A regular work session of the Kalamazoo City Commission was held on Tuesday, May 29, 2018 at 6:00 p.m. in the Community Room at City Hall. The purpose of the meeting was to discuss Public Safety programs and services.

Roll Call

COMMISSIONERS PRESENT:	Mayor Bobby J. Hopewell Vice Mayor Erin Knott David Anderson Don Cooney Eric Cunningham Jack Urban*
COMMISSIONERS ABSENT:	Shannon Sykes**

Also present were City Manager Jim Ritsema, Assistant City Attorney Clyde Robinson, and City Clerk Scott Borling.

*Commissioner Urban participated in the meeting via telephone.

Commissioner Excused

Commissioner Cooney, seconded by Commissioner Anderson, moved to excuse the absence of Commissioner Sykes. With a voice vote the motion passed.

Presentation on Public Safety Services and Programs and the Public Safety Strategic Plan

City Manager Ritsema provided introductory remarks and reviewed the agenda and desired meeting outcomes.

Public Safety Chief Karianne Thomas introduced herself as the new Chief and introduced a PowerPoint presentation entitled *Kalamazoo Department of Public Safety*. Chief Thomas provided an overview of the department and the organizational chart. A copy of this presentation and the *FY2019-2021 Operational Plan* was filed with the papers for this meeting.

**Commissioner Sykes arrived at 6:04 p.m.

Assistant Public Safety Chief Jeff VanderWiere distributed and reviewed the *Draft FY19 – FY21 Operational Plan* and tracking tool and presented information on the following areas:

- Current staffing
- Current calls for service
- Station locations and assignments
- Additional staffing assignments
- 2017 calls for service
- 2017 reactive calls for service breakdown
- Crime victim heat maps (overall, assaultive, property crimes)
- Shots fired heat map

Assistant Public Safety Chief Ryan Tibbetts provided the following information on Fire and Emergency Medical Services (EMS):

- Building fires heat map.
- EMS calls for service
- EMS heat map

Presentation on Public Safety Services and Programs and the Public Safety Strategic Plan (cont'd)

In response to a question from Commissioner Sykes, Assistant Chief Tibbetts explained Bystander Witnessed Shockable Arrests were cardiac arrests that were witnessed, where the witnesses might be able to provide life saving measures.

In response to a question from Mayor Hopewell, Assistant Chief Tibbetts stated the 45 officers assigned to fire stations responded to fire and EMS calls and were not patrol officers.

In response to a question from Mayor Hopewell, Chief Thomas indicated there were 13-17 patrol cars on the streets at any given time, plus 4 zone sergeants. Chief Thomas explained dispatchers triaged and priorities calls, with "in progress" calls receiving highest priority. Chief Thomas stated the relationship of calls to officers was not 1:1, as some calls required several officers.

In response to a question from Commissioner Sykes, Chief Thomas stated it was important for officers to explain to citizens why they had to wait a long time for service, as every police/citizen contact was important. Chief Thomas stated hiring the right people made a difference with these interactions, and she indicated response times were a training issue. Chief Thomas noted residents were able to file police reports in ways that did not involve waiting for officers, such as on the City's website or in person a Teleserve officer.

Chief Thomas continued the presentation and reported on the following items:

- 2017 proactive calls for service breakdown
- Areas of Reported Speeding
- Proactive calls heat map
- Policies Guide the Work – will be done by end of summer
- Pillars of 21st Century Policing

Assistant Public Safety Chief Dave Boysen provided an overview of the Group Violence Intervention (GVI) program and Bridging Opportunities Program.

In response to a question from Commissioner Sykes, Assistant Chief Boysen stated KDPS was accountable to a board of community stakeholders for the GVI program

Commissioner Sykes suggested KDPS conduct a survey of participants to get feedback on the GVI program.

In response to a question from Commissioner Sykes, Assistant Chief Boysen stated a Kalamazoo County Identification Card would be acceptable ID for the GVI participants, but he noted a Social Security Card was also required in order for participants to be paid.

Chief Thomas continued her presentation on the Pillars of 21st Century Policing and covered the areas of Policy and Oversight, Technology and Social Media, and Community Policing and Crime Reduction.

Presentation on Public Safety Services and Programs and the Public Safety Strategic Plan (cont'd)

Assistant Public Safety Chief Vernon Coakley spoke about community policing and quality of life issues and described the department's efforts to improve the Ada/ Westnedge/Woodberry area vis-à-vis IK2025.

In response to a question from Commissioner, Assistant Chief Coakley explained that "judicial system clean-up" involved KDPS working with prosecutors to clean up judicial system records.

Commissioner Sykes expressed appreciation for the idea of incorporating social services into the Community Policing model and asked Assistant Chief Coakley to clarify his remarks about a "cloudy mindset."

In response to Commissioner Sykes, Assistant Chief Coakley stated he was referring to the need to change the idea that the Kalamazoo area was a marketplace for drugs and prostitution.

Assistant Chief Coakley described the Equity, Diversity, and Inclusion Program (EDIP) and stated the there was an EDIP Panel Diversity Committee, which provided feedback to KDPS regarding police/community relations.

Commissioner Cunningham noted he had been a part of a similar advisory group in the past and stated a weakness of that group had been a lack of people from the streets.

In response to Commissioner Cunningham, Assistant Chief Coakley reported there were two people "from the streets" on the diversity committee.

In response to a question from Commissioner Sykes, Assistant Chief Coakley indicated there were seven components to the EDIP training, including implicit bias and diversity training.

Deputy City Manager Patsy Moore provided an overview of the Citizens Public Safety Review and Appeals Board (CPSRAB) and the appeal process.

In response to a question from Commissioner Cooney, Chief Thomas reported the CPSRAB heard one appeal in 2015, three appeals in 2016, and zero appeals in 2017.

Commissioner Cooney stated the City needed to do a better job of informing people of the complaint and appeal process.

In response to questions from Commissioner Sykes, Chief Thomas reported in 2016 the CPSRAB rejected the Chief's decision and recommended additional training for the officers involved. Chief Thomas stated citizens were able to submit complaints online.

Deputy City Manager Moore noted CPSRAB was working to create a separate website for making complaints.

Presentation on Public Safety Services and Programs and the Public Safety Strategic Plan (cont'd)

In response to a question from Commissioner Urban, Deputy City Manager Moore reported CPSRAB members received extensive training in February, but the board had requested additional training, including fair and impartial police training.

In response to a question from Commissioner Urban, Deputy City Manager Moore stated several of the members had been through the Citizens' Academy, and one of them had attended a conference for boards like CPSRAB.

In response to a question from Mayor Hopewell, Deputy City Manager Moore explained it was difficult to identify best practices for CPSRAB because the types of appeal boards were varied.

Chief Thomas stated the department would respond to complaints, even if they were not submitted on the correct form. Chief Thomas continued the presentation and reviewed the following areas:

- 2017 Calls for service/arrest stats.
- Attracting and Retaining Talent
- Challenges and Opportunities
- Community Involvement Opportunities

Chief Thomas concluded the presentation and thanked Commissioners. Chief Thomas noted that she had the right people in leadership positions around her.

In response to a question from Mayor Hopewell, Human Resources Specialist Julie Milowe indicated there was a good partnership between the Human Resources Department and KDPS.

In response to a question from Commissioner Anderson, Assistant Chief VanderWiere reported the training wage for new Public Safety Officers (PSO's) was $17:33/hr., and that wage increased to over $20/hr. within an officer's first nine months.

In response to questions from Commissioner Sykes Chief Thomas stated felonies, Operating While Intoxicated, drug charges were the most common barriers to employment that came up during the per-employment background checks for PSO"s. Chief Thomas stated the questions were designed to be intrusive and that hiring supervisors were looking for significant omissions on the applications. Chief Thomas indicated that citizens who wanted to partner with KDPS to make the community safer could get involved with their neighborhood associations or contact KDPS directly.

In response to a question from Commissioner Cunningham, Chief Thomas stated internal investigations covered internal policy violations and internal complaints.

In response to a question from Mayor Hopewell, Chief Thomas stated the City ran its own fire academy, but it cost $8,000 per officer when the City paid for the police academy at Kalamazoo Valley Community College.

Presentation on Public Safety Services and Programs and the Public Safety Strategic Plan (cont'd)

In response to a question from Mayor Hopewell, Assistant Chief Coakley stated the City was involving the North Pole convenience store with the improvements in the Ada Street/Westnedge Avenue area.

In response to questions from Mayor Hopewell, Chief Thomas stated the City did not provide information on the fire/police academy curriculum through the City's website. Chief Thomas described the concerns she had about recruiting and hiring, including shrinking pools of applicants and the lack of people with the desire to do police work. Chief Thomas noted she had to live with the results of the hiring process, such as overtime and staffing shortages that resulted from having high standards; or the liability involved with lowering standards and potentially hiring the wrong people.

Mayor Hopewell remarked on the Operational Plan and stated he did not remember ever seeing a presentation like this or a plan to drive things forward.

Assistant Chief Coakley explained there had been pockets of strategic focus in the past, but the department did not have the capacity to give continuous attention to strategic thinking and proactive engagement. Assistant Chief Coakley noted law enforcement had changed, and officers were expected to be servant-leaders. Assistant Chief Coakley stated the opportunity for officers to get outside of normal "police work" had created the ability for them to be more proactive with things like anti-blight efforts and mentoring.

Assistant Chief Boysen stated he had not seen a plan like the Operational Plan in his 20+ years with the department. Assistant Chief Boysen remarked that cultural change had started under Chief Jeff Hadley and was continuing under Chief Thomas.

Assistant Chief VanderWiere stated KDPS had never had a plan like this. Assistant Chief VanderWiere stated buy-in for the plan happened at platoon meetings, and feedback from officers indicated support for the plan.

Assistant Chief Tibbetts noted the current Operational Plan included many elements that were present in the 1987 report on Public Safety.

Chief Thomas stated the Operational Plan was her plan for what she wanted to get done during her tenure as Chief. Chief Thomas noted KDPS looked at other law enforcement agencies when the plan was being designed.

In response to a question from Mayor Hopewell, Chief Thomas stated officers knew the vision, and they were being hardwired through structures and processes that were driving the work down into the agency.

Citizen Comments

Next, when an opportunity was given for general citizen comments the following people addressed the City Commission:

Michael Wilder, City resident, spoke of the need for street outreach workers to have information that would allow them to effectively follow up with participants in the GVI.

Charlie Davis, City resident, noted the GVI Coordinator and street outreach workers were able to provide feedback from participants directly to the GVI board.

Curtis Weekley, City resident, stated he liked what he heard from Chief Thomas and the Assistant Chiefs. Mr. Weekley requested additional information about GVI and other KDPS programs.

Alejandro Rodriguez, City resident, asked how "street people" could be involved in decision-making to make an impact on the community.

Mollie Peterson, City resident, introduced herself as the GVI Coordinator and suggested that information on GVI be on the City's website. Ms. Peterson remarked on the importance of having people involved in GVI who were able to speak from the streets.

Estevan Juarez, City resident, requested more funding and support for GVI.

Ed Genesis, City resident and a criminal justice reform organizer with Michigan United, stated he wanted to be involved with the GVI initiative.

Stacey Randolph, City resident, spoke about the Truth, Racial Healing, and Transformation initiative and the need to be educated, informed. Ms. Randolph requested current data regarding traffic stops and asked that more data be made available on the KDPS website.

Gail Gleason, City resident, stated he was willing to pay a fee to have KDPS check on his house while he was wintering in the south. Mr. Gleason indicated the last time he wanted to request this service the form was unavailable.

City Commissioner Comments

Finally, an opportunity was given for miscellaneous comments of City Commissioners.

Commissioner Sykes expressed gratitude to Chief Thomas, the Assistant Chiefs, and the people in attendance. Commissioner Sykes expressed interest in a follow-up work session to go deeper into areas like accountability, training, data, and the CPSRAB. Commissioner Sykes stated the Commission also needed to address a collective healing process for the community and what that would look like under the Truth, Racial Healing, and Transformation project.

City Commissioner Comments (cont'd)

Commissioner Anderson thanked KDPS staff for their work to prepare the presentation. Commissioner Anderson commended Chief Thomas and thanked community members for their involvement in GVI and other Public Safety initiatives. Commissioner Anderson stated the capacity of KDPS to handle multiple initiatives and programs simultaneously was impressive.

Commissioner Cooney remarked on the importance of training, community involvement, and respect for each individual. Commissioner Cooney commented on the need for social supports to reduce crime. Commissioner Cooney stated violent crime needed to be treated as a public health threat.

Commissioner Urban commended Chief Thomas for her strategic plan and for creating accountability by sharing her plan in a public forum.

Commissioner Cunningham thanked Chief Thomas for her presentation and stated it was important for the Commission to hear and see her vision. Commissioner Cunningham stated he wanted to know how the community was able to get involved and help police on the streets. Commissioner Cunningham expressed appreciation for the GVI and especially for the social services component. Commissioner Cunningham suggested the City enhance what is was already doing in the community to create a greater impact.

Vice Mayor Knott stated community violence was a public health threat. Vice Mayor Knott described Chief Thomas as a passionate, pragmatic, and visible leader.

City Manager Ritsema thanked Chief Thomas and expressed confidence in her. City Manager Ritsema noted KDPS was becoming more integrated with the rest of the City organization.

Mayor Hopewell spoke about the importance of getting the City's vision and values hardwired into employees. Mayor Hopewell noted Chief Thomas had the most difficult, high-profile job in the City. Mayor Hopewell recommended the City Commission participate in the complete Citizens Academy and go on ride-alongs. Mayor Hopewell suggested Commissioners go on Public Media Network with Chief Thomas to talk about specific issues. Mayor Hopewell announced former Mayor and Vice Mayor Gilbert Bradley had passed away.

Adjournment

The meeting adjourned at 9:28 p.m.

Respectfully submitted,

Scott A. Borling
City Clerk

For City Commission approval on August 20, 2018

Approved by: _____
Bobby J. Hopewell, Mayor
Dated: August 20, 2018