

CITY COUNCIL
HUMAN SERVICES COMMITTEE
Monday, July 18, 2005
Civic Center - Room 2402
7:30 P.M.

- MEMBERS PRESENT:** Aldermen Bernstein, Holmes, Jean-Baptiste, Moran, and Tisdahl
- STAFF PRESENT:** Julia Carroll, Judy Aiello, Kathleen Brenniman, Doug Gaynor, Paula Haynes, Vince Jones, Frank Kaminski, Harvey Saver, Alisa Dean, Jay Terry, Audrey Trotsky
- OTHERS PRESENT:** Alderman Wollin, Rosemary Jean-Paul, Evanston Township; Sharon Eckersall, Township Assessor; Sue Cantor (Mental Health Board); Schona Buranda, Jan Sullivan, Michael Green (Human Relations Commission) See Attached List of Attendees
- PRESIDING:** Alderman Moran

I. CALL TO ORDER

Alderman Moran called the meeting to order at 7:36 p.m.

II. APPROVAL OF THE MINUTES OF THE JUNE 6, 2005, MEETING

The minutes of the June 6, 2005 meeting were called and unanimously approved (5-0).

III. CONSIDERATION OF JUNE 2005 TOWNSHIP MONTHLY BILLS

Alderman Bernstein questioned the Assessor's bills regarding the 64 mile trip taken charged at 40 ½ cents per mile. Ms. Eckersall responded that trip was when she and Jeff Whales, the part-time person, went to Countryside, Illinois. Alderman Bernstein also questioned the charge to the Township at 6:54 a.m. for coffee at Dunkin Donuts. Ms. Eckersall said that is considered training. She was on the way to downtown something she has done before. Alderman Bernstein also questioned the purchase of ice cream cones in the afternoon to which Ms. Eckersall responded that should not be on the bills list. There were two parking bills on the list for \$14.00 each for two vehicles on the same day. Ms. Eckersall said it was for two days, one parking bill for each day. One day it was for training and the other day it was for a course at the Garden Grill which is why she expensed her lunch. Alderman Bernstein was absolutely appalled that coffee on the way downtown was charged for. Ms. Eckersall said if that was too expensive she would take it off the list. She does not expense any overnight hotels, she tries to find classes in the area and come back the same day. Alderman Bernstein had nothing further but said he will in the future.

Alderman Holmes asked about the charge on the same day of mileage plus parking plus \$3.50 for the C.T.A. Ms. Eckersall said the dates are different, that amount was for Mr. Whales to attend a class and the C.T.A does not give a receipt. One day she and Ms. Benjamin drove downtown, another day Mr. Wales went downtown alone and took the C.T.A. This was all for computer training.

Alderman Jean-Baptiste said his communication to the Assessor is try to manage conception differently to avoid the confusion regarding what you do and how you do it. Alderman Moran asked Ms. Eckersall if there is any expense she needs to withdraw from the process, to which Ms. Eckersall remarked it would only be the coffee for \$1.74 if the committee wanted to. Alderman Holmes asked if could be possible for Mr. Whales to do his own expense report to which Ms. Eckersall said he normally has no expenses but will separate that.

Alderman Moran called for a motion to consider approval of the June 2005 Township bills. Alderman Jean-Baptiste moved approval, seconded by Alderman Tisdahl. Motion passed 4-1, Alderman Bernstein opposed approval.

IV. FOLLOW-UP DISCUSSION ON CR-05-01 AND THE HUMAN SERVICES COMMITTEE ROLE IN REVIEW OF THE POLICE DEPARTMENT

Alderman Moran noted there was one complaint that was discussed at the June 6, 2005, meeting that was not resolved at the meeting and Chief Kaminski has given the committee confidential background materials pertinent to the complainant in that case. If there is a desire to discuss the materials contained in the confidential packet it should be done in Executive Session, otherwise can move acceptance of this report. **Alderman Bernstein moved acceptance of the Chief's recommendation, seconded by Alderman Tisdahl.**

Alderman Jean-Baptiste noted when this complaint was before the committee the Chief and the officer serving as the security officer had information the committee did not have. The officer had taken some action that was not well founded in terms of any prior complaints of that particular individual. It is important that we understand that or else it seems that the officer is acting in a way that discriminates against this individual. This individual may have some priors that automatically empower the officers to presume that he not be able to be in the store. We have to be sure that we do what we do beyond reproach and clear instruction is given to the individual. He appreciates being given the additional information and in the future asked to have that information at our disposal to enable us to make the proper decisions.

Alderman Moran called for the motion of accepting the Chief's recommendation. Recommendation unanimously accepted (5-0).

Alderman Moran noted the second aspect of this is the Human Services Committee's role in the review of the Police Department which was discussed in Ms. Brenniman's memo to the committee. Alderman Bernstein asked why we went from a Police Services Committee back to the Human Services Committee. Alderman Moran noted after the 1997 election there was a suggestion that we had too many committees, commissions, or agencies and the jurisdiction of the old Police Services Committee was dumped into the Human Services Committee which deleted that Police Services Committee but the function was still the same. Mr. Terry said the timing coincided after the referendum passed and we went from 18 to 9 Aldermen. There were a number of Council Committees when the Council went down to 9 members that the felt they could not sustain some of these special target area committees and folded them into the three standing committees. Alderman Bernstein wanted to clarify that Police Services was a committee of the Council rather than a citizen's committee.

Alderman Holmes remarked when this was discussed this at the last meeting it should have been done in Executive Session. Ms. Brenniman said you never have to go into Executive Session, you have that option. Had she known that names were going to be used she would have definitely recommended going into Executive Session. When a complainant is here it is more appropriate to go into closed session then you're assured that privacy issue is being maintained.

Alderman Jean-Baptiste asked if there ever was a review board of citizens to review the process of complaints against the Police Department. Chief Kaminski said at the time of review you are the citizens. There are various levels of citizen review around the country but there is not one best method. This is the representative body of citizens that was established long ago. Alderman Jean-Baptiste noted then there was never a citizen's review committee or a committee made of citizens who are not elected. In 2001 when he first came on the Council he raised the question whether or not the Police Department can remain impartial in its review of complaints. It seems to him that the best interest of the Police Department is going to be served and that's an interest that should be protected but he's not sure whether there is consistent objectivity in such a process. What has been found in the processes around the country, is anybody doing a mixed group review where citizens take part in the interviewing of the complainant and the officer in order to come to some kind of finding. Chief Kaminski said there is a great deal of research out there and does not think there's one best method. The best practice is to have some type of review. For the past 30 years he has been involved in reviewing committees and thinks this committee probably has the best knowledge and does a very thorough job of keeping the department in check. It's important that citizens understand the process as people don't understand the police process. There are pros and cons of many systems. A book was done several years ago on review systems across the country and our system was put into the book. We try to make sure there's a lot of checks and balances to make sure we're doing the right thing. Unless you feel there should be different system than what was proposed by the Council, this is what we should be doing.

Alderman Moran remarked, as one of the senior aldermen on this committee, his view of the process is that it works. He can say that with confidence because over the course of time he has seen many of these done and almost without exception felt the findings in the case information were inappropriate. His confidence level is high in terms of outcomes that there is objectivity in the reviews.

Alderman Wollin remarked having been a citizen representative for 4 years she can agree with Alderman Jean-Baptiste that he is a citizen and we serve as representatives of citizens so in fact it really is a citizen representative. When we first started there were only two Police Review Boards in the state of Illinois, Chicago and Evanston. You can go into

Executive Session even if the complainant is not here to discuss the case. She feels this review process functions very well and has been very effective.

Alderman Jean-Baptiste asked who does the interviewing when officers or complainants have to be interviewed. Chief Kaminski responded the Officers of Professional Standards, a Commander and a Sergeant, a separate body that reports to him and no one else. Alderman Jean-Baptiste did not think we as aldermen have the capacity to sift through and do the initial interviews of the complainants and the officers. If we had citizens willing to serve in the review that would add to the legitimacy. He respects the Chief's work but those complainants, or those who might complain, think if they complain to the police about the police the police draw a conclusion that would not be the same conclusion as the members of this panel, it's a process that is objective. He's not saying good people are not working on this but this is an issue that should be looked at to see how it can be made better and more legitimate in the eyes of the people by opening the committee to appointment of civilians. It also gives us a different perspective to look the potential candidates coming in and understanding certain nuisances from our viewpoint.

Alderman Holmes asked how does this committee keep the Council aware and abreast of police policies and problems and keep the City Manager and Chief of Police aware and abreast of Council and citizens' attitudes, concerns and problems with law enforcement activities. Alderman Moran did not recall a circumstance of where either the Police Services Committee or the Human Services Committee felt that there was something that we observed about the policy process through the prism of the complaints that we received was for alleged misconduct. He does not remember a circumstance where either of those committees felt that it was warranted that this committee submit its report to City Council saying there seems to be a pattern that we're finding disturbing and are not satisfied that the process is working correctly. Theoretically the Human Services Committee would issue a memorandum or report to the full City Council on this and maybe a matter of policy for full Council consideration to take that up. People who have always served on this committee are members of the City Council, not the entire City Council. The Chief is always in attendance and the City Manager has always been present. The notion of their being apprised of concerns that this committee has is they are apprised of it immediately. In terms of the Council conveying to the Police Chief and the City Manager he does not think has happened. The Human Services Committee has never deemed it necessary or appropriate to suggest to the full Council that there needs to be a change of some sort which is why the Council has never expressed to this committee, the Chief, or the City Manager that changes need to be made.

Alderman Bernstein remarked what Alderman Moran said is part and parcel of what we do when we review a complaint. We determine whether or not, in our opinion there was validity to the decision made and the process used to the extent that if there wasn't than we don't think so, that's all we can do and really our role. Alderman Bernstein asked Alderman Jean-Baptiste if he envisions replacing or adding the voice of the citizens to that of the Police Chief, to which Alderman Jean-Baptiste said yes, but still coming before the Human Services Committee. Alderman Jean-Baptiste said keeping the City Manager and the Chief of Police aware and abreast of Council and citizen attitudes, concerns and problems with law enforcement activity is proactive and we ought to know what people are thinking. With the trend that exists and now the overwhelming majority of our police officers not coming from the community there are contradictions in terms of certain conceptions that certain police officers may have on how they approach resolution of problem interaction. It's a good program in terms of policing, we engage in problem solving all the time which is great. A complaint forthcoming where a parent had complained about their kid that had never been involved with the police was stopped by an officer while walking home. The officer insisted on the kid going a different direction and in the process of the interaction there was name calling and other demeaning treatment. The parent wrote to him and to the Chief as well. Sometimes it's a problem of sensitivity that we don't get in the complaint that comes to us that citizens who serve on the Police Board who also hear it from citizens who live in the community may hear. A citizen who is not a part of the police department may have a more objective sense of that review of the complaint. It's still very much entrenched in the police department. There are different models out there and we can improve the reviews by integrating citizens in the process.

Alderman Tisdahl asked Alderman Jean-Baptiste if he is proposing that we move to that model, does he want to look at the different models, or is there one he's ready to move to. Alderman Jean-Baptiste said he did not know what all the models are but the model he is thinking of has to have integration of citizens who live in the community. He would be attracted to models that also bring independent perspective to our citizens who are not part of the police force to review police conduct.

Alderman Holmes asked if this is suggested as a replacement for the Human Services Committee, to which Alderman Jean-Baptiste said the committee will serve the same purpose it has done before. He hopes the citizens will work together with the existing committee and will take part at meetings that interview with the police officers in terms of conduct and process.

Chief Kaminski noted there are certain legal requirements regarding the police officers civil rights and certain labor agreements. To make sure everybody is on the same page any other investigation has to be handled like any another

criminal process, so we make sure we have all those safeguards are addressed before we do anything or move in any other direction. Before you have citizens interviewing officers on citizens complaints there are a lot of issues that you have to be very careful of if turns into a criminal matter.

Alderman Moran thought we have to get some delineation of some of these concepts and how they may or may not work in terms of the various issues the Chief referred to. The Chief can give us some examples of other models consistent with what Alderman Jean-Baptiste is suggesting to review and the legal department can also assist in identifying the safeguards that ought to be in place. Alderman Moran was not suggesting there will be any changes; the Council will have to decide if there was to be a structural change on a collective basis. Chief Kaminski said the committee gets a synopsis that is nondescript as it does not identify the people. He has an Advisory Board, a group of citizens he meets with, and thought if he had a few volunteers there to review cases before coming to you it's a way to get some citizens involved. We might give it a pilot best to see the kind of feedback we'd get and if it works.

Alderman Bernstein said we only have the power to review the Chief's actions. We cannot change the Chief's actions, although we could be upset with the Chief for taking those actions. Alderman Jean-Baptiste talked about having citizens serve with the two sworn officers in the Office of Professional Standards and there might be some legal implications that can preclude us from doing that and can see some real serious implications of getting a citizen involved initially.

Ms. Brenniman said one of things the committee can do, and has done, is ask the Chief to go back and take another look at the situation, which he has done on many occasions. It is absolutely correct that we do not have the authority to tell the Chief to change his mind nor the authority to get involved in the discipline which was made very clear in her memo.

Betty Sue Ester, remarked she hears from individuals in the community about the police policing themselves. What is the point for them going to the Human Services Committee because you can't change anything. She has never heard this committee tell an individual what their next step is. If the Chief's decision is final there is no place to go. The community does not come as readily as she would like to see them come to make complaints because they say nothing is going to be done. A serious question to be looked at is what is point of the Review Board for the Police Department, because you do not oversee that board the decision is the Chief's. That should be changed because a lot of citizens are being hurt by this process.

Alderman Moran did not agree with Ms. Ester on a couple of different points. The first reason he disagrees is that if you follow the process closely you would understand that when there has been a finding by the Chief that there was inappropriate behavior which he and all the Chiefs have done. There are disciplines meted down to the officers who have been found guilty of inappropriate conduct. The second point is it is clearly not within the jurisdiction of this committee to give out disciplinary measures against the members of our police department, that's the Chief's job which he believes is the case by statute. Even if our committee wanted to it could not do that. An important part of the functioning of this committee is to look at these cases, we do not change the outcomes, but we see what the complaint is, the investigatory process is, and the conclusions that were reached. If we do decide something is going on within in a broader frame work of our delivery of police services that we feel something has gone wrong and we need to make changes. This committee has never surrendered that and would like to make it clear that no one should be discouraged to come before us if they have a complaint because this committee is ready, willing and able to hear those complaints. He does not want anyone to go away from this committee meeting with the notion that it's useless for someone to come here to express a complaint about police behavior. There are other steps that stem from findings of inappropriate conduct that are taken disciplinary measures are meted out not by this committee but they are imposed.

Alderman Bernstein said on balance the Chief has done an incredibly good job. What we're talking about is setting up a policy that excludes the individual and talks in terms of a process. The cynicism out there about the police department would not be served by the objective appointment of these citizens because that cynicism would include the citizens appointed to that committee. He sees some problems with the way these appointments will be made. We are fortunate to have a Police Chief that has been fair and disciplined officers when they require disciplining. If people will be critical or concerned about the actions of the police department they will continue to be concerned and all we can do is get to a point where the policemen on the street do the right thing all of the time so there is nothing going to raise the concern of the citizenry.

Janet Sullivan asked if this is a rubber stamp committee. Her other question dealt with the review of complaints and suggested an interim step be taken where the report comes to a sub committee where they review it. If the recommendation is already made and concluded and can't be reversed then there is indeed no review here.

Gentleman from the audience, maybe citizens could go over and read all the material and bring it back here. He believes that you believe you're ready, willing and able to have a change but does not believe all the citizens in Evanston

believe that you want or can handle their situations. What would be the backlash if police officers did this too? There are a lot of citizens that have no confidence which he thinks is a real cultural thing. What are we going to get if you we talk to these people we'll get what we got for the last hundreds of years. You have confidence in yourselves, what you need to get is the confidence of the citizens out there within your organization. If they don't you can have all the confidence in the world, that does no good to help those citizens out because they don't have any confidence in you.

Alderman Moran said he does not have a magic formula for making each and every person confident in him but they certainly are free to come here. You mention backlash which he has never heard of anyone saying they were given bad treatment because they came here and complained about specific incidents of police conduct. If it happened he'd be happy to hear it. People have to participate for us to do the job we need to do.

Alderman Jean-Baptiste said there is no process that is fool proof. The Chief is a good guy and has an excellent record of commitment to the City and his process maybe the best process that he has. He is recommending that we take a look at the different models available and that our legal department give us more besides these safeguards and we put this on the agenda for further discussion. This was a healthy discussion where we were able to get different perspectives.

Ms. Ester, wanted to clarify her statement she never said there wasn't recommendations that the Chief made that wasn't needed. When the Chief makes his decision its final. Is there another step that individuals are supposed to take and stated in that letter with his final decision? That's why they think there is nothing they can do after that. We are talking about a process that needs to give the citizens more confidence in this City government not only the police department but the Human Services Committee. We need to get the trust back from our citizens in this committee. Print out what happens when people go through this process and what they're rights are. Our citizens are lacking information about a lot of services not only the police department.

Ms. Brenniman wanted to speak to the comment made about the discipline and the concern for discipline. We have a procedure in the City where Department heads, the Police Chief, and the division heads who have a discipline issue are not the only persons involved in that. We have a Due Cause Board if they want to give a discipline of suspension of two or more days they must come to made up of a representative from the Law Department, the City Manger's Office and the Director of the Human Resources Department. They come and state this is our position and what we are recommending and we listen to them and either agree or disagree with them. Sometimes we ask them to go back and take another look at their investigation. There is not just one person making this decision a process has to be gone through that is laid out in our Personnel Rules and in Union contracts.

Alderman Holmes said since the Chief had been thinking about sharing this information that he shares with his Advisory Board why don't we let him go ahead and start the process to see what kind of feedback he gets. This would be citizens on the Police Advisory Committee giving him another view before it gets to this committee. Chief Kaminski said he was not going to change any of the process but you'd get the perspective of some other people. As another layer of review he thought he'd have 3 or 4 people look at this, which has no legal implications.

Alderman Bernstein noted the real problem is we're talking about people's perceptions. The gentleman in the audience who talked about it said the people in the community have the perspective that it's a useless act to come to this committee. How does one change the perceptions of society, you would think education is a good way to start. It's not going to happen today as it has taken a hundred years to create no matter how it's going to be dissipated or diminished but it's a good step to take and we should be publishing whatever our processes are. This is something that maybe Human Relations can do if there isn't some publication already available. There is still another problem with perception in the next appropriate step, the courts of law, and a lot of people do not believe they get their due in court either. This should be addressed in any and every way possible to eventually start to change this perception.

Alderman Tisdahl said she would appreciate it if you would share the facts with your Police Advisory Board and let us know how that works.

Schona Buranda, thought part of the problem is lack of knowledge in the community. She knows a lot of the complaints that come to the Human Relations Commissioners and officers are because of lack of trust. We advise them to go to the police department and file reports which she is very happy that you are also advising them to do and come before this committee and we are also having educational hearings. She made an urgent appeal to the Human Services Committee to consider a Police Civilian Review Board in an effort to deter any kinds of mishaps such as with those City law suits. Our Police Chief is doing a fine job and she's is very proud of the fact that our Police Department goes to other jurisdictions and talks about this practice in certain areas. She questions who picks the Police Advisory Board, is it in the same vein as an independent Review Board. If it is not an independent civilian review board it will have little effect.

Alderman Moran certainly wants people to know what they can accomplish and if there are better and more effective ways to disseminate that information he is happy to encourage that. Policing is a difficult activity in many respects which he has observed over time. We are committed to responsible, lawful, effective police enforcement. We will always be available and try to do that and open to any and all suggestions regarding that.

Michael Green, there are certain people in this community that know people on different economic levels and ages. If you put a cable program together for a certain audience certain people won't watch it because something else is on TV but you disseminate this information at the same time and people will watch it just because a certain program is on TV and is a facilitation of some information about that you can get people to actually watch and play it over and over and over again.

Ms. Sullivan asked if it is appropriate for police hired by private entities to wear their uniforms because the perception is they are a City employee. Can a private business keep a list of people that have prior offenses particularly at a grocery store, can they track them a prevent them being on the premises when they are in need of groceries.

Alderman Moran's response was if a person has committed numerous crimes on the premises of the store and they know that he does not know whether that would be called tracking. Alderman Jean-Baptiste said individuals have basic needs part of which is going to the grocery to shop for food. They may have in the past committed some offenses. He's suggesting that we not go into a deep discussion of this case as we have some feedback from the Chief on why a private business can use the apparent authority of the City. Alderman Bernstein said the reality is it's not just tracking. In order to be convicted of a trespass going into a public establishment that person has to have prior knowledge that he/she is no longer allowed on the premises and this party had prior notice.

Ken Rogers, remarked about 5 years ago one his students got picked up for shoplifting at Dominick's and was told she could not go back in the store any more. This was a single mom trying to get some milk for her child. We went to the store and tried to talk to the manager and was told they do not let people who shoplift come back into the store.

Alderman Jean-Baptiste said there are two proposals on this issue. One, the Chief will share with us and get some feedback on what the Police Advisory Board is finding. Two, this committee will review models for consideration that will include civilians with legal advise as to whether or not we can move forward.

V. YOUTH SERVICES STATUS REPORT

Alderman Moran noted the committee received a memo that has commentary, preliminary findings and recommendations for actions going forward. There is a recommendation that the City conduct an assessment of youth program services for

young people aged 12 to 17 and 18 to 24 in the areas of employment, recreation, intervention/prevention with the following objectives: program identification, program assessment and gap analysis. Alderman Moran asked if it's the wish of the committee to follow those recommendations, if not what would the committee like to do.

Alderman Tisdahl remarked that as she read the recommendations she thought it would be possible to go through all of these without ever talking to a young person. What concerns her is some of us would like to hear from some young people and her experience with high school students is they can give you a very good assessment. We need a youth advisory because she does not want to get all these recommendations back without hearing directly from some high school and middle school students.

Alderman Jean-Baptiste commented the report is the follow up to moving forward with the assessment which was approved prior to the budget. Alderman Bernstein said we have funds available the question is how to use them. Alderman Jean-Baptiste thought there should be some training programs in terms of program identification for employment, recreation and intervention and prevention. If we are able to integrate some feedback from some youth because the motivation behind a lot of the discussions are around doing something about youth. We should discuss what we have because unless we know that we may be redundant in some areas. The City Manager indicated she wanted to investigate those practices throughout the country and also understood that one of the analyses that has been made enhancing the lives of youth is to look at the support systems that you have built. Unlike some of us who have grown up in a village right now a lot of our youth have no oversight once they leave high school, some even leave while in high school. Whatever they're transitioning into if they don't go to college they'll go into some kind of training or vocation. The first question is when do we believe we will begin this assessment as it the time it was proposed. We thought there was a dire need for that analysis to get some programming started to enhance the lives of youth especially those who are falling through the cracks and eventually becoming a liability to us. Ms. Carroll said in March we originally talked about doing the assessment when we had the information in time for discussion and programming in the next budget cycle. That still fits within the plan. Alderman Jean-Baptiste asked in terms of the framework how can we be sure that person is looking at evaluating what we have and has a sense of the community they are serving. Ms. Carroll said in the evaluation process and in our interviews the part we will be looking at is their experience, what kind of communities have they done these assessments for and are these communities that have similarities with Evanston. Plus, what is the basis methodology they are going to be involved with and the criteria that we felt would take all of those phases into consideration. Who are they talking to, how are they assessing it and exactly what their experience has been which will all be part of the criteria.

Mr. Terry said not unlike the discussion just concluded, one of the struggles we had as we look at this question is weighing knowing the community versus objectivity because quite often we are all involved in some type of youth services. To find someone who lives in Evanston and knows our community characteristics and yet is not connected in many ways with the number of local youth initiatives he's not sure that person or entity exists.

Ms. Carroll noted from staff's perspective we try to get as much background data as possible on the City to paint that picture to develop the interest for the right kind of person to do that work. We thought it's a combination of the written information as well as the interview process that will that draw out.

Ms. Buranda thought this was a perfect opportunity for the Human Relations Commission to get involved in.

Ms. Aiello said they worked with Human Relations and Recreation as our resources and would invite others who work with these programs as well as job placement if they wanted to participate. Ms. Carroll spoke with Superintendent Alson as part of our beginning plan.

Alderman Holmes asked if part of the plan is to have agencies that are funded by the City providing services be included in that. She can relate to the constant difficulty to coordinate roles in this community which she thinks we need to resolve as we have had this problem for years. We used to have a Youth Commission but had no one speaking for youth in the community. We've all spoke in terms of the services in the agencies but there was no voice. When there was a Youth Outreach in the Police Department it was because none of the agencies thought the other agency could do that so the Police Department got it by default. Ms. Carroll said you might be getting into a little different area than what was originally envisioned. The original Human Services discussion was an assessment of the organizations that we were funding already because Alderman Jean-Baptiste's interest was to add more programming and resurrect a commission, etc. Alderman Holmes said there is conflict between agencies competing for funding or maybe there is duplication of services or something like that. The intent for this consultant is to talk to all of the providers and understand their programming and determine if there are redundancies and where there are gaps. Since the City is funding this better that we as staff stay out of that and let an objective party come in to do that. We're going to hire the consultant and after he/she or the firm gathers the information that will be the methodology Ms. Aiello is talking about to determine a level of service, types of programming and services they offer and where there are gaps or redundancies and then present that information to the community to understand how that looks Citywide. The dollars we're putting in the community will

indicate where there may be a need or maybe over service. Her concern when this began was we're providing a lot of services but we don't know what we're getting for that or if we're getting the right thing. We first need to assess what we have and then determine where we need to go to fill those gaps, if there are any.

Alderman Bernstein added we have to get all the agencies at the table as he recalls an incident when there were competing agencies for the same funding and the fighting that ensued. Therefore, the person we select has to meet with everybody and maybe meet with them together to get the best perspective. In CDBG we always ask for people to coordinate the services. The questions asked should be how you interact with other agencies, could you do better, what could you do different, are you doing the same?

Mr. Green asked if after they find out what organizations are doing are we going to assess those organizations to see how effective they are doing what they do. Ms. Carroll said it's supposed to be an effectiveness study as well as identifying services.

Ms. Aiello responded to a question from the audience about how we go about getting assessments from the agencies and businesses in the community. Our initial thought was from those funding by the City because they have a little more stake in working with us. Several years ago there was an attempt to try and get some assessments from all agencies and Cynthia Harris, of the Police Department, was part of our team and indicated if it wasn't a City funded agency they never got any response or cooperation. Part of what we tried to do was have anyone providing services to youth come forward and provide us with information. It's more difficult if we don't fund them. We will try to create some opportunity for anyone providing service to the youth.

Comments from the audience included a suggestion that how to appeal to young adults would be by having a concert for them to attend.

Vincent Gillon, Care Point, said that if you want to look at effective programs you have to bring in special programs into the community because there are programs that the City does not fund that might be doing a great job and you would at least get to see them. There are things that would never be known unless you looked at programs that aren't funded by the City. Some of the work being done by them might free up some of your money to do other things. He did not think this is a difficult process a people who aren't being funded by the City are invested in the City. You can have some type of simple assessment that can be sent out by email.

Alderman Jean-Baptiste noted the Chief has come before CDBG to get funding for some street officers working with youth a program that no longer will be funding and asked the Chief of Police how he sees this assessment helping us understand what we need to do. Chief Kaminski said he would hope the assessment would talk to the actual street outreach workers. One of the gaps they have seen for the past several years since starting the program was young adults hanging on the street corners with no connection. Five years ago they tried a problem solving mechanism for the police to go in with outreach workers and try to engage youths to try to change this behavior and move them in a positive direction. Initially this was a partnership with the Police Department and Y.O.U. Now that the money is gone we're trying to make it survive. It's important that we look at the people that are not coming to the traditional offices and buildings actually hanging out on the streets in the neighborhood and try to get them connected to some of those good services throughout the City. We need to focus on those youths hanging out in the streets. We've had some great success stories with young people changing their lives connecting with the agencies that are out there.

Alderman Moran called for a recommendation from the committee to go forward with this assessment as described in the memorandum with the additional recommendation of the process developed for communicating with young people as part of that overall assessment. Alderman Jean-Baptiste recommended they do that and added this area of work is so important for all of us for our quality of life that we need to say to the City Manager come back with a recommendation as to what you think it will take to do what we need to get done.

Ms. Aiello said they will have the fees for each of the categories and bring it back to the committee to see what the total requirements would be and will then be able to make that recommendation. Ms. Carroll noted \$33,000 is what actually got approved in the budget. If it exceeds that amount we'll come back with a recommendation with what we think should be funded. We won't not do the study as a result of not having the money.

Alderman Moran called for a vote on the recommendation from the committee to follow what was recommending in the memorandum and supplement as was indicated. Recommendation approved 5-0.

VI. SILVER WINGS PUBLIC ART SITE REPORT

The report was unanimously accepted as written without any questions from the committee.

VII. UPDATE ON THE 2005 SUMMER YOUTH EMPLOYMENT PROGRAM

Ms. Haynes reported on the success of this year's program. The number of kids participating in City departments is 104, in the 50/50 Program 49, and in the private sector 12. She was especially excited about the number of kids in the private sector. Private businesses participating and paying the full cost of the teens hired are: Northwestern University, Evanston Hospital, and Papa John's Pizza. Ten businesses participated in the 50/50 Program that pays half the teen's salaries. There are just a few more weeks left to the program when the businesses will be brought together with the teens for a reception and kids will be nominated for awards for their service.

This year we will be doing some education programs. The kids were taken to John Marshall Law School, and there are field trips scheduled for Cook County Jail, and Northwestern University.

Because there has been much concern about the supervisors, this year we hired folks who had something to offer, who could even go with some of the clean up part time groups. In the afternoons they are supervising the participants and in the morning are working on other activities like putting an educational program together. This has made a big difference in terms of the quality and the skills of the supervisors hired this year.

The kids that painted all the traffic signals in town two years ago are now busy painting all the town's light fixtures. This year a team of teens will be creating a public service announcement that will address pertinent information for landlords and tenants regarding the Landlord and Tenant Ordinance pertinent to security deposits that hopefully will be used as a commercial for the Evanston Community Media Center.

Alderman Bernstein asked whether the private partnerships or the 50/50 are going to continue to have the kids working. Will there be jobs that go beyond the summer? Ms. Haynes said she thought there will be some that will offer kids jobs through the school year. We want these kids to be successful and would like them to go to school and apply for college. We'd also like them to be involved in extra curricular activities because it helps develop their skills.

Alderman Tisdahl asked what we're doing to thank everybody who participated in the program particularly the private partnerships paying the full cost. Ms. Haynes said one of the things is we like to have some unveiling for the public service announcement which will be an opportunity to bring the businesses who participated in the programs together. In the last two years we have given awards to participants in the program allowing the employees to nominate kids for awards. Alderman Tisdahl asked if we're printing these businesses names in our newsletters and thanking them at every possible opportunity, to which Ms. Haynes responded we definitely are.

Alderman Jean-Baptiste commented on how well the work is being done by the kids this year. Ms. Haynes attributed it to the change in the structure this year having the supervisors meeting one on one with each young person that is going to work with them on their team before the first day of work. This enabled the supervisors to develop a relationship with the kids and let the supervisor know who they are, what gets them going, with who they might have had some issues or concerns, and in that way got the group to work as a team.

Alderman Moran congratulated and thanked Ms. Haynes on behalf of the Human Services Committee for the work being done.

VIII. COMMUNITY REINTEGRATION HEARING AND STATUS REPORT

Alderman Moran called upon Mr. Thomson for his comments. Mr. Thomson said people ask him what organization he belongs to, one the one hand from the age of 13 to 33 he spent 17 ½ years in over a dozen state and federal prisons throughout a seven state Midwest area. On the other hand he moved to Evanston in 1978. He's been married to the same woman for 25 years, raised 3 children, the oldest just graduated from college, he worked for several companies and even ran for City Council in 1993. The question we want to answer Saturday or approach as a community is how you get from here to here. The record itself speaks that he was as difficult as any case you come up. He does not necessarily agree with the reentry issue this is a recidivism issue. It might be part of the same problem, what do we have to offer them when they come out of prison to our community. He's from the south suburbs so you don't necessarily have to assume that just Evanston people are coming back to Evanston. The thinking is there are more services here, he's not sure there are. It is more than just a job and a place to stay. He's been here long enough to know that there are some extremely good organizations here. Out of the 30,000 coming out of prison, 24,000 are coming back to Cook County, 20,000 go to four zip codes in Chicago making their problem is a little more serious than ours. Chief Kaminski says at any give time there's 100 on parole, if that's parole how many are not on parole. We're talking about people's lives here. For the last 28 years the prison system starting with the government down to effect state by state have striped our institutions of any rehabilitative programs. We have gone from rehabilitation 28 years ago to punitivism. We took away the programs so people can't go to college, we took away the G.I. Bill benefits to veterans. Fortunately he was in prison when they had the

rehabilitative program and was able to attend college and learn bookkeeping and accounting. The Governor's Statewide Community Safety and Reentry Working Group will meet July 23, 2005 at the First Presbyterian Church and he would encourage everybody to attend.

Mr. Terry noted the other part of the memo sent to the committee is just to reiterate that there is now this growing body of information about all these programs nationwide. The Mayor has provided him a lot of material, the City Manager went to a conference and came back with the Savannah, Georgia, and Las Vegas, Nevada models. The Savannah, Georgia is the gold standard of local programs. They commit over \$1,000,000 in local resources to reentry. The principles of the case coordination and also the whole intergovernmental cooperation really doesn't work unless the state and county buy into whatever the City wants to do. One of the things he's working on is getting contacts with the Department of Corrections, finding out how they organize themselves because there isn't an Evanston parole officer, there isn't just one person which is an element. The other reality is the programs that work go to the prisons and begin their work 6 months prior to release. If you wait until the person hits the streets with no housing and no plan and is almost too late. Those programs that actually reach out go to the prisons 6 months ahead of time to talk and ask what they are going to do on their release day, have a much greater likelihood of success. We probably have 4 or 5 entities in Evanston that already touch upon the issue in this program, Care Point, Howard Area Community Center, Churches, the Township, PEER Services who does a lot of work with the substance abuse treatment, and Reverend Lane's Fresh Start Program. We have a lot of smaller programs but the ones that really work do a lot of intense comprehensive case management particularly around housing jobs and substance abuse treatment, the big three.

September we'll have a much more comprehensive report and we'll let what these programs cost and perhaps with an eye towards next year's budget to give us some direction as to where you want to go. Mr. Terry will be attending the Saturday meeting.

IX. ADJOURNMENT

The meeting was unanimously adjourned at 9:55 p.m.
Respectfully submitted,

Audrey Trotsky, Department of Health & Human Services