And also, Rose, have  
6 we already -- we've already moved the appeal, our  
7 decisions, from the public website?

8 MS. WIBBENMEYER: I believe they were  
9 working on that, so it should be down before  
10 August 28th. And it -- there's the old website and  
11 the new website, so they had to take it down off  
12 both. And then they said it takes a couple days  
13 thereafter for it to not show up on Google searches.

14 MR. PRINGLE: All right. I know on the  
15 new website I couldn't find them today when I was  
16 looking for them on the new website. I didn't check  
17 the old one, but. And anything further from any  
18 board members or staff on the audit results?

19 MR. FISHER: No. I haven't had a chance  
20 to review them.

21 MR. PRINGLE: Oh, yeah. But please, when  
22 you get a chance to read, please, yeah, any edits,  
23 notes, please, yeah, feel free to send them on. I  
24 would like to spend this month actually finalizing  
25 that thing and being able to send it on to Council.

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1 And again, I apologize for how long it took me to get  
2 you something. Now I'm moving on to old business.  
3 First status update, the training calendar with  
4 details. I think from the lieutenant chief's last  
5 talk is what we were looking at there, with that  
6 timeline.

7 MR. ALPERS: So, let me pull up my notes  
8 from last time. I think Assistant Chief Gordon was  
9 going to get that put together because you had asked  
10 for -- hold on -- a company that selected -- that was  
11 selected to provide in-service training after the  
12 contract period was up.

13 MR. PRINGLE: Yes. Once that's been  
14 decided.

15 MR. ALPERS: Yeah. So I think we were  
16 going to provide all that once all that came. I  
17 haven't heard anything from Sergeant German. She's,  
18 I believe, still out maybe.

19 MR. PRINGLE: Now, was that -- Assistant  
20 Chief Gordon, was he saying it has to be decided by  
21 September?

22 MR. ALPERS: I believe so, yes.

23 MS. WIBBENMEYER: So to clarify, are you  
24 just wanting going forward, or are you wanting the  
25 training, because the motion was passed last summer.

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1 So did you want to see what they've been doing or  
2 just going forward when they get around to getting it  
3 together, going forward?

4 MR. PRINGLE: I know right now I want the  
5 one going forward the most right now. I guess, can  
6 we -- do we still want to get whatever's left from  
7 the previous year that we haven't seen yet?

8 MR. FISHER: That's what we asked for.

9 MR. PRINGLE: Yeah. We may as well get  
10 it. So yeah, whenever we get the previous full  
11 calendar, training calendar with the details just for  
12 what happened last year and then --

13 MR. ALPERS: 2020 training calendar?

14 MR. PRINGLE: Yes. Uh-huh. Whatever we  
15 have so far up to date.

16 MR. ALPERS: 2020. So you want 2020  
17 and 2021?

18 MR. PRINGLE: Yes please.

19 MR. ALPERS: So you're wanting 2020  
20 training calendar with details and the in-service  
21 provider training after that contract --

22 MR. PRINGLE: Yes. Once that --

23 MR. ALPERS: -- discussion.

24 MR. PRINGLE: And I think -- anything  
25 from board or staff on the training calendar with

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1 details? Next up we have our status update on SB26.

2 MS. WIBBENMEYER: It will be an amendment  
3 sheet that will be added to the council agenda based  
4 upon negotiations with the police officers' union.  
5 The agenda will be published Thursday afternoon for  
6 Monday night's council meeting. And I don't know  
7 necessarily what will -- what we'll be changing at  
8 this point. But if anyone's interested and wants to  
9 go to the council meeting and see in the chambers  
10 next Monday, and like I said, it'll be, the agenda  
11 will be published on Thursday. So you can look for  
12 that.

13 MR. PRINGLE: I know I plan on attending  
14 Monday's council meeting. Would anyone else like to  
15 attend too? I think we just need to -- we don't need  
16 to worry about -- do we need to worry about quorum  
17 rules when we're attending a City Council meeting?

18 MS. WIBBENMEYER: As long as you all  
19 aren't talking to each other about business --

20 MR. PRINGLE: Okay.

21 MS. WIBBENMEYER: -- you don't. If you  
22 are going to have a quorum, just kind of disperse  
23 yourself amongst the room.

24 MR. PRINGLE: Back of the room's already  
25 set up for our disbursement. And for the most part,

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1 as far as we know right now, it's going to be pretty  
2 similar to what we sent on to council?

3 MS. WIBBENMEYER: I do not know. I know  
4 that there will be some changes to Chapter 19. I  
5 don't know if there will be any changes to what's  
6 proposed for Chapter 21 or not.

7 MR. PRINGLE: Okay. And when that agenda  
8 does get published, you'll send it out to us as well,  
9 Rose?

10 MS. WIBBENMEYER: I will not be on here  
11 on Thursday.

12 MR. PRINGLE: Okay.

13 MS. WIBBENMEYER: So --

14 MS. CARLSON: The easiest way to get to  
15 that is to go to the --

16 MS. WIBBENMEYER: City Council page.

17 MS. CARLSON: City Council page.

18 MS. WIBBENMEYER: Or the main page and go  
19 down to the calendar and look at Monday. But it's  
20 usually right between 4:00 and 5:00 p.m. on Thursday  
21 that it gets published.

22 MR. PRINGLE: Okay. I guess we can call  
23 for Tracy also.

24 MS. WIBBENMEYER: She leaves at 2:00 --

25 MR. PRINGLE: Okay.

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1 MS. WIBBENMEYER: -- I think. I can ask  
2 her to send it out on Friday if you'd like.

3 MR. PRINGLE: Yeah. Just to follow up  
4 and make sure everyone gets a chance to see it.

5 MS. CARLSON: Even if we can't attend, we  
6 can make a comment to our council people?

7 MS. WIBBENMEYER: Correct.

8 MR. PRINGLE: And anything further from  
9 the board or staff on SB26? Moving on to  
10 community-oriented policing program. I know that  
11 Carlene and Heather had their meetings before they  
12 left, but I'm not quite sure where it's at right now.

13 MS. MILLER: I've reached out to Carlene  
14 and her and I are going to communicate. She's going  
15 to kind of let me know where things she left off. So  
16 I may be able to provide some input at the next  
17 meeting about that.

18 MR. PRINGLE: All right. That sounds  
19 like a plan. Thank you, Cheryl.

20 MS. MILLER: Uh-huh.

21 MR. PRINGLE: And next is the Vehicle  
22 Stop Committee, but Alex is not here, so we need our  
23 man on the ground regarding that. I guess, Sergeant  
24 Alpers, do you know anything about the Vehicle Stop  
25 Committee?

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1 MR. ALPERS: Give me one second. I got  
2 an email about that. Let's see if I can share it.  
3 All I got was the agenda.

4 MR. PRINGLE: Was the agenda?

5 MR. ALPERS: Yeah.

6 MR. PRINGLE: When's their next meeting?

7 MR. ALPERS: It was the 12th. Or it is  
8 the 12th, tomorrow. The meeting that Alex was at was  
9 last month.

10 MR. PRINGLE: Last month, okay.

11 MR. ALPERS: Tomorrow they're going to be  
12 discussing old business of consent searches and then  
13 issues with the research team report and then just  
14 new business is committee messaging. And then the  
15 next date after that will be September 14th,  
16 tentatively.

17 MS. MILLER: I'm sorry. Who's on that  
18 Vehicle Stop Committee?

19 MR. ALPERS: Yes, ma'am, one second.  
20 Robert Aulger, Tony Dukes Larkins, Pamela Hardin, Don  
21 Love, Detective Nichols from the police department,  
22 Jerome Sally, Chad McLaurin, and John Wordon, who is  
23 the director of the Law Enforcement Training  
24 Institute.

25 MS. MILLER: So I missed it; it's

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1 compromised of citizens and law enforcement officers  
2 or?

3 MR. ALPERS: Yes, ma'am.

4 MS. MILLER: Okay.

5 MR. FISHER: Yeah. It was put together  
6 independently. This board wasn't part of it.

7 MS. MILLER: Okay.

8 MR. ALPERS: I can probably get a little  
9 deeper for you. Mr. Aulger was a former judge here  
10 in town. And then Tony and Pam were with the NAACP.  
11 And Don is -- is he -- does he still work down in  
12 Jeff City? I can't remember, Don Love.

13 MS. WIBBENMEYER: Yeah, I don't know. I  
14 think he's retired, but.

15 MR. ALPERS: He does a lot of the  
16 statistics, statistical stuff. And Mr. Sally worked  
17 with the school system, and Chad McLaurin is with  
18 Race Matters.

19 MS. MILLER: Thank you.

20 MR. ALPERS: Yes, ma'am.

21 MR. PRINGLE: And anything further on the  
22 Vehicle Stop Committee from the board? Next up we  
23 have police ride along form recommendation regarding  
24 social media. I did pull up the form on the new  
25 website and it still has the social media.



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1 MR. ALPERS: Yeah. I spoke with Toni  
2 Lacina (ph) this morning. She's taking care of that.  
3 Because they pulled it off, and we only have one  
4 Adobe Pro license to get that in the fillable form  
5 that you and I talked about.

6 MR. PRINGLE: Okay.

7 MR. ALPERS: So Toni's very well aware of  
8 it.

9 MR. PRINGLE: Well, we have -- anything  
10 we can do to help out, I just, yeah. I'd like to see  
11 it. Whenever the PDF, the actual editable PDF gets  
12 up there, at that point we should have everything  
13 fixed?

14 MR. ALPERS: I mentioned to her about  
15 potentially reaching out to IT to put together one of  
16 the forms like we have for complaints and compliments  
17 to where it's just a fillable form we'll shoot to  
18 whoever it needs to go to. I think that might make  
19 it a little bit easier as well, so.

20 MR. PRINGLE: Okay.

21 MR. ALPERS: She's going to work on that.

22 MR. PRINGLE: All right. And anything  
23 further on the ride along form regarding social  
24 media? Next we have amount of time we've got  
25 officers on and off duty, aka moonlighting. Anything

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1 further from the board regarding moonlighting?

2 MS. DOWELL: So I've done some  
3 preliminary research, but I don't know if it's  
4 because I took really crappy notes the first week I  
5 was here, but I don't really know why I'm researching  
6 this. So if somebody could give me some insight,  
7 that would probably be helpful to my research.

8 MR. PRINGLE: So I would say look back  
9 at the transcripts specifically from I think  
10 December 2020, January 2021, February 2021 would be a  
11 good place to start. That's where it really kind of  
12 came up a lot. Vice Chair Williams, she brought it  
13 up. The -- it was a big issue for her. Also I think  
14 Council Member Fowler, is she also still looking into  
15 moonlighting?

16 MS. GROVER: Yeah. There's concern with  
17 officer fatigue and decision making with the amount  
18 of hours they work and moonlight as well.

19 MR. PRINGLE: Look at those transcripts.  
20 And I think also, Sergeant Alpers, you still have  
21 those -- because you had those charts or some table  
22 that you sent to us that maybe you can send on to  
23 Sydney in case she didn't get them.

24 MR. ALPERS: Are you talking about the  
25 total hours worked?

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1 MR. PRINGLE: Yeah.

2 MS. DOWELL: I mean, do you know, like,  
3 offhand right now how many officers are working off  
4 duty?

5 MR. FISHER: It's a very complicated  
6 answer.

7 MS. DOWELL: Are we -- are we limiting it  
8 to, like, officer-based work or are we limiting it to  
9 non-officer based work or do you want both?

10 MR. FISHER: That data is collected  
11 differently I think --

12 MS. DOWELL: But what --

13 MR. FISHER: -- by the City. So I  
14 think -- I think the spirit of the inquiry had to do  
15 with just officers being tired when they come to do  
16 their police shift here.

17 MR. ALPERS: If I could add to that. So  
18 there's two different off duty secondary employment  
19 policies that we follow. One of them is the  
20 traditional off-duty policy where we're in a uniform,  
21 we're working at a private business. And the second  
22 one is a secondary, true secondary employment where I  
23 am out of uniform, I own a small business or I mow  
24 lawns or -- for instance, I know several firefighters  
25 that work their job as a firefighter and then on

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1 their days off, they, a lot of them, have lawn mowing  
2 businesses, snow removal businesses. So that's  
3 outside of an enforcement capacity. I think the  
4 majority and probably most of what's probably the  
5 discussion is being in uniform working off duty at a  
6 private business.

7 MS. DOWELL: So are we -- are we making  
8 inquiries into whether they are working off duty in  
9 addition to a shift they've already worked that day,  
10 or are we making an inquiry into extra hours on a day  
11 that they are off completely?

12 MR. PRINGLE: I think we were looking  
13 more at what -- it wasn't like a -- just in a given  
14 workweek, how many hours are officers working total  
15 and making sure that they're not overtaxing  
16 themselves.

17 MS. DOWELL: Okay. So my comment to  
18 anytime they're working, you know, on an off day,  
19 we're not their parents. We, you know, we can't  
20 really control what they're doing on their off day.  
21 I totally understand the point of, you know, whether  
22 they worked a 12-hour shift or the night before they  
23 worked maybe, you know, some other job and they come  
24 in in the morning and they work a 12-hour shift and  
25 then they're tired, I get that. But where I have the

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1 issue is an off day -- let me give you an example. I  
2 work as an attorney 8:00 to 5:00. Say I open a  
3 bakery on Saturday, and I work there Saturday and  
4 Sunday. You telling me that me working on Saturday  
5 and Sunday is making me tired to not be able to work  
6 my job on Monday I think is out of reach, out of your  
7 reach completely. So that's why I'm asking.

8 MR. BOYKIN: The situation with that  
9 though is that they're in uniform and they're still  
10 work in the city, so, therefore, it's not a different  
11 job technically.

12 MS. WIBBENMEYER: Well, even if your  
13 example, so I'm an attorney for the City, I work  
14 full-time for the City. Under the administrative  
15 rules, I can't get a part-time job unless my  
16 supervisor authorizes that.

17 MS. DOWELL: Right.

18 MS. WIBBENMEYER: So there is some level  
19 of control even in a totally -- like if I wanted to  
20 go work at Walmart, I wouldn't do that unless my  
21 supervisor said that was okay. Now, generally  
22 speaking, if it's your off day, it usually will get  
23 approved, but that is part of the administrative  
24 rules so that we do have some control so we don't  
25 have employees coming into work exhausted where they

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1 might have accidents, whether they're officers or  
2 whether they're --

3 MS. DOWELL: Right.

4 MS. WIBBENMEYER: -- you know, someone  
5 working on the street department or whether they're  
6 even an attorney, you know.

7 MS. DOWELL: Uh-huh.

8 MS. WIBBENMEYER: We do exercise some  
9 level of control under the administrative rules.

10 MS. DOWELL: So I don't know if this is  
11 overstepping the line, but for your situation  
12 specifically, why couldn't you get another job if  
13 it's on your off day?

14 MS. WIBBENMEYER: There's an  
15 administrative rule --

16 MS. DOWELL: Is it just --

17 MS. WIBBENMEYER: -- that I abide by as  
18 an employee of the City. So I have to go through  
19 that process to get approval to do another job.  
20 Because the City pays me to work full-time and they  
21 expect that if you're going to work full-time, you  
22 will days off for rest and relaxation.

23 MS. DOWELL: Right. Okay. So I guess my  
24 question is really --

25 MR. PRINGLE: They also -- did you look

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1 at the policy 1040?

2 MS. DOWELL: Yeah, a little. I mean, I'm  
3 trying to figure out where to take my research. So  
4 I'm -- I don't know if I need to take it whether  
5 they're working in uniform the same day as a long  
6 shift or whether they're working in uniform on an off  
7 day, because I think those are two totally different  
8 situations. So I can go both ways or I can limit it;  
9 I just want opinions from everybody.

10 MR. BOYKIN: The policies prevent them  
11 from doing that the same day. Right? They have --  
12 they can only work, is it 18 hours?

13 MR. ALPERS: You can work -- you can work  
14 up to 16 hours in one shift. So, for instance, I  
15 work 10-hour shifts. I'm limited to a total of 16  
16 hours. And the example that I always give is the day  
17 that the chief was here and I had to get up and  
18 abruptly leave; it was because I hit my 16 hours for  
19 being here. Now, with approval of the chief, which I  
20 asked him that day, Do you want me to stay or do you  
21 want me to go when I hit my 16 hours. He said, No,  
22 you need to go. That's the example I give. Now, on  
23 a -- I'll give you a, for an example, I worked an  
24 off-duty shift three weeks ago. I worked from 8:00  
25 in the morning until 1:00 in the afternoon on a

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1 Sunday, which I'm normally off. I can work up to 16  
2 hours that day if I wanted to, but I worked a  
3 five-hour period. So I was -- you know, I didn't  
4 come into work and then -- or, you know, work that  
5 and then come here and work my normal shift.

6 MS. DOWELL: So are there officers that  
7 are working, you know, like a 10, 12-hour shift and  
8 then going to another job or picking up overtime?

9 MR. ALPERS: Yes.

10 MS. DOWELL: Are there issues with  
11 fatigue so far?

12 MR. ALPERS: Well, I think that's -- it's  
13 difficult for me to do that determination. And I  
14 believe the direction of the Council was for the city  
15 manager to prepare a report. And I'm not for sure if  
16 that ever -- if that came to fruition or not whenever  
17 this issue got brought up. I don't know if it made  
18 it back to --

19 MR. BOYKIN: I think they're still  
20 waiting on the data to finalize, and what our  
21 thoughts are maybe.

22 MR. ALPERS: So, I mean, you're talking  
23 about a very, in my opinion, a very deep analytical  
24 analysis on fatigue. You're going to have to get  
25 people way smarter than me to bring in and tell me if



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1 you're fatigued or not. Obviously I can see signs of  
2 fatigue like all of us probably could, but I just --  
3 I don't -- I hate saying this, it sounds cliché, but  
4 it's not my job.

5 MS. DOWELL: Right.

6 MR. BOYKIN: For clarification, so the  
7 officers are on 12-hour shifts now apparently.  
8 Right?

9 MR. ALPERS: Not yet. We're getting  
10 close. Couple weeks.

11 MR. BOYKIN: So if they were to work  
12 a 12-hour shift, then they would be able to go do  
13 like a four-hour off shift. But they couldn't work  
14 more than four hours if it's an off-duty situation?

15 MR. ALPERS: Correct.

16 MR. BOYKIN: Because they're still in  
17 uniform?

18 MR. ALPERS: Off duty or overtime. So  
19 I'll give you two examples. Like today -- I'll  
20 answer your question and your question at the same  
21 time. Today there were four available off-duty  
22 shifts. Two of them -- or three of them which were  
23 filled and one of them went unfilled. One of the  
24 officers that worked it did not work today, so he  
25 worked an off duty shift on his own time, you know,

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1 on his off day. Let's say, for example, I worked my  
2 ten-hour shift today and I came in and then I decided  
3 I wanted to work this open shift which started at  
4 5:00 p.m. It runs for four hours and 15 minutes.  
5 That would be 45 minutes under my allotted time. If  
6 something were to happen at the very end where, you  
7 know, I made an arrest or something was occurring at  
8 the location, I will only have 45 minutes, unless I  
9 have the permission from a command staff member to  
10 say, Okay, you can finish out this part of it. So  
11 again, it's a -- it's that 10-hour window or 12-hour  
12 window, however you look at it, or 8-hour plus,  
13 whatever it is to get to 16. If, for example, I  
14 worked a 12-hour shift today and I had scheduled  
15 an off-duty shift from 10:00 to 2:00, but I worked  
16 a 6:00 a.m. to 6:00 p.m. and then I worked another  
17 two hours at the very end of my shift because of a  
18 call, I would be at 14 hours. I could only work two  
19 hours of that off-duty time. I couldn't still go  
20 work the full four hours because I have to have the  
21 eight-hour window in between.

22 MS. DOWELL: So does the 16-hour total  
23 rule apply if it's a shift not in uniform, like their  
24 own business kind of job?

25 MR. ALPERS: That's a good question, but

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1 I would assume it falls under there. Let me --

2 MS. DOWELL: Okay.

3 MR. ALPERS: You're talking as a true  
4 secondary employment?

5 MS. DOWELL: Right. Like you said, you,  
6 you know, were mowing or whatever. Does -- do you  
7 only get to do the four hours? Can the City mandate  
8 you to only work four hours if you've already  
9 worked 12? Rose, do you know that answer?

10 MS. WIBBENMEYER: I haven't looked at  
11 their policy.

12 MR. PRINGLE: Yeah. In the policy, An  
13 employee shall not engage in more than 16 hours of  
14 any --

15 MR. ALPERS: Right.

16 MR. PRINGLE: -- type of employment  
17 during --

18 MR. ALPERS: It's --

19 MS. DOWELL: Okay. Any type of  
20 employment.

21 MR. ALPERS: Yeah. Any type of  
22 employment. So in that sense I couldn't work at a  
23 bakery for more than 16 hours.

24 MS. DOWELL: Right.

25 MS. CARLSON: Sergeant Alpers and even

1 the board, I want to recall because Ms. Williams  
2 either -- I started on her last night, and it was  
3 either that night or she was in the audience at the  
4 next meeting, very -- did a very eloquent -- she  
5 stated the study in the context of a week of work and  
6 the fatigue during the week of the extra hours, not  
7 just the 16 or the 12, and how the fatigue would play  
8 out during a week of work, if something would -- were  
9 to occur, how an officer would behave during several  
10 shifts of work and overtime. And she was trying to  
11 look at it, as I understood it, as the fatigue over  
12 several shifts of working police department,  
13 overtime, other jobs as I understood her looking at  
14 that study. And that's why they were trying to break  
15 down overtime and whether they were doing work with  
16 the police department and then picking up jobs on the  
17 other side of it as it was breaking down. That's how  
18 I understood it, and she was looking at the context  
19 of over a full week and there were several shifts --

20 MR. BOYKIN: She was concerned of the  
21 effects of an officer going through working so many  
22 hours and then affecting their ability to follow  
23 through with policies or the ability to stay content  
24 with what's going on and not being, you know, over --

25 MS. MILLER: Well, you can't --

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1 (Multiple speakers.)

2 MS. CARLSON: As I understood her  
3 explaining her concern.

4 MS. DOWELL: Okay. Thank you for that.

5 MR. BOYKIN: And that's not related to  
6 us; it's in the issue --

7 MS. DOWELL: Right.

8 MR. BOYKIN: -- of complaints and things  
9 like that.

10 MS. DOWELL: I'm following.

11 MS. WIBBENMEYER: And just so you know,  
12 it came up in the context of a case, I can't remember  
13 how long ago it was but it was when Ms. Williams was  
14 on the board. On the video, the officer, after he  
15 encountered the complainant and they had this  
16 interaction, the officer basically expressed his own  
17 frustration at how many hours he'd been working.

18 MS. DOWELL: Okay. So --

19 MS. WIBBENMEYER: So I think that kind of  
20 spurred, between that and when she -- what she  
21 learned at the NACOLE conferences spurred her  
22 interest in this topic.

23 MS. DOWELL: Okay. I'm following. Have  
24 there been other instances of that type of thing or  
25 was that just, like, one isolated event?

Transcript of Proceedings

1 MS. WIBBENMEYER: I just know that that's  
2 one of -- immediately after the board heard that  
3 case, that evening in the lobby she started talking  
4 about it.

5 MS. DOWELL: Okay. Okay.

6 MR. PRINGLE: I think that was the  
7 January meeting.

8 MS. DOWELL: January. Okay. Good for me  
9 to know. Are there mandatory, like, amounts of  
10 shifts that you can work -- like, can you work two  
11 shifts and then you have to have a day off? Is there  
12 a rule?

13 MR. ALPERS: No.

14 MS. DOWELL: No?

15 MR. ALPERS: It's just the total average  
16 rule.

17 MR. BOYKIN: It's just the each day is --  
18 is there a weekly cap?

19 MR. ALPERS: Yeah. There's a weekly cap  
20 on off duty. You can't work more than --

21 MR. PRINGLE: I think it's 60 --

22 MR. ALPERS: Sixty --

23 MR. PRINGLE: Well, a pay period.

24 MR. ALPERS: -- so it's 30 hours a week,  
25 which 30 hours of off duty is a lot.

Transcript of Proceedings

1 MR. BOYKIN: And then the other issue we  
2 have going through the data by the way is that  
3 there -- you get paid for a minimum of three hours.  
4 Right?

5 MR. ALPERS: That's correct.

6 MR. BOYKIN: whether you work three hours  
7 or not. So when you get the data, just so you're  
8 aware that's that -- that was another thing we were  
9 trying to decipher, figure out actual how many hours  
10 they worked because they were being docked maybe for  
11 three hours but they weren't -- they're not always  
12 working three hours.

13 MS. DOWELL: Okay. Gotcha.

14 MR. PRINGLE: There's a thread with you  
15 and Roger and myself where we kind of break down --

16 MR. ALPERS: Right. Right. And that's  
17 just, that's the negotiated -- you know, there's  
18 times where I've worked a race, like a foot race,  
19 triathlon or whatever it was, and the minimum is  
20 three hours and they were very quick so they get it  
21 done in two. But we still get paid for that  
22 three-hour window even though we only worked, you  
23 know, two hours or two hours and 15 minutes or  
24 whatever it is. But that's the negotiated fee that  
25 we -- that we have.

Transcript of Proceedings

1 MS. DOWELL: Do you guys keep track of  
2 the officers who have truly second jobs?

3 MR. ALPERS: Yes.

4 MS. DOWELL: How many of them have one  
5 out of --

6 MR. ALPERS: I wouldn't know.

7 MS. DOWELL: You wouldn't know.

8 MR. ALPERS: I can find that out.

9 MS. DOWELL: Right. What I want to know  
10 is how many of your whatever, 60-some officers have  
11 those extra second jobs, truly second jobs.

12 MR. ALPERS: Non-enforcement jobs?

13 MS. DOWELL: Right.

14 MR. ALPERS: That's what you're saying?

15 MS. DOWELL: Right. That's what I'm  
16 saying. And then how many officers -- I don't even  
17 know how I would say that. How many officers pick up  
18 officer jobs?

19 MR. ALPERS: So we have --

20 MS. DOWELL: That does not make sense.

21 MR. ALPERS: I understand. So we have  
22 three -- the last three years of off duty jobs in a  
23 document that I can go over it with you.

24 MS. DOWELL: Okay.

25 MR. ALPERS: I'll send it to you.



Transcript of Proceedings

1 MS. DOWELL: After that discussion, does  
2 anyone have any other ideas of where they would like  
3 me to take this? Sorry. I feel like I went, like,  
4 really, really deep with that whole thing.

5 MR. BOYKIN: I really like the idea of  
6 looking and seeing how many officers have off, like,  
7 non-officer jobs. That's something that we never  
8 really looked at when we first started looking at  
9 this system, so I'm actually really intrigued by that  
10 as well.

11 MS. DOWELL: So does anyone have any  
12 opinions about, you know, having -- or my research  
13 being limited or expanded to officers working off  
14 duty on their off day? Because like I said, I don't  
15 feel like we are able to tell them, No, you can't do  
16 that, as long as they're staying underneath their,  
17 you know, employment --

18 MS. GROVER: We can't tell them that --

19 MS. DOWELL: Right.

20 MS. GROVER: -- period, anyway.

21 (Multiple speakers.)

22 MS. GROVER: -- concern that she brought  
23 up, we just want to kind of alleviate and lessen the  
24 concern that she had with officers working so many  
25 hours or secondary jobs.

Transcript of Proceedings

1 MS. CARLSON: And I think the concern,  
2 more of a concern at this point just because the  
3 police department is at a -- it has a personnel  
4 shortage so people are working hours that they have  
5 to work. And that if it was flush with police  
6 officers, hours and people are looking for security  
7 and who would you call as a police officer that works  
8 security. So I think that that's one of those  
9 things.

10 MS. DOWELL: So to your point, are you  
11 making -- are you making the point that, you know,  
12 since there's so few officers, officers are having to  
13 pick up extra shifts --

14 MS. CARLSON: Not having to, but I think  
15 there's extra hours to pick up, both in the security  
16 end of to work off hours and extra shifts. That's my  
17 opinion. I'm assuming that they're there, but it  
18 was -- it was probably something that she was wanting  
19 to make sure. This particular case had that; she  
20 wanted to make sure that fatigue was not playing into  
21 it --

22 MS. DOWELL: Okay.

23 MS. CARLSON: -- for other officers.

24 MS. DOWELL: So do you keep data on --  
25 never mind. I think I might have asked that already.

Transcript of Proceedings

1 I'm having a hard time getting this through my head.

2 MS. GROVER: Well, it's hard to know what  
3 the amount of hours would make a person fatigued in  
4 this role.

5 MS. DOWELL: Yeah.

6 MS. GROVER: How do we determine that? I  
7 mean, what is the -- what is that number? We don't  
8 know.

9 (Multiple speakers.)

10 COURT REPORTER (to Ms. Wibbenmeyer):  
11 Rose, would you ask them to quit talking over each  
12 other?

13 MS. WIBBENMEYER: She would like you all  
14 to quit talking over each other.

15 MS. GROVER: I think it makes it  
16 difficult because we don't have a number. I mean, a  
17 lot of this is subjective. They're -- whatever the  
18 studies, I didn't see the study, I didn't -- I don't  
19 recall her mentioning the study, but I don't know if  
20 there was a specified number of hours that would make  
21 a person fatigued doing law enforcement work. That I  
22 don't know.

23 MS. DOWELL: I think that's -- sorry.

24 MS. GROVER: I think that's what -- I  
25 think we're just trying to learn what the -- what

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1 hours officers are working and how many on average.

2 MS. DOWELL: So more of like an  
3 informative --

4 MS. CARLSON: It was a report. I don't  
5 think it was a study. It was just a report of the  
6 hours.

7 MS. DOWELL: Okay.

8 MS. CARLSON: Is that correct?

9 MR. PRINGLE: We do have -- we have a  
10 report of the hours from last year that were shared  
11 in the March meeting. I sent --

12 MS. DOWELL: Yeah. I just got your  
13 email.

14 MR. PRINGLE: -- that with the  
15 clarification that the department provided regarding  
16 the red numbers.

17 MS. DOWELL: Okay. So am I making more  
18 of an informative report, just telling everyone the  
19 numbers? Or I guess my question is do you really  
20 want me to go into this whole -- we don't know the  
21 number of hours normal people get tired with. I  
22 don't have the qualifications to do that.

23 MS. GROVER: I mean, I get tired after  
24 four hours of work, so.

25 MS. DOWELL: That's what I'm saying.

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1 MS. WIBBENMEYER: There are some research  
2 studies out there. Sydney, if you do want to do some  
3 Googling, you can read about there are studies on the  
4 length of shift and, you know, like the -- whether  
5 an 8-hour shift, 10-hour shift, 12-hour shift,  
6 there's some studies on that. I'm sure there's  
7 probably similar studies about overtime and fatigue  
8 with officers. And it's -- it's a problem that  
9 exists worldwide, so I'm sure --

10 MS. DOWELL: Do you -- sorry. I keep  
11 interrupting. Do you know if they're specific to  
12 police officers?

13 MS. WIBBENMEYER: The ones on the length  
14 of the shift were studies about police officers --

15 MS. DOWELL: Okay.

16 MS. WIBBENMEYER: -- so I think if you  
17 Google police officers, moonlighting, and fatigue,  
18 you might find something.

19 MS. DOWELL: Okay.

20 MR. PRINGLE: I even just go to the  
21 NACOLE website. They definitely have something on  
22 there.

23 MS. GROVER: I'm sure if we reached out  
24 to NACOLE, that we could get even more information.

25 MS. DOWELL: Okay. I'm sorry that was

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1 such a huge discussion. I could not get that through  
2 my brain.

3 MR. PRINGLE: I'm happy we had a nice,  
4 little, thorough discussion on it. It's always good.  
5 And anything further from the board or staff on  
6 moonlighting? Next, Diversity and Recruiting  
7 Efforts. Anything from the board or staff on  
8 recruiting and diversity in the police department?

9 MS. MILLER: Has this issue been studied?  
10 Where are we at with that? Have there been any type  
11 of reports on that at all?

12 MR. PRINGLE: We've been discussing a  
13 recruiting plan.

14 MS. GROVER: We had Chief Gordon here  
15 last month. Was it last month?

16 MR. PRINGLE: Yeah.

17 MS. CARLSON: Very thorough presentation.

18 MR. PRINGLE: Yes.

19 MS. GROVER: On their efforts. They have  
20 gone to University -- Lincoln --

21 MR. PRINGLE: Lincoln has that police  
22 program now. They just had their first class. We  
23 didn't get any for Columbia, but they're hoping --

24 MS. CARLSON: Hopefully making strides in  
25 trying to get the. But it was a very thorough

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1 report.

2 MS. GROVER: Maybe it's in the transcript  
3 from last month? That was probably -- so Deputy  
4 Chief Gordon gave a little talk on recruiting, among  
5 other topics, he spoke about recruiting and their  
6 efforts in trying to diversify and get more police  
7 officers.

8 MR. PRINGLE: Yeah. I have in my notes,  
9 Recruitment difficult. The virtual recruitment was,  
10 says Chief Gordon, a train wreck.

11 MR. BOYKIN: It was originally brought up  
12 because you wanted to see what the diversity was for  
13 the City police officers. When we got the report  
14 showing how low our percentage is of diversity, our  
15 next step was to figure out why and what the ways to  
16 increase diversity.

17 MS. MILLER: So this is like a standing  
18 topic on the agenda which would --

19 MR. BOYKIN: Most of these are.

20 MS. MILLER: All right.

21 MS. DOWELL: I thought -- was it deputy  
22 chief or assistant chief? I want to call him by his  
23 correct name.

24 MR. ALPERS: Assistant.

25 MS. DOWELL: Okay. So Assistant Chief

1 Gordon's, what was I going to call this, his  
2 presentation, I thought it was really thorough and  
3 really passionate. Did everyone feel that way? I  
4 mean, he said something that stuck in my mind that  
5 I've been thinking about for a month. Who do you  
6 know right now that wants to be a police officer. So  
7 I think we've definitely got to keep that in mind.  
8 We can't be hounding them for recruitment because  
9 really I don't know anybody that wants to be a police  
10 officer. I don't. So I just think -- that was like  
11 a pointless comment, but I just want -- I just want  
12 everyone to be aware of that. I thought that was a  
13 really passionate report.

14 MR. PRINGLE: Yeah. I know -- because we  
15 had the email about meeting recruits. I plan on  
16 meeting new recruits on September 9th, to just be  
17 there for any questions they may have about our role  
18 in the whole process. I think he also, Assistant  
19 Chief Gordon brought up they did have -- there's a  
20 new recruit at the time who was looking promising,  
21 but there's still around 13 -- are there still 13  
22 or 14 still open positions right now?

23 MR. ALPERS: I think believe that's about  
24 it. I tell you that we're losing people.

25 MR. PRINGLE: Losing more. That's



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1 something for us to keep in mind. If you ever come  
2 across anything that could be a better recruiting  
3 practice or diversity practices, I think you can  
4 share with the board and we can pass on to the police  
5 department.

6 MS. GROVER: Money. Get some more money.

7 MS. DOWELL: Was Heather doing a big  
8 project on this type of thing or was that something  
9 else?

10 MR. BOYKIN: That was community --

11 MS. DOWELL: Okay.

12 MR. PRINGLE: Yeah. That was community  
13 policing program. This is just more of a thing  
14 trying to figure out ways ourselves how to increase  
15 diversity and aid in recruiting law enforcement.

16 MS. DOWELL: Right. Yeah.

17 MS. MILLER: I mean, some of it just, it  
18 comes from the average, you know. I'm glad to hear,  
19 you know, with the Lincoln program or even, you know,  
20 in the schools. You know, kind of like with the  
21 legal field, it's that pipeline which goes there, but  
22 you have to start meeting people kind of like where  
23 they're at. If we want a future generation of  
24 attorneys coming up or teachers coming up, then they  
25 have to start making -- you know, start making

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1 ourselves available and open to the schools at the  
2 high school levels when they're getting ready to  
3 graduate and start thinking about those things. I  
4 definitely am glad to hear that this is a standing  
5 topic on the -- on the agenda here. I am definitely  
6 interested in seeing those reports and even the  
7 presentation which was done last week and hopefully  
8 come up with some more ideas as to how to make some  
9 recommendations and, you know, our comments to the  
10 recruiting efforts of the university and the police  
11 department. Because I think it does -- it does help  
12 when people -- I tend to see people or the people  
13 that are like me see people like them in law  
14 enforcement positions, that kind of -- there is some  
15 ease, okay, with that because we're seeing people  
16 that possibly -- if I've got this issue going on,  
17 whether it be a domestic violence situation or  
18 something like that, if I see an officer that looks  
19 like me, whether it be male or female but my color,  
20 I'm more apt to maybe share information and reach out  
21 in hopes that they would help me. So I think that  
22 this is a very important subject to be -- it needs to  
23 continue on.

24 MS. CARLSON: Well, and the Lincoln  
25 University was the -- it made nationwide news. And

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1 I'm hopeful that they won't get to keep cherry  
2 picking down there and we can make inroads down there  
3 to get some recruits.

4 MR. ALPERS: I will tell you with  
5 Lincoln, it's problematic because of their current  
6 situation; they do a part-time academy. And last  
7 month when we got to talking about that, I looked on  
8 here and it's still the same. Their next class  
9 starts on the 16th, which I'm assuming is Monday.  
10 And the enrollment size will determine if we will  
11 conduct a full, part-time or both. So if you have  
12 a part-time academy, that goes Monday through  
13 Friday 5:00 p.m. to 10:00 p.m. and Saturdays 8:00 to  
14 5:00 so that extends the process even further of  
15 getting people in the academy and getting them done  
16 and then graduated. Whereas a full-time academy is a  
17 full-time job. It's Monday through Friday and  
18 Saturday of course, you can get them out quicker.  
19 But they're also on class number two. So an academy  
20 is not easy business. I'm sure they're having  
21 growing pains, and I'm not speaking for them, but I  
22 -- being an adjunct instructor at the academy here,  
23 I'm sure they're going through growing pains trying  
24 to figure things out. It's very beneficial for the  
25 University because they have a police department and

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1 they're able to send their own people there; it's a  
2 great thing, so. It is going to be tough to recruit  
3 from there.

4 MS. DOWELL: I think we're going to have  
5 to keep talking about this too because this COVID  
6 variant is just going to do more virtual training  
7 which Assistant Chief Gordon said was a train wreck.  
8 So this is going to have to be, I think, an ongoing  
9 conversation.

10 MR. PRINGLE: Yeah. If you want to check  
11 out last month, his report, his discussion was much  
12 more passionate -- the transcript's more exciting to  
13 read than you'd think of a transcript. Anything  
14 further from board or staff regarding diversity  
15 recruiting? Next we have the proposal regarding  
16 Profile Notes in Police Records System related to  
17 Drugs When No Drugs are Seized and a Verbal Warning  
18 is Given. I know we kind of loosely kind of  
19 discussed what we think that should look like.

20 MS. WIBBENMEYER: I believe at the last  
21 meeting Heather agreed to continue working on this as  
22 a volunteer.

23 MR. PRINGLE: Yes.

24 MS. WIBBENMEYER: I know she's been  
25 traveling some, so I expect you'll probably hear from

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1 her in the next month.

2 MR. PRINGLE: All right. Anything  
3 further from the members of the board or staff on  
4 that subject? Now, next we have back to Early  
5 Intervention System Date Policies and Procedures.  
6 Now, this related back to the public comment.  
7 Correct?

8 MS. DOWELL: Yeah.

9 MR. PRINGLE: Okay.

10 MS. DOWELL: She was -- wasn't she  
11 wondering -- Rose, you'll have to help me out with  
12 this one. She had come in and said, you know, what's  
13 the time responses from, you know, dispatch or a --

14 MS. WIBBENMEYER: I think that's --  
15 (Multiple speakers.)

16 MR. PRINGLE: The early intervention  
17 system, the discussion started with Alex.

18 MR. ALPERS: And we're working on that  
19 policy. However, the Senate Bill 26 has taken over  
20 the majority of my time and so we have to be careful  
21 with our early intervention program, we don't start  
22 crossing lines into Senate Bill 26 because of  
23 potential outcomes of early intervention. So we have  
24 to be very strategic in how we're writing policy and  
25 procedure with upcoming legislation and then come

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1 behind on the back end with early intervention, make  
2 sure we're following the same rules and regulations  
3 that the law sets forth. So it's still a work in  
4 progress; it's just going to be delayed and -- a  
5 delayed work in progress.

6 MS. CARLSON: Kind of tabled until the  
7 other is taken care of.

8 MR. ALPERS: Right. So the Senate  
9 Bill 26 is for us, in my view, is very -- is going to  
10 make our jobs very difficult, the timelines and what  
11 can be -- what we can do, how things have to look in  
12 moving forward. So I want to make sure that we're  
13 not crossing a path that we can't get out of through  
14 an early intervention program. So we have to mold it  
15 around our soon to be new procedure, slash, policy  
16 with complaint procedures.

17 MR. PRINGLE: Will there be anything  
18 clear closer to the effective date of August 28th?  
19 Will there be anything clearer on how you think that  
20 may work after the effective date kicks in on  
21 August 28th or just need to kind of, you need to give  
22 the new policies time to breathe first?

23 MR. ALPERS: Right. We've got to --  
24 ordinance is going to be key. So we're in a really  
25 stagnant pattern right now because we have to wait

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1 for the ordinance to come down and see what that  
2 looks like to see how we mold procedure around it.  
3 And then it's going to have to come in on the back  
4 side of it, so. A lot of work ahead. Now, we're  
5 still -- just so everybody knows, we're still under  
6 our current and normal early intervention program, so  
7 it's there. It's just that we want to revamp it and  
8 change it. And the training that I have been to on  
9 that is -- it comes more from an officer wellness  
10 standpoint, not necessarily a disciplinary  
11 standpoint. And that's we -- that's what it should  
12 be for is for a wellness standpoint. And the  
13 ultimate goal is to prevent the officer ending up  
14 here and prevent complaints, prevent, you know,  
15 officer burnout, problems at home, things of that  
16 nature, so.

17 MR. PRINGLE: Would anyone be opposed  
18 that, for now, we combine that with SB26 since they  
19 seem to be kind of tied together right now for I  
20 guess going forward on our agendas?

21 MS. GROVER: Well SB26 will be done next  
22 month.

23 MR. PRINGLE: And we'll probably still be  
24 figuring out how our timeline --

25 MS. GROVER: We'll be talking about it --

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1 MR. PRINGLE: Yeah.

2 MS. GROVER: -- once it goes in to  
3 effect, we'll just have to figure out to implement  
4 it, which it will be part of our ordinance then at  
5 that point.

6 MR. PRINGLE: Yeah. Post August 28th.

7 MS. GROVER: I would say keep it separate  
8 so we don't lose it, but -- I mean, I don't think  
9 we'll lose it, but keep it separate on the agenda.

10 MR. PRINGLE: All right. And last, we  
11 have back to Status Request on Response Time Data,  
12 the CPD Guidelines for Response Time. That ties back  
13 to the public comment a couple months back. I know  
14 kind of from what the data we were requesting, we're  
15 looking at a very thick amount data we're trying to  
16 pretty much put together. Was Alex also trying to do  
17 that or who was taking the lead on that?

18 MS. GROVER: I think Alex was, but it --  
19 you had lost somebody that -- one of your employees,  
20 so we couldn't get --

21 MR. ALPERS: We lost the employee.

22 MS. GROVER: The one employee that had  
23 all the data, mined the data. So I think we're kind  
24 of at a loss right now.

25 MR. PRINGLE: Yeah. That's a holding



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1 pattern. Is there any update on interviews for that  
2 position?

3 MR. ALPERS: No idea. It's way, way, way  
4 out of my realm.

5 MR. PRINGLE: Yeah.

6 MS. GROVER: Right now what's the hold  
7 time? Can you tell what's the hold time on a call  
8 right now?

9 MR. BOYKIN: Wasn't an officer working on  
10 getting the information from the 911 dispatch in --

11 MR. PRINGLE: The Boone County --

12 MR. BOYKIN: Right. Was that us reaching  
13 out or was that still the police department reaching  
14 out.

15 MS. WIBBENMEYER: That would be the  
16 person who gets hired.

17 MR. BOYKIN: Gotcha.

18 MR. ALPERS: The oldest call I have was  
19 from 1:50 this afternoon; it is a low priority call,  
20 a priority five call. I will tell you the other  
21 morning when I came in, we had calls that were  
22 pending for several hours due to a priority one SWAT  
23 C&T call out, which, I mean, it takes up a lot of  
24 manpower to do something like that. I'm talking  
25 burglaries and such will hold us up for four or five

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1 hours.

2 MR. PRINGLE: Yeah. So just keep us  
3 updated whenever that position gets filled and then  
4 we can start acting on it.

5 MR. ALPERS: I don't even know if it's  
6 posted. I'll do some research.

7 MR. PRINGLE: If you hear if someone is  
8 going to be slid into that position or something --

9 MR. ALPERS: Well, with that position I  
10 think it's kind of a high-level position, so I don't  
11 think if it's something you can just put in and --

12 MS. WIBBENMEYER: The IT staff has had  
13 staff shortages right now too, so.

14 MR. PRINGLE: What was that, Rose?

15 MS. WIBBENMEYER: The IT staff also has  
16 vacancies as well.

17 MR. ALPERS: They're currently on human  
18 resources side, there's not a position for that.  
19 It's only for police officer. So I don't know if  
20 it's -- I would assume it's posted via the police --

21 MR. PRINGLE: Would that be internal?

22 MR. ALPERS: I'm sorry?

23 MR. PRINGLE: Did you say it is an  
24 internal posting?

25 MR. ALPERS: No. This is an outward

1 facing posting.

2 MS. WIBBENMEYER: I was thinking that it  
3 may have closed last Monday, but I could totally be  
4 wrong.

5 MR. ALPERS: Let me -- I'll look at next  
6 month. Nothing that's -- again, I don't ever go  
7 here, so I might be looking at --

8 MS. WIBBENMEYER: And I could have it  
9 confused with a different IT position.

10 MR. ALPERS: Is it an IT or is it a GIS  
11 position?

12 MS. WIBBENMEYER: I think it had  
13 something to do with GIS, but I think it was -- I  
14 remember reading it thinking, Oh, I bet this is  
15 Jerry's position, but I didn't know for sure. And if  
16 it's not there now, I would think that it would have  
17 probably been --

18 MR. ALPERS: Let me search that. Maybe  
19 it'll fall under there. No. It's not under it. So  
20 the answer to your question is I don't know.

21 MR. PRINGLE: Well, Rhonda brought up a  
22 good point. Is there any kind of way for you to get  
23 like a graduate student to sit in there and do this  
24 during the meantime?

25 MS. CARLSON: Sounds like a great project

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1 as long as they sign a disclosure.

2 MR. PRINGLE: The math department.

3 MR. ALPERS: I'd venture to say that  
4 they'd have to go through the same rigorous  
5 background, because they'd have access to --

6 MS. CARLSON: That's what I said.

7 MR. ALPERS: -- all the secure records  
8 and MULES and information that any of us would have,  
9 so. I can certainly put that on here as an action  
10 item.

11 MS. WIBBENMEYER: I will say pulling the  
12 data and mapping it is not as easy as it sounds. I  
13 mean, even if someone is very trained in GIS, because  
14 it's pulling data from these other systems so they'd  
15 have to also know how the data is stored in these  
16 other systems and then pull it out and then put it  
17 into GIS.

18 MR. PRINGLE: Whenever we do get to the  
19 point where we do have the data, because I -- I  
20 don't -- there's no way I could do it, I don't know  
21 if anyone on the board, I think Alex may be our most  
22 data-driven member and I think he has -- I think he  
23 was helping with a friend and they were going to have  
24 confidentiality stuff. Is there -- I guess is there  
25 a way forward where whenever we get the data, could

1 we bring in someone to do it for us, just we'd have  
2 to make sure they signed the proper forms and  
3 everything?

4 MS. WIBBENMEYER: I'm not sure that  
5 you're going to be able to get the data unless it's  
6 the police department getting the data.

7 MR. PRINGLE: Right. But even then, it  
8 doesn't come in the form that we want it in. So we  
9 do need to think about, I think, I guess, hire  
10 somebody to actually format the data in a way that  
11 we've been talking about. We were talking about  
12 layering data on multiple different --

13 MS. WIBBENMEYER: That part isn't as  
14 comp-- the language that everyone should have it in  
15 regardless of other systems, is stuff they routinely  
16 do with GIS, so. But they have to get -- they have  
17 to know how the data's formatted, and as I understand  
18 it, then they pull it out in a table that then can  
19 layer in the system. And then you can put that over  
20 the map and you can see all of this data put  
21 together. You see what I'm saying?

22 MR. PRINGLE: Yeah. I have no idea how  
23 to do that, I'm just saying.

24 MS. WIBBENMEYER: So, I mean, the  
25 complexity piece is these other systems to get the

1 data in the table. Because once all the data comes  
2 out of the table, then the GIS department can layer  
3 it onto the map. Now, I think Jerry East had the  
4 combination of knowing how to get the stuff out of  
5 these systems and he had the GIS capability, so he  
6 could quickly and easily do that. But if, you know,  
7 he's now doing a different type of job and there  
8 isn't really anybody who has both those skill sets  
9 that is -- that I'm aware of at the City right now.  
10 Now, hopefully we'll fill the position soon and then  
11 we will have somebody with that.

12 MS. CARLSON: We just wait and want.

13 MR. PRINGLE: Yeah, wait and want.  
14 Anything further from staff or the board on response  
15 time data and the guidelines? And we continue to  
16 wait for the position to be filled. Moving on to new  
17 business, our new business tonight is the election of  
18 a vice chair to serve out the remainder of this term,  
19 will be vice chair of September and October meetings  
20 and we hold a new election in October for the  
21 following year. At this time would anyone like to  
22 put forward a nomination?

23 MS. GROVER: I would like to nominate  
24 Wayne Boykin.

25 MS. CARLSON: I would support that.

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1 MR. PRINGLE: Catherine Grover has  
2 nominated Wayne Boykin; Rhonda Carlson has seconded  
3 the nomination. Any debate? Anything further or  
4 would you like to move for a vote. All those in  
5 favor of Wayne Boykin being the vice chair of the  
6 Citizen Police Review Board, we'll do -- does it  
7 matter if we do a role or voice vote?

8 MS. WIBBENMEYER: Doesn't matter.

9 MR. PRINGLE: We'll do a voice vote. All  
10 those in favor of Wayne Boykin as vice chair, say  
11 aye.

12 (Multiple ayes.)

13 MR. PRINGLE: Opposed? Abstain?

14 MS. MILLER: I'll abstain.

15 MR. PRINGLE: Cheryl Miller abstains.  
16 Mr. Boykin, congratulations.

17 MR. BOYKIN: Thank you.

18 MR. PRINGLE: Moving on to our next item,  
19 General Comment by the Public, Members, and Staff.  
20 There are no members of the public in attendance, so  
21 move on to the board itself. Board members, any  
22 general comments?

23 MS. DOWELL: Do we have a meeting, a  
24 special meeting set?

25 MS. WIBBENMEYER: That's the next thing

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1 to talk about.

2 MS. DOWELL: I was going to tell you, if  
3 the two dates that don't work for me work for  
4 everyone else, I can attend virtually if necessary.

5 MS. WIBBENMEYER: So this is what I have.  
6 So on Wednesday the 18th, seven members can be  
7 here. On Friday the 27th, five members. On Monday  
8 the 30th, five or six. And on Tuesday the 31st,  
9 seven members. Now, the trick is this. Not the  
10 trick, but the thing is the law changes on  
11 August 28th. So if you hear the case before August  
12 28th, you will do so in open session. If it occurs  
13 after August 28th, you will do so in closed session.  
14 So if that weighs in your mind one way or the other,  
15 you have a quorum on all four dates. I just need to  
16 know which one you really want to go with, whether  
17 you want to do it, you know, very fast like next  
18 week, next Wednesday would be the earliest or if you  
19 want to do it later in the month.

20 MR. BOYKIN: Personally I'd love to have  
21 one more open so we could get one last more for our,  
22 you know, our community to see what we do as a board  
23 before we have to -- no longer have that ability.

24 MS. WIBBENMEYER: So our best shot at  
25 that is next Wednesday, August 18th.



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1 MR. PRINGLE: Yeah. I kind of would  
2 rather do the 18th because we almost have an  
3 opportunity for a dry run here since the law's not in  
4 effect, it's just how quickly we can put together a  
5 second meeting. I think it would be worth a shot to  
6 go for next Wednesday. That's my opinion as well.

7 MR. ALPERS: Rose, the law won't affect  
8 this case, would it, since it came before August 28th  
9 or are we not going to play that game?

10 MS. WIBBENMEYER: I think there's an  
11 argument either way, so I think -- I mean, the new  
12 law is all about a police officer's bill of rights  
13 and if you view that and you interpret it in the  
14 context of giving the police officer rights, I think  
15 you could argue that August 28th, everything changes.

16 MR. ALPERS: Okay.

17 MS. WIBBENMEYER: I think you could also  
18 argue that, Well, this case started under a different  
19 set of rules. But to be safe, if we can't get it  
20 resolved before August 28th, then, you know, at this  
21 level we don't have to worry about everyone else that  
22 then, going forward, has to worry about their parts.  
23 Plus it does give me the chance to see what this  
24 quick pace will look like and then how that impacts  
25 kind of the review process. And say, for example,

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1 after you look at it, you decide you want to invite  
2 people in to answer questions, well, then you might  
3 also have to have another meeting on the 31st.  
4 Because if the law does apply, August 28th, we're  
5 going to be hitting that second 90-day window and  
6 just taking time away from that second 90-day window.

7 MR. PRINGLE: You said also the 18th  
8 that's when we have seven members can attend?

9 MS. WIBBENMEYER: Seven members can  
10 attend. And my recommendation is between either  
11 the 17th -- the 18th or the 31st. Both days have  
12 seven members. The other two dates, one is five and  
13 the other's five or six. And you just have, you  
14 know, if you drop down below that five, you don't  
15 have a quorum. So I think they're a little risky to  
16 set it on those dates. So it looks like Wednesday,  
17 next Wednesday, the 18th.

18 MR. BOYKIN: Should I make a motion?

19 MS. WIBBENMEYER: I will just set it and  
20 we'll just go from there. Just mark your calendars.

21 MR. BOYKIN: Planning on 6:00 p.m.?

22 MS. WIBBENMEYER: Yes.

23 MS. DOWELL: Just out of curiosity, has  
24 anyone reviewed the appeal already?

25 MR. BOYKIN: I have gone through some of

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1 it, yes.

2 MS. DOWELL: I just wondered.

3 MR. BOYKIN: I'm three-fourths of the way  
4 through the counts. I'd like to see the actual  
5 incident before I look at the complaint. So I like  
6 to watch that and then go back and see what the  
7 complaint was. And then if I need to see it again,  
8 then I go back and rewatch it to see if I can find  
9 what they were complaining about.

10 MR. PRINGLE: Also just to -- because  
11 this is our first appeal in 2021, so I want to make  
12 sure that everyone does still have access to Google  
13 Drive. Anyone have any problems with it?

14 MS. CARLSON: I did, but I got it  
15 resolved.

16 MR. ALPERS: I do have something on that.  
17 I'm missing the disclosure agreement from Mr. Pringle  
18 and Ms. Dowell.

19 MS. DOWELL: And where is that because I  
20 can't find it?

21 MR. ALPERS: I'll resend it to you.

22 MR. PRINGLE: It was a separate email.

23 MR. ALPERS: Yeah, it was a separate  
24 email.

25 MR. PRINGLE: Yeah. I haven't opened it

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1 yet, so. I wasn't going to sign -- I guess -- so the  
2 first part of it, I guess to the best of our  
3 knowledge that's the word, the best of our knowledge,  
4 we received everything from you? That's pretty  
5 much -- is that paraphrasing it right?

6 MR. ALPERS: To the best of my knowledge.

7 MR. PRINGLE: Best of your knowledge.

8 MR. ALPERS: Well, it says "my." So the  
9 question's directed --

10 MR. PRINGLE: Okay.

11 MS. DOWELL: Are you sending that via  
12 email or Google Drive?

13 MR. ALPERS: It should come as an email.

14 MR. PRINGLE: Yeah. It's an email.

15 MS. DOWELL: I definitely just got one  
16 yesterday.

17 MS. WIBBENMEYER: How do they know if  
18 they're received everything? Like to answer that  
19 question affirmatively, how do they know they've  
20 received everything?

21 MR. ALPERS: That the conversation Travis  
22 and I had yesterday. I think it's in good faith that  
23 they've received everything. In the event that I  
24 failed to send everything, that falls on me. So  
25 that's -- Melissa and I talked about it before we

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1 sent this out.

2 MS. WIBBENMEYER: Might change the  
3 wording a little bit. I think you could just say --  
4 you could do a certification that to the best of your  
5 knowledge, this is what you're giving them. And then  
6 they could say, Yes, I viewed these things on -- of  
7 this list. Because then -- because otherwise I think  
8 they're certifying that they've received everything  
9 without knowing what everything is.

10 MS. DOWELL: Like, did you see this?

11 MR. ALPERS: Do you have some language?

12 MS. WIBBENMEYER: I can work on some.

13 MR. ALPERS: I'm sorry?

14 MS. WIBBENMEYER: I'll work with Melissa  
15 on it.

16 MR. PRINGLE: So like you said in our  
17 conversation --

18 (Multiple speakers.)

19 MR. PRINGLE: Just the wording of it was  
20 just a little funky.

21 MS. DOWELL: I got it and I just did it.

22 MR. ALPERS: Yeah. I got it.

23 (Multiple speakers.)

24 COURT REPORTER (to Ms. Wibbenmeyer):

25 Rose, when they're all talking, I can't take it down.

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1 MS. WIBBENMEYER: She's not getting  
2 this because everyone's talking at the same time.  
3 You need to talk one at a time so she can get it  
4 down.

5 MR. PRINGLE: Once you sent that email  
6 saying, Hey, take a couple minutes to upload it on  
7 the Google Drive, I'm not going to have time to look  
8 at it. But yeah. Is there anything further from  
9 staff or members of the board? All right. Then  
10 our next meeting is scheduled for September 8th.  
11 Well, our next meeting actually is going to be  
12 August 18th, 2021, our special meeting having to do  
13 with the latest appeal. Following that our next full  
14 official meeting is September 8th, 2021. Is there a  
15 motion to adjourn?

16 MR. BOYKIN: Boykin motions to adjourn.

17 MS. CARLSON: Second, Carlson.

18 MR. PRINGLE: Wayne Boykin motions to  
19 adjourn; Rhonda Carlson seconds. All those in favor  
20 of adjourning the August 11th, 2021, meeting of the  
21 Citizens Review Board, please say aye. Opposed.  
22 Abstain?

23 (Unanimous aye vote.)

24 (End of proceedings at 7:13 p.m.)  
25

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CERTIFICATE

I, Shelley L. Bartels, a Certified Court Reporter,  
CCR No. 679, the officer before whom the foregoing  
transcript of proceedings was taken, do hereby  
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A handwritten signature in cursive script, reading "Shelley Bartels", is written over a horizontal line.

Shelley L. Bartels, CCR

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