

In the Matter of:

CITY OF COLUMBIA CITIZENS POLICE REVIEW BOARD

TRANSCRIPT OF PROCEEDINGS

September 08, 2021



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Transcript of Proceedings

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CITY OF COLUMBIA
CITIZENS POLICE REVIEW BOARD

Transcript of Meeting

September 8, 2021, 6:00 p.m.
City Hall, Council Chambers

Reported by: Shelley Bartels, CCR 679

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1 BOARD MEMBERS PRESENT:

2 Travis Pringle, Chair

3 Wayne Boykin

4 Alex Hackworth

5 Rhonda Carlson

6 Cheryl Miller

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9 ALSO PRESENT:

10 Rose Wibbenmeyer, Assistant City Counselor

11 Sgt. Scott Alpers, Columbia Police Department

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1 MR. PRINGLE: With it being six o'clock,
2 I call this meeting of the Citizens Police Review
3 Board to order. We bridge the gap between law
4 enforcement and the community to help increase trust.
5 Board member Sidney Dowell, she's not going to make
6 it; she's been excused. Board member Andrew Fisher
7 has also reached out and said he may be late, so he's
8 also excused as well. And have all board members
9 present had a chance to review tonight's agenda?

10 (Multiple yeses.)

11 MR. PRINGLE: Are there any motions to
12 amend the agenda?

13 MR. BOYKIN: I will motion to amend and
14 to submit under reports for New Business to add
15 NACOLE to our agenda for discussion.

16 MR. PRINGLE: Okay. It goes on the new
17 business record.

18 MS. CARLSON: Second.

19 MR. PRINGLE: Being seconded, all those
20 in favor of amending tonight's agenda to include a
21 talk on our NACOLE classes under New Business,
22 respond with aye.

23 (Unanimous aye vote.)

24 MR. PRINGLE: Opposed? Abstain? The
25 motion passes unanimously and tonight's agenda has

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1 been amended.

2 COURT REPORTER: Excuse me, who seconded?

3 MS. CARLSON: I did. I'm sorry. Carlson
4 seconded.

5 MR. PRINGLE: Are there any further
6 amendments or changes to be made to the agenda? If
7 not, is there a motion to approve tonight's amended
8 agenda?

9 MS. CARLSON: Carlson moves to approve.

10 MR. PRINGLE: Carlson moves to approve.
11 Is there a second?

12 MS. MILLER: I'll second it, Cheryl.

13 MR. PRINGLE: Cheryl Miller second. All
14 those in favor of approving tonight's amended agenda,
15 respond with aye.

16 (Unanimous aye vote.)

17 MR. PRINGLE: Opposed? Abstain? And
18 tonight's agenda has been approved unanimously.
19 Next, have all board members had a chance to review
20 the draft minutes and transcript from both the
21 August 11th, 2021, standard meeting and the
22 August 18th, 2021 special meeting? And does anyone
23 have any edits or changes or comments to be made
24 regarding minutes or transcripts? Is there a motion
25 to approve the minutes and transcript from both the

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1 August 11th, 2021 meeting and the August 18th, 2021
2 meeting?

3 MS. CARLSON: Carlson, I move to approve
4 both the August 11th and the August 18th special
5 meeting minutes and transcripts.

6 MR. BOYKIN: Boykin seconds.

7 MR. PRINGLE: Boykin seconds. All those
8 in favor of approving the transcript and minutes from
9 the August 11th and August 18th, 2021 meetings,
10 respond with aye.

11 (Multiple ayes.)

12 MR. PRINGLE: Opposed?

13 MS. GROVER: I abstain in part, for
14 the 18th.

15 MR. PRINGLE: Okay. And abstain we have
16 on just the 18th meetings minutes and transcript,
17 Ms. Grover abstains from a vote on those. But you do
18 approve for the 11th?

19 MS. GROVER: Yes.

20 MR. PRINGLE: All right. Then we have
21 unanimous approval on the 11th and one abstain on
22 the 18th. Moving on to our next agenda items,
23 Reports: Positive Connections and Ride Alongs.

24 MR. HACKWORTH: I went to the in-service
25 training on the 25th. It was awesome to say the

1 least. Like, really, really awesome to see from an
2 officer's perspective, you know, what sort of -- what
3 training goes on. We covered things from defensive
4 tactics to LGBTQ-plus education to tactics when
5 driving to post-traumatic stress disorder and also
6 had some thorough conversations with officers on
7 mental health, opportunities to receive
8 trauma-informed care. What else. I'm trying to jog
9 my memory here. In general, just more in depth
10 conversations with officers than I've had in prior
11 months getting to hear, you know, authentic
12 perspectives on things that they think they'd like to
13 see more of within their own training, some of the
14 difficulties that they see, they face from policing.
15 So I walked away with a better understanding of the
16 day-to-day of what it means to be a police officer,
17 and I think that I was able to establish some further
18 connection with more officers than Sergeant Alpers
19 and the chief, so.

20 MR. PRINGLE: And with the mental health
21 training part, was that more dealing with the mental
22 health of the officers themselves or mental health
23 with the community?

24 MR. HACKWORTH: So it -- a lot of it
25 was -- the training itself was about kind of a

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1 mixture, so learning when situations might be
2 stressful for citizens and how to recognize citizens
3 that are undergoing, you know, prolonged stress or
4 might have post-traumatic stress disorder. It also
5 delved into the topic of officer PTSD and how to
6 recognize it within yourself and within your
7 colleagues. So it was -- it was pretty
8 comprehensive. Heard from some officers that the
9 training could have been a little bit more
10 comprehensive, but it opened a really solid
11 conversation with a few different officers about the
12 services that the City of Columbia provides for
13 officers who are experiencing stressful or trauma on
14 the job such as, you know, peer-to-peer support or
15 counseling provided by the City. And also learned of
16 other methods that the police department uses such as
17 chaplains to provide officers a safe place to discuss
18 traumatic events that have happened on the job.

19 MR. PRINGLE: And then I know -- thank
20 you, Alex, for that. And I joined Sergeant Alpers
21 for a set of interviews for a new investigator in the
22 IA department. And again, I thank you for inviting
23 me over to take part in the interview. It was
24 informative; it was enlightening. All the candidates
25 we talked with, they all seemed to, you know, they

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1 all had various strengths, and I'm looking forward to
2 when a decision is made and who made the cut. But it
3 was interesting seeing more about what -- or the
4 world that Sergeant Alpers lives in, in IA. So
5 it's -- almost get a feel for how other officers see
6 it and what they can bring to it. Following Public
7 Connections and Ride Along, we now have anything
8 further from the outreach subcommittee? Did they
9 meet?

10 MR. BOYKIN: We won't meet until next
11 month.

12 MR. PRINGLE: And with the audit results
13 I didn't get back any edits, so I'll finalize what I
14 put out at the last month's meeting and get it out
15 for final review for next month's meeting. Moving on
16 to Old Business, Status Update on Training Calendar
17 with Details. When we met with the assistant chief,
18 wasn't September supposed to be a big month for us to
19 get to know about that?

20 MS. WIBBENMEYER: I believe at the last
21 meeting you had mentioned that you wanted the prior
22 calendar, so I don't know that you have to continue
23 waiting; I think it's just a matter of the police
24 turning it over to us.

25 MR. ALPERS: I spoke with Sergeant German

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1 who's in charge of the training. She's -- sorry. I
2 spoke with Sergeant German of the training; she's
3 putting together all of that requested documentation.

4 MR. PRINGLE: Okay. Do you have anything
5 about when we may be able to get it?

6 MR. ALPERS: No. That'll be on her, put
7 together. She'll have to pull from times that she
8 wasn't even down there and pull all those records.
9 I'll get an update with her tomorrow.

10 MS. WIBBENMEYER: And, Sergeant Alpers,
11 if it's helpful, they did fulfill a Sunshine request
12 to a member of the public that had all the training.
13 It just didn't have the detail, and they were wanting
14 the detail with no abbreviations. And that was a
15 Sunshine request to a member of the general public
16 who then shared it with some of the board members.

17 MR. PRINGLE: Is there anything further
18 from the board on the training calendar? Next up,
19 SB26. I think that's still on the Council's calendar
20 for October 4th. Correct? So I think -- I'll be in
21 attendance for that meeting. If any other board
22 members would like to attend, just remember we've got
23 to avoid any quorum, but that will be taken back up,
24 once again, our recommended changes. I know from the
25 meeting when they tabled it there was talk about if

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1 we should put police officers back, being able to
2 appeal to us again because there seemed to have been
3 concern over them not being able to appeal to us. Do
4 we want to discuss that more? Do we want to --

5 MR. BOYKIN: I feel like we have. That
6 was a unanimous vote, right, on that decision?

7 MS. GROVER: I think we had one abstain,
8 so. I think the question was with CPOA that had
9 concerns with our recommendations.

10 MR. PRINGLE: That and they also seem to
11 think that we shouldn't be involved anymore. I
12 disagree with them on that, with them trying to wipe
13 out our jurisdiction over complaints. It just
14 shortened the timeline. But that was -- they think
15 we shouldn't be involved in the discipline at all,
16 which doesn't -- the statute doesn't say that, so. I
17 think they're wrong, but.

18 MS. GROVER: We're not -- we're not
19 really -- we don't really discipline; we just
20 recommend.

21 MR. PRINGLE: Exactly.

22 MS. GROVER: I mean, my question would be
23 why would -- why would a police officer have several
24 avenues of appeal, so to speak? They can go to the
25 personnel advisory board, plus they could even take

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1 it to court if they wanted to. But citizens only
2 have the one -- basically one avenue which is us. So
3 I don't think they should get -- I don't think it's
4 fair that, you know, they would ask for more avenues
5 to, you know, maybe appeal or reconsider. That would
6 be my main concern on that question.

7 MR. PRINGLE: We didn't want officers to
8 be confused about which track they have. They also
9 have that tight timeline --

10 MS. GROVER: All right.

11 MR. PRINGLE: -- if they come to us and
12 then they have to go to the personnel advisory board
13 anyway. Basically just a --

14 MS. GROVER: It's still on a timeline. I
15 mean, they could go both ways. I mean, right? I
16 mean, they could come to us plus the personnel
17 advisory board at the same time?

18 MS. WIBBENMEYER: From the officer right
19 now, yes. But if the ordinance was changed to just
20 let the officer appeal to the PAB or the city
21 manager, they would bypass the board.

22 MS. GROVER: Yeah.

23 MS. WIBBENMEYER: It was basically looked
24 at as a manner of which to save time.

25 MS. GROVER: Yeah.

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1 MS. WIBBENMEYER: There is a possibility
2 of what could happen is if the Council wanted to keep
3 the right of the officer to appeal to the review
4 board as well as the citizen, you could shift the
5 location of that appeal to before the chief finalizes
6 his decision, such that the -- basically IA would do
7 their investigation, the chief would make a
8 preliminary determination subject to a right to
9 appeal. And then there would be a time period for
10 the officer and complainant to appeal to the board
11 and then the board's recommendation, if it was
12 appealed, would go to the chief before he finalized
13 his decision. And if neither party appealed, then
14 the chief's decision could -- he could finalize it
15 before it went to the board. So you would still keep
16 the appeal model without -- so it wouldn't be a
17 change in the model. So you'd still have an appeal
18 process, but you'd still basically consolidate the
19 time frame and probably shift that piece to the
20 first 90 days rather than the second 90 days. The
21 statute on review boards gives the review boards a
22 cumulative investigation, and I think one of the
23 concerns expressed with the chief was that, well, the
24 chief couldn't change his mind after he made up his
25 mind. So if we did shift that and have a preliminary

1 determination subject to a right to appeal, that
2 would address both of those concerns. It's my
3 understanding at this point, and the Council may have
4 further discussion on October 4th when they discuss
5 it, but from what I heard, they weren't looking at
6 changing the model. So you're still looking at, as I
7 understand it right now, where the board is an appeal
8 model versus what CPOA wanted which is a complete
9 change in the model where it's more like policy
10 review and less review on an individual basis of an
11 officer. So that's a structure where it could be
12 accomplished, but it would be a little bit of a
13 change.

14 MR. PRINGLE: I think for October 4th,
15 it's already the stuff we just -- we've sent over
16 already. It's just they wanted to think about it.
17 But, I mean, if we're still good with what we
18 recommended to them, I guess we go with what they
19 decide on the 4th.

20 MR. BOYKIN: Like I said before, this is
21 the Citizens Police Review Board, not the police's
22 police review board or the police and citizen's
23 review board, so we should be focused on citizen
24 complaints when the police department has other
25 avenues to complain about their findings from the

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1 chief.

2 MS. GROVER: There's some talk about the
3 mediation. They were concerned that mediation was
4 off the table as well.

5 MS. WIBBENMEYER: They're --

6 MR. PRINGLE: That was in one chapter.

7 In our chapter, it's still there. But --

8 MS. GROVER: Yeah.

9 MR. PRINGLE: -- the officers' bill of
10 rights has been inserted; it's not in there anymore,
11 but they didn't know that it was -- that it is still
12 there. They missed that. It's just under -- it used
13 to be under both chapters, Rose, and now it's just
14 under ours?

15 MS. WIBBENMEYER: Correct. So there used
16 be a clause on mediations, Chapter 18 --

17 MS. GROVER: Yeah.

18 MS. WIBBENMEYER: -- which is personnel
19 codes. In Chapter 21 we still have a section on
20 mediation, effective where the time periods are going
21 to be such that it probably won't be anything the
22 review board can accomplish unless it's such a minor
23 complaint that no one has any intention of
24 disciplining any officer for it. But the chief could
25 still do mediation on the front end because there,

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1 you have the 90 days plus up to two additional 60-day
2 periods. So there's more time to allow that process.

3 MS. GROVER: I guess we'll just wait
4 until October 4th.

5 MR. PRINGLE: Yeah. And Community-
6 Oriented Policing Program. I know Heather is
7 planning on doing work on that on the side. I
8 haven't heard anything. Rose, any updates on that?

9 MS. WIBBENMEYER: No.

10 MS. MILLER: And I've been reaching out
11 to Carly and we're still trying to get our schedules
12 to work as to where her and I can do a Zoom call or
13 kind of chat so that I can be brought up to speed to
14 the work that's been done and kind of propose
15 something we can move forward with, so.

16 MR. PRINGLE: Thanks. Have you had a
17 chance to also communicate with heather any about --

18 MS. MILLER: No. I know that she did
19 inform me that Heather was part of that. I think
20 over the course of the summer with everyone being
21 busy and Carly having to move and everything, we just
22 all haven't gotten together. But I plan on kind of
23 pushing that, moving that ahead in the next couple of
24 weeks so by the time we have our next meeting, that
25 we've been in contact.

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1 MR. PRINGLE: Do you have Heather's
2 contact information as well?

3 MS. MILLER: Carly was going to give that
4 to me, but if you've got it, then --

5 MR. PRINGLE: Yeah. We can provide you
6 with that and you can keep us updated.

7 MS. MILLER: Yeah.

8 MR. PRINGLE: Next, Status on Vehicle
9 Stop Committee.

10 MR. HACKWORTH: I was unable to attend
11 last night.

12 MR. PRINGLE: Okay. Next we have the
13 Ride Along Form and the Social Media. I was about to
14 go on the website and pull it up, see if it's there.

15 MR. ALPERS: I went to the website. It's
16 still there.

17 MR. PRINGLE: Okay.

18 MR. ALPERS: I don't know if that's an IT
19 thing or a PIO thing. I'll do a check on it.

20 MR. PRINGLE: Okay. Yeah. And I guess,
21 yeah, this time I would like to send a letter on that
22 too, Rose, just because it does seem to be a simple
23 fix and I'm trying to figure out what's going on with
24 that. And our next item, Amount of Time Worked by
25 Officers On and Off duty, Moonlighting.

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1 MS. GROVER: Sidney was heading that.

2 MR. PRINGLE: Yeah, Sidney was. Anything
3 from any other member of the board on moonlighting or
4 we'll just wait to next month and see what Sidney
5 has? Next we have Diversity in the Police Department
6 and the Police Department's Recruiting Efforts. I
7 know -- what, that's the 9th, correct, Sergeant
8 Alpers, that we had the meeting with the recruiting
9 class?

10 MR. ALPERS: Tomorrow.

11 MR. PRINGLE: Tomorrow. I can no longer
12 make that. I think, Alex, you're still going?

13 MR. HACKWORTH: I can go.

14 MR. PRINGLE: And, Wayne --

15 MR. BOYKIN: What time is that?

16 MR. PRINGLE: It's 8:30.

17 MR. ALPERS: Yep. I start at 8:00. You
18 all are in at 8:30 and then I'll -- I complete mine
19 at ten o'clock. You're from 8:30 to 9:00.

20 MR. BOYKIN: Is that going to be in
21 the --

22 MR. ALPERS: Training center.

23 MR. BOYKIN: Downtown?

24 MR. ALPERS: Uh-huh. No. The training
25 center down south.

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1 (Multiple speakers.)

2 MR. ALPERS: I'll send it to you, Wayne.

3 MR. PRINGLE: So we have Alex and Wayne
4 covering that event. Okay.

5 MR. HACKWORTH: Travis, is there anything
6 special that you had planned on covering or any
7 guidance you'd provide?

8 MR. PRINGLE: No. I was planning on just
9 introducing myself saying I was on the board and if
10 you have any questions or anything, I'm here to talk
11 to you about it.

12 MR. HACKWORTH: Okay.

13 MR. PRINGLE: Anything further from the
14 board regarding diversity in the department?

15 MR. BOYKIN: Are we still waiting on --
16 wasn't there a training video or recruitment video
17 being made, or was that the training video? I
18 thought there was a video for recruitment being put
19 together.

20 MR. ALPERS: I can speak a little on
21 that. I spoken with Tony Messina today and I know
22 they're in that process. It's in the very early
23 stages. I'd have to -- I don't want to speak on
24 something I don't know a lot about, but I know that
25 it has -- that process has begun. I can try to get

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1 a, I don't know, some sort of status or some kind of
2 time frame, but I don't know if the time frame's
3 available. So again, I might be speaking out of my
4 forte. If you'd like me to.

5 MR. HACKWORTH: I certainly would. I
6 would enjoy a timeline if you can possibly get one.

7 MR. PRINGLE: All right. So we're going
8 to be waiting on a timeline now, Sergeant Alpers,
9 regarding that? All right. And anything further
10 from the board regarding diversity?

11 MR. HACKWORTH: I have a really quick
12 question. Sergeant Alpers --

13 MR. ALPERS: Yes, sir.

14 MR. HACKWORTH: Do you know when the
15 recruiting cycle for the next class ends?

16 MR. ALPERS: I don't think there's really
17 a cycle that ends. I know that we have a recruiting
18 event coming up on the 11th and the 18th out of the
19 new precinct, but I don't -- it's a continuous --

20 MR. HACKWORTH: Okay.

21 MR. ALPERS: -- flow. And I'm pretty
22 sure -- I haven't gone on the website in a long time,
23 but I'm pretty sure they take applications
24 consistently and don't limit it like they used to.

25 MR. HACKWORTH: Okay.

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1 MR. PRINGLE: Because there's no -- like,
2 each academy had their own different graduation
3 timelines. There's no set uniform across the state?

4 MR. ALPERS: Well, yeah. There's no
5 uniform across the state. Locally where we have
6 people go, they -- that's generally set. So the new
7 class started in late August; they'll graduate in
8 December. New classes start in January; they
9 graduate in May. Summer classes start in May and
10 graduate in August. It cycles like that. The dates
11 shift a little bit, but generally about the same.

12 MR. PRINGLE: Okay.

13 MR. ALPERS: So we have, I think
14 between -- I don't know the -- I think it's five, it
15 might be four in the current class now. And then we
16 have five at the training center that Wayne and Alex
17 will meet tomorrow.

18 MR. PRINGLE: Okay. And has that been
19 our average size for a while now?

20 MR. ALPERS: That's about an average-size
21 class for new, brand new, non-licensed police
22 officers.

23 MR. BOYKIN: Do you know what the
24 diversity is of the one that you currently have that
25 just came out?

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1 MR. ALPERS: The one we have now?

2 MR. BOYKIN: Uh-huh.

3 MR. ALPERS: What do you mean by
4 diversity?

5 MR. BOYKIN: Out of the five that you
6 have, is there any diversity in those?

7 MR. ALPERS: So we have two females. And
8 I don't know the -- I haven't asked the race of
9 anybody. I know there's two females.

10 MR. PRINGLE: Anything further from the
11 board regarding diversity? Moving on to our next
12 item, Proposal Regarding Profile Notes in Police
13 Records System Related to Drugs when No Drugs are
14 Seized and a Verbal Warning is given. I know I --
15 who was working on a sample of --

16 MS. WIBBENMEYER: Heather. Heather was
17 going to continue to volunteer to work on that.

18 MR. PRINGLE: That's Heather also. I
19 think I may reach out to her about that and see what
20 she's thinking, have an update for us next month.
21 Next on Old Business, the Early Intervention System,
22 Date, Policies, and Procedures.

23 MR. ALPERS: I am happy to say that now
24 that Senate Bill 26 has taken the curve down, I am
25 back on that process.

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1 MR. PRINGLE: Okay. Thank you.

2 MR. HACKWORTH: Can we expect that by the
3 next meeting?

4 MR. ALPERS: No.

5 MR. HACKWORTH: No?

6 MR. ALPERS: No. I have to get the 1020
7 policy updated first and then the early intervention
8 policy comes secondary to that.

9 MR. HACKWORTH: Okay. Do you have an
10 existing EIS policy in place at all?

11 MR. ALPERS: No. There was never a true
12 policy written out, so it'll have to be a
13 fresh-from-start policy.

14 MR. HACKWORTH: Okay.

15 MR. ALPERS: I pulled policy, single
16 policies from benchmark cities and larger benchmark
17 areas that have extensive EIS policies, so it'll be a
18 ground-up thing. So it's got to go through the
19 entire approval process before we ever see it.

20 MR. HACKWORTH: Okay.

21 MR. ALPERS: You're -- just to be, you
22 know, honest and up front, you're probably looking at
23 early next year before that process even makes it
24 through.

25 MR. HACKWORTH: Okay.

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1 MR. PRINGLE: Is there anything you'd like
2 from us to help with that process, Sergeant Alpers?

3 MR. ALPERS: The early intervention
4 process is more the internal tracking mechanism than
5 prevention process, so you start to get into
6 personnel issues. So let me -- let me get into it
7 and see what outside resources, other departments
8 have used and other CALEA policies. It's -- writing
9 new policy is very difficult.

10 MR. PRINGLE: Yeah.

11 MR. ALPERS: Especially with, you know,
12 CALEA standards and having to hit all those. And
13 being that there's a lot of personnel issues to it, I
14 don't know how much intertwining we can do on the
15 back side of things.

16 MR. PRINGLE: Yeah. Well, anything
17 you -- on the high-level end, anything that we can
18 help getting stuff together, even just finding
19 templates out there and send them your way so you
20 have more stuff to reference, just let us know.

21 MR. ALPERS: I probably don't need more.
22 I've got stacks of paper this deep.

23 MR. PRINGLE: With CALEA, that definitely
24 happens.

25 MR. ALPERS: Yeah. Seattle's policy is

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1 probably this deep. It's big. I've got plenty of
2 paper to read.

3 MR. HACKWORTH: If there are any ways
4 that the board can help out with that, let us --
5 definitely, please, to reiterate, let us know because
6 I think that falls within policy recommendation, the
7 scope of our policy recommendation, and I could see
8 that being beneficial for the board to be involved
9 with.

10 MR. ALPERS: I'm just more worried about
11 the legal side of it. So I'll have to speak with our
12 attorney and make sure I'm following the right ways
13 to go with that.

14 MR. PRINGLE: Anything further from the
15 board on the early intervention system?

16 MR. BOYKIN: Would you maybe send us
17 Seattle's that you were talking about? Maybe that'll
18 give us an idea of what we're trying to look at.

19 MR. ALPERS: Yeah.

20 MR. PRINGLE: And our final item on Old
21 Business, Status Request on Response Time Data and
22 CPD Guidelines for Response Times. This had to do
23 with our public comment from a couple months ago.

24 MR. BOYKIN: And the job is probably not
25 filled yet?

1 MR. ALPERS: I've got an update on that
2 for you; I think that was an action item last month.
3 They are in the final stages of making that hiring
4 process the day that I -- I think it was the day
5 after we met, reviewing applications. So once they
6 get them hired though, you're still looking at
7 several weeks, months, whatever it is on being able
8 to obtain our system data if they're not familiar
9 with it and being able to pull all that data and make
10 it make sense on a lower level.

11 MR. PRINGLE: We should have someone
12 hired by the end of the month you think?

13 MR. ALPERS: I asked if they would give
14 me a date, and I didn't get an answer, so. I think
15 it all depends on applications. They said there were
16 some from out of state I believe, so it's going to be
17 quite a process.

18 MR. PRINGLE: But has the application
19 proc-- is that closed? Are they still taking --

20 MR. ALPERS: Oh, yeah. The application
21 has closed. They're in, I guess, the hiring phase.
22 They still have to go through, you know, a background
23 process just like all of us would, so that could take
24 a little bit.

25 MR. PRINGLE: Anything further from the

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1 board regarding response time data? And that
2 concludes old business. Moving on to our next agenda
3 item, New Business. Body Worn Cameras.

4 MS. CARLSON: Wayne, are you going to ask
5 about that?

6 MR. BOYKIN: Yeah. I'm trying to get
7 there. That is the --

8 MS. CARLSON: That was Carlson talking.
9 Sorry. Wayne had asked about that based on the
10 special case as to why there was just the one.

11 MR. PRINGLE: Oh, yeah. Because we only
12 had one --

13 MS. CARLSON: What the policy was --

14 MR. PRINGLE: Yeah.

15 MS. CARLSON: -- regarding that. I just
16 heard Sergeant Alpers said something about whether or
17 not there'd been a complaint or not, because of the
18 time that had lapsed. But it was just kind of a --

19 MR. HACKWORTH: This was something I was
20 also interested in because it raises the question of
21 the treatment of a peace officer or a law enforcement
22 officer while they are actively exercising their
23 enforcement authority versus being an off-duty
24 officer, not in Columbia Police Department attire.
25 And it was rooted in an active-duty officer turning

1 off the audio of their body-worn camera when talking
2 to an off-duty officer, which I think that's --
3 therein lies the question which also can lead members
4 of the public, for example, in the case that we
5 reviewed, to feel that there was some sort of
6 collusion going on or that it was a miss -- a
7 misprohibition of the active use of the body-worn
8 camera. I think that's a really fair point. I can
9 definitely empathize with the citizen who raised that
10 issue. I did some review of other police review
11 boards -- or I'm sorry, of other police department's
12 policies regarding the prohibition or the use of
13 body-worn cameras while they are in -- on duty, but I
14 wasn't really able to find any -- anything within the
15 state statutes or case law for that matter regarding
16 the treatment of an on-duty versus off-duty officer
17 when it comes to body-worn camera footage, which
18 leads to guess or believe that this has been pretty
19 much up to the police department's policy on what
20 they want to do. Overall as a policy I think that it
21 could use clarification in several aspects, not just
22 in how it's used, but also in the storage of data and
23 information. For example, other police departments
24 have specific amounts time during which the data is
25 stored. And then if it's not evidentiary or doesn't

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1 relate to use of force, it's deleted or removed for
2 storage and purposes which can save money. But I
3 also think that there could be some clarification on
4 prohibition of the use of the body cam in the
5 presence of an off-duty officer. Other departments
6 that I saw that have it, that have policy regarding
7 body-worn camera footage actually, based on the
8 language I saw, the use -- the start of the camera
9 begins during any investigatory phase and doesn't
10 conclude until the investigation or the scene is
11 left, which is actually a different approach to our
12 policy or to the Columbia Police Department's policy
13 which allows for the prohibition when discussing --
14 when discussing any matter between personnel, whereas
15 other policies from departments prohibit the use of
16 body-worn camera footage and recording when
17 discussing nontrivial -- or when it's just trivial
18 matters between personnel, a conversation on the way
19 to someplace. And so I think that it's worth looking
20 into because the reporting of conversation between
21 police officers could benefit in their own internal
22 affairs investigations. Could help with improving
23 public trust. And so it's something I think we as a
24 board should look into.

25 MR. BOYKIN: Agreed. And if people want

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1 to know what that policy is, that's under 447D1, 12.

2 MS. WIBBENMEYER: And with regard to
3 record retention on audio or video recording,
4 including body-camera video, that's set by the State
5 local records board, the State of Missouri local
6 records board. And it's 30 days and evaluate.
7 Managers should extract significant information that
8 may impact criminal or major case investigation prior
9 to deleting video or reusing the tape. Extracted
10 video must be retrained until administrative and
11 judicial proceedings are complete. This retention
12 does not apply to interrogation videos which are, by
13 their nature, evidentiary and should be part of the
14 investigative files. And then it refers to a
15 retention schedule.

16 MR. BOYKIN: Where is that?

17 MS. WIBBENMEYER: That is on the
18 Secretary of State's website. They manage the local
19 records board which is a statutorily-created board.
20 They set record retention schedules for all different
21 types of governmental records. And that's in the
22 Police Clerk's Records Retention Schedule. And it's
23 labeled POL011, audio and video recordings.

24 MS. CARLSON: Could we have a benchmark
25 since you're looking at it?

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1 MR. PRINGLE: The policy just references
2 the state as an E4, but then you have to go to the
3 actual state retention law.

4 MS. CARLSON: Because the complaint came
5 in well after the 30 days. Ninety days.

6 MR. PRINGLE: So we're looking at
7 potential changes regarding --

8 MS. CARLSON: Well, is it more up for
9 discussion whether we think there needs to be -- have
10 it reviewed or?

11 MR. PRINGLE: Yeah. Just kind of want to
12 make sure -- we've talked about right now what we're
13 thinking of, looking into the idea of actually
14 putting in the policy an actual -- an actual
15 retention timeline, like an actual, like, stated
16 number of days it has to be retained. And then also
17 the idea of either having officers record their
18 conversations amongst officers or clarify what to do
19 with off-duty officers. Is that what we're talking
20 about right now? We're kind of --

21 MR. HACKWORTH: That -- yes.

22 MS. CARLSON: Of course I have less
23 knowledge than most, but I would assume there's some
24 privacy as an off-duty, whether you're an officer or
25 private citizen, if you're in that particular

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1 situation. There would have been probably some
2 privacy situation there if they were not directing,
3 but maybe just some privacy issues if they didn't
4 leave and were not directing anything from their car.

5 MR. PRINGLE: Well, I think being there
6 and being involved, interacting with the public, it
7 has to stay on. If it's a private citizen, it has to
8 stay on with the audio and the video.

9 MS. CARLSON: Yeah. I personally in
10 watching it, since I do know that person and
11 recognize that particular person quite well, I never
12 saw the camera near that person. So I didn't see it,
13 so I wasn't -- when you brought that up, I was
14 sitting there. And then obviously after the hearing,
15 there wasn't anything to go back and look at. I
16 didn't see it. They didn't get close enough to the
17 vehicle for me to notice it, so.

18 MR. PRINGLE: Uh-huh.

19 MS. CARLSON: That particular person. I
20 saw other people that I knew in the footage.

21 MR. PRINGLE: Yeah. The other officers
22 that were talking --

23 MS. CARLSON: Yeah.

24 MR. PRINGLE: -- that's the one --

25 MS. CARLSON: So I didn't see that

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1 particular person so that's when I was like hmm. And
2 that's what the other body camera -- you asked -- I
3 think that you had asked that question.

4 MR. BOYKIN: Uh-huh.

5 MS. CARLSON: And the question was
6 answered because the time had passed, there weren't
7 other body cameras available to view so that was the
8 only one that was left.

9 MS. GROVER: So we don't know if they
10 recorded or did not record?

11 MS. CARLSON: Yeah. There might have
12 been another body camera that was up close to the
13 truck that might have picked up something else. I
14 just didn't see that particular one get that close.

15 MS. GROVER: Is that accurate? We don't
16 know if they recorded or if it was erased? We don't
17 know?

18 MR. PRINGLE: I think what we know is it
19 went past the retention period, so that's why those
20 cameras were reset.

21 MS. GROVER: Okay.

22 MR. BOYKIN: Sergeant Alpers, would you
23 be able to clarify why we only have the one body
24 camera?

25 MR. ALPERS: I would assume, and assuming

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1 will get everybody in trouble, that it was not saved
2 and was deleted per the retention. So I just want to
3 clarify some things just so you -- may be doubling
4 your work here, but. But within the Axon or
5 Evidence.com system, we have categories assigned for
6 cameras. And, for example, one of them is Retain for
7 Court. Another is Traffic Offense. I have one for
8 our office, Use of Force, Internal Affairs. And an
9 Open Records Legal category. These have set time
10 schedules which follow the required amount of time
11 that we're supposed to keep those. And if it's not
12 technically the category, then it could fall off of
13 the server; it's set for deletion for X number of
14 days. I'm looking at one now. It was recorded this
15 morning. I'm sorry, this evening at 5:11, and it's
16 scheduled for deletion on November 7th. Now, if
17 that's not a footage, a piece of footage that is
18 evidentiary, it's just me talking with an individual,
19 then it would be set for deletion 30 days from now to
20 follow up. Now, if I arrested somebody or took a
21 report or there's some sort of evidentiary value,
22 then when I select that category, which Retain for
23 Court is the most commonly used one, it should keep
24 it on there for an infinite amount of time until the
25 prosecutor says, We can get rid of this evidence.

1 So, just some -- that's -- the retention schedule's
2 already built into the system itself.

3 MR. BOYKIN: So the reason we have this
4 body -- the body camera we had, is that because they
5 were like the lead? That's why that one was saved?

6 MR. ALPERS: Again, I'm going to make an
7 assumption here, and I'm not a person who makes
8 assumptions. But it probably was not tagged as to be
9 saved, and I wouldn't know why or why not or however
10 that -- or if he had it on or anything.

11 MR. PRINGLE: And I guess what would --
12 because you were kind of going on talking about the
13 label and the descriptions. If a complaint isn't
14 filed in 30 days, what are the safeguards to make
15 sure that if someone files a complaint after 60 days,
16 that there is still footage?

17 MR. ALPERS: There aren't safeguards for
18 that.

19 MR. PRINGLE: It's just whatever the
20 officer labeled it as pretty much?

21 MR. ALPERS: Well, I mean, if -- as you
22 know, we have up to a year to -- for a person to make
23 a complaint to be eligible for the CPRB. Even if
24 it's after a year, we'll still take a look at it.
25 But if we have an everyday, run-of-the-mill

1 conversation that I didn't take a report, nobody was
2 arrested, there was no use of force, it was just some
3 casual conversation that the citizen believed went
4 sideways and I didn't tag it, there's no safeguard to
5 that. That's just one of those deals that you have
6 to interview both sides and then make a determination
7 based on the interview. You know, I think it's
8 fiscally irresponsible to keep every, you know,
9 recording that we have. I mean, you're talking about
10 terabytes and terabytes and terabytes of data that is
11 stored on an off-site server somewhere that we're
12 paying yearly fees on. And I'm not a budget guy, so
13 I'm not going to speak really into it, but just my
14 understanding of it is, you know, it becomes a
15 financial responsibility for the City to keep all
16 that data. So that's the only safeguard is if we
17 save every recording that we've ever had.

18 MR. PRINGLE: That's -- if we have a
19 complaint and an arrest, that footage is saved for
20 evidentiary reasons?

21 MR. ALPERS: Absolutely. Now, the
22 majority of our complaints are either filed within 30
23 days for the most part or there's some sort of case
24 number associated to it or an arrest associated to it
25 which would lead the officer to tag that footage

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1 which would be retained which I can retrieve.

2 MR. BOYKIN: My question is so is it the
3 officer that is holding, like, does the body-worn
4 camera, are they the one tagging it or is there
5 someone that's doing the tagging?

6 MR. ALPERS: No. That falls on the
7 individual officer because they're the only ones that
8 know. If you think about it, you know, we have
9 thousands upon thousands upon thousands of pieces of
10 video. One person's not going to know what -- what's
11 evidentiary and what's not. So it falls -- it falls
12 under the responsibility of the officer to tag that.
13 And we have several different ways we can do that.
14 We can do it mobile with our phone. After it's
15 docked, you can tag it. You can plug directly into
16 it before it's been docked and download it and tag
17 it, so there's several opportunities to do it. For
18 instance, for those of you that have ridden with me,
19 I think Alex is the only one here, anytime I get off
20 of a call that a case number's generated or there's
21 an arrest or something, I'll get my phone out, it
22 looks like I'm playing on my phone; in fact, I'm
23 tagging my camera so it's done and out of the way and
24 I don't have to think about it.

25 MR. PRINGLE: And, Alex, when you were

1 looking at all those other police policies, was there
2 like an average when it came to retention? Was 30
3 days roughly what most departments were doing or did
4 you see 60, 90 days?

5 MR. HACKWORTH: I was reviewing with an
6 eye towards the operational procedure of the use of
7 the body-worn cameras, especially when in the
8 presence of other personnel. But I would -- I came
9 across other states and police departments as well as
10 review boards like ours who made similar
11 recommendations to review the best practices of the
12 retention of data. Which is where that part came
13 from.

14 MR. PRINGLE: Okay.

15 MS. MILLER: Well, I would be interested
16 in seeing some of that research that you have to
17 address some of these concerns we've raised tonight.
18 Because what I'm hearing is like security. I mean, I
19 don't know how safe I feel with an officer being able
20 to record something to his device. I think that's a
21 privacy, you know, concern which is there.

22 MR. ALPERS: Nothing is recorded to a
23 device. It's recorded to the body camera itself.

24 MS. MILLER: So it's recorded to the body
25 cam, but the body camera can record to the phone?

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1 MR. ALPERS: No.

2 MS. MILLER: Okay.

3 MR. ALPERS: So you log into the phone
4 through a connection that only you can tag it and
5 view it, so there's no ability for you to download
6 that to a phone. The only way to offload those files
7 is through an Axon device. So if I were to say --
8 and this is a great question and I know why you're
9 asking the question, and I've answered the question a
10 lot. So one of the great things about the camera is
11 that, let's say I'm on that night and I work for ten
12 hours and I have all this footage saved on my camera,
13 which could be a lot of privacy issues. Right? And
14 as I'm driving through downtown, I get into a
15 foot chase and my camera goes flying, which happens,
16 and somebody picks it up. There's no way for them to
17 offload that footage onto something. That's just an
18 unfortunate incident because you lose all that
19 evidence, but they can't offload footage somewhere
20 and use it and post it places. So that's why it's
21 held. You come in, you plug it in. And I know if
22 you come over and I show you all this stuff and I
23 show everybody specifically the body-worn camera
24 area. You plug it in. It downloads to a server
25 that's offsite; it's not even held here. So where it

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1 goes -- in the cloud. But no, it's not like I can
2 connect it and download it to my phone. It's not
3 like that.

4 MS. MILLER: Alex -- yeah, thank you for
5 clarifying that.

6 MR. ALPERS: Yes, ma'am.

7 MS. MILLER: But I would definitely be
8 interested in looking at some of those other policies
9 which are out there to see kind of what their
10 language is as far as like on the retention and
11 probably some other uses, like on how to use it, when
12 to use it, how much discretion an officer has. So I
13 would like to compare what's out there to what we
14 have now.

15 MR. HACKWORTH: Totally. I have a Google
16 Drive with different information mostly regarding the
17 operations and uses, but I can go find information
18 regarding retention and then add it in there. Is
19 that something I can share with the board? Is
20 that --

21 MS. WIBBENMEYER: You would send it to me
22 and then I'll send it out to everyone.

23 MR. HACKWORTH: All right. Thank you.

24 MR. PRINGLE: I'd like to check it out
25 because that was a big part of the previous complaint

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1 was not being able to listen. And anything we do to
2 try to alleviate those concerns from the public would
3 be nice.

4 MR. HACKWORTH: Yeah. Because I think
5 the -- on -- the policy is somewhat vague and if we
6 were to work with the police department to put
7 together best practices and some recommendations on
8 how we can make it more specific, we could go -- we
9 could then go and prevent future citizen complaints
10 like the one we had recently.

11 MR. PRINGLE: And, Sergeant Alpers, 447,
12 has it already been brought into CALEA compliance?

13 MR. ALPERS: Yes. Well, it covers
14 standard 17.5.2, 41.3.8. Sergeant Dopplar is very
15 good at his job and sees those changes, so.

16 MR. PRINGLE: Okay.

17 MR. HACKWORTH: Does an off-duty officer
18 have the ability to use their policing powers?
19 Because I was reading statute today and it -- the way
20 it reads to me is that anybody who's a law
21 enforcement officer or a peace officer can exercise
22 their authority to arrest if they are witnessing some
23 sort of violent criminal action.

24 MR. ALPERS: That's correct. Anywhere in
25 the state.

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1 MR. HACKWORTH: All right.

2 MR. ALPERS: Now, as -- I'll tell you, as
3 an off-duty police officer for half of my day, short
4 of somebody losing their life or being seriously
5 physically injured, it's generally better to be a
6 witness. You know, I don't have the tools that I
7 normally would with my uniform on. I obviously carry
8 a gun everywhere I go, but short of something very
9 serious and somebody losing their life, me
10 personally, it's -- I don't know that I would get
11 involved. I've seen several minor crimes occur in
12 front of me, and I just don't know that it's a good
13 idea to be involved. And, you know, I don't want to
14 be in a large town where people don't know me and,
15 you know, I have a gun out and I'm labeled as the
16 potential aggressor in this incident. I don't want
17 to be the one that takes a round, so.

18 MR. HACKWORTH: In a situation similar to
19 the one that we saw last month where an officer who's
20 off duty and has a vested interest in what's going on
21 shows up to a scene, should the on-duty personnel
22 turn off their body cameras when discussing anything
23 with them? Because at that point they're almost --
24 they're basically acting as a public or private
25 citizen.

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1 MR. ALPERS: Are you asking my opinion or
2 what the policy says?

3 MR. HACKWORTH: What you think.

4 MR. ALPERS: Well, I have an opinion. I
5 don't want to speak specifically to that case, but I
6 think it's -- I think that as an officer, number one,
7 we should follow our policy. So it's not outlined in
8 the policy and I would agree with you on that. So I
9 don't know the best direction to give officers. I
10 would always err on the side of caution.

11 MR. HACKWORTH: Thank you.

12 MR. ALPERS: Uh-huh.

13 MR. PRINGLE: What you're kind of looking
14 at, just how -- I mean, what is this, 447.3D1 how
15 it's just that one line, Communications with other
16 police personnel without the permission of the chief
17 should not be recorded. Is that pretty much all we
18 have for guidance on that?

19 MR. HACKWORTH: Yeah.

20 MR. PRINGLE: Yeah.

21 MR. HACKWORTH: Because when I was doing
22 some research on this recently, I was trying to think
23 of, okay, well, then, what are the differences in
24 exercise authority of an on-duty versus off-duty
25 officer. And really, that's not defined in statute

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1 at all. It all comes -- I mean, they're -- if you're
2 a member -- if you're a peace officer, of you're a
3 licensed peace officer or you're a commissioned law
4 enforcement officer, you know, you are technically
5 always one of those.

6 MR. PRINGLE: As long as you're employed.

7 MR. HACKWORTH: Right. And so
8 technically if you are personnel at this moment, that
9 can be a prohibited use or prohibited use of
10 body-worn camera. And I think that -- I just -- I
11 just -- I think that there's -- even though that's
12 CALEA standard, I feel like that can be specified
13 more concretely within our policy so our officers
14 have a little bit more direction in cases like that.

15 MR. PRINGLE: I agree. I think
16 clarification would be nice. So I totally understand
17 when you read this why even if someone was off duty,
18 you're like personnel, gotta turn off the recorder.
19 I think clarification would not be a bad thing on
20 just what that entails.

21 MR. HACKWORTH: Yeah. So I can -- I can
22 share that, the Google Drive with Rose and she can
23 send it to the rest of the board. Before I do that,
24 I'll try and get it a little prettier because it's
25 just a bunch of files thrown in there. And feel free

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1 to add whatever research you have, and we can kind of
2 be collaborative.

3 MS. WIBBENMEYER: Once again,
4 collaboration has to take place in a meeting. So if
5 you have other documents to share, send them to me,
6 I'll send them out to the group. Your discussion
7 will be on the next meeting's agenda.

8 MR. HACKWORTH: Can people add documents
9 to that shared file?

10 MS. WIBBENMEYER: The problem is, once
11 you do that, then you're basically creating a
12 situation where you have a Sunshine Law problem
13 because there's interaction about a board topic
14 outside of a meeting that the public can't access.
15 So the safest approach is send the documents to me,
16 and I will send them out. If you want them attached
17 to the agenda so the public can access them, that
18 would be fine, but discussion must occur in the
19 context at the actual meeting.

20 MR. PRINGLE: And as things are added,
21 Rose, I don't want to add this extra layer of what
22 you would send out to us, could you, as people gain
23 more, send out everything again or over and over
24 again?

25 MS. WIBBENMEYER: I could try to remember

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1 to do that. Do I think it's likely that I'm going to
2 remember to do that, I will probably miss something.
3 I don't necessarily -- I get hundreds of emails every
4 day, and I just can't keep it that way.

5 MR. PRINGLE: Yeah.

6 MS. WIBBENMEYER: Now, if you want, what
7 I can do is I can drop everything into a folder and
8 then, you know, have Tracy send that out with the
9 agenda before the meeting and you have everything
10 compiled together that everyone sent.

11 MR. PRINGLE: Okay. So yeah, that way at
12 the end, we'll still have something that should be a
13 master.

14 MS. WIBBENMEYER: Correct.

15 MS. CARLSON: So it's not possible to
16 just have Google Drive and what you would call it,
17 this particular policy, 447.3, of our board to look
18 at that we could be dropping stuff into?

19 MS. WIBBENMEYER: I think the problem
20 would come in is if you all started dropping things
21 in and sharing information and then, oh, there's an
22 email --

23 MS. CARLSON: Well, but -- no. I'm not
24 asking us to send anything back out, but we could all
25 be reviewing it so that we could have a productive

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1 discussion once we got here.

2 MS. WIBBENMEYER: I can ask Tracy how she
3 can set it up, but it needs to come from staff.
4 Staff is the records custodian. And if, you know,
5 otherwise let's say Alex sets it up, everything goes
6 into this, Alex leaves the board and the records go
7 away. So I need to have a way to get all the records
8 together. So if that is a matter of --

9 MS. CARLSON: I'm not trying to -- I'm
10 not trying to make -- I understand what you're
11 saying, but I'm trying not to make it so cumbersome
12 that --

13 MR. PRINGLE: If we did a drive, let's
14 say it was an editable document that's on a drive and
15 we have five of us doing comments, that's a quorum.

16 MS. WIBBENMEYER: Yeah. I mean, that
17 is -- it is much harder to control once you get into
18 the collaborative mode. Then you run the risk of
19 Sunshine Law violations. So what we usually do is
20 anything that needs to be dispersed gets sent to me.
21 I keep a copy for your records. I send it out to
22 everyone on the board. Anything that's important
23 will usually get attached to the agenda or sent with
24 the agenda again. But generally it's like we send
25 out an email and how you manage your records related

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1 to your activities on the board is up to you each
2 individually.

3 MS. CARLSON: Gotcha.

4 MR. ALPERS: Clarifying question from my
5 notes. Are we talking about all off-duty officers
6 that are known or CPD off-duty officers?

7 MR. PRINGLE: Let's see what Alex has and
8 try to see the best way to define it I think.

9 MR. HACKWORTH: What was the first part
10 of your question?

11 MR. ALPERS: So are you wanting to
12 discuss or bring question into if using the body-worn
13 camera on known off-duty officers, CPD off-duty
14 officers, or all off-duty officers if they're known?
15 How do you -- what are you envisioning as part of
16 policy recommendation? Let me give you an example.
17 I got pulled over by Missouri State Highway Patrol
18 in 2019. He didn't know I was an off-duty officer
19 until he asked. Would we want to include -- are you
20 talking about the highway patrol? Are you talking
21 about the Boone County Sheriff's Office off-duty
22 officers? Are you talking about CPD officers that
23 are off duty only?

24 MS. CARLSON: I don't think anybody would
25 always know everybody on CPD even though the numbers

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1 are lower than -- honestly.

2 MR. ALPERS: I hear you. I used to take
3 great pride in knowing everybody's name and it's
4 getting harder and harder to -- the longer I'm here,
5 obviously --

6 MS. CARLSON: Plus people look different
7 dressed than undressed.

8 MR. ALPERS: So I put in my notes, known
9 off-duty officers, but I didn't know if you were
10 going to talk about all off-duty officers like in a
11 global sense. That's pretty hard to do.

12 MR. BOYKIN: Here's my thing though. So
13 we're looking at people muting their mics because
14 they are talking to an off-duty officer, so,
15 therefore, they mute it knowing it's an off-duty
16 officer. If they didn't know it was an off-duty
17 officer, then it shouldn't have gotten muted anyway
18 because they're talking to what they thought was a
19 citizen.

20 MS. WIBBENMEYER: And I think they're
21 just concerned with when that off-duty officer is a
22 witness or somehow involved in the incident not in
23 regard to their law enforcement capacity is I think
24 where the issue came up.

25 MS. CARLSON: Well, I think it was

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1 whether or not he was directing the scene as an
2 off-duty officer, was it not? In that particular
3 situation.

4 MR. HACKWORTH: That was the concern --

5 MS. CARLSON: That was --

6 (Multiple speakers.)

7 MS. CARLSON: -- taking charge of the
8 scene and directing the scene at that time while they
9 were off duty.

10 MR. HACKWORTH: I know my concern stems
11 from what Rose mentioned being the prohibition of the
12 body-worn camera audio while knowing that it's --
13 knowing they are an officer, although off duty, as a
14 witness with a vested interest to a possible scene.
15 Or a scene of a possible crime.

16 MR. ALPERS: So I guess the answer to the
17 question would be known off-duty officers.

18 MR. HACKWORTH: I think it's actually --
19 I have actually enjoyed kind of understanding or
20 finding what best practices are that other
21 departments use. As a whole, and I know that this
22 is -- body-worn cameras over the last half decade
23 have become an extremely important use in creating
24 some civility between police officers and citizens
25 and knowing that it's also, it's decreased the amount

1 of uses of forces reported, decreased citizen
2 complaints from officers, and also has helped speed
3 up internal affairs investigations. So to me this is
4 a good policy to kind of focus on the specific
5 particulars of why we brought it up, but, you know,
6 see what best practices we could implement as a whole
7 which -- it's hefty.

8 MR. PRINGLE: From an evidentiary
9 standpoint especially the way that complaint was
10 where we had an officer saying, Hey, I'm off duty,
11 I'm not any part of this, I'm not here -- I'm here,
12 but I'm not taking part in any of this, had the
13 possibility if charges were brought, it could have
14 been a witness. And if there's no audio when they
15 talked with him, which that -- would it be the
16 biggest damage to a case, probably not, but it would
17 still be something the defense would hop on. Why
18 wasn't there audio here.

19 MS. CARLSON: I think he probably would
20 have shown up on some other cameras, audio of every
21 cameras, but they weren't available.

22 MR. PRINGLE: Okay. I'm interested to
23 see what you have, Alex --

24 MS. CARLSON: Yeah.

25 MR. PRINGLE: Best practices, and, you

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1 know, see if we can solidify if possible and.

2 MR. HACKWORTH: Totally.

3 MR. PRINGLE: Anything further from the
4 board regarding policy number 447, body-worn cameras?
5 With that, that is the close -- oh, yep. And our
6 amended agenda, thank you, Wayne, is we have our
7 NACOLE lessons. Anyone on the board like to speak
8 about discussions we've not really taken part in but
9 have been able to watch and sit in on through our
10 NACOLE conference?

11 MR. BOYKIN: I know I've only gotten
12 through the first week of it because I had some stuff
13 going on the last two weeks so I'm going back to
14 watch the ones I've missed, but I've really actually
15 enjoyed this year. I think they're very informative.
16 I haven't gone and put details down of what I'm
17 bringing to the board, but I've enjoyed the
18 discussions that they've had. I think they've been
19 very eye opening, so I'm excited to see what the rest
20 of them turn out to be.

21 MS. CARLSON: I just didn't know how much
22 I didn't know.

23 MR. PRINGLE: And I believe, wasn't it,
24 during the first, we had a member from St. Louis?

25 MR. BOYKIN: Yeah. That was the very

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1 first session.

2 MS. CARLSON: Yeah.

3 MR. BOYKIN: From the St. Louis advisory
4 board I believe.

5 MR. PRINGLE: Uh-huh. Personnel advisory
6 board there.

7 MR. BOYKIN: It was very -- I liked -- I
8 liked hearing that because it was very intriguing to
9 hear things that I know a little bit about because
10 we're so close and getting to hear some of the
11 situations that she was talking about, so.
12 Especially when they were talking about St. Louis
13 City and St. Louis County and the differences in the
14 two and how they had to fluctuate between those
15 things.

16 MR. PRINGLE: Yeah. And I also further
17 appreciate just it being virtual like that where we
18 can actually have all of us take part whereas if it's
19 in person, there's much more -- there's something,
20 that in-person element that you can't replicate, but
21 you can send the entire board virtually or two to
22 three in-persons, so it's always nice to keep pace
23 with the latest trends of what's going on across the
24 country.

25 MR. BOYKIN: I don't know if anyone else

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1 hasn't been watching them, but I would totally
2 encourage the board to watch them. And they are
3 retained so if you miss it, you can go back.

4 MS. CARLSON: I got halfway through it
5 and I had to mark it, so then I got the recording.

6 MR. BOYKIN: I have so many emails.
7 That's the only down part of it is just you get like
8 three or four emails for one session and there's like
9 five sessions.

10 MS. CARLSON: I know. I'm having to
11 edit.

12 MS. GROVER: And then a reminder that
13 you're -- of the recording.

14 MS. CARLSON: A reminder of how to record
15 them.

16 MR. PRINGLE: I swear they give us the
17 first reminder the week before that one comes up.
18 Then it's the day before, the day of, and then the
19 next day, Hey, there's a recording, which is helpful.
20 Here's the recording of you watching it.

21 (Multiple speakers.)

22 MR. PRINGLE: The second one got out
23 pretty fast so I did appreciate the recording so I
24 could to it. Anything further from the board
25 regarding the NACOLE lessons we've observed so far?

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1 And I will be all wrapped up by the next meeting. I
2 think it's over by the end of this month, isn't it?

3 MR. BOYKIN: I believe so because
4 December is their in person. If I have anything,
5 I'll bring it in November because I won't be here in
6 October, but.

7 MR. PRINGLE: And moving on to general
8 comments from the public. Are there any comments
9 from the public? Please feel free to step up to the
10 podium. Seeing no public comments, any general
11 comment from board members? Rhonda.

12 MS. CARLSON: Sergeant Alpers, is there
13 like an update, was it Officer Butler that was
14 doing -- was it the Columbia program? Where was he?
15 Was it Officer Butler who did the report?

16 MR. ALPERS: Officer Parker.

17 MS. CARLSON: Parker. Is he --

18 MR. ALPERS: He --

19 MS. CARLSON: -- enrolled in --

20 MR. ALPERS: He was enrolled in the
21 Cornell program. He finished it two weeks ago, just
22 about two weeks ago.

23 MS. CARLSON: Was he going to come back
24 and --

25 MR. ALPERS: He's going to come in

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1 November and do the quarterly presentation.

2 MS. CARLSON: Okay.

3 MR. ALPERS: Yep.

4 MS. CARLSON: Good. So we can look
5 forward to that. That's all I had.

6 MR. HACKWORTH: Got a few comments.
7 Going back to the in-service training that I
8 attended, would highly, highly, highly encourage any
9 member of the board to attend if they can in the
10 future. I mean, what a great way to see what
11 training looks like as a member of the public, but
12 from the perspective of the police officer, at least
13 as close to the perspective of a police officer that
14 you can get. Wanted to share a couple notes, one
15 note specifically. But prior to that, really great
16 way for officers to maintain rapport and continue
17 developing relationships with each other, which I
18 think is really important for officer morale. I did
19 hear from a few officers that they personally feel
20 that the in-service training is inadequate slightly
21 due to the frequency at which they occur. Officer
22 Alpers, I don't -- Sergeant Alpers, I don't want
23 misspeak, but are there four dates offered throughout
24 the year?

25 MR. ALPERS: Generally.

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1 MR. HACKWORTH: Generally four. So I was
2 talking with a few officers who shared that, you
3 know, while they're very thorough and extensive
4 and, you know, they're there from 12:00 p.m.
5 to 10:00 p.m., they feel that a lot of the
6 information that they are being provided sometimes
7 doesn't get retained. And when we're talking about
8 how to recognize stress or PTSD in officers or
9 citizens or educating our body of officers on
10 LGBTQ-plus issues within our community or when it
11 comes to use of force and defensive tactics, these
12 are things that I think officers should feel
13 comfortable and confident that they can recall on the
14 spot. And then while I know that they do, just based
15 on what some of these officers have said, they think
16 that either should happen more frequently or the
17 manner in which the training is done could be altered
18 a little bit. Additionally, there were two things --
19 in addition -- in addition to that, changing gears
20 here, my friend and I have been working on a
21 community policing dashboard. And that's fallen off
22 the agenda for a couple months, but for next month
23 I'd like to get it back on and discuss possible
24 funding measures for it. And I know, Sergeant
25 Alpers, you and I had talked. Is there some similar

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1 dashboard being created within the city of Columbia
2 right now?

3 MR. ALPERS: Again, I -- I catch
4 conversations.

5 MR. HACKWORTH: Sure.

6 MR. ALPERS: And I don't want talk to
7 them because I'm not fully aware and vested in them,
8 but yes.

9 MR. HACKWORTH: Okay.

10 MR. ALPERS: I don't know what it looks
11 like; I just see it.

12 MR. HACKWORTH: Okay. Okay. My friend
13 mentioned that there's a low -- there's a low number
14 of funding required for about -- it would give the
15 site about a hundred hours of use for -- the public
16 can use it for a hundred hours before hitting that
17 next threshold, but he said that that looks like, you
18 know, a hundred dollars or so to have that for a
19 year. I emailed the mayor to see, you know, what
20 funding proposals or funding options would be
21 possible. He said talk with the board first, see
22 what they think. So I just wanted to put that out
23 there for next month's discussion. But having heard
24 that there's some movement happening within the City
25 of Columbia, I'm now curious to get in contact with

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1 someone who's working on the project to get an idea.
2 Because, you know, they might have more resources at
3 their disposal to put together a dashboard with even
4 more capabilities. So there might be a way for
5 collaboration and recommendation on what that looks
6 like. So I'll add that to my to-do list.

7 MS. WIBBENMEYER: Sergeant Alpers, do you
8 know who's working on that?

9 MR. ALPERS: I think Tony Messina is
10 involved.

11 MR. HACKWORTH: I will email Tony.

12 MR. PRINGLE: I guess, Alex, do you see
13 having us take a look at what you have first and then
14 maybe following up and we can rope Tony at CPD
15 working on this? I would like to hear what you have
16 and also what is currently being developed at CPD
17 because it sounds interesting to me.

18 MR. HACKWORTH: Yeah. I -- my friend
19 came --

20 MR. PRINGLE: Yeah.

21 MR. HACKWORTH: He came. Did he present
22 the --

23 MR. PRINGLE: Very briefly. You weren't
24 here and he was just like, I don't really know what
25 to do without Alex, but I'm here.

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1 MR. HACKWORTH: He's wonderful. So yeah,
2 I can send that to you, Rose, just the website for
3 members to play around with. Is that what you're
4 referring to, Travis, or Mr. Chair?

5 MR. PRINGLE: This was -- this was a
6 while ago, because when he came up, he was very much
7 like he had just started working on something. I
8 couldn't remember. The dashboard or it had more to
9 do with the vehicle stop committee stuff.

10 MR. HACKWORTH: Yeah. I mean, hey, good
11 point. This would be a wonderful opportunity to
12 collaborate with them. But yeah, it's basically
13 vehicle stop data put over a map of Columbia and then
14 you can compare based on different identities that
15 have been recorded, see different locations, compare
16 different identities to other identities. And so the
17 overall goal is to provide members of the public a
18 better understanding of what vehicle stops look like
19 in Columbia and also help improve some data literacy
20 with members of the public as it relates to
21 understanding their interactions with the police. So
22 yeah, I can send that to Rose and then we can discuss
23 it next month if that sounds good to everyone one.

24 MR. PRINGLE: Yeah.

25 MS. MILLER: Sounds interesting.

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1 MR. PRINGLE: I definitely see that as,
2 like, to be honest, seeing what you have next month
3 and hopefully November or December, we can get
4 whoever's putting together -- whoever's starting from
5 the City, and just have that conversation --

6 MR. HACKWORTH: Totally.

7 MR. PRINGLE: -- as soon as we can.

8 MR. HACKWORTH: Totally. Last thing, and
9 these were conversations that stemmed from the
10 in-service training but kind of going back to my
11 description of, you know, what we learned at the
12 in-service training. I had a few discussions with
13 officers about the resources that they're provided
14 when they are experiencing trauma or if they need a
15 professional to go to. And I heard from multiple
16 that there's -- multiple officers that there's about,
17 there's three routes that officers can currently
18 pursue. One being the chaplain of the police
19 department. There's another which is peer-to-peer
20 support which is a trained officer who can -- who's
21 trained in discussing matters of this -- sensitive
22 matters of those nature with other officers. And
23 then a counseling program provided by the City. Just
24 based on what I'm hearing from officers, I think the
25 counseling program provided by the City seems to be

1 inadequate, and it's not necessarily trauma informed.
2 Again, this is anecdotes based on a few conversations
3 that I've had. And I know Senate Bill 26 has also
4 changed a little bit of the requirements for seeking
5 therapy or counseling, but officers are facing, you
6 know, extreme, extremely graphic experiences on a day
7 in, day out basis and they deserve adequate care
8 that's rooted in trauma-informed therapy. And so I
9 don't know if that's something that the board can
10 recommend to our city council, but I think that, you
11 know, for the -- for the betterment of our police
12 force so that they can feel protected, not just
13 physically but mentally, that might be something we
14 look into as well.

15 MS. WIBBENMEYER: I believe the board can
16 look into this; however, I do believe there are
17 actually several different layers of avenues for
18 care. All City employees are a part of the employee
19 assistance program, so they can self-refer and get
20 free mental health treatment with licensed
21 professionals. In addition to that, there can be a
22 supervisor referral into counseling. And in addition
23 to that, I believe the police department also has
24 contracts when there is a high-trauma incident where
25 other professionals are brought in to assist the

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1 officers. Is that right, Sergeant Alpers?

2 MR. ALPERS: Correct.

3 MS. WIBBENMEYER: So I do think there are
4 lots of different layers and I think the ones that
5 are under contract that are separate from the EAP
6 system, those counselors are specifically chosen by
7 the police department because they have experience
8 working with police officers and trauma. Is that
9 correct, do you know?

10 MR. ALPERS: I believe so. Again, you're
11 asking me a question that's way out of my wheelhouse.

12 MS. WIBBENMEYER: Okay. If you don't
13 know, that's okay. The only reason I know of that is
14 because I've heard it in the context of the contract
15 discussions, that people were working on those
16 contracts. And I asked the question of, Well, don't
17 we already have that under the employee assistance
18 program, and I was told, We need these others for
19 these other reasons. So I think it's already
20 occurring, but you are welcome to explore it and find
21 out. The chief is coming in December, so bear in
22 mind that if you don't get an answer between now and
23 then, he will be here in December and you can ask
24 him.

25 MR. HACKWORTH: Thanks for explaining

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1 that. One of the things that I specifically heard
2 from officers about the contract is that it can take
3 like way too long to be able to see someone, like
4 four weeks to two months sometimes. And when it
5 comes to acute trauma, I just believe that anybody
6 should have access to in-service counseling.

7 MS. WIBBENMEYER: Let me check and see
8 because I had heard that the other contract, specific
9 for police, had very tight response times.

10 MR. HACKWORTH: Okay.

11 MS. WIBBENMEYER: So let me check on
12 that.

13 MR. HACKWORTH: Yeah, please.

14 MS. WIBBENMEYER: And that contract
15 should be an open record, so we can send it out to
16 you.

17 MR. HACKWORTH: Okay. Awesome. Because
18 again, this is anecdote, so I'm just hearing --
19 saying what I'm hearing. But would appreciate some
20 clarification on that. But yeah. Yeah. Just to
21 close that up, I'm going to do some personal research
22 into the statute requirements, whatever information I
23 can find regarding current practices just to get a
24 better understanding of what that landscape looks
25 like prior to doing any sort of most effective

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1 practice review. And I'd be happy to sum it up prior
2 to the next meeting.

3 MR. PRINGLE: Yeah, please. Yeah.
4 Whatever you find, Alex.

5 MR. HACKWORTH: Sure.

6 MR. PRINGLE: Any further general
7 comments from board members?

8 MR. BOYKIN: I think the only think I had
9 was to see the news articles about this 24-hour
10 behavior health area to limit ER use and jail use.
11 I'm actually kind of intrigued to get more
12 information about that. Is that -- is it just
13 Burrell or is that through the City?

14 MR. ALPERS: The what?

15 MR. BOYKIN: The 24-hour space, the
16 behavioral health center. I guess I'll have to look
17 it up. I heard something about that opening up in
18 Columbia.

19 MR. ALPERS: I don't have any -- I don't
20 know. News to me. Did you say VR as in virtual
21 reality?

22 MR. BOYKIN: Burrell 24-hour help center
23 to help mitigate taking people with mental health
24 situations to the ER.

25 MR. ALPERS: Oh, ER. Gotcha.

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1 MR. BOYKIN: The ER. I knew I should
2 have saved that article. I'll have to look at that
3 and I'll send it to everyone.

4 MR. PRINGLE: I guess while Wayne looks,
5 is there anything further from the board or also
6 staff members?

7 MR. ALPERS: Sergeant Dopplar will be
8 here next month to discuss CALEA.

9 MR. BOYKIN: The City of Columbia has
10 budgeted three million for the facility.

11 MR. ALPERS: So it's requested funds? Is
12 that --

13 MR. PRINGLE: Is this from the Recovery
14 Act?

15 MR. BOYKIN: I think so, yeah. I just
16 thought, we talked a lot about the behavior health,
17 so. But Burrell announced plans for a 24/7 behavior
18 health center.

19 MS. WIBBENMEYER: I think that actually
20 may be a health department question, not necessarily
21 a police question.

22 MR. BOYKIN: Okay.

23 MR. PRINGLE: We can still -- we can ask
24 them a question, can't we?

25 MS. WIBBENMEYER: You can. They were

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1 also the department put in charge of working with
2 police to set up that mental health response team
3 unit, and I think some of this is all kind of tied
4 together potentially. I don't know. I don't know
5 for sure.

6 MR. BOYKIN: That's why I was curious
7 about it because I know we've been talking about this
8 mental health, you know, team that's going to be put
9 underneath the police department but also the health
10 department and I was just curious. It was something
11 we talked about a lot this year, so I didn't know if
12 there was any information we could obtain just to get
13 more in detail about that.

14 MR. PRINGLE: Because they have -- did
15 they pass that budget allocating those funds on
16 Tuesday or that's still not been --

17 MS. CARLSON: That's not done yet.

18 MS. MILLER: I don't think it's done yet.
19 Don't they have one more public hearing to do?

20 MS. CARLSON: Yes. If you believe what
21 the paper says.

22 MR. PRINGLE: Well.

23 MS. CARLSON: Motion to adjourn or is
24 there something else?

25 MR. PRINGLE: Unless there's anything

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1 further from anybody in the room? Any further
2 comments? Then our next meeting date is scheduled
3 for October 13th, 2021. And again, also, I'll be
4 there at the October 4th City Council meeting where
5 they'll take back up our recommendations to bring us
6 into SB26. If anyone else will be attending, just
7 remember we have to avoid quorum stuff. If there's
8 more than five of us, we all sit in different
9 corners. The next official meeting of this board is
10 October 13th, 2021. Is there a motion to adjourn
11 tonight's meeting.

12 MS. CARLSON: Carlson motions to adjourn.

13 MR. BOYKIN: Boykin seconds.

14 MR. PRINGLE: Wayne Boykin seconds. All
15 those in favor of adjourning the September 8, 2021
16 meeting of the Citizen Police Review Board, say aye.
17 Opposed? The ayes have it.

18 (Unanimous aye vote.)

19 (Off the record at 7:32 p.m.)
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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 certify that the testimony was taken by me to the best of my ability and thereafter reduced to typewriting under my direction; that I am neither counsel for, related to, nor employed by any of the parties to the action in which this transcript of proceedings was taken, and further, that I am not a relative or employee of any attorney or counsel employed by the parties thereto, nor financially or otherwise interested in the outcome of the action.

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